



## **SDA/AWU log of claims Woolworths Supermarkets 2018**

The SDA, consistent with the instructions of our workplace Delegates seek a BOOT compliant EBA that:

- Protects the existing take home pay of employees;
- Improves penalty rates
- Secures hard won SDA conditions
- Ensure wage increases for all during the Agreement

### **Wages and related matters**

1. BOOT compliant
2. The protection of take-home pay for existing employees and pay rises for all employees throughout the life of the Agreement.
3. Abolish Level 1 classification
4. A penalty rate structure no less than the GRIA for every hour worked.
5. A clause to facilitate the immediate application of any increase in penalties under the GRIA during the life of the Agreement.  
E.g. SDA applications to vary the GRIA and lift penalties for casuals working after 6pm and on Saturdays.
6. Casual loading of 25%.
7. Redundancy pay – retain the status quo of the NSW standard. (cl.2.14)
8. The following junior rates to apply:
  - i. At 16 years and under 50%
  - ii. At 17 years of age 60%
  - iii. At 18 years of age 75%
  - iv. At 19 years of age 90%
  - v. At 20 years of age 100% (cl.3.2)
9. Junior rates to apply to Team Member (Current Grades 1 & 2) only.
10. Accident Pay for Victoria. (cl.11.11)
11. A sign on bonus on the date of a positive vote.

### **Rostering**

12. Protection of the RDO. (cl.4.6.1.2)
13. Rostering: regard for family responsibilities, study responsibilities, safe transport home. (cl.4.5.1)
14. Maintain the casual roosting provisions contained in clauses 2.7.4, 2.7.6 and 2.7.7
15. Promotion of permanency over casual employment, including but not limited to:
  - Part time employees to be able to agree in writing to additional hours in a simple and effective method
  - Part time employees to be given preference when additional hours become available
  - Part time employees to have the choice to increase their base hours each year in line with hours actually worked in the preceding months

- Casual conversion clause
  - Maintain clauses 2.6.2 and 2.6.3.
16. Include a 12 hour break between shifts. (cl.4.11)
  17. Retention of paid 15 minute break for shift of 4 hours or more. (cl.6.1)

## **Allowances**

18. Allowances to be no less than the equivalent GRIA allowance
19. Broken Hill additional entitlements including Long Service Leave.
20. NT and WA district allowances
21. Delete clause 11.2, Dress Standards and insert equivalent GRIA uniform provisions (see GRIA clause 20.2, Special Clothing)

## **Leave**

22. Annual Leave – penalties to be paid plus 17.5% loading. (cl.8.1.6)
23. Sick leave to be available at start of second and subsequent year. (cl.8.2)
24. Maintain 11 days of personal leave. (cl.8.2)
25. Compassionate leave - current EBA entitlements to be retained. (cl.8.3)
26. Defence force services leave. (cl.8.6)
27. Blood donor leave. (cl.8.4)
28. Emergency services leave. (cl.8.7)
29. Natural disaster leave. (cl.8.8)
30. Pre-natal leave (cl.8.9)
31. Company to top up the government parental leave payment for a period of 18 weeks, equivalent to ordinary time earnings. Company to pay 8 weeks of parental leave, equivalent to ordinary time earnings, in addition to the top up payment.
32. Company to pay superannuation on paid parental leave
33. Paid Domestic Violence leave
34. Long Service Leave- double leave at half pay. (cl.8.10)
35. Public Holidays – maintain current clause, including:
  - Voluntary work on public holidays
  - Non working day provisions
  - Update references to public holidays where required
  - Voluntary work on Easter Sunday, NYE and Xmas Eve where not a public holiday
  - Where a team member chooses not to work a public holiday that is part of their rostered shifts they shall be paid any applicable penalty (excluding the public holiday penalty).
  - Re-name “Foundation Day” as “Western Australia Day” (cl.7)

## **Other matters**

36. Maintain all savings clauses. (cl.13)
37. Arbitration of workplace disputes. (cl.9)
38. SDA to be able to initiate a dispute. (cl.9)
39. Maintain clause 11.13, Employee Accommodation.
40. Employee parking to be free and safe.