

A full-time team member whose non-working day falls on any of these days shall receive by mutual agreement either:

- payment of an additional day's wages,
- the addition of one day to their annual holiday, or
- another day off with pay within 28 days after the holiday falls, or during the week prior to the holiday.

Part-time team members will also receive this benefit if they work 20 starts per four-week cycle or if they work an alternating roster and the public holiday falls on a day on which they work in any week of their roster cycle.

For a full-time team member working 20 starts per four-week cycle, 'day' means 7.6 hours. For a full-time team member working 19 starts per four-week cycle, 'day' means 8 hours. For a part-time team member, 'day' means the average number of hours rostered per day in the four-week cycle prior to the public holiday.

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

WORKING ON CHRISTMAS EVE AND NEW YEAR'S EVE

The Agreement provides that work after 7:00pm on Christmas Eve and New Year's Eve is voluntary, subject to certain conditions. The conditions are:

- The company shall initiate a process to determine if any permanently rostered team members do not wish to work their rostered hours after 7:00pm on Christmas and/or New Year's Eve;
- Permanent team members need to advise the company at least four weeks prior to Christmas Eve and New Year's Eve that they do not want to work after 7:00pm;
- Volunteers shall be sought at least seven days prior to Christmas Eve and New Year's Eve in cases where permanently rostered team members do not seek to work beyond 7:00pm; and
- Permanently rostered team members not wanting to work at these times shall be rostered to work on another day or time in the four-week cycle as part of their ordinary hours and will be paid ordinary rates of pay.

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

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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**
TARGET

THE UNION FOR
WORKERS IN
RETAIL.
FASTFOOD.
WAREHOUSING.

This leaflet explains the public holiday entitlements and trading hour arrangements specifically for **Target team members working in NSW** over this Christmas and New Year period.

WORK ON ALL PUBLIC HOLIDAYS IS STRICTLY VOLUNTARY

Clause 7.13.17 of the Target Australia Retail Agreement 2012 ('the Agreement') provides that a team member cannot be required to, but may volunteer to, work on any public holiday. Therefore, **under no circumstances can a team member be required to work on a public holiday against their wishes.**

CHRISTMAS DAY, SATURDAY 25 DECEMBER

Christmas Day, Saturday 25 December is a public holiday in NSW. Target has informed the SDA that all stores in NSW will be closed on Christmas Day. Team members normally rostered to work on this day will be entitled to payment for the day based upon their ordinary-time earnings (and additional penalties as appropriate) for the hours normally rostered to work (clause 7.13.8). The non-working-day provisions of the Agreement apply to this day.

BOXING DAY, SUNDAY 26 DECEMBER

Boxing Day, Sunday 26 December is a **public holiday** in NSW. Target stores can open on Boxing Day **on the strict condition that employees have freely elected to work** on the day. As Boxing Day is both a public holiday and a conditionally restricted trading day, an employee may agree to, but cannot be required to, work on the day. Team members who volunteer to work on the day will be paid the public holiday rate of pay. The non-working-day provisions of the Agreement apply to this day.

ADDITIONAL PUBLIC HOLIDAY, MONDAY 27 DECEMBER

Monday, 27 December is an additional public holiday in New South Wales. Team members who are rostered to perform work on Monday, 27 December are entitled to public holiday benefits for the day. As Monday 27 December is a public holiday, a team member may agree, but cannot be required to work on the day. As this is an additional public holiday the non-working day public holiday benefit does not apply to this day (clause 7.13.15).

ADDITIONAL PUBLIC HOLIDAY, TUESDAY 28 DECEMBER

Tuesday, 28 December is an additional public holiday in New South Wales. Team members who are rostered to perform work on Tuesday, 28 December are entitled to public holiday benefits for the day. As Tuesday, 28 December is a public holiday, a team member may agree, but cannot be required to work on the day. As this is an additional public holiday the non-working day public holiday benefit does not apply to this day (clause 7.13.15).

NEW YEAR'S DAY, SATURDAY 1 JANUARY

New Year's Day, Saturday 1 January is a **public holiday** in NSW. As New Year's Day is a public holiday, a team member may agree to, but cannot be required to, work on the day. Team members who are rostered to work on Saturday 1

January are entitled to public holiday benefits for the day. The non-working-day provisions of the Agreement apply to this day.

ADDITIONAL PUBLIC HOLIDAY, MONDAY 3 JANUARY

Monday 3 January is a **public holiday** in NSW. Team members who are rostered to work on Monday 3 January are entitled to public holiday benefits for the day. As this is a public holiday, a team member may agree, but cannot be required to work on the day. As this is an additional public holiday the non-working day public holiday benefit does not apply to this day (clause 7.13.15).

AUSTRALIA DAY PUBLIC HOLIDAY, WEDNESDAY 26 JANUARY

Wednesday 26 January is a **public holiday** in New South Wales. As Australia Day is a public holiday, a team member may agree to, but cannot be required to, work on the day. Team members who are rostered to work on Wednesday 26 January are entitled to public holiday benefits for the day. The non-working-day provisions of the Agreement apply to this day.

WHAT DO I GET PAID IF I WORK ON A PUBLIC HOLIDAY?

The Agreement provides that all work performed on a public holiday is paid at the rate of **250%** with a **minimum payment for three hours** of work.

DO I HAVE TO WORK ON A PUBLIC HOLIDAY?

Your Agreement provides that **all work performed on a public holiday is voluntary.**

Full-time and part-time team members who are rostered on but exercise their right not to work receive the benefit of the

public holiday by having the day off and being paid the wages they would have received if they had worked the day.

CAN MY EMPLOYER CHANGE MY ROSTER TO AVOID PAYING ME A PUBLIC HOLIDAY BENEFIT?

No. Clause 6.2.17 of your Agreement provides that a team member's roster cannot be changed simply to avoid the payment of a penalty or other applicable benefit.

If your roster is changed to your detriment over the Christmas/New Year period, or if you are not paid correctly, contact the Union immediately.

If you are rostered to work a set number of hours on a public holiday but you are sent home early, it is the Union's position that you must still be paid for the total number of hours that you agreed to work.

This applies even to casuals.

If you are sent home early and are not paid for the full hours you were contracted to work, you should contact the Union without delay.

DO I GET PAID IF A PUBLIC HOLIDAY FALLS ON MY NON-ROSTERED DAY?

The non-working-day provisions of the Agreement (clauses 7.13.11 to 7.13.15) apply to:

- Christmas Day, Saturday 25 December 2021;
- Boxing Day, Sunday 26 December 2021;
- New Year's Day, Saturday 1 January 2022; and
- Australia Day, Wednesday 26 January 2022

EVENT/DAY	PUBLIC HOLIDAY	PUBLIC HOLIDAY PENALTY RATES	IS WORK VOLUNTARY?	TRADING ARRANGEMENTS
Christmas Eve Friday 24 December 2021	No	No	No (however, work after 7.00pm is voluntary, subject to conditions)	Normal trading day. All Target stores can trade without restriction on Christmas Eve.
Christmas Day Saturday 25 December 2021	Public Holiday	Yes	Yes	Closed day. Target has informed the SDA that they will close on Christmas Day.
Boxing Day Sunday 26 December 2021	Public Holiday	Yes	Yes	Restricted trading day. All Target stores can open on the condition that employees freely elect to work.
Additional Public Holiday Monday 27 December 2021	Public Holiday	Yes	Yes	Normal trading day. All Target stores can trade without restriction on this day.
Additional Public Holiday Tuesday 28 December 2021	Public Holiday	Yes	Yes	Normal trading day. All Target stores can trade without restriction on this day.
New Year's Eve Friday 31 December 2021	No	No	No (however, work after 7.00pm is voluntary, subject to conditions)	Normal trading day. All Target stores can trade without restriction on New Year's Eve.
New Year's Day Saturday 1 January 2022	Public Holiday	Yes	Yes	Normal trading day. All Target stores can trade without restriction on New Year's Day.
Additional Public Holiday Monday 3 January 2022	Public Holiday	Yes	Yes	Normal trading day. All Target stores can trade without restriction on this day.
Australia Day Wednesday 26 January 2022	Public Holiday	Yes	Yes	Normal trading day. All Target stores can trade without restriction on the Australia Day public holiday.