

From: Josh Cullinan
Sent: Thursday, 31 August 2017 3:41 PM
To: Palethorpe, Stephen (SEN)
Cc: Rusjakovski, Natasha (SEN)
Subject: Questions on Notice - RAFFWU

Dear Stephen

Please find attached our responses to the Questions on Notice to the union.

Firstly, the correspondence sent by SDAEA to a member regarding not ceasing payroll deductions.

Secondly, the roster analysis for members working at Coles and Woolworths who appeared on Friday. We note McDonald's analysis was included in our original submission. In addition, we have prepared a simple analysis of the current paid rates at a number of employers for the "typical roster" described by SDAEA in its submission of August 2005 in relation to AWAs.

Finally, we identified an error in our wage table for Coles Liquor group as there had been a further wage increase under the Agreement. The amended wage tables are also attached.

Kind regards

Josh Cullinan
Secretary
Retail and Fast Food Workers Union
www.raffwu.org.au

Advice SDA to Resignees

From: SDA Victoria Admin <Admin@sdavic.org>

Sent: Wednesday, 21 June 2017 2:05 PM

To: Liam Mansbridge

Subject: RE: Membership Cancellation

Hi Liam,

Thank you for your email. Your cancellation request will be duly processed.

If you is still working, please instruct your payroll department to stop the fee deductions from your wages as we have no authority to do so.

Kind regards

Paul Stephenson

Administration Officer



Shop, Distributive & Allied Employees' Association – Victorian Branch

Level 3, 65 Southbank Boulevard, Southbank VIC 3006

P: (03) 9698 1400 **E:** admin@sdavic.org **W:** www.sdavic.org

From: Liam Mansbridge [<mailto:LGMansbridge@hotmail.com>]

Sent: Wednesday, 21 June 2017 1:01 PM

To: SDA Victoria

Subject: Membership Cancellation

Hello, I would like to cancel my SDA membership. I am displeased with their policy of making deals that leave the membership worse off, and I am joining the new union, the Retail and Fast Food Worker's Union (RAFFWU).

My employer is Coles, and my membership number is: SDAV183945

I hope this is sufficient to have my membership cancelled and payments no longer deducted from my wages.

Kind regards,

Liam Mansbridge

ATTACHMENT A - TABLE 1 - GENERAL RETAIL INDUSTRY AWARD AND EMPLOYERS (ADULT WAGE)

| Employer | Expiry | Workplace Instrument | Wage Rate | Weekday 7am to 6pm | Weekday 6pm to 11pm | Saturday 7am to 6pm | Sunday 9am to 6pm |
|-----------------------------------|--------|--|------------------|-----------------------|------------------------|------------------------|----------------------|
| Modern Award | N/A | General Retail Industry Award 2010 | Non-Casual Adult | 20.08 | 25.10 | 25.10 | 39.16 |
| Coles Supermarkets | 2014 | Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011 | Non-Casual Adult | 20.36 | 20.36 | 20.36 | 30.54 |
| Woolworths Supermarkets (Level 2) | 2015 | Woolworths National Supermarket Agreement 2012 | Non-Casual Adult | 21.24 | 21.24 | 21.24 | 31.87 |
| Kmart | 2016 | Kmart Australia Ltd Agreement 2012 | Non-Casual Adult | 20.62 | 20.62 | 20.62 | 30.94 |
| Bunnings Warehouse | 2016 | Bunnings Warehouse/Small Format Stores Agreement 2013 | Non-Casual Adult | 21.72 | 21.72 | 21.72 | 32.59 |
| Big W | 2015 | Big W Stores Certified Agreement 2012 | Non-Casual Adult | 20.15 | 20.15 | 20.15 | 30.23 |
| BWS | 2016 | BWS Enterprise Agreement 2013 | Non-Casual Adult | 21.82 | 21.82* | 21.82 | 32.73 |
| Liquorland | 2017 | Coles Liquor Group Retail Agreement 2014 | Non-Casual Adult | 21.50 | 21.50 | 21.50 | 32.25 |
| Officeworks | 2015 | Officeworks Agreement 2012 | Non-Casual Adult | 20.03 | 20.03* | 20.03 | 30.05 |
| Target | 2016 | Target Australia Retail Agreement 2012 | Non-Casual Adult | 20.68 | 20.68 | 20.68 | 31.02 |
| Modern Award | N/A | General Retail Industry Award 2010 | Casual Adult | 25.10 | 25.10 | 27.11 | 39.16 |
| Coles Supermarkets | 2014 | Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011 | Casual Adult | 24.44 | 24.44 | 24.44 | 34.62 |
| Woolworths Supermarkets (Level 2) | 2015 | Woolworths National Supermarket Agreement 2012 | Casual Adult | 25.49 | 25.49 | 25.49 | 36.11 |
| Kmart | 2016 | Kmart Australia Ltd Agreement 2012 | Casual Adult | 24.75 | 24.75 | 24.75 | 35.06 |
| Bunnings Warehouse | 2016 | Bunnings Warehouse/Small Format Stores Agreement 2013 | Casual Adult | 26.61 | 26.61 | 26.61 | 32.59 |
| Big W | 2015 | Big W Stores Certified Agreement 2012 | Casual Adult | 24.18 | 24.18 | 24.18 | 34.26 |
| BWS | 2016 | BWS Enterprise Agreement 2013 | Casual Adult | 26.18 | 26.18* | 26.18 | 37.09 |
| Liquorland | 2017 | Coles Liquor Group Retail Agreement 2014 | Casual Adult | 25.80 | 25.80 | 25.80 | 34.40 |
| Officeworks | 2015 | Officeworks Agreement 2012 | Casual Adult | 25.04 | 25.04* | 25.04 | 30.05 |
| Target | 2016 | Target Australia Retail Agreement 2012 | Casual Adult | 24.82 | 24.82 | 24.82 | 35.16 |

Note All rates are lower than the Award on Saturdays (7am to 6pm) and Sundays
All non-casual rates are lower than the Award on Weeknights, Saturdays (7am to 6pm) and Sundays
All award rates are lowest level (REL 1) and equivalent agreement rates (although Woolworths has a lower level for cleaners, trolley collectors and new staff)
EBA Less than Award
* - Weekday 6pm to 10pm rate
All rates include 2017 penalty rate cuts and as at 1 August 2017

ATTACHMENT A - TABLE 2 - GENERAL RETAIL INDUSTRY AWARD AND EMPLOYERS (17 YEAR OLDS)

| Employer | Expiry | Workplace Instrument | Wage Rate | Weekday 7am to 6pm | Weekday 6pm to 11pm | Saturday 7am to 6pm | Sunday 9am to 6pm |
|-----------------------------------|--------|--|-----------------|-----------------------|------------------------|------------------------|----------------------|
| Modern Award | N/A | General Retail Industry Award 2010 | Non-Casual 17yo | 12.05 | 15.06 | 15.06 | 23.49 |
| Coles Supermarkets | 2014 | Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011 | Non-Casual 17yo | 11.20 | 11.20 | 11.20 | 16.80 |
| Woolworths Supermarkets (Level 2) | 2015 | Woolworths National Supermarket Agreement 2012 | Non-Casual 17yo | 11.68 | 11.68 | 11.68 | 17.53 |
| Kmart | 2016 | Kmart Australia Ltd Agreement 2012 | Non-Casual 17yo | 11.86 | 11.86 | 11.86 | 17.79 |
| Bunnings Warehouse | 2016 | Bunnings Warehouse/Small Format Stores Agreement 2013 | Non-Casual 17yo | 11.95 | 11.95 | 11.95 | 17.92 |
| Big W | 2015 | Big W Stores Certified Agreement 2012 | Non-Casual 17yo | 12.09 | 12.09 | 12.09 | 18.14 |
| BWS | 2016 | BWS Enterprise Agreement 2013 | | | | | |
| Liquorland | 2017 | Coles Liquor Group Retail Agreement 2014 | | | | | |
| Officeworks | 2015 | Officeworks Agreement 2012 | Non-Casual 17yo | 12.02 | 12.02* | 12.02 | 18.03 |
| Target | 2016 | Target Australia Retail Agreement 2012 | Non-Casual 17yo | 11.37 | 11.37 | 11.37 | 17.06 |
| Modern Award | N/A | General Retail Industry Award 2010 | Casual 17yo | 15.06 | 15.06 | 16.26 | 23.49 |
| Coles Supermarkets | 2014 | Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011 | Casual 17yo | 13.44 | 13.44 | 13.44 | 19.04 |
| Woolworths Supermarkets (Level 2) | 2015 | Woolworths National Supermarket Agreement 2012 | Casual 17yo | 14.02 | 14.02 | 14.02 | 19.86 |
| Kmart | 2016 | Kmart Australia Ltd Agreement 2012 | Casual 17yo | 14.23 | 14.23 | 14.23 | 20.16 |
| Bunnings Warehouse | 2016 | Bunnings Warehouse/Small Format Stores Agreement 2013 | Casual 17yo | 14.63 | 14.63 | 14.63 | 17.92 |
| Big W | 2015 | Big W Stores Certified Agreement 2012 | Casual 17yo | 14.51 | 14.51 | 14.51 | 20.56 |
| BWS | 2016 | BWS Enterprise Agreement 2013 | | | | | |
| Liquorland | 2017 | Coles Liquor Group Retail Agreement 2014 | | | | | |
| Officeworks | 2015 | Officeworks Agreement 2012 | Casual 17yo | 15.02 | 15.02* | 15.02 | 18.03 |
| Target | 2016 | Target Australia Retail Agreement 2012 | Casual 17yo | 13.65 | 13.65 | 13.65 | 19.34 |

Note The SDA practice of reducing 17 yo (and 18 yo) junior rates results in many workers being entitled to less than the minimum award rate even at non-penalty times
All rates are lower than the Award at all times except Big W between 7am and 6pm on weekdays (4c per hour higher than Award)
EBA Less than Award
* Weekday 6pm to 10pm rate
All rates include 2017 penalty rate cuts and as at 1 August 2017

ATTACHMENT A - TABLE 3 - FAST FOOD INDUSTRY AWARD AND EMPLOYERS

| Employer | Expiry | Workplace Instrument | Wage Rate | Weekday 6am to 9pm | Weekday 10pm to 12am | Weekday 12am to 6am | Saturday 6am to 9pm | Sunday | Public Holidays | Public Holiday Percentage |
|---------------|--------|--|------------------|-----------------------|-------------------------|------------------------|------------------------|--------|--------------------|---------------------------------|
| Modern Award | N/A | Fast Food Industry Award | Non-Casual Adult | 20.08 | 22.09 | 23.09 | 25.10 | 29.12 | 45.18 | 225% |
| McDonald's | 2017 | McDonald's Australia Enterprise Agreement 2013 | Non-Casual Adult | 20.92 | 20.92 | 23.01 | 20.92 | 20.92 | 41.84 | 200% |
| Hungry Jack's | 2002 | The SDA Hungry Jack's Victoria Agreement 1999 | Non-Casual Adult | 11.25 | 11.25 | 11.25 | 11.25 | 11.25 | 22.50 | 200% |
| Modern Award | N/A | Fast Food Industry Award | Casual Adult | 25.10 | 27.11 | 28.11 | 30.12 | 34.14 | 50.20 | 250% |
| McDonald's | 2017 | McDonald's Australia Enterprise Agreement 2013 | Casual Adult | 26.15 | 26.15 | 28.24 | 26.15 | 26.15 | 41.84 | 200% |
| Hungry Jack's | 2002 | The SDA Hungry Jack's Victoria Agreement 1999 | Casual Adult | 13.78 | 13.78 | 13.78 | 13.78 | 13.78 | 22.50 | 200% |

Note All rates are lower than the Award on Weeknights (9pm to 12am), Saturdays (6am to 9pm) and Sundays
All rates at Hungry Jack's are lower
All award rates are lowest level (FFE 1) and equivalent agreement rates
1am to 5am rate
All rates include 2017 penalty rate cuts and as at 1 August 2017

QUESTIONS ON NOTICE

Cover to Amended Attachment D
Retail and Fast Food Workers Union
Questions on Notice
31 August 2017

1. The next 11 pages provide summary calculations for the scenarios previously submitted at Attachment D to the union's submission to the Senate Committee Inquiry into Penalty Rates.
2. In addition, we have included:
 - a. Amended summary for the three rosters described by Mr David Suter at the Hearing of the Inquiry on 18 August 2017;
 - b. Summary for the roster worked by Ms Ganga Dissanayake and referred to at the Hearing of the Inquiry on 18 August 2017;
 - c. Summary for the roster worked by Ms Michael Hargreaves and referred to at the Hearing of the Inquiry on 18 August 2017; and
 - d. The roster of Mr Michael Johnstone referred to at the Hearing of the Inquiry on 18 August 2017 which was part of the original submission dated 1 August 2017.
3. In addition, we have undertaken an analysis of the wages that would have been payable at a number of retail establishments as compared to the Award for the rosters described by the SDAEA in its submission to the "Inquiry into Workplace Agreement" dated August 2005.
4. That analysis is at pages 9 through 12 of this document. The employers used are from Wesfarmers (Coles, Coles Liquor, Officeworks) and Woolworths (Woolworths, Big W.)
5. The first analysis (page 9) is of a roster described by SDAEA in 2005 as a "typical scenarios for a part time employee" (see page 39 of SDAEA 2005 submission.)
6. The analysis by SDAEA in its 2005 submission identified workers would be 12.6% worse off.
7. The SDAEA describes the arrangements paid under the AWA at page 36 of its submission as:

"However not only is the AWA a monumental con job but it is absolutely clear that in promoting the Framework AWA and in giving automatic approval of AWA's which are copies of the framework AWA that the Employment Advocate is ignoring his statutory duties and in fact is operating in breach of his statutory duties."
8. As can be seen on page 9, paid wages not including allowances are between 7.2% and 18% worse off under this roster when we analyse the agreements the SDAEA has negotiated and for which SDAEA has supported approval.
9. The analysis at pages 10 through 12 is of other rosters analysed in that submission (see page 45 of SDAEA 2005 submission.) They show an even higher detriment.

ATTACHMENT D

Analysis of Wages Paid to Mr David Suter - Coles Yarraville - "A" Roster As At 1 July 2017

| | Hours | 2011 | | Paid | | Modern | |
|---------------------|----------|------------------|---------------|----------|---------------|------------------------|---------------|
| | | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 20.36 | | 21.92895 | | 20.08 | |
| Weeknight penalty | 4 | 100% | 81.44 | 100% | 87.72 | 125% | 100.40 |
| Saturday penalty | 4 | 100% | 81.44 | 100% | 87.72 | 125% | 100.40 |
| Sunday penalty | 4 | 150% | 122.16 | 150% | 131.57 | 195% | 156.62 |
| Cold work allowance | 12 | Prorated \$10.35 | 3.27 | | 3.57 | 1.3% of \$809.10 (/hr) | 3.32 |
| Laundry allowance | 3 shifts | | 0 | | 0 | \$1.25 per shift | 3.75 |
| Total | | | 288.31 | | 310.58 | | 364.50 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|-------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 53.92 | -17.36% | -\$ 2,803.85 |
| Agreement v Award | -\$ 76.19 | -24.53% | -\$ 3,961.65 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|-------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 50.42 | -16.42% | -\$ 2,621.77 |
| Agreement v Award | -\$ 72.38 | -25.39% | -\$ 3,763.97 |

Shifts were 6pm to 10pm Monday, 11am to 3pm Saturday and Sunday, no allowance is made for lost rest breaks under the Agreement

Analysis of Wages Paid to Mr David Suter - Coles Yarraville - "B" Roster worked July/August 2017

| | Hours | 2011 | | Paid | | Modern | |
|---------------------|----------|------------------|---------------|----------|---------------|------------------------|---------------|
| | | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 20.36 | | 21.92895 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | | 0.00 |
| Saturday penalty | 6.5 | 100% | 132.34 | 100% | 142.54 | 125% | 163.15 |
| Sunday penalty | 5 | 150% | 152.7 | 150% | 164.47 | 195% | 195.78 |
| Cold work allowance | 11.5 | Prorated \$10.35 | 3.13 | | 3.42 | 1.3% of \$809.10 (/hr) | 3.18 |
| Laundry allowance | 2 shifts | | 0 | | 0 | \$1.25 per shift | 2.50 |
| Total | | | 288.17 | | 310.43 | | 364.61 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|-------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 54.19 | -17.46% | -\$ 2,817.70 |
| Agreement v Award | -\$ 76.44 | -24.62% | -\$ 3,974.85 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|-------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 51.92 | -16.91% | -\$ 2,700.08 |
| Agreement v Award | -\$ 73.89 | -25.92% | -\$ 3,842.28 |

Shifts were 10am to 5pm Saturday (1/2 hour unpaid meal break) and 12pm to 5pm Sunday

Analysis of Wages Paid to Mr David Suter - Coles Abbotsford - "C" Roster As At 24 August 2017

| | Hours | 2011 | | Paid | | Modern | |
|-----------------------|----------|------------------|---------------|----------|---------------|------------------------|---------------|
| | | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 20.36 | | 21.92895 | | 20.08 | |
| Weeknight penalty | 7 | 100% | 142.52 | 100% | 153.50 | 125% | 175.70 |
| Saturday before 10pm | 2 | 100% | 40.72 | 100% | 43.86 | 125% | 50.20 |
| Saturday 10pm to 11pm | 1 | 125% | 25.45 | 125% | 27.41 | 125% | 25.10 |
| Saturday 11pm to 12am | 1 | 125% | 25.45 | 125% | 27.41 | 150% | 30.12 |
| Weekday After 11pm | 1 | 100% | 20.36 | 100% | 21.93 | 150% | 30.12 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Cold work allowance | 12 | Prorated \$10.35 | 3.27 | | 3.57 | 1.3% of \$809.10 (/hr) | 3.32 |
| Laundry allowance | 3 shifts | | 0 | | 0 | \$1.25 per shift | 3.75 |
| Total | | | 257.77 | | 277.68 | | 318.31 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|-------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 40.63 | -14.63% | -\$ 2,112.74 |
| Agreement v Award | -\$ 60.54 | -21.80% | -\$ 3,148.16 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|-------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 37.13 | -13.54% | -\$ 1,930.66 |
| Agreement v Award | -\$ 56.74 | -22.29% | -\$ 2,950.48 |

Shifts are 7pm to 11pm Tuesday and 8pm to 12am Thursday and Saturday, no allowance is made for lost rest breaks under the Agreement

ATTACHMENT D

Analysis of Wages Paid Fortnightly to Ms Ganga Dissanayake - Coles Essendon Fields - As At 1 July 2017

| | Hours | 2011 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|---------------|----------------|-----------------|----------------|
| Base rate | | 20.36 | | 21.93 | | 20.08 | |
| Weeknight penalty | 15 | 100% | 305.4 | 100% | 328.93 | 125% | 376.50 |
| Saturday penalty | 10 | 100% | 203.6 | 100% | 219.29 | 125% | 251.00 |
| Sunday penalty | 8 | 150% | 244.32 | 150% | 263.15 | 195% | 313.25 |
| Weekday Normal | 12 | 100% | 244.32 | 100% | 263.15 | 100% | 240.96 |
| Laundry allowance | 9 shifts | | 0 | | 0 | \$1.25/shift | 11.25 |
| Total | | | 997.64 | | 1074.52 | | 1192.96 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|------------------|---------|--------------|
| | Fortnightly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 118.44 | -11.02% | -\$ 3,079.43 |
| Agreement v Award | -\$ 195.32 | -19.58% | -\$ 5,078.27 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|------------------|---------|--------------|
| | Fortnightly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 107.19 | -9.98% | -\$ 2,786.93 |
| Agreement v Award | -\$ 184.07 | -18.45% | -\$ 4,785.77 |

Ganga works across a fortnight:

Tuesday from 1pm to 9pm with a meal break between 4pm and 5pm
 Wednesday from 4pm to 9pm
 Thursday from 4pm to 9pm
 Saturday from 11am to 4pm
 Sunday from 5pm to 9pm
 Tuesday from 4pm to 9pm
 Wednesday from 4pm to 9pm
 Saturday from 4pm to 9pm
 Sunday from 5pm to 9pm

ATTACHMENT D

Analysis of Wages Paid Fortnightly to Mr William Smith - Coles Pinelands - As At 1 July 2017

| | 2011 | | | Paid | | Modern | |
|-------------------|----------|-----------|---------------|-------|----------------|--------------|----------------|
| | Hours | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 20.36 | | 21.93 | | 20.08 | |
| Weeknight penalty | 21.5 | 100% | 437.74 | 100% | 471.47 | 125% | 539.65 |
| Saturday penalty | 5 | 100% | 101.8 | 100% | 109.64 | 125% | 125.50 |
| Sunday penalty | 9 | 150% | 274.86 | 150% | 296.04 | 195% | 352.40 |
| Weekday Normal | 8.5 | 100% | 173.06 | 100% | 186.40 | 100% | 170.68 |
| Laundry allowance | 8 shifts | | 0 | | 0 | \$1.25/shift | 10 |
| Total | | | 987.46 | | 1063.55 | | 1198.23 |

| | Comparison (Including Allowances) | | |
|--------------------|---------------------------------------|---------|--------------|
| | Fortnightly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 134.68 | -12.66% | -\$ 3,501.68 |
| Agreement v Award | -\$ 210.77 | -21.35% | -\$ 5,480.12 |
| | Comparison (Not Including Allowances) | | |
| | Fortnightly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 124.68 | -11.72% | -\$ 3,241.68 |
| Agreement v Award | -\$ 200.77 | -20.33% | -\$ 5,220.12 |

ATTACHMENT D

Analysis of Wages Paid to Michael Johnstone - Woolworths Barkly Square - As At 1 July 2017

| | Hours | 2011 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|---------------|---------------|------------------|---------------|
| Base rate | | 21.24 | | 22.17 | | 20.08 | |
| Weekday | 2 | 100% | 42.48 | 100% | 44.34 | 100% | 40.16 |
| Weeknight penalty | 8 | 100% | 169.92 | 100% | 177.36 | 125% | 200.80 |
| Saturday penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Laundry allowance | 2 shifts | | 0 | | 0 | \$1.25 per shift | 2.5 |
| Total | | | 212.40 | | 221.70 | | 243.46 |

Note: Michael works Thursday and Friday night, 5pm to 10pm

| | Comparison (Including Allowances) | | |
|--------------------|-----------------------------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 21.76 | -9.82% | -\$ 1,131.52 |
| Agreement v Award | -\$ 31.06 | -14.01% | -\$ 1,615.12 |

| | Comparison (Not Including Allowances) | | |
|--------------------|---------------------------------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 19.26 | -8.69% | -\$ 1,001.52 |
| Agreement v Award | -\$ 28.56 | -13.45% | -\$ 1,485.12 |

ATTACHMENT D

Analysis of Wages Paid to Michael Hargreaves - Woolworths Brunswick - As At 1 July 2017

| | Hours | 2011 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|---------------|---------------|------------------|---------------|
| Base rate | | 21.24 | | 22.17 | | 20.08 | |
| Weekday | 3 | 100% | 63.72 | 100% | 66.51 | 100% | 60.24 |
| Weeknight penalty | 2 | 100% | 42.48 | 100% | 44.34 | 125% | 50.20 |
| Saturday penalty | 5 | 100% | 106.2 | 100% | 110.85 | 125% | 125.50 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Laundry allowance | 2 shifts | | 0 | | 0 | \$1.25 per shift | 2.5 |
| Total | | | 212.40 | | 221.70 | | 238.44 |

Note: Michael works 3pm to 8pm Tuesday and 4pm to 9pm Saturday

| | Comparison (Including Allowances) | | |
|--------------------|-----------------------------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 16.74 | -7.55% | -\$ 870.48 |
| Agreement v Award | -\$ 26.04 | -11.75% | -\$ 1,354.08 |

| | Comparison (Not Including Allowances) | | |
|--------------------|---------------------------------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 14.24 | -6.42% | -\$ 740.48 |
| Agreement v Award | -\$ 23.54 | -11.08% | -\$ 1,224.08 |

ATTACHMENT D

Analysis of Wages Paid Weekly - 2 Examples - McDonald's (NSW store) - As At May 2016

| Adult part-time employee | Hours | 2013 | | Paid | | | |
|-----------------------------|----------|-----------|---------------|-------|---------------|--------------|---------------|
| | | Agreement | Pay | Rates | Pay | Pay | Pay |
| Base rate | | 20.33 | | 20.33 | | 18.99 | |
| Weeknight penalty | 3.5 | 100% | 71.16 | 100% | 71.16 | 110% | 73.11 |
| Week morning penalty (note) | 0 | 110% | 13.42 | 110% | 13.42 | 115% | 0.00 |
| Saturday penalty | 7.5 | 100% | 152.48 | 100% | 152.48 | 125% | 178.03 |
| Sunday penalty | 7.5 | 100% | 152.48 | 100% | 152.48 | 150% | 213.64 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 389.52 | | 389.52 | | 469.78 |

Note: Rates are from May 2016 as the roster, payslips and timesheets are from that point in time.

Note: Agreement and Paid Rates are between 12am and 5am on mornings, whereas 12am to 6am under the Award

Note: Allowance included at Week Morning for 6 hours of weekend morning shifts under EBA

| 17 year old casual employee | Hours | 2013 | | Paid | | | |
|-----------------------------|----------|-----------|---------------|-------|---------------|--------------|---------------|
| | | Agreement | Pay | Rates | Pay | Pay | Pay |
| Base rate | | 12.20 | | 12.20 | | 11.39 | |
| Weeknight penalty | 0 | 125% | 0 | 125% | 0.00 | 135% | 0.00 |
| Week morning penalty | 0 | 135% | 0 | 135% | 0.00 | 140% | 0.00 |
| Saturday penalty | 0 | 125% | 0 | 125% | 0.00 | 150% | 0.00 |
| Sunday penalty | 7.5 | 125% | 114.356 | 125% | 114.36 | 175% | 149.55 |
| Weekday Normal | 0 | 125% | 0 | 125% | 0.00 | 125% | 0.00 |
| Laundry allowance | 1 shifts | | 0 | | 0 | \$1.25/shift | 1.25 |
| Total | | | 114.36 | | 114.36 | | 150.80 |

Note: Rates are from May 2016 as the roster, payslips and timesheets are from that point in time.

Note: Agreement and Paid Rates are between 12am and 5am on mornings, whereas 12am to 6am under the Award

| | Comparison (Including Allowances) | | |
|--------------------|---------------------------------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 80.26 | -20.60% | -\$ 4,173.39 |
| Agreement v Award | -\$ 80.26 | -20.60% | -\$ 4,173.39 |
| | Comparison (Not Including Allowances) | | |
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 75.26 | -19.32% | -\$ 3,913.39 |
| Agreement v Award | -\$ 75.26 | -19.32% | -\$ 3,913.39 |

| | Comparison (Including Allowances) | | |
|--------------------|---------------------------------------|---------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 36.44 | -31.87% | -\$ 1,894.88 |
| Agreement v Award | -\$ 36.44 | -31.87% | -\$ 1,894.88 |
| | Comparison (Not Including Allowances) | | |
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 35.19 | -30.77% | -\$ 1,829.88 |
| Agreement v Award | -\$ 35.19 | -30.77% | -\$ 1,829.88 |

ATTACHMENT D

Analysis of Wages Paid Weekly - 2 Examples - Hungry Jacks (Victorian store) - As At August 2016

| Adult part-time employee | Hours | 2011 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|--------------------------|----------|----------------|--------------|------------|---------------|--------------|---------------|
| Base rate | | 11.25 | | 20.60 | | 19.44 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 110% | 0.00 |
| Week morning penalt | 0 | 100% | 0 | 100% | 0.00 | 115% | 0.00 |
| Saturday penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Sunday penalty | 8 | 100% | 90 | 100% | 164.80 | 150% | 233.28 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 1 shifts | | 0 | | 0 | \$1.25/shift | 1.25 |
| Total | | | 90.00 | | 164.80 | | 234.53 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|-------------|----------|--------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 69.73 | -42.31% | -\$ 3,625.96 |
| Agreement v Award | -\$ 144.53 | -160.59% | -\$ 7,515.56 |
| | | | |
| Comparison (Not Including Allowances) | | | |
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 68.48 | -41.55% | -\$ 3,560.96 |
| Agreement v Award | -\$ 143.28 | -159.20% | -\$ 7,450.56 |

Note: Rates are from August 2016 as the roster, payslips and timesheets are from that point in time. The Agreement base rate of pay is replaced by the Award base rate by s.206 and this is not shown here.

| Adult part-time employee | Hours | 2011 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|--------------------------|----------|----------------|---------------|------------|---------------|--------------|---------------|
| Base rate | | 11.25 | | 20.60 | | 19.44 | |
| Weeknight penalty | 6 | 100% | 67.5 | 100% | 123.60 | 110% | 128.30 |
| Week morning penalt | 4 | 100% | 45 | 100% | 82.40 | 115% | 89.42 |
| Saturday penalty | 4 | 100% | 45 | 100% | 82.40 | 125% | 97.20 |
| Sunday penalty | 3 | 100% | 33.75 | 100% | 61.80 | 150% | 87.48 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 5 shifts | | 0 | | 0 | \$1.25/shift | 6.25 |
| Total | | | 191.25 | | 350.20 | | 408.66 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|-------------|----------|---------------|
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 58.46 | -16.69% | -\$ 3,039.82 |
| Agreement v Award | -\$ 217.41 | -113.68% | -\$ 11,305.22 |
| | | | |
| Comparison (Not Including Allowances) | | | |
| | Weekly Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 52.21 | -14.91% | -\$ 2,714.82 |
| Agreement v Award | -\$ 211.16 | -110.41% | -\$ 10,980.22 |

Note: Rates are from August 2016 as the roster, payslips and timesheets are from that point in time. The Agreement base rate of pay is replaced by the Award base rate by s.206 and this is not shown here.

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Typical Scenario" - As At 1 July 2017

| Coles | | 2011 | | Paid | | Modern | |
|-------------------|----------|-------|----------------|-----------|----------------|--------|----------------|
| | | Hours | Agreement Pay | Rates Pay | Award Pay | | |
| Base rate | | | 20.36 | 21.93 | 20.08 | | |
| Weeknight penalty | 6 | 100% | 122.16 | 100% | 131.57 | 125% | 150.60 |
| Saturday penalty | 12 | 100% | 244.32 | 100% | 263.15 | 125% | 301.20 |
| Sunday penalty | 12 | 150% | 366.48 | 150% | 394.72 | 195% | 469.87 |
| Weekday Normal | 18 | 100% | 366.48 | 100% | 394.72 | 100% | 361.44 |
| Laundry allowance | 8 shifts | | 0 | 0 | \$1.25/shift | | 10 |
| Total | | | 1099.44 | | 1184.16 | | 1293.11 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 108.95 | -9.20% | -\$ 1,416.33 |
| Agreement v Award | -\$ 193.67 | -17.62% | -\$ 2,517.74 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 98.95 | -8.36% | -\$ 1,286.33 |
| Agreement v Award | -\$ 183.67 | -16.71% | -\$ 2,387.74 |

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement:
 "Typical scenarios for a part-time employee"

SDAEA made no allowance for meal breaks so none is made here.

Week 1 Thursday 9am to 3pm and Friday 3pm to 9pm

Week 2 Friday 3pm to 9pm and Saturday 9am to 3pm

Week 3 Saturday 9am to 3pm and Sunday 9am to 3pm

Week 4 Sunday 9am to 3pm and Monday 9am to 3pm

| Woolworths | | 2012 | | Paid | | Modern | |
|-------------------|----------|-------|----------------|-----------|----------------|--------|----------------|
| | | Hours | Agreement Pay | Rates Pay | Award Pay | | |
| Base rate | | | 21.24 | 22.17 | 20.08 | | |
| Weeknight penalty | 6 | 100% | 127.44 | 100% | 133.02 | 125% | 150.60 |
| Saturday penalty | 12 | 100% | 254.88 | 100% | 266.04 | 125% | 301.20 |
| Sunday penalty | 12 | 150% | 382.32 | 150% | 399.06 | 195% | 469.87 |
| Weekday Normal | 18 | 100% | 382.32 | 100% | 399.06 | 100% | 361.44 |
| Laundry allowance | 8 shifts | | 0 | 0 | \$1.25/shift | | 10 |
| Total | | | 1146.96 | | 1197.18 | | 1293.11 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 95.93 | -8.01% | -\$ 1,247.12 |
| Agreement v Award | -\$ 146.15 | -12.74% | -\$ 1,899.98 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 85.93 | -7.18% | -\$ 1,117.12 |
| Agreement v Award | -\$ 136.15 | -11.87% | -\$ 1,769.98 |

| Officeworks | | 2012 | | Legal | | Modern | |
|-------------------|----------|-------|----------------|-----------|----------------|--------|----------------|
| | | Hours | Agreement Pay | Rates Pay | Award Pay | | |
| Base rate | | | 20.03 | 20.08 | 20.08 | | |
| Weeknight penalty | 6 | 100% | 120.18 | 100% | 120.48 | 125% | 150.60 |
| Saturday penalty | 12 | 100% | 240.36 | 100% | 240.96 | 125% | 301.20 |
| Sunday penalty | 12 | 150% | 360.54 | 150% | 361.44 | 195% | 469.87 |
| Weekday Normal | 18 | 100% | 360.54 | 100% | 361.44 | 100% | 361.44 |
| Laundry allowance | 8 shifts | | 0 | 0 | \$1.25/shift | | 10 |
| Total | | | 1081.62 | | 1084.32 | | 1293.11 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 208.79 | -19.26% | -\$ 2,714.30 |
| Agreement v Award | -\$ 211.49 | -19.55% | -\$ 2,749.40 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 198.79 | -18.33% | -\$ 2,584.30 |
| Agreement v Award | -\$ 201.49 | -18.63% | -\$ 2,619.40 |

| Big W | | 2012 | | Legal | | Modern | |
|-------------------|----------|-------|----------------|-----------|----------------|--------|----------------|
| | | Hours | Agreement Pay | Rates Pay | Award Pay | | |
| Base rate | | | 20.15 | 20.15 | 20.08 | | |
| Weeknight penalty | 6 | 100% | 120.9 | 100% | 120.90 | 125% | 150.60 |
| Saturday penalty | 12 | 100% | 241.8 | 100% | 241.80 | 125% | 301.20 |
| Sunday penalty | 12 | 150% | 362.7 | 150% | 362.70 | 195% | 469.87 |
| Weekday Normal | 18 | 100% | 362.7 | 100% | 362.70 | 100% | 361.44 |
| Laundry allowance | 8 shifts | | 0 | 0 | \$1.25/shift | | 10 |
| Total | | | 1088.10 | | 1088.10 | | 1293.11 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 205.01 | -18.84% | -\$ 2,665.16 |
| Agreement v Award | -\$ 205.01 | -18.84% | -\$ 2,665.16 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 195.01 | -17.92% | -\$ 2,535.16 |
| Agreement v Award | -\$ 195.01 | -17.92% | -\$ 2,535.16 |

| Coles Liquor | | 2014 | | Paid | | Modern | |
|-------------------|----------|-------|----------------|-----------|----------------|--------|----------------|
| | | Hours | Agreement Pay | Rates Pay | Award Pay | | |
| Base rate | | | 21.5 | 21.50 | 20.08 | | |
| Weeknight penalty | 6 | 100% | 129 | 100% | 129.00 | 125% | 150.60 |
| Saturday penalty | 12 | 100% | 258 | 100% | 258.00 | 125% | 301.20 |
| Sunday penalty | 12 | 150% | 387 | 150% | 387.00 | 195% | 469.87 |
| Weekday Normal | 18 | 100% | 387 | 100% | 387.00 | 100% | 361.44 |
| Laundry allowance | 8 shifts | | 0 | 0 | \$1.25/shift | | 10 |
| Total | | | 1161.00 | | 1161.00 | | 1293.11 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 132.11 | -11.38% | -\$ 1,717.46 |
| Agreement v Award | -\$ 132.11 | -11.38% | -\$ 1,717.46 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 122.11 | -10.52% | -\$ 1,587.46 |
| Agreement v Award | -\$ 122.11 | -10.52% | -\$ 1,587.46 |

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Sunday Worker" - As At 1 July 2017

Coles

| | Hours | 2011 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|---------------|---------------|-----------------|---------------|
| Base rate | | 20.36 | | 21.93 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Sunday penalty | 24 | 150% | 732.96 | 150% | 789.44 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 732.96 | | 789.44 | | 944.74 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 155.30 | -19.67% | -\$ 2,018.92 |
| Agreement v Award | -\$ 211.78 | -28.89% | -\$ 2,753.19 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 150.30 | -19.04% | -\$ 1,953.92 |
| Agreement v Award | -\$ 206.78 | -28.21% | -\$ 2,688.19 |

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement:
 "An employee predominantly working weekends" identified on page 45 of the August 2005 submission
 SDAEA made no allowance for meal breaks so none is made here.
 All Weeks 6 hours on a Sunday

Woolworths

| | Hours | 2012 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|---------------|---------------|-----------------|---------------|
| Base rate | | 21.24 | | 22.17 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Sunday penalty | 24 | 150% | 764.64 | 150% | 798.12 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 764.64 | | 798.12 | | 944.74 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 146.62 | -18.37% | -\$ 1,906.11 |
| Agreement v Award | -\$ 180.10 | -23.55% | -\$ 2,341.35 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 141.62 | -17.74% | -\$ 1,841.11 |
| Agreement v Award | -\$ 175.10 | -22.90% | -\$ 2,276.35 |

Officeworks

| | Hours | 2012 Agreement | Pay | Legal Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|----------------|---------------|-----------------|---------------|
| Base rate | | 20.03 | | 20.08 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Sunday penalty | 24 | 150% | 721.08 | 150% | 722.88 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 721.08 | | 722.88 | | 944.74 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 221.86 | -30.69% | -\$ 2,884.23 |
| Agreement v Award | -\$ 223.66 | -31.02% | -\$ 2,907.63 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 216.86 | -30.00% | -\$ 2,819.23 |
| Agreement v Award | -\$ 218.66 | -30.32% | -\$ 2,842.63 |

Big W

| | Hours | 2012 Agreement | Pay | Legal Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|----------------|---------------|-----------------|---------------|
| Base rate | | 20.15 | | 20.15 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Sunday penalty | 24 | 150% | 725.4 | 150% | 725.40 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 725.40 | | 725.40 | | 944.74 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 219.34 | -30.24% | -\$ 2,851.47 |
| Agreement v Award | -\$ 219.34 | -30.24% | -\$ 2,851.47 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 214.34 | -29.55% | -\$ 2,786.47 |
| Agreement v Award | -\$ 214.34 | -29.55% | -\$ 2,786.47 |

Coles Liquor

| | Hours | 2014 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|---------------|---------------|---------------|-----------------|---------------|
| Base rate | | 21.50 | | 21.50 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Sunday penalty | 24 | 150% | 774 | 150% | 774.00 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 774.00 | | 774.00 | | 944.74 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 170.74 | -22.06% | -\$ 2,219.67 |
| Agreement v Award | -\$ 170.74 | -22.06% | -\$ 2,219.67 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 165.74 | -21.41% | -\$ 2,154.67 |
| Agreement v Award | -\$ 165.74 | -21.41% | -\$ 2,154.67 |

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Saturday Worker" - As At 1 July 2017

| Coles | | 2011 | | Paid | | Modern | |
|-------------------|----------|-----------|---------------|-------|---------------|--------------|---------------|
| | Hours | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 20.36 | | 21.93 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 488.64 | 100% | 526.29 | 125% | 602.40 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 488.64 | | 526.29 | | 607.40 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 81.11 | -15.41% | -\$ 1,054.37 |
| Agreement v Award | -\$ 118.76 | -24.30% | -\$ 1,543.88 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 76.11 | -14.46% | -\$ 989.37 |
| Agreement v Award | -\$ 113.76 | -23.28% | -\$ 1,478.88 |

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement:

"An employee predominantly working weekends" identified on page 45 of the August 2005 submission

SDAEA made no allowance for meal breaks so none is made here.

All Weeks 6 hours on a Saturday

| Woolworths | | 2012 | | Paid | | Modern | |
|-------------------|----------|-----------|---------------|-------|---------------|--------------|---------------|
| | Hours | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 21.24 | | 22.17 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 509.76 | 100% | 532.08 | 125% | 602.40 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 509.76 | | 532.08 | | 607.40 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 75.32 | -14.16% | -\$ 979.16 |
| Agreement v Award | -\$ 97.64 | -19.15% | -\$ 1,269.32 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 70.32 | -13.22% | -\$ 914.16 |
| Agreement v Award | -\$ 92.64 | -18.17% | -\$ 1,204.32 |

| Officeworks | | 2012 | | Legal | | Modern | |
|-------------------|----------|-----------|---------------|-------|---------------|--------------|---------------|
| | Hours | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 20.03 | | 20.08 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 480.72 | 100% | 481.92 | 125% | 602.40 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 480.72 | | 481.92 | | 607.40 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 125.48 | -26.04% | -\$ 1,631.24 |
| Agreement v Award | -\$ 126.68 | -26.35% | -\$ 1,646.84 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 120.48 | -25.00% | -\$ 1,566.24 |
| Agreement v Award | -\$ 121.68 | -25.31% | -\$ 1,581.84 |

| Big W | | 2012 | | Legal | | Modern | |
|-------------------|----------|-----------|---------------|-------|---------------|--------------|---------------|
| | Hours | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 20.15 | | 20.15 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 483.6 | 100% | 483.60 | 125% | 602.40 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 483.60 | | 483.60 | | 607.40 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 123.80 | -25.60% | -\$ 1,609.40 |
| Agreement v Award | -\$ 123.80 | -25.60% | -\$ 1,609.40 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 118.80 | -24.57% | -\$ 1,544.40 |
| Agreement v Award | -\$ 118.80 | -24.57% | -\$ 1,544.40 |

| Coles Liquor | | 2014 | | Paid | | Modern | |
|-------------------|----------|-----------|---------------|-------|---------------|--------------|---------------|
| | Hours | Agreement | Pay | Rates | Pay | Award | Pay |
| Base rate | | 21.5 | | 21.50 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 516 | 100% | 516.00 | 125% | 602.40 |
| Sunday penalty | 0 | 150% | 0 | 150% | 0.00 | 195% | 0.00 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 4 shifts | | 0 | | 0 | \$1.25/shift | 5 |
| Total | | | 516.00 | | 516.00 | | 607.40 |

| Comparison (Including Allowances) | | | |
|-----------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 91.40 | -17.71% | -\$ 1,188.20 |
| Agreement v Award | -\$ 91.40 | -17.71% | -\$ 1,188.20 |

| Comparison (Not Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 86.40 | -16.74% | -\$ 1,123.20 |
| Agreement v Award | -\$ 86.40 | -16.74% | -\$ 1,123.20 |

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Sat-Sun Worker" - As At 1 July 2017

Coles

| | Hours | 2011 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|----------------|---------------|----------------|-----------------|----------------|
| Base rate | | 20.36 | | 21.93 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 488.64 | 100% | 526.29 | 125% | 602.40 |
| Sunday penalty | 24 | 150% | 732.96 | 150% | 789.44 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 8 shifts | | 0 | | 0 | \$1.25/shift | 10 |
| Total | | | 1221.60 | | 1315.74 | | 1552.14 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 236.41 | -17.97% | -\$ 3,073.29 |
| Agreement v Award | -\$ 330.54 | -27.06% | -\$ 4,297.07 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 226.41 | -17.21% | -\$ 2,943.29 |
| Agreement v Award | -\$ 320.54 | -26.24% | -\$ 4,167.07 |

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement:

"An employee predominantly working weekends" identified on page 45 of the August 2005 submission

SDAEA made no allowance for meal breaks so none is made here.

All Weeks 6 hours on a Sunday & 6 hours on a Sunday

Woolworths

| | Hours | 2012 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|----------------|---------------|----------------|-----------------|----------------|
| Base rate | | 21.24 | | 22.17 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 509.76 | 100% | 532.08 | 125% | 602.40 |
| Sunday penalty | 24 | 150% | 764.64 | 150% | 798.12 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 8 shifts | | 0 | | 0 | \$1.25/shift | 10 |
| Total | | | 1274.40 | | 1330.20 | | 1552.14 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 221.94 | -16.69% | -\$ 2,885.27 |
| Agreement v Award | -\$ 277.74 | -21.79% | -\$ 3,610.67 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 211.94 | -15.93% | -\$ 2,755.27 |
| Agreement v Award | -\$ 267.74 | -21.01% | -\$ 3,480.67 |

Officeworks

| | Hours | 2012 Agreement | Pay | Legal Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|----------------|----------------|----------------|-----------------|----------------|
| Base rate | | 20.03 | | 20.08 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 480.72 | 100% | 481.92 | 125% | 602.40 |
| Sunday penalty | 24 | 150% | 721.08 | 150% | 722.88 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 8 shifts | | 0 | | 0 | \$1.25/shift | 10 |
| Total | | | 1201.80 | | 1204.80 | | 1552.14 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 347.34 | -28.83% | -\$ 4,515.47 |
| Agreement v Award | -\$ 350.34 | -29.15% | -\$ 4,554.47 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 337.34 | -28.00% | -\$ 4,385.47 |
| Agreement v Award | -\$ 340.34 | -28.32% | -\$ 4,424.47 |

Big W

| | Hours | 2012 Agreement | Pay | Legal Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|----------------|----------------|----------------|-----------------|----------------|
| Base rate | | 20.15 | | 20.15 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 483.6 | 100% | 483.60 | 125% | 602.40 |
| Sunday penalty | 24 | 150% | 725.4 | 150% | 725.40 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 8 shifts | | 0 | | 0 | \$1.25/shift | 10 |
| Total | | | 1209.00 | | 1209.00 | | 1552.14 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 343.14 | -28.38% | -\$ 4,460.87 |
| Agreement v Award | -\$ 343.14 | -28.38% | -\$ 4,460.87 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Legal Rates v Award | -\$ 333.14 | -27.56% | -\$ 4,330.87 |
| Agreement v Award | -\$ 333.14 | -27.56% | -\$ 4,330.87 |

Coles Liquor

| | Hours | 2014 Agreement | Pay | Paid Rates | Pay | Modern Award | Pay |
|-------------------|----------|-------------------|----------------|---------------|----------------|-----------------|----------------|
| Base rate | | 21.5 | | 21.50 | | 20.08 | |
| Weeknight penalty | 0 | 100% | 0 | 100% | 0.00 | 125% | 0.00 |
| Saturday penalty | 24 | 100% | 516 | 100% | 516.00 | 125% | 602.40 |
| Sunday penalty | 24 | 150% | 774 | 150% | 774.00 | 195% | 939.74 |
| Weekday Normal | 0 | 100% | 0 | 100% | 0.00 | 100% | 0.00 |
| Laundry allowance | 8 shifts | | 0 | | 0 | \$1.25/shift | 10 |
| Total | | | 1290.00 | | 1290.00 | | 1552.14 |

| Comparison (Including Allowances) | | | |
|---------------------------------------|----------------|---------|--------------|
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 262.14 | -20.32% | -\$ 3,407.87 |
| Agreement v Award | -\$ 262.14 | -20.32% | -\$ 3,407.87 |
| Comparison (Not Including Allowances) | | | |
| | Four Week Loss | % Loss | Annual Loss |
| Paid Rates v Award | -\$ 252.14 | -19.55% | -\$ 3,277.87 |
| Agreement v Award | -\$ 252.14 | -19.55% | -\$ 3,277.87 |

