



EBA negotiations commence for Woolworths ARDC



Following the Shed Meetings in early August, the SDA has begun negotiating a new Agreement for Woolies ARDC workers.

SDA Secretary Peter Malinauskas and Union Rep Lou Bailey held Shed Meetings on 7 August for the morning, afternoon and night shifts to talk with members about their views on the current EBA.

"We'll be addressing a wide range of issues with the company.

We want to get Woolies ARDC members the best possible wage increases as well as ongoing improvements in workplace conditions," said SDA Secretary Peter Malinauskas.

"The Shed Meetings and the feedback received were an important opportunity to hear from you and now we'll make sure everything you have to say in the EBA surveys are taken directly to the company," said Peter.

Since these meetings, Lou has collated the feedback from all of the surveys and from conversation between members and the on-site Delegates. This feedback has formed the basis for a log of claims which was served on the company on the 2 September at the first EBA negotiation meeting.

Your Woolies ARDC Delegates also play an important role throughout the negotiations.

They are your voice on the negotiating team, who can demonstrate what it's like on the ground at the DC.

Woolies ARDC Delegates met with SDA Lawyer Donald Blairs and Union Rep Lou Bailey and were instrumental in developing the log of claims.

They are also present for all negotiations with company to provide strong representation for the workers in the DC.

Negotiations are ongoing with a number of claims already agreed to. Further meetings are scheduled throughout September and October.



SDA Secretary Peter Malinauskas and SDA Lawyer Donald Blairs at Enterprise Agreement negotiations with Woolworths ARDC Delegates

Message from the Secretary

While the SDA has been working hard to negotiate new Enterprise Bargaining Agreements for workers including, Woolworths DC, the Abbott Government has ramped up its attack on working people.

The Abbott Government's deal with the Palmer United Party's Clive Palmer and Family First Senator Bob Day to cut the retirement savings of millions of Australian workers is absolutely disgraceful.

The decision freezes any increase to superannuation until 2021 and gets rid of the Low Income Superannuation Contribution and destroys any sense of security for a decent and sustainable retirement.

The Abbott Government and Senator Day claim they want retirees to be self-dependent but at the very same time are cutting superannuation, it just doesn't make any sense.

It will not reach 12% until 2025, which means hard working Australian people will be left significantly worse off when they retire.

A 40 year old worker earning \$50,000 per annum stands to lose \$13,706 out of their superannuation because of these cuts.



Following the deal, the Abbott Government claimed workers would make up for their loss in superannuation by receiving higher wages but these claims were quickly denied by employer lobby groups.

The Australian Chamber of Commerce and Industry, the Australian Industry Group and Business SA have all said employees will not receive higher wages as a result of freezing superannuation increases.

The SDA believes the decision made by the Abbott Government and Senator Day should be reversed because it will cause serious financial consequences for working Australians.

Peter Malinauskas

Peter Malinauskas, SDA Secretary

COLES EP

Coles EP respond to SDA pressure on unfair performance management

The last edition of DC News outlined the problem of performance standards at Coles EP as a continuing problem for SDA members.

This was specifically in relation to the issue of an incentive scheme used by the company which potentially rewards high achievers but disciplines employees who fall below the 100% threshold.

Since this time, Coles National HR has contacted Union Rep Lou Bailey to set up a meeting to discuss the issue.

"I am pleased that Coles have finally decided to talk about this problem in the DC.

"I look forward to discussing how the company can make improvements so that Coles DC workers will no longer be performance managed through an unfair and biased system," said Lou.

SDA DC MEMBER PROFILE



JOHN CREW

YOUR NEW DELEGATE AT WOOLWORTHS ARDC

The SDA welcomes a new Delegate to team at Woolies ARDC, John Crew.

John has been an active member of the SDA for several years and has always been a strong advocator for your rights in the warehouse.

He has been a key contributor in preparing for the negotiations with Woolworths and is a strong voice for his co-workers during meetings with the company.



YOUR SDA UNION REP Lou Bailey

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

YOUR PAY RISES



Repco workers received a pay rise recently, which kicked in on 1 August.

"This pay rise for Repco employees is part of the Repco Enterprise Agreement negotiated on your behalf by the SDA.

"We understand the cost of living is putting pressure on working families to make ends meet.

"Wage increases such as these are more important now than ever before," said SDA Secretary Peter Malinauskas.

Remember, each time you receive a wage increase the SDA will let you know by an SMS alert and a letter in the mail.

If you would like to check your rate of pay, log in to the Members' Area at sda.com.au any time to view your pay rate or call the SDA on 8139 1000.

Please contact your Union Rep, Lou Bailey if you have any questions about the Repco Agreement.

Coles EP watching you on WorkCover

Members at Coles EP have recently raised concerns about the company using private investigators to film them outside of work.

SDA Lawyer Donald Blairs has given extensive consideration to this issue and provided legal advice to members as required.

The basic position is that the company is allowed to hire a private investigator to film your public activities at any time, this included both at work and outside of work. However, they are not allowed to record sound.

As a result, it is an important that injured workers stick to their restrictions outside of work as well as at work, particularly if the injury is the subject of a workers compensation claim.

Donald stresses that members on WorkCover must keep to the restrictions listed on their WorkCover Medical Certificate or from their GP.

"If your doctor says that you shouldn't be lifting over 5kg at work, then you should be avoiding doing this outside of work too," he advised.

"If you have any doubts about whether you should be doing something outside of work, such as playing a sport or gardening, you should discuss this activity with your treating doctor and make sure that they make a note of it," Donald suggested.

If you have any questions about this issue, please contact Donald on 8139 1000.

YOUR LICENCE A HIGH RISK?

From 1 September 2014, all workers who operate a forklift, crane and hoist or pressure equipment are now legally required to have their national high risk work licence.

Some workers may currently hold an OHS Certificate Australia Car, old tickets or Notice of Satisfactory Assessment issued on or before December 2004, instead of a national high risk work licence.

If this may affect you, you can convert to a national high risk work licence by calling the High Risk Work Conversion Line on 1300 975 909.

SDA Delegates to have their say on WorkCover

As part of the DC Delegate Training provided by the SDA, our DC Delegates visited Parliament House for a first-hand look into the industrial relations system.

While the Delegates were there they met and talked with Attorney-General John Rau, who is currently considering reforms to the WorkCover system.

Many of the Delegates raised concerns about the way that the WorkCover system operated in their warehouse and the impact this was having on those injured workers. As a result, a number of Delegates have now been asked to meet with Michael

Francis, General Manager Scheme Improvement and Regulation to hear their concerns.

This is great opportunity for our Delegates to express their concerns or issues with WorkCover before any major changes are introduced.

"Many of our DC Delegates have experience dealing with WorkCover issues in the warehouses over a number of years and it will help for WorkCover to hear directly from them," said SDA Lawyer Donald Blairs

The meeting took place on Friday 12 September.

COLES EP

SDA wins back pay for Saturday loading mistake at Coles EP

Members at Coles EP recently raised the issue of receiving 17.5% loading for taking annual leave on a Saturday.

The correct amount of loading for annual leave on Saturdays is 20%, this came into effect on 1 May 2014.

The SDA immediately addressed this problem with the company, who have now calculated the underpayment.

SDA Union Rep Lou Bailey says all affected employees should have received their back pay by now.

If you are affected by this issue and have not received the back payment, please contact Lou Bailey on 8139 1000.



SDA Member Chris Pahl at Big W Monarto

BIG W DC

SDA fixes flex up for PPTs at Monarto DC

Last month, Union Rep Lou Bailey took the issue of flex up for permanent part-time employees to the company on behalf of Monarto DC members.

It was brought to the attention of the SDA that permanent part-time employees were not being offered additional hours.

Lou informed the company that permanent part-time employees should be offered flex up hours before they are offered to a casual employee.

As a result the company have agreed that flex up hours will be made available to part-time workers going forward as the first option.

"The company has also indicated their intention to hire less casual employees in the future in order to provide more hours to permanent part-time employees," said Lou.