

WOOLWORTHS MEAT UNIT

NATIONAL NEWSLETTER · SEPTEMBER 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 only one of four unions in attendance at these negotiations.

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

- 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. (Refer to tables 1&2).
- Overtime percentage rate paid on new lower base rate.
- Sunday rate is higher currently than it will be from 1 July 2020. (Refer to tables 1&2).
- 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 \$10 per hour more than the proposed rate. (Refer to tables 1&2).
- 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. (Refer to table 3, the loss from stage 2 onward against current trade wage is highlighted in red)

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) .

Table 1 : Current Trades Rates

	Current base rate	Current Sunday (150%)	Current Public Holiday (250%)
Tradesperson (5) current	\$25.16	\$37.74	\$62.90
Team Support (5b)current	\$25.96	\$38.94	\$64.90

Table 2: New Rates

	Transitional rate (TTR current employee)	Base Rate of Pay **	Saturday and 6-11 PM Mon-Fri (25%) **	Sunday to 30 June 2019 (180%) **	Sunday from 1 July 2019 (165%) **	Sunday from 1 July 2020 (150%) **	Public Holiday (225%) **
Retail Employee Level 1 (Previously - Grade 2 Store Team Member, Packer)	\$22.20	\$21.05	\$26.31	\$37.89	*\$34.73	*\$31.58	\$47.36
Retail Employee Level 3 (Previously - Grade 3 Skilled non-trade)	\$23.40	\$21.89	\$27.36	\$39.40	*\$36.11	*\$32.84	\$49.25
Tradesperson Level 4 (Previously - Grade 5 Butcher)	\$25.25	\$23.20	\$29.00	\$41.76	*\$38.28	*\$34.80	\$52.20
Tradesperson Level 5 (Previously - Grade 5b Team Support - Tradesperson)	\$26.02	\$23.59	\$29.49	\$42.46	*\$38.92	*\$35.39	\$53.08

* Subject to Award annual review wage percentage index and Award mirroring provision.

** Base Rate of Pay: New employee for all ordinary hours / Current employee Base Rate of Pay applies for penalty/overtime hours.

Table 3: Apprentices Rates

Apprentices	Current	New EBA %	New Base Rate
Year 1 50%	\$12.58	Stage 1- 60%	\$13.92
Year2 65%	\$16.35	Stage 2- 70%	\$16.24
Year 3 85%	\$21.38	Stage 3- 85%	\$19.72
Year 4 95%	\$23.90	Stage 4- 90%	\$20.88
Trade Qualified 100%	\$25.16	Trade Qualified 100%	\$23.20