#### **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

		2011		Paid		Modern						
	Hours	Agreement	Pay	Rates	Pay	Award	Pay		С	ompariso	on (Including A	Allowances)
Base rate		20.36		21.92895		20.08			We	ekly Loss	% Loss	Annual Loss
Weeknight penalty	4	100%	81.44	100%	87.72	125%	100.40	Paid Rates v Award	-\$	53.92	-17.36%	-\$ 2,803.85
Saturday penalty	4	100%	81.44	100%	87.72	125%	100.40	Agreement v Award	-\$	76.19	-24.53%	-\$ 3,961.65
Sunday penalty	4	150%	122.16	150%	131.57	195%	156.62		Cor	mparison	(Not Including	g Allowances)
Cold work allowance	12	Prorated \$10.35	3.27		3.57	1.3% of \$809.10 (/hr)	3.32		We	ekly Loss	% Loss	Annual Loss
Laundry allowance	3 shifts		0		0	\$1.25 per shift	3.75	Paid Rates v Award	-\$	50.42	-16.42%	-\$ 2,621.77
Total			288.31		310.58		364.50	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

		2011		Paid		Modern						
	Hours	Agreement	Pay	Rates	Pay	Award	Pay		C	Compariso	n (Including A	Allowances)
Base rate		20.36		21.92895		20.08			We	ekly Loss	% Loss	Annual Loss
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00	Paid Rates v Award	-\$	54.19	-17.46%	-\$ 2,817.70
Saturday penalty	6.5	100%	132.34	100%	142.54	125%	163.15	Agreement v Award	-\$	76.44	-24.62%	-\$ 3,974.85
Sunday penalty	5	150%	152.7	150%	164.47	195%	195.78		Cor	mparison	(Not Including	g Allowances)
Cold work allowance	11.5	Prorated \$10.35	3.13		3.42	1.3% of \$809.10 (/hr)	3.18		We	ekly Loss	% Loss	Annual Loss
Laundry allowance	2 shifts		0		0	\$1.25 per shift	2.50	Paid Rates v Award	-\$	51.92	-16.91%	-\$ 2,700.08
Total			288.17		310.43		364.61	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

		2011		Paid		Modern					
	Hours	Agreement	Pay	Rates	Pay	Award	Pay		Comparis	on (Including A	llowances)
Base rate		20.36		21.92895	5	20.08			Weekly Loss	% Loss	Annual Loss
Weeknight penalty	7	100%	142.52	100%	153.50	125%	175.70	Paid Rates v Award	-\$ 40.63	-14.63%	\$ 2,112.74
Saturday before 10pm	2	100%	40.72	100%	43.86	125%	50.20	Agreement v Award	-\$ 60.54	-21.80% -	\$ 3,148.16
Saturday 10pm to 11pm	1	125%	25.45	125%	27.41	125%	25.10		Comparison	(Not Including	(Allowances)
Saturday 11pm to 12am	1	125%	25.45	125%	27.41	150%	30.12		Weekly Loss	% Loss	Annual Loss
Weekday After 11pm	1	100%	20.36	100%	21.93	150%	30.12	Paid Rates v Award	-\$ 37.13	-13.54%	\$ 1,930.66
Sunday penalty	0	150%	0	150%	0.00	195%	0.00	Agreement v Award	-\$ 56.74	-22.29% -	\$ 2,950.48
	- 10	Prorated \$10.35				1.3% of			_		
Cold work allowance	12	·	3.27		3.57	\$809.10 (/hr)	3.32				
Laundry allowance	3 shifts		0		0	\$1.25 per shift	3.75				
Total		•	257.77		277.68	•	318.31				

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

		2011		Paid		Modern						
	Hours	Agreement	Pay	Rates	Pay	Award	Pay			Compariso	n (Including A	llowances)
Base rate		20.36		21.93		20.08			Forti	nighly Loss	% Loss	Annual Loss
Weeknight penalty	15	100%	305.4	100%	328.93	125%	376.50	Paid Rates v Award	-\$	118.44	-11.02%	\$ 3,079.43
Saturday penalty	10	100%	203.6	100%	219.29	125%	251.00	Agreement v Award	-\$	195.32	-19.58%	\$ 5,078.27
Sunday penalty	8	150%	244.32	150%	263.15	195%	313.25		Coi	mparison (	(Not Including	g Allowances)
Weekday Normal	12	100%	244.32	100%	263.15	100%	240.96		Forti	nighly Loss	% Loss	Annual Loss
Laundry allowance	9 shifts		0		0	\$1.25/shift	11.25	Paid Rates v Award	-\$	107.19	-9.98%	\$ 2,786.93
Total			997.64		1074.52		1192.96	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

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

**ATTACHMENT D** 

	Hours	2011 Agreement	Pay	Paid Rates	Pay	Modern Award	Pay		Com	pariso	n (Including A	llowances)
Base rate		20.36		21.93		20.08			Fortnigh	ly Loss	% Loss	Annual Loss
Weeknight penalty	21.5	100%	437.74	100%	471.47	125%	539.65	Paid Rates v Award	-\$ 13	34.68	-12.66% -	\$ 3,501.68
Saturday penalty	5	100%	101.8	100%	109.64	125%	125.50	Agreement v Award	-\$ <b>2</b> :	10.77	-21.35% -	\$ 5,480.12
Sunday penalty	9	150%	274.86	150%	296.04	195%	352.40		Compa	rison (	Not Including	( Allowances)
Weekday Normal	8.5	100%	173.06	100%	186.40	100%	170.68		Fortnigh	ly Loss	% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Paid Rates v Award	-\$ 12	24.68	-11.72% -	\$ 3,241.68
Total			987.46		1063.55		1198.23	Agreement v Award	-\$ 20	00.77	-20.33% -	\$ 5,220.12

**ATTACHMENT D** 

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

		2011		Paid		Modern	
	Hours	Agreement	Pay	Rates	Pay	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
						\$1.25 per	
Laundry allowance	2 shifts		0		0	shift	2.5
Total			212.40		221.70		243.46

	Compar	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									

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

**ATTACHMENT D** 

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

		2011		Paid		Modern	
	Hours	Agreement	Pay	Rates	Pay	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
						\$1.25 per	
Laundry allowance	2 shifts		0		0	shift	2.5
Total			212.40		221.70		238.44

	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							

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

## **ATTACHMENT D**

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

		2013		Paid			
Adult part-time employee	Hours	Agreement	Pay	Rates	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

		Compariso	on (Including	ξΑ	llowances)
	W	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
	С	omparison	(Not Includi	ng	Allowances)
	W	eekly 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

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

		2013		Paid			
17 year old casual employee	Hours	Agreement	Pay	Rates	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

	Comparis	on (Including A	llowances)
	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
	Comparisor	(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

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

**ATTACHMENT D** 

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

Adult part-time		2011		Paid		Modern					
employee	Hours	Agreement	Pay	Rates	Pay	Award	Pay		Compariso	n (Including A	llowances)
Base rate		11.25		20.60		19.44			Weekly Loss	% Loss	Annual Loss
Weeknight penalty	0	100%	0	100%	0.00	110%	0.00	Paid Rates v Award	-\$ 69.73	-42.31% -	\$ 3,625.96
Week morning penalt	0	100%	0	100%	0.00	115%	0.00	Agreement v Award	-\$ 144.53	-160.59% -	\$ 7,515.56
Saturday penalty	0	100%	0	100%	0.00	125%	0.00				
Sunday penalty	8	100%	90	100%	164.80	150%	233.28		Comparison	(Not Including	Allowances)
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		Weekly Loss	% Loss	Annual Loss
Laundry allowance	1 shifts		0		0	\$1.25/shift	1.25	Paid Rates v Award	-\$ 68.48	-41.55% -	\$ 3,560.96
Total			90.00		164.80		234.53	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		2011		Paid		Modern	
employee	Hours	Agreement	Pay	Rates	Pay	Award	Pay
Base rate		11.25		20.60		19.44	
Weeknight penalty	6	100%	67.5	100%	123.60	110%	128.30
Week morning penal	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

		Compariso	n (Including	Alle	owances)
	W	eekly 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
	Co	mparison	(Not Includin	g A	Allowances)
	W	eekly 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					
Coles	Hours	Agreement	Pay	Rates	Pay	Award	Pay		Compariso	on (Including A	llowances)
Base rate		20.36		21.93		20.08			Four Week Loss	% Loss	Annual Loss
Weeknight penalty	6	100%	122.16	100%	131.57	125%	150.60	Paid Rates v Award	-\$ 108.95	-9.20%	-\$ 1,416.33
Saturday penalty	12	100%	244.32	100%	263.15	125%	301.20	Agreement v Award	-\$ 193.67	-17.62%	-\$ 2,517.74
Sunday penalty	12	150%	366.48	150%	394.72	195%	469.87		Comparison	(Not Including	(Allowances)
Weekday Normal	18	100%	366.48	100%	394.72	100%	361.44		Four Week Loss	% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Paid Rates v Award	-\$ 98.95	-8.36%	-\$ 1,286.33
Total			1099.44		1184.16		1293.11	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 Monday 9am to 3pm
Week 4 Sunday 9am to 3pm and Monday 9am to 3pm

Modhwartha		2012		Paid		Modern	
Woolworths	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

	Co	mparison	(Including A	llow	ances)
	Four W	eek Loss	% Loss	Anı	nual Loss
Paid Rates v Award	-\$	95.93	-8.01%	-\$	1,247.12
Agreement v Award	-\$	146.15	-12.74%	-\$	1,899.98
	Com	parison (I	Not Including	Allo	wances)
	Four W	eek Loss	% Loss	Anı	nual Loss
Paid Rates v Award	-\$	85.93	-7.18%	-\$	1,117.12
Agreement v Award	-Ś	136.15	-11.87%	-Ś	1.769.98

Officeworks		2012		Legal		Modern	
Officeworks	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	g 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					

Dia W		2012		Legal		Modern	
Big W	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

	C	omparison	(Including A	llo	wances)	
	Four \	Week Loss	% Loss	% Loss An		
Legal Rates v Award	-\$	205.01	-18.84%	-\$	2,665.16	
Agreement v Award	-\$	205.01	-18.84%	-\$	2,665.16	
	Con	nparison (N	Not Including	χAΙ	lowances)	
	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	

<b>Coles Liquor</b>		2014		Paid		Modern	
Coles Liquoi	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							
-\$ 132.11	-11.38%	-\$ 1,717.46							
-\$ 132.11	-11.38%	-\$ 1,717.46							
Comparison (Not Including Allowances)									
Four Week Loss	% Loss	Annual Loss							
-\$ 122.11	-10.52%	-\$ 1,587.46							
-\$ 122.11	-10.52%	-\$ 1,587.46							
	Four Week Loss -\$ 132.11 -\$ 132.11 Comparison ( Four Week Loss -\$ 122.11	Four Week Loss % Loss -\$ 132.11 -11.38% -\$ 132.11 -11.38% Comparison (Not Including Four Week Loss % Loss -\$ 122.11 -10.52%							

Comparison (Including Allowaness)

ATTACHMENT D

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

Coles		2011		Paid		Modern					
Coles	Hours	Agreement	Pay	Rates	Pay	Award	Pay		Compariso	on (Including Al	lowances)
Base rate		20.36		21.93		20.08			Four Week Loss	% Loss	Annual Loss
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00	Paid Rates v Award	-\$ 155.30	-19.67% -	\$ 2,018.92
Saturday penalty	0	100%	0	100%	0.00	125%	0.00	Agreement v Award	-\$ 211.78	-28.89% -	\$ 2,753.19
Sunday penalty	24	150%	732.96	150%	789.44	195%	939.74		Comparison	(Not Including	Allowances)
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		Four Week Loss	% Loss	Annual Loss
Laundry allowance	4 shifts		0		0	\$1.25/shift	5	Paid Rates v Award	-\$ 150.30	-19.04% -	\$ 1,953.92
Total			732.96		789.44		944.74	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	Comparison (Not Including Allowances)									
	Four Week Loss % Loss A		Annual Loss								
Paid Rates v Award	-\$ 141.62	-17.74%	-\$ 1,841.11								
Agreement v Award	-\$ 175.10	-22 90%	-\$ 2 276 35								

Officeworks		2012		Legal		Modern	
Officeworks	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	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							

Dia M		2012		Legal		Modern	
Big W	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	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							

<b>Coles Liquor</b>		2014		Paid		Modern	
Coles Liquoi	Hours	Agreement	Pay	Rates	Pay	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

	Compariso	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	g 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						
Coles	Hours	Agreement	Pay	Rates	Pay	Award	Pay		Co	mparison	(Including A	llowances)
Base rate		20.36		21.93		20.08			Four V	Veek Loss	% Loss	Annual Loss
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00	Paid Rates v Award	-\$	81.11	-15.41%	-\$ 1,054.37
Saturday penalty	24	100%	488.64	100%	526.29	125%	602.40	Agreement v Award	-\$	118.76	-24.30%	-\$ 1,543.88
Sunday penalty	0	150%	0	150%	0.00	195%	0.00		Com	parison (N	lot Including	Allowances)
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		Four V	Veek Loss	% Loss	Annual Loss
Laundry allowance	4 shifts		0		0	\$1.25/shift	5	Paid Rates v Award	-\$	76.11	-14.46%	-\$ 989.37
Total			488.64		526.29		607.40	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 Agreements

6 hours on a Saturday

All Weeks

Moolworths		2012		Paid			
Woolworths	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

	С	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					
	Cor	nparison (	Not Including	g All	lowances)					
	Four	Week Loss	% Loss	Α	nnual 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	
Officeworks	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	g 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	Hours	2012 Agreement	Pav	Legal Rates	Pav	Modern Award	Pav
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	g 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							

<b>Coles Liquor</b>		2014		Paid		Modern	
Coles Liquoi	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

	Co	omparison	(Including A	llo	wances)	
	Four V	Veek 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	
	Con	nparison (I	Not Including	χAl	llowances)	
	Four V	Veek 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	

<sup>&</sup>quot;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.

ATTACHMENT D

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

Coles		2011		Paid		Modern					
Coles	Hours	Agreement	Pay	Rates	Pay	Award	Pay		Compariso	n (Including A	llowances)
Base rate		20.36		21.93		20.08			Four Week Loss	% Loss	Annual Loss
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00	Paid Rates v Award	-\$ 236.41	-17.97%	-\$ 3,073.29
Saturday penalty	24	100%	488.64	100%	526.29	125%	602.40	Agreement v Award	-\$ 330.54	-27.06%	-\$ 4,297.07
Sunday penalty	24	150%	732.96	150%	789.44	195%	939.74		Comparison	(Not Including	Allowances)
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		Four Week Loss	% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Paid Rates v Award	-\$ 226.41	-17.21%	-\$ 2,943.29
Total			1221.60		1315.74		1552.14	Agreement v Award	-\$ 320.54	-26.24%	-\$ 4,167.07

auriury allowance	O SIIII LS				U	\$1.23/3HHt	_	raiu nates v Awaiu		-17.21/0	-y 2,943.
otal			1221.60		1315.74		1552.14	Agreement v Award	-\$ 320.	-26.24%	-\$ 4,167.
his analysis is based on the roster	scenario ide	ntified by SDA in its	s August 2005 S	ubmission	to the Senate C	ommittee Inquiry	into Workplan	e Agreements			
An employee predominantly work						ommetee mqui y	into Workplat	ic rigi content.			
DAEA made no allowance for mea											
II Weeks	6 hours on	a Sunday & 6 hour	s on a Sunday								
		2012		Paid		Modern					
Woolworths	Hours	Agreement	Pav	Rates	Pav	Award	Pay		Compar	son (Including A	llowances)
Base rate		21.24		22.17		20.08			Four Week Lo	ss % Loss	Annual Los
Veeknight penalty	0	100%	0	100%	0.00	125%	0.00	Paid Rates v Award	-\$ 221.	-16.69%	-\$ 2,885.
saturday penalty	24	100%	509.76	100%	532.08	125%	602.40	Agreement v Award	-\$ 277.	-21.79%	-\$ 3,610.
iunday penalty	24	150%	764.64	150%	798.12	195%	939.74		Compariso	n (Not Including	Allowance
Veekday Normal	0	100%	0	100%	0.00	100%	0.00		Four Week Lo		Annual Los
aundry allowance	8 shifts		0		0	\$1.25/shift	10	Paid Rates v Award	-\$ <b>211</b> .	-15.93%	-\$ 2,755.
otal			1274.40		1330.20		1552.14	Agreement v Award	-\$ 267.	-21.01%	-\$ 3,480.
Officeworks		2012		Legal		Modern					
	Hours	Agreement		Rates	Pay		Pay			son (Including A	
		20.03		20.08		20.08			Four Week Lo		Annual Lo
Veeknight penalty	0	100%	0	100%	0.00	125%	0.00	Legal Rates v Award	-\$ 347.	-28.83%	-\$ 4,515.
Veeknight penalty aturday penalty	24	100% 100%	0 480.72	100% 100%	481.92	125% 125%	602.40	Legal Rates v Award Agreement v Award	-\$ 347. -\$ 350.	-28.83% 34 -29.15%	-\$ 4,515. -\$ 4,554.
Veeknight penalty saturday penalty sunday penalty	24 24	100% 100% 150%	0 480.72 721.08	100% 100% 150%	481.92 722.88	125% 125% 195%	602.40 939.74		-\$ 347. -\$ 350. Compariso	34 -28.83% 34 -29.15% on (Not Including	-\$ 4,515. -\$ 4,554. Allowance
Veeknight penalty laturday penalty lunday penalty Veekday Normal	24 24 0	100% 100%	0 480.72	100% 100%	481.92	125% 125% 195% 100%	602.40 939.74 0.00	Agreement v Award	-\$ 347. -\$ 350. Compariso	-28.83% 34 -29.15% on (Not Including	-\$ 4,515. -\$ 4,554. ; Allowance Annual Los
Veeknight penalty saturday penalty sunday penalty	24 24	100% 100% 150%	0 480.72 721.08 0	100% 100% 150%	481.92 722.88 0.00	125% 125% 195%	602.40 939.74 0.00 10		-\$ 347. -\$ 350. Compariso Four Week Lo -\$ 337.	-28.83% 34 -29.15% on (Not Including siss % Loss 34 -28.00%	-\$ 4,515. -\$ 4,554. Allowance Annual Los -\$ 4,385.
Veeknight penalty laturday penalty lunday penalty Veekday Normal	24 24 0	100% 100% 150%	0 480.72 721.08	100% 100% 150%	481.92 722.88	125% 125% 195% 100%	602.40 939.74 0.00	Agreement v Award	-\$ 347. -\$ 350. Compariso	-28.83% 34 -29.15% on (Not Including siss % Loss 34 -28.00%	-\$ 4,515. -\$ 4,554. ; Allowance Annual Los
Veeknight penalty daturday penalty dunday penalty Veekday Normal aundry allowance	24 24 0	100% 100% 150%	0 480.72 721.08 0	100% 100% 150%	481.92 722.88 0.00	125% 125% 195% 100%	602.40 939.74 0.00 10	Agreement v Award Legal Rates v Award	-\$ 347. -\$ 350. Compariso Four Week Lo -\$ 337.	-28.83% 34 -29.15% on (Not Including siss % Loss 34 -28.00%	-\$ 4,515. -\$ 4,554. Allowance Annual Los -\$ 4,385.
Veeknight penalty laturday penalty lunday penalty Veekday Normal laundry allowance Total	24 24 0	100% 100% 150% 100%	0 480.72 721.08 0	100% 100% 150% 100%	481.92 722.88 0.00	125% 125% 195% 100% \$1.25/shift	602.40 939.74 0.00 10	Agreement v Award Legal Rates v Award	-\$ 347. -\$ 350. Compariso Four Week Lo -\$ 337.	-28.83% 34 -29.15% on (Not Including siss % Loss 34 -28.00%	-\$ 4,515. -\$ 4,554. Allowance Annual Los -\$ 4,385.
Veeknight penalty daturday penalty dunday penalty Veekday Normal aundry allowance	24 24 0	100% 100% 150% 100%	0 480.72 721.08 0 0 1201.80	100% 100% 150% 100%	481.92 722.88 0.00 0 1204.80	125% 125% 195% 100% \$1.25/shift	602.40 939.74 0.00 10 1552.14	Agreement v Award Legal Rates v Award	-\$ 347. -\$ 350. Compariso Four Week Ld -\$ 337. -\$ 340.	34 -28.83% 34 -29.15% on (Not Including sss % Loss 34 -28.00% 34 -28.32%	-\$ 4,515. -\$ 4,554. ; Allowance Annual Lo: -\$ 4,385. -\$ 4,424.
Veeknight penalty iaturday penalty iunday penalty Veekday Normal aundry allowance otal  Big W	24 24 0 8 shifts	100% 100% 150% 100%	0 480.72 721.08 0 0 1201.80	100% 100% 150% 100%	481.92 722.88 0.00 0 1204.80	125% 125% 195% 100% \$1.25/shift Modern Award	602.40 939.74 0.00 10	Agreement v Award Legal Rates v Award	-\$ 347. -\$ 350. Compariso Four Week Ld -\$ 337. -\$ 340.	34 -28.83% 34 -29.15% In (Not Including INCLUDING SERVICE S	-\$ 4,515. -\$ 4,554. ; Allowance Annual Lo: -\$ 4,385. -\$ 4,424.
Veeknight penalty auturday penalty unday penalty Veekday Normal aundry allowance Total  Big W  Sase rate	24 24 0 8 shifts	100% 100% 150% 100% 2012 Agreement	0 480.72 721.08 0 0 1201.80	100% 100% 150% 100% Legal Rates	481.92 722.88 0.00 0 1204.80	125% 125% 195% 100% \$1.25/shift	602.40 939.74 0.00 10 1552.14	Agreement v Award Legal Rates v Award Agreement v Award	-\$ 347. -\$ 350. Compariso Four Week Ld -\$ 337. -\$ 340.	24 -28.83% 24 -29.15% In (Not Including INCLUDING AUGUST AUGUS	-\$ 4,515\$ 4,554. ; Allowance Annual Lo: -\$ 4,385\$ 4,424.
Veeknight penalty iaturday penalty iunday penalty Veekday Normal aundry allowance otal  Big W	24 24 0 8 shifts	100% 100% 150% 100% 2012 Agreement 20.15	0 480.72 721.08 0 0 1201.80	100% 100% 150% 100% Legal Rates 20.15	481.92 722.88 0.00 0 1204.80	125% 125% 195% 100% \$1.25/shift Modern Award	602.40 939.74 0.00 10 1552.14	Agreement v Award Legal Rates v Award	-\$ 347. -\$ 350. Comparisor Four Week Lo. -\$ 337. -\$ 340. Compar	14 -28.83% 14 -29.15% In (Not Including INCLUDING ADDRESS SOURCE 14 -28.32% SON (Including A SSON (Including A SSON (LOSS) 14 -28.38%	-\$ 4,515\$ 4,554. (Allowance Annual Lo: -\$ 4,385\$ 4,424. (Illowances) Annual Lo: -\$ 4,460.
Weeknight penalty valunday penalty weekday Normal aundry allowance rotal  Big W  dase rate Weeknight penalty valunday penalty	24 24 0 8 shifts	100% 100% 150% 100% 2012 Agreement 20.15 100%	0 480.72 721.08 0 0 1201.80	100% 100% 150% 100% Legal Rates 20.15 100%	481.92 722.88 0.00 0 1204.80	125% 125% 195% 100% \$1.25/shift Modern Award 20.08 125%	602.40 939.74 0.00 10 1552.14	Agreement v Award  Legal Rates v Award  Agreement v Award  Legal Rates v Award	-\$ 347. -\$ 350. Comparison Four Week Letalon -\$ 337. -\$ 340. Compar Four Week Letalon -\$ 343. -\$ 343.	14 -28.83% 14 -29.15% In (Not Including 15 -28.00% 14 -28.32% 15 -28.32% 16 -28.32% 17 -28.32% 18 -28.38%	-\$ 4,515\$ 4,554. ; Allowance Annual Lo: -\$ 4,385\$ 4,424.  Illowances) Annual Lo: -\$ 4,460\$ 4,460.
Weeknight penalty iaturday penalty Weekday Normal aundry allowance total  Big W Base rate Weeknight penalty iaturday penalty iaturday penalty	24 24 0 8 shifts  Hours  0 24	100% 100% 150% 100% 2012 Agreement 20.15 100%	0 480.72 721.08 0 1201.80 Pay	100% 150% 100% 100% Legal Rates 20.15 100%	481.92 722.88 0.00 0 1204.80 Pay	125% 125% 195% 100% \$1.25/shift Modern Award 20.08 125% 125%	602.40 939.74 0.00 10 1552.14	Agreement v Award  Legal Rates v Award  Agreement v Award  Legal Rates v Award	-\$ 347. -\$ 350. Comparison Four Week Letalon -\$ 337. -\$ 340. Compar Four Week Letalon -\$ 343. -\$ 343.	14 -28.83% 14 -29.15% In (Not Including 15 -28.32% 14 -28.32% 15 -28.32% 16 -28.32% 17 -28.32% 18 -28.38% 19 -28.38% 10 (Not Including 10 -28.38% 11 -28.38% 12 -28.38%	-\$ 4,515\$ 4,554. ; Allowance Annual Lo: -\$ 4,385\$ 4,424.  Illowances) Annual Lo: -\$ 4,460\$ 4,460.
Veeknight penalty iaturday penalty vunday penalty Veekday Normal aundry allowance iotal  Big W  base rate Veeknight penalty iaturday penalty vunday penalty Veekday Normal	24 24 0 8 shifts  Hours  0 24 24 0 0	100% 100% 150% 100% 2012 Agreement 20.15 100% 150%	0 480.72 721.08 0 1201.80 Pay	100% 150% 100% 100% Legal Rates 20.15 100% 150%	481.92 722.88 0.00 0 1204.80 Pay 0.00 483.60 725.40	125% 125% 195% 100% \$1.25/shift Modern Award 20.08 125% 125% 195%	602.40 939.74 0.00 10 1552.14 Pay 0.00 602.40 939.74	Agreement v Award Legal Rates v Award Agreement v Award Legal Rates v Award Agreement v Award	-\$ 347. -\$ 350. Comparison Four Week Letalon -\$ 337. -\$ 340. Comparison Four Week Letalon -\$ 343. -\$ 343.	14 -28.83% 14 -29.15% In (Not Including 15	-\$ 4,515\$ 4,554. Allowance Annual Lo: -\$ 4,385\$ 4,424.  Illowances) Annual Lo: -\$ 4,460\$ 4,460\$ 4,460. Allowance
Weeknight penalty iaturday penalty Weekday Normal aundry allowance total  Big W Base rate Weeknight penalty iaturday penalty iaturday penalty	24 24 0 0 8 shifts  Hours  0 24 24 24	100% 100% 150% 100% 2012 Agreement 20.15 100% 150%	0 480.72 721.08 0 1201.80 Pay	100% 150% 100% 100% Legal Rates 20.15 100% 150%	481.92 722.88 0.00 0 1204.80 Pay 0.00 483.60 725.40	125% 125% 195% 100% \$1.25/shift Modern Award 20.08 125% 125% 195% 100%	002.40 939.74 0.00 10 1552.14 0.00 602.40 939.74 0.00	Agreement v Award  Legal Rates v Award  Agreement v Award  Legal Rates v Award	-\$ 347\$ 350. Comparisc -\$ 337\$ 340.  Compar Four Week Le -\$ 343\$ 343. Comparisc Four Week Le	24 -28.83%  24 -29.15%  25 Noss  26 -28.00%  26 -28.32%  27 Noss  28 Noss  28 Noss  29 Noss  20 Noss  20 Noss  21 Noss  22 Noss  23 Noss  24 Noss  25 Noss  26 Noss  26 Noss  27 Noss  27 Noss  28 Noss  28 Noss  28 Noss  29 Noss  20 Noss  20 Noss  20 Noss  20 Noss  21 Noss  27 Noss  28 Noss  28 Noss  28 Noss  28 Noss  40 Noss  40 Noss  41 Noss  42 Noss  43 Noss  44 Noss  46 Noss  47 Noss  48 Noss	\$ 4,515\$ 4,554. Allowance Annual Lo: -\$ 4,385\$ 4,424.  Illowances) Annual Lo: -\$ 4,460. Allowances Annual Lo: -\$ 4,460. Allowances Annual Lo: -\$ 4,460.

0.00

516.00

774.00

1290.00

0.00

Award Pay

20.08

125%

125%

195%

100%

0 \$1.25/shift

0.00

602.40

939.74

0.00

10

Paid Rates v Award

Paid Rates v Award

1552.14 Agreement v Award -\$

Agreement v Award -\$

Comparison (Including Allowances)

Comparison (Not Including Allowances)

-20.32% -\$ 3,407.87

-20.32% -\$ 3,407.87

-19.55% -\$ 3,277.87

-19.55% -\$ 3,277.87

% Loss Annual Loss

Four Week Loss % Loss

262.14

262.14

252.14

Four Week Loss

-\$ 252.14

21.50

0 100%

516 100%

774 150%

1290.00

0 100%

21.5

100%

100%

150%

100%

Rates Pay

Coles Liquor Hours Agreement Pay

Weeknight penalty Saturday penalty Sunday penalty Weekday Normal

Total