

COSTCO

Negotiations 2019

SDA Log of Claims

“WITHOUT PREJUDICE”

The following claims are made on the basis of the current agreement and the undertakings continuing.

Wages & Allowances

1. A suitable wage increase based upon a minimum of 5% for each year of the Agreement, for all employees together with additional pay rises as may be appropriate based upon the nature of the changes proposed by the company.
2. An increase in all allowances in proportion to the wage rises agreed.
3. No hourly penalty rate to be lower than the appropriate Award rate.
4. Increase supervisory rate to \$1.50/hour.
5. Employees operating a forklift to be paid an additional rate of \$1.50 /hour
6. Amend Extra Cheque payments as follows:

Hours worked	Current	Proposed
More than 3952 hours but less than 5927 hours	Up to \$3000	Up to \$4000
5928 hours but less than 7903 hours	Up to \$3000	Up to \$4000
7904 hours but less than 9879 hours	Up to \$4000	Up to \$5000
9880 hours (or more) and less than 13,831 hours	Up to \$4000	Up to \$5000
13,832 hours or more	New	Up to \$6000

7. Include the optical allowance in the Agreement and increase benefit from \$200 to \$250 per year.
8. Include a cold work disability allowance in the Agreement for the depot of 40 cents/hour for chiller work and \$1/hour for freezer work.
9. Update classification structure to include Online Assistant at the Service Clerk level.

Penalties

10. Early Morning Work premium to apply from 12am to 7am. Currently, 12am to 5am. (Clause 6.6.4)
11. Overtime after 3 hours to be paid as double time.

Rostering

12. Rosters to be posted 14 days in advance.
13. Ordinary hours will be worked to provide an employee with 2 consecutive days off per week or 3 consecutive days off per fortnight. Alternative arrangements may apply by agreement.
14. Employees to have one weekend off per month. Alternative arrangements may apply by agreement.
15. Minimum break between shifts to be 12 hours or 10 hours by agreement.
16. RDO's to be introduced.
17. Amend clause 6.4 so that employees who attend "Mandatory Employee Meetings" will be paid the four hour minimum as per clause 6.2.3 if this meeting does not form part of the employee's rostered shift.
18. Introduce set rosters for all permanent staff

Breaks and Meal Periods

19. Second Rest Break to apply after 7 hours or more. Currently, the second Rest Break applies after 8 or more hours.

Leave

20. Include 10 paid days of Domestic Violence Leave.
21. Superannuation to be paid on Paid Parental Leave.
22. Introduce Dad and partner paid leave of 2 weeks.
23. Include one day paid Compassionate Leave for close relatives (e.g. uncles/aunts).
24. Ability to apply for Leave on-line.
25. Include an Annual leave cashout provision of up to 2 weeks. This will be included for the purposes of calculating accumulation of hours.
26. Remove 4 week cap on taking Annual Leave (Clause 7.3.1)
27. Introduce Annual Leave Loading
28. Remove "block out period" for annual leave and long service leave (clause 7.3.1(c) & 7.4.3 (a))

29. Amend Clause 7.4.3 (b) (LSL) so Company can waive requirement, in extenuating circumstances, for an employee to provide 4 week's notice when applying for Long Service Leave

WHS

30. Sunglasses for employees working outside.

Other Matters

31. Default superannuation payments to be paid into an industry fund.
32. Amend Step 2 of the Dispute Resolution Procedure to include arbitration.
33. Employees to be paid weekly. Currently, they are paid fortnightly.
34. Include GRIA casual conversion clause in the Agreement.
35. Provision of tea, coffee and biscuits in Break Room
36. If there is a positive vote to approve the agreement then the wage increases to apply from 9th September 2019.
37. Easter Sunday in Queensland to be an example of State base Public Holidays.