

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

No. Permanent team members whose usual roster does not include the public holiday as a working day do not receive a benefit for the day. Casual team members do not receive a benefit for a public holiday on which they do not work.

WORKING ON CHRISTMAS EVE AND NEW YEAR'S EVE

Your Agreement provides that work after 6.00pm on Christmas Eve and New Year's Eve is voluntary, provided there are enough volunteers to meet the company's operational needs and subject to the following:

- Team members not wanting to work at these times must inform the company at least four weeks in advance. At the same time, the company will start to assess the number of team member volunteers that will be required to work.
- If there are not enough volunteers, the company will first ask casual employees to work the hours, and will then ask full-time and part-time employees.
- Five weeks prior to the days, the company will place a notice on the noticeboard asking employees to advise the company of their preference not to work their normal roster at these times.

Where a team member takes the time off, the time is unpaid time and the employee will only be paid for hours actually worked. An employee can request to take paid annual leave for the hours not worked.

**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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**PUBLIC HOLIDAYS &
TRADING HOURS**
WOOLWORTHS

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

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

WORK ON ALL PUBLIC HOLIDAYS IS STRICTLY VOLUNTARY

Woolworths National Supermarkets Agreement 2018 ('your Agreement') provides that **all work on a public holiday is voluntary**. 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 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.

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

Team members are paid the public holiday penalty rate for working on a public holiday (a total of 225% for permanent employees, 250% for casual employees).

DO I HAVE TO WORK ON A PUBLIC HOLIDAY?

Your Agreement provides that all work performed on a public holiday is voluntary. Clause 19.1 (b) of the Agreement clearly states: "Working on a public holiday is voluntary. An employee cannot be required to work, but may volunteer to work on any public holiday as provided for in this clause."

Full time and part-time team members who are normally rostered to work but exercise their right not to work, receive the benefit of the public holiday by having the day off and being paid the ordinary base rate of pay for the day based on the employee's standard roster.

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

No. Clause 19.1(g) of your Agreement provides that an employee's roster cannot be changed simply to avoid or reduce a public holiday penalty payment.

If you are rostered to work a set number of hours on a public holiday and you are sent home early by the company, 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. This does not apply where a team member requests to go home early.

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.

Team members are encouraged to speak to their Line Manager in the event of any concern about their pay or roster.

continued overleaf

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 6.00pm is voluntary, subject to conditions)	Normal trading day. All Woolworths stores can trade without restriction on Christmas Eve.
Christmas Day Saturday 25 December 2021	Public Holiday	Yes	Yes	Closed day. Woolworths 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 Woolworths 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 Woolworths stores can trade without restriction on this day.
Additional Public Holiday Tuesday 28 December 2021	Public Holiday	Yes	Yes	Normal trading day. All Woolworths stores can trade without restriction on this day.
New Year's Eve Friday 31 December 2021	No	No	No (however, work after 6.00pm is voluntary, subject to conditions)	Normal trading day. All Woolworths 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 Woolworths 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 Woolworths stores can trade without restriction on this day.
Australia Day Wednesday 26 January 2022	Public Holiday	Yes	Yes	Normal trading day. All Woolworths stores can trade without restriction on the Australia Day public holiday.