

WOOLWORTHS MEAT UNIT

NATIONAL NEWSLETTER · OCTOBER 2018



AMIEU
FEDERAL

Dear members,

You will soon be voting on a new agreement proposal in Woolworths stores across Australia.

AMIEU officials attended the negotiations and managed to achieve some benefits to meat unit workers but it needs to be noted that we are one of four unions in attendance at these negotiations and ultimately an agreement in principal needs to be put to members to decide upon.

This agreement will apply to some 80,000 workers in Woolworths supermarkets.

This proposal restores all the penalty rates that had been stripped under previous enterprise agreements, resulting in a large focus on ensuring that take home pay does not reduce and in all cases should increase. (At least in theory and hopefully the unions got their sums right)

We therefore present for your consideration a summary of major considerations that will affect meat unit workers and leave it to the vote for workers to decide upon.

It is very much a pluses and minuses proposal. Queries should be directed to your local branch office of the AMIEU.



Graham Smith
Federal Secretary

New benefits

- Sign on bonus (up to \$805).
- 50% loading prior to 7am.
- RDO returned to Qld.
- Can take double annual leave at half pay.
- Laundry new - \$6.25 p/w (Although, employees can no longer claim on tax).
- Family and Domestic Violence leave 5 days' paid & 5 days' unpaid per annum.
- Award Mirroring provision for return of Sunday penalty rate if Award rate reinstated. The agreement will mirror whatever the award provides for Sunday work. ALP platform is to return the Sunday penalty rate to 200% if they win government.
- Apprenticeships to be competence based meaning that the higher apprentice rates can be achieved much faster according to training criteria being achieved. (not reliant on years of service)

Key points of interest

- Annual wage increases in accordance with the annual review of the award system by the Fair Work Commission. (Please note transitional and proportionate payment arrangements)
- New Base Rate of Pay around \$2.00 per hour behind current rate. (Current employees paid a Transitional rate (TTR) only on ordinary hours 7am to 6pm Monday to Friday). The logic in the base rate reduction is that the restoration of penalty rates will boost weekly take home pay to employees.
- Returned Penalty rates apply, but only on new lower base rate.
- Overtime percentage rate paid on new lower base rate.
- Cold work new - \$0.29 per hour. Increase to most states but QLD currently - \$0.37 (loss of \$3.10 per week).
- Non-rostered Public Holidays no longer accrue a day owed/paid (loss to Butcher of over \$190 for each public holiday not rostered). Example: on a Tuesday to Saturday roster in 2018 a butcher would not be rostered for 4 Monday Public Holidays, a loss of over \$760 in that year.
- Public holiday pay rate reduced to 225% and paid on new lower base rate. Award Mirroring provision does not apply (if Award penalty rates returned on Sunday's)
- Public holidays are currently paid at over approximately \$10 per hour more than the proposed rate.
- Taking of excessive annual leave by direction (Excess of 8 weeks, although is currently an award provision).
- Apprentice relativities paid on Trade Base Rate of Pay not TTR.

Proposed New Woolworths rates Of Pay Meat Departments Queensland:

	Temporary Transitional Rate (Current employee only TTR) *	Base Rate of Pay (New employees and non-TTR hours) **	Saturday & 6-11pm Mon-Fri (+25%) **	Sunday to 30 June 2019. 9am-11pm (+80%) **	Public Holiday (+125%) **
Retail Employee Level 1 (Previously - Grade 2 Store Team Member, Packer)	\$22.20	\$21.05	\$26.31	\$37.89	\$47.36
Retail Employee Level 3 (Previously - Grade 3 Skilled non-trade)	\$23.40	\$21.89	\$27.36	\$39.40	\$49.25
Tradesperson Level 4 (Previously - Grade 5 Butcher)	\$25.25	\$23.20	\$29.00	\$41.76	\$52.20
Tradesperson Level 5 (Previously - Grade 5b Team Support – Tradesperson)	\$26.02	\$23.59	\$29.49	\$42.46	\$53.08

* **Temporary Transitional Rate (TTR):** Applies only to current employees between the hours 7:00am and 6:00pm Monday to Friday. TTR does not apply on weekends or at night. The TTR does not apply on public holidays, or during hours worked as overtime. The TTR increases annually at one half of the percentage increase that is applied to the Base Rate of Pay.

** **Base Rate of Pay: New employee** – is the base rate of pay for all hours / **Current employee** – is the base rate of pay that applies to loading of penalty/overtime hours (outside the hours of 7:00am to 6:00pm Monday to Friday). The Base Rate of Pay increases annually at the rate of the percentage increase that is ordered by the FWC in its Annual Wage Review (effective 1 July each year).

Overtime (and ordinary hours outside the span worked by agreement): Applied only to Base Rate of Pay, Monday to Saturday 11pm to 7am +50% 1st 3 hours, +100% thereafter. Sunday prior to 9am & after 11pm +100%. Public Holiday +150%.

Note: Sunday penalty rate reduces from 1 July 2019 to +65%, from 1 July 2020 to +50%. If Sunday Penalties are reinstated to the General Retail Industry Award, they will be mirrored in the Woolworths EBA. The Labor Party has agreed to reinstate Award penalty rates if they win Government next year, in which case Sunday penalty rates will move back up to +100%.

Casuals: Please contact the AMIEU Queensland Branch on 07 3217 3766 to discuss your rates of pay under the proposed EBA.