

PROPOSED IKEA AGREEMENT 2023

Following extensive negotiations between IKEA and the SDA the proposed IKEA Enterprise Agreement 2023 is ready for you to consider.

KEY IMPROVEMENTS TO THE CURRENT AGREEMENT INCLUDE:

- ✓ September pay increases
- ✓ Fixed rosters available for permanent co-workers
- ✓ Penalty rates paid on personal and compassionate leave
- ✓ 15 min rest pause for a 4 hour shift
- ✓ 5 weeks annual leave
- ✓ Improved penalty rates
- ✓ Superannuation on unpaid parental leave

If approved by co-workers, the new Agreement will be lodged with the Fair Work Commission (FWC) for assessment. If approved by the FWC this will replace your current agreement.

The Agreement will operate from March 2024 and will nominally expire 31 May 2027. All conditions apart from: the fixed roster provisions, paid 15 min break on 4 hour shift, publishing break times in rosters and request for alternative public holiday, will operate from 4th September 2023 as over agreement matters.



**Voting will occur online
via Elections Australia
from 13 July to
17 July 2023.**

**Please read this information carefully
and if you have any questions about
the proposal please speak to your SDA
Delegate, SDA Organiser or call the SDA.**

WAGES

Wages will increase each September in line with the Annual Wage Review increase that applies to the General Retail Industry Award. The wage increases are in addition to the legislated superannuation increases (12.0% by July 2025).

This means that from 4th September 2023 wages rates will increase by 5.75%, if approved.

	Full-time (weekly)	
	Current	1 Sept 2023
Level 1 Co-worker	\$947.43	\$1001.81
Level 2 Co-worker	\$990.28	\$1047.22
Level 3 Co-worker	\$1029.04	\$1088.21

	Part-time (hourly)	
	Current	1 Sept 2023
Level 1 Co-worker	\$24.93	\$26.36
Level 2 Co-worker	\$26.06	\$27.56
Level 3 Co-worker	\$27.08	\$28.64

PENALTY RATE IMPROVEMENTS

There are increases to some penalty rates:

Penalty Rate	Current	New
Mon-Fri 6.00am-7.00am (ordinary hours)	100%	125%
Sunday 6.00am-9.00am	150%	185%

Overnight co-workers starting a shift between 11.00pm and before 5.00am also receive:

Penalty Rate	Current	New
Mon-Fri 7.00am-1.00pm	100%	125%
Saturday 6.00am-1.00pm	125%	150%

CLASSIFICATIONS

- » Store Co-ordinators will move from Level 2 to Level 3.
- » Level 2 will include Senior Resolutions Generalist and Senior Sales Generalist. (RCMP)
- » Level 3 will include Senior Resolutions Specialist and Senior Sales Specialist. (RCMP)

FIXED ROSTER (Clause 3.3)

Co-workers (FT and PT) can elect for a fixed roster that cannot be changed. IKEA is to consider any such request and respond.

This new roster system will start in March 2024. IKEA will start a process over the next months to begin these discussions with co-workers.

IKEA will act on the request by taking the following steps:

- » Meet with the co-worker to confirm the days within their agreed availability the co-worker seeks to secure via a fixed roster within 14 days.
- » Respond to the confirmed request within 14 days.
- » When responding to a request from a part time co-worker, IKEA will propose a fixed roster which will include hours as reasonably equivalent as possible to, and no less than 80% of the co-worker's contracted hours. The minimum fortnightly fixed roster is 24 hours.
- » Where the request cannot be granted IKEA are required to provide reasons and discuss further any alternative arrangements.
- » Disputes in relation to fixed rosters can be addressed through the disputes procedure in the Agreement.

A permanent co-worker may request to work an average 4 day week as part of their fixed roster. Such a request will not be unreasonably refused by IKEA.

REST BREAKS

The first rest break (15 minutes) will now be at 4 hours or more (currently more than 4 hours). The minimum shift for a co-worker is 4 hours meaning all shifts will now provide for a 15 minute rest pause.

PART-TIME FLEX UP HOURS

(Clauses 3.5(c) & 3.5(d))

A part time co-worker may work increased hours ('flex-up hours') in addition to their contract hours. Such flex-up hours will be paid at the co-worker's ordinary hourly rate of pay (plus penalties where applicable). Any agreement to work flex-up hours will be made in writing before the flex-up hours commence. A co-worker may provide standing written consent to work flex up hours but can refuse verbally at any time to work flex up hours offered.

Every 12 weeks IKEA will review a part-time co-worker's hours to see if they have worked additional hours that on average would move the part-timer into a higher band of hours or could be included in new fixed roster.

A co-worker does not have to accept a move to increased hours.

BREAK BETWEEN SHIFTS

A 12 hour break between shifts will apply under the proposed IKEA Agreement (currently 11 hours).

HIGHER DUTIES IMPROVED

If you are required to perform work at a higher level for more than 2 hours on a shift, the higher rate will apply for the entire shift. If it is 2 hours or less you are paid the higher rate for the actual time worked at the higher level.

REQUIRED TRAINING

IKEA will schedule time for co-workers to complete all required online and face-to-face training within rostered working hours.

PARENTAL LEAVE IMPROVED

- » Superannuation paid on unpaid leave (already paid on paid leave) up to 26 weeks.
- » **IKEA Paid Leave:** 2 years service: 26 weeks, 1-2 years: 16 weeks, less 1 year: 8 weeks.
- » **Secondary Carer Paid:** 2 years service: 6 weeks, 1-2 years: 4 weeks, less 1 year: 2 weeks.
- » 3 days compassionate leave in the event of a miscarriage.

LEAVE

- » 5 weeks annual leave (6 for overnight co-workers) now included in the Agreement. Casual loading increased to 27.5%.
- » Penalty rates to be paid on Personal Leave and Compassionate Leave.
- » 15 days paid Family and Domestic Violence Leave.
- » If you are caring for someone with a long term/permanent illness evidence to take carer's leave will only be required once per year.
- » 1 day paid Grandparent Leave per year.
- » 10 days Gender Affirmation Leave (total amount, not annual).
- » 1 day paid per year for Indigenous and Cultural Leave.
- » Co-workers can elect to change a Public Holiday (that falls to Monday to Friday inclusive) to Annual Leave, which is to be taken on a day specified by the co-worker (paid 17.5% leave loading).
- » 3 days paid Natural Disaster Leave.
- » 5 days paid leave if taking responsibility for a foster child/long term care/kinship (additional to personal leave).
- » Immediate family definition now includes 'found family' for those not in contact with their family it means another person with whom the co-worker has a genuine relationship of identifiable equivalent significance.

OTHER MATTERS

As part of the negotiations IKEA has also agreed to the following additional benefits within IKEA policies:

- » The Safety Boot allowance will increase to \$120 (currently \$100).
- » Improvements regarding the provision of maternity trousers.
- » IKEA will provide co-workers the opportunity to request that a portion of any applicable bonus payable be paid as superannuation instead of cash for that business year prior to paying the bonus.

PROPOSED IKEA AGREEMENT 2023

KEY IMPROVEMENTS FOR IKEA CO-WORKERS

- ✓ September pay increases
- ✓ Fixed rosters available for permanent co-workers
- ✓ Penalty rates paid on personal and compassionate leave
- ✓ 15 min rest pause for a 4 hour shift
- ✓ 5 weeks annual leave
- ✓ Improved penalty rates
- ✓ Superannuation on unpaid parental leave

VOTE YES ✓

VOTING

Voting will occur online, conducted by an independent third party, Elections Australia.

If there is a majority yes vote, the new Agreement will go to the Fair Work Commission for approval.

Voting will open on 13 July and close 17 July 2023.

No new Agreement will be introduced without a vote of IKEA co-workers.

The SDA has fought hard to deliver the best possible outcome for IKEA co-workers.

Make sure you have your say!

**SDA NEGOTIATED AGREEMENTS
PRODUCE BETTER WAGE OUTCOMES
& IMPROVEMENTS IN CONDITIONS.
SDA MEMBERSHIP GETS RESULTS.**

**IF YOU'RE NOT
AN SDA MEMBER
MAKE SURE YOU**

JOIN TODAY



QUESTIONS

If you have any questions about the proposal, please speak to your SDA Delegate or Organiser, or contact the SDA via www.national.sda.com.au/contact