

ENTITLEMENTS FOR PUBLIC HOLIDAYS NOT WORKED

Permanent team members whose agreed annual hours are 1,040 or more: Any full-time warehouse team member, or any part-time team member whose agreed annual hours are 1,040 or more per 52 weeks will have deducted from annual ordinary hours the amount of 76 hours or pro-rata equivalent for each public holiday not worked (clause 16.9).

Permanent team member whose agreed annual hours are less than 1,040: Where a part-time team member whose agreed annual hours are less than 1,040 per 52 weeks has worked on a majority of days in the preceding 12 weeks to which a public holiday falls (i.e. seven or more shifts on the day in question) but does not work on the public holiday, they will have deducted from their contracted annual hours the average number of hours worked on that day (clause 16.10).

Casual team members: Casual team members do not receive a benefit for a public holiday on which they are not rostered to work.

CONTACT THE UNION

If you have any questions about your public holiday entitlements or trading arrangements over the Christmas/New Year period, please speak to your Delegate, contact your Organiser or phone the SDA Newcastle office on 1300 SDA HELP (1300 732 4357).

**THE UNION FOR
WORKERS IN
RETAIL.
FASTFOOD.
WAREHOUSING.**



A MESSAGE FROM YOUR SECRETARY, BARBARA NEBART

The SDA has worked hard over many years to ensure that our members get time off work to spend with their families on special occasions such as Christmas and over the New Year.

This leaflet explains the public holiday entitlements that apply to you over this Christmas/New Year period.

If you have any questions about your public holiday entitlements or trading arrangements over this period, please speak to your Delegate, contact your Organiser or phone the SDA Newcastle & Northern Branch Office on 1300 SDA HELP (1300 732 4357).

Newcastle & Northern Branch

PO Box 2211, Dangar, NSW 2309

T: 1300 SDA HELP (1300 732 4357)

W: www.sdan.org.au

E: secretary@sdan.org.au

f @SDANewcastle

ig @SDANewcastle

Authorised by Barbara Nebart, Branch Secretary-Treasurer, Shop Distributive and Allied Employees' Association, Newcastle & Northern Branch, Level 1, 710 Hunter Street, Newcastle West, NSW 2302



**PUBLIC HOLIDAYS &
TRADING HOURS
BUNNINGS WAREHOUSE**

**THE UNION FOR
WORKERS IN
RETAIL.
FASTFOOD.
WAREHOUSING.**

This leaflet explains the public holiday entitlements and trading hour arrangements specifically for **Bunnings Warehouse and small format stores members working in NSW** over this Christmas and New Year period.

CHRISTMAS DAY, SATURDAY 25 DECEMBER

Christmas Day, Saturday 25 December is a **public holiday** in New South Wales.

The company has informed the SDA that stores in NSW will be closed on the day. Full-time or part-time employees normally rostered to work on this day will be paid at the ordinary base rate of pay for the day.

BOXING DAY, SUNDAY 26 DECEMBER

Boxing Day, Sunday 26 December is a **public holiday** in NSW. Stores can open on Boxing Day **on the strict condition that team members have freely elected to work** on the day.

As Boxing Day is both a public holiday and a conditionally restricted trading day, a team member may agree to, but cannot be required to, work on the day.

Team members who are rostered on and agree to work on Sunday 26 December are entitled to public holiday benefits for the day.

ADDITIONAL PUBLIC HOLIDAY, MONDAY 27 DECEMBER

Monday 27 December is a **public holiday** in New South Wales. Team members who are rostered and agree to work on Monday, 27 December are entitled to public holiday benefits for the day.

ADDITIONAL PUBLIC HOLIDAY, TUESDAY 28 DECEMBER

Tuesday 28 December is a **public holiday** in New South Wales. Team members who are rostered and agree to work on Tuesday, 28 December are entitled to public holiday benefits for the day.

NEW YEAR'S DAY, SATURDAY 1 JANUARY

New Year's Day, Saturday 1 January is a **public holiday** in NSW. Team members who are rostered on and agree to work on Saturday 1 January are entitled to public holiday benefits for the day.

ADDITIONAL PUBLIC HOLIDAY, MONDAY 3 JANUARY

Monday 3 January is a **public holiday** in New South Wales. Team members who are rostered and agree to work on Monday 3 January are entitled to public holiday benefits for the day.

AUSTRALIA DAY PUBLIC HOLIDAY, WEDNESDAY 26 JANUARY

Wednesday 26 January is the Australia Day **public holiday** in NSW.

Team members who are rostered on and agree to work on Wednesday 26 January are entitled to public holiday benefits for the day.

ROSTERING ON PUBLIC HOLIDAYS

Team members may be rostered to work up to five public holidays (excluding Christmas Day and Good Friday), taking into account the individual circumstances of the team member (clause 16.4).

In addition to the requirement for the company to take into account team members' individual circumstances, the Agreement includes provisions which apply when establishing rosters for public holidays:

"Team member preferences as to which Public Holidays they would prefer to work shall be sought by Bunnings no less than 6 weeks prior to the Public Holiday falling. Rosters for work on days which are Public Holidays shall be provided 4 weeks in advance and shall not be unnecessarily varied. However, in cases where variation is necessary ordinary rostering provisions shall apply. In the case of disagreement, the parties shall refer to the Dispute Resolution Procedures." (Clause 16.5.)

ENTITLEMENTS FOR WORKING ON A PUBLIC HOLIDAY

Permanent team members

Clause 16.6 of the Agreement provides that work for full-time and part-time team members on public holidays is to be treated as follows:

- The team member will be paid an additional loading of 150% of their ordinary time rate of pay for actual hours worked; and
- Full-time team members will have deducted from their contracted annual hours the greater of 7.6 hours or the actual hours worked; or
- Part-time team members will have deducted from their contracted annual hours the actual hours they have worked.

Casual team members

Casual team members working on a public holiday will be paid the rate of double time and a half (250%) of the equivalent full-time rate (clause 16.8).

All team members

The premium paid for work on public holidays is only paid on actual hours worked and will be in substitution for any other premium payable (clause 16.7).

continued overleaf

EVENT/DAY	PUBLIC HOLIDAY	PUBLIC HOLIDAY PENALTY RATES	TRADING ARRANGEMENTS
Christmas Eve Friday 24 December 2021	No	No	Normal trading day. All Warehouses and Small Format Stores can trade without restriction on Christmas Eve.
Christmas Day Saturday 25 December 2021	Public Holiday	N/A	Closed day. Warehouses and Small Format Stores has informed the SDA that they will close on Christmas Day.
Boxing Day Sunday 26 December 2021	Public Holiday	Yes	Restricted trading day. All Warehouses and Small Format Stores can open on the condition that employees freely elect to work.
Additional Public Holiday Monday 27 December 2021	Public Holiday	Yes	Normal trading day. All Warehouses and Small Format Stores can trade without restriction on this day.
Additional Public Holiday Tuesday 28 December 2021	Public Holiday	Yes	Normal trading day. All Warehouses and Small Format Stores can trade without restriction on this day.
New Year's Eve Friday 31 December 2021	No	No	Normal trading day. All Warehouses and Small Format Stores can trade without restriction on New Year's Eve.
New Year's Day Saturday 1 January 2022	Public Holiday	Yes	Normal trading day. All Warehouses and Small Format Stores can trade without restriction on New Year's Day.
Additional Public Holiday Monday 3 January 2022	Public Holiday	Yes	Normal trading day. All Warehouses and Small Format Stores can trade without restriction on this day.
Australia Day Wednesday 26 January 2022	Public Holiday	Yes	Normal trading day. All Warehouses and Small Format Stores can trade without restriction on the Australia Day public holiday.