



SDA fighting for more permanent jobs at Woolies DC

The SDA is continuing to push for casuals to be made permanent employees at the Woolworths DC, in accordance with the Agreement – and 27 casuals have been offered permanent part-time roles this month.

The Woolworths DC Agreement contains the following clauses in regards to casual employment:

17.7. Casual employees who have worked regular and systematic hours for a period of two years will be offered a permanent position

19. Labour Hire casual employees will be assessed for possible transfer to the Company's payroll after 12 months service, with a maximum of 2 further quarterly reviews.

Further to this, the company must adhere to hiring a certain number of casual and permanent employees:

The ratio of Woolworths casuals to permanent employees shall be no greater than 0.8 to 1.

SDA Secretary Peter Malinauskas regularly communicates with Woolworths to make sure they are complying with the Agreement.

Union Rep Lou Bailey says despite regularly raising the issue with the company this can be a problem for casual employees in the DC, who are not being offered permanent positions when it is appropriate.

“Casuals are only being assessed for suitability at the 2 year mark before being offered a permanent or part-time position.

“The process of assessing suitability for permanent positions should not commence only when the employee becomes eligible, it should be an ongoing process,” said Lou.

The SDA believes that ongoing assessment will allow casual employees to move to a permanency as soon as they become eligible, instead of having to wait to be assessed.

This will also assist in keeping the correct casual to permanent ratio as specified in the Agreement.

Lou emailed Woolworths HR about the issue on 15 May and met with the company on 2 June.

As a result 27 casuals have now been made permanent part time.

Message from the Secretary

Welcome to the first edition of the SDA's DC News.

We'll be bringing warehouse members the latest news from the DC - whether it's a pay rise or information about your rights at work.

Remember, there's no matter too big or small for the SDA. Always get in touch with us or see your store Delegate if you need assistance with a workplace issue.



Peter Malinauskas, SDA Secretary





Kylie-Marie Bland at Woolworths DC Gepps Cross

WOOLWORTHS DC

Payslip Dispute

Employees from Woolworths DC will be pleased to know that the SDA has taken the fight to the company.

Recently Woolworths made the decision to change from hard copy payslips to electronic payslips.

The decision did not receive a positive response from many members, who wanted to be provided with hard copy payslips.

After raising this issue with the company, SDA Industrial Lawyer Donald Blairs took this to the Fair Work Commission.

As a result employees who would like one are still receiving a hard copy pay slip.

If you experience any problems, contact your Union Rep, Lou Bailey.

COLES DC

Nightshift Shut Down

On May 29, workers on the Night Shift at Coles EP were informed that the Night Shift would no longer continue.

This decision has affected 12 workers at the warehouse, who will be transitioned out of the shift by June 23.

The affected employees have been offered alternative shifts.

Each employee will have a one on one meeting with the company to discuss the transition.

While the company is entitled to change the shifts, the SDA is extremely concerned that this will result in a loss to some entitlements for those workers.

If you are affected by this decision and would like to know what this means for your entitlements, Union Rep Lou Bailey is regularly on site at Coles EP.

Alternatively, contact your Delegate or call the SDA on 8139 1000.

WOOLWORTHS DC

Smile, you're on camera!

The SDA is concerned by members reporting cameras being placed on reach trucks at Woolworths DC.

We raised this issue with the company and sought legal advice.

We have been advised that companies are allowed to use cameras in the workplace to record employees and customers.

However, they are not permitted to record sound.

The SDA supports every effort to keep workplaces safe but you should not be made to feel uncomfortable by management monitoring you.

If you are concerned by this issue, please contact your SDA Delegate or Union Rep, Lou Bailey and we will communicate your concerns to the company.



**YOUR SDA UNION REP
Lou Bailey**

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

BIG W DC

Wages up for Monarto DC workers!



Following extensive negotiations with the company, the SDA has successfully finalised a new Agreement for Big W Monarto DC.

An overwhelming majority of members in the DC voted up the Agreement, which has now been certified by the Fair Work Commission.

The SDA bargained with the company to get the improvements to your wages and conditions that you asked for in your survey responses.

SDA Secretary Peter Malinauskas said members will find significant benefits in the new Agreement.

WAGES UP

SDA members will benefit from pay rises as wages will increase by 3% per year for four years, compounding.

This equals a 12.55% increase over the life of the Agreement or \$112.76.

BETTER BREAKS

If your shift requires a second rest pause or rest pause for overtime those breaks will now be 15 minutes instead of 10 minutes.

FULL PAY FOR JUNIOR ASSOCIATES

Younger workers under the age of 20 will now enjoy a boost to their pay. A junior associate, after completing the probationary period of 6 months and who is assessed at working 100 per cent of the adult benchmark will be paid the appropriate adult rate of pay, depending on their classification.

FAIRER GRADING STRUCTURE

The SDA has now achieved a fairer grading structure for Monarto DC workers, which includes:

- Grade 1 rate of pay will now apply to new associates for a maximum of 12 months to be phased in over the life of the Agreement
- Grade 2 rate of pay will apply to all associates who perform all of the basic duties in the DC and have progressed beyond grade 1
- Grade 4 rate of pay will apply to all associates trained and licenced to operate a forklift, order picker or reach truck

CASUAL LOADING INCREASE

Casual employees will enjoy more money in their take home pay with casual loading to increase over the life of the Agreement from 23% to 25%, in addition to the wage rises mentioned above

COMPANY REQUIRED TO OFFER PERMANENT POSITIONS

Any casual associate who has been employed by the company for a period of 2000 hours will be offered a permanent position subject to meeting competency, performance and behavioural standards. All casual associates who fit this criteria will be offered a permanent position by 1 January 2016.

This is great news for casual employees, if you fit this criteria you should contact HR.

If you need assistance, talk to your SDA Delegate or contact the Union.

The full Agreement and more detailed information are available on sda.com.au

YOUR DELEGATES



The SDA would like to extend a big thank you to Mark Olds, who has recently stepped down as a delegate at Coles EP.

Mark has been both a fantastic SDA Delegate and HSR at Coles EP for several years, going back to 2008.

In this time he has shown great commitment to his co-workers with help and support in the warehouse and we're sure he will continue to do so.

We would also like to welcome Jason Beesley who is a new delegate for Coles EP.

Jason has been a member of the SDA for almost 30 years, with his knowledge and experience in the DC, we're excited to have him on board as one of our Delegates.

YOUR PAY RISES

Each Agreement negotiated by the SDA on your behalf ensures that you receive regular pay rises.

Members from the following companies recently received a wage increase:

coles

Coles EP workers received a wage increase from 1 May this year.

BIGW

Big W Monarto DC employees received the first pay rise negotiated in their latest Agreement from 1 June.



SDA Union Rep Lou Bailey with Gary Homes.

SDA WINNING MORE UNFAIR DISMISSALS

In the last year, the SDA has won four reinstatements for Coles DC employees who were unfairly dismissed by the company.

Earlier this year the SDA ran an unfair dismissal case in the Fair Work Commission on behalf of our member Gary Homes.

The judgment handed down by Senior Deputy President O'Callaghan, found that Mr Homes' dismissal was 'harsh, unjust, and unreasonable.'

Coles were also ordered to reinstate Mr Homes and compensate him for lost wages for the time following his dismissal.

Mr Homes is back at work at the warehouse.

SDA Industrial Lawyer Donald Blairs is currently dealing with 12 individual matters for Warehouse members.

Always contact the SDA if you have any concerns about your rights at work.

SDA T-SHIRTS

SDA t-shirts are available exclusively for warehouse members. If you don't already have one, you will find order forms on the SDA Notice Board or alternatively, ask your SDA Delegate.