

MESSAGE FROM SDA SECRETARY SONIA ROMEO

SDA appeals penalty rates decision in Federal Court



Following the Fair Work Commission's decision to cut penalty rates for retail, fast food and pharmacy workers earlier this year – the SDA is fighting back and appealing the decision.

From 1 July this year, workers covered by Awards in retail, fast food and pharmacy will begin to have their pay reduced for working on Sundays and Public Holidays.

The cuts will be phased in over the next three years until they are fully implemented.

The SDA is determined to reverse these cuts and stop any reduction to the take-home pay of thousands of workers.

That's why we're appealing the decision in Federal Court.

We know that employer groups will now be looking to expand

penalty rate cuts in other industries - including warehousing.

I would like to thank our warehouse members who have stood behind retail, fast food and pharmacy workers throughout this campaign.

We've now signed up over 55,000 workers to our campaign and we continue to work hard to protect penalty rates.



SDA Delegates at training

UPCOMING NEGOTIATIONS

The SDA will be commencing our campaigns for better pay and better conditions at

Woolworths
ARDC

Woolworths
Gepps Cross

BIGW
Big W Monarto



SDA Assistant Secretary Josh Peak pictured with SDA Delegates at Coles EP

Recognising & Celebrating you

EBA
2018

COLES EP
BETTER PAY • BETTER CONDITIONS

Campaigning on better loadings & penalties at Coles EP

As part of the campaign to win better pay and better conditions at Coles EP, the SDA and Delegates are running several campaigns on the issues that are important to workers.

This is in the lead up to negotiations for a new Coles EP Agreement starting in 2018.

The first campaign was around better job security and how to ensure workers can be confident of a pathway to permanent work or that their current permanent work is secure.

The second phase of the campaign is focusing on better loadings and penalties.

We know how important it is for you to spend time with your family and friends whether it's on the weekend or at night. If you have to work, you should be compensated fairly.

The SDA is working to improve penalty rates and loadings in three ways.

1. Protect penalty rates by fighting against any reduction in rates for work on nights, weekends and public holidays
2. Ensure the fair application of penalty rates so they apply to all workers who work a Saturday shift
3. Improve afternoon loadings by having a flat afternoon loading that applies to the whole shift

These are three actions we will be taking to the negotiating table when it's time to sit down with the employer.

SDA Assistant Secretary Josh Peak says the time to speak up about issues is now.

"We're onsite at Coles EP talking to members regularly to make sure we're hearing your concerns.

"The SDA is committed to winning key improvements in the new Coles EP Agreement and it starts with making sure your voice is heard.

"Let your Delegates or the SDA know if you have a concern or an idea about what you want changed in the agreement so we can be prepared to address it before negotiations," he said.

If you want to support this or have your say on loadings and penalties – speak to your SDA Union Organiser Lou Bailey or one of your onsite Delegates.

When your job is on the line, you need the Union with you

When it comes to unfair dismissals, the chances of being reinstated are minimal.

Recent statistics show:

- From Jan to March 2017 **3,478** applications for unfair dismissal were lodged.
- The vast majority of matters are resolved before a hearing at conciliation or before or after conciliation.
- In 2014/15 85% of matters resolved at conciliation resolved for an amount less than \$10,000.
- Only 264 applications were decided by a hearing.
- Most matters heard are dismissed for jurisdictional reasons.
- When matters are heard on the merits the odds get better.

- But, only 45 cases that went to hearing were found to be unfair.
- Out of the 45, 34 were granted compensation and only 8 were reinstated at work.
- This means only 0.23% of unfair dismissal cases resulted in workers getting their jobs back.

The best way to avoid being on the wrong side of these statistics is to avoid termination in the first place.

It's important to be a member of the union so you have representation in the first instance.

Job security is important to everyone. If you have representation who can argue on your behalf – it'll help prevent termination and a long battle in the Fair Work Commission.

NEW RIGHTS FOR CASUAL WORKERS

The SDA has won a major change to Modern Awards, including the Logistics Award, securing better rights for casual workers around Australia.

Working with the SDA, the ACTU pursued a claim at the Fair Work Commission to win the right to request permanent work after 12 months of service in Modern Awards - a claim which we first pursued 10 years ago.

This significant decision will provide casual workers with greater job security and provide them with greater access to entitlements such as sick leave and annual leave.

While this change is a step in the right direction, this is just the beginning.

The SDA has always argued for casual conversion clauses in EBAs. This win will strengthen our arguments that casual workers deserve a pathway to secure work.

As the number of casual workers in Australia grows, the SDA will continue to work relentlessly to safeguard their interests and tackle the issues they face.

YOUR SDA UNION REP **Lou Bailey**

Contact him on 8139 1000
or visit sda.com.au



Action on safety

Keeping your workplace safe is a priority for the SDA, our Health & Safety Reps, Delegates and members.

Taking action on safety is essential and workers can rely on the knowledge and work of trained Delegates and HSRs.

A recent example occurred when one of our Delegates raised a safety issue in their warehouse.

He identified a safety hazard in the unloading area for pallets where one of the sheds only had a chained barrier instead of rubber bumpers.

Without rubber bumpers the area wasn't sectioned off properly, causing pallets to smash regularly which was a significant problem that created safety risks for workers.

After taking this to the Company and getting no response, he raised the issue with the SDA and developed a timeline for resolving the problem and took this to the safety manager and consultative committee.

Following this, the problem has now been fixed and rubber bumpers have been installed.

This is a good outcome for workers onsite at the warehouse and an important reminder to speak up about safety issues.

SDA DC MEMBER PROFILE



RAWINIA JACKSON

COLES
EDINBURGH PARK

Rawinia is an SDA member from Coles EP.

Despite living in an AFL state, Rawinia's passion is Rugby League.

Rawinia and both of her daughters have played for South Australia and she's hoping involvement in the sport will grow here.

She's working to promote the sport so more girls and women get involved in the competition.

Local sport is such a big part of our community, great work Rawinia!

ANOTHER SAFETY WIN

Following the installation of the fire extinguishers on Repco machinery, the SDA has ensured that all operators will be properly trained in how to use the on-board fire extinguishers.

While this may seem like a small change, this lowers the likelihood of accidents occurring and helps create a safer workplace for all.

In the event of a fire, it's important that all workers know how to respond and prevent further injury/damage.

The SDA takes your safety seriously - If you're expected to operate a piece of equipment, you should always expect to receive the appropriate training.

GREAT NEWS!

The industry super fund for warehouse workers has delivered a **11.07% return on core strategy last year.**

REST Industry Super has just reported growth of 11.07% last financial year. Warehouse Workers are in great hands with one of Australia's best performing superannuation fund.