

# THE PROPOSED CHEAP AS CHIPS ENTERPRISE AGREEMENT (2024)

**Following extensive negotiations between Cheap as Chips and the SDA the proposed Cheap as Chips Enterprise Agreement 2024 is ready for you to consider.**

The SDA has secured a proposed new Cheap as Chips Agreement that delivers:

- ✓ Better wages
- ✓ Better rostering
- ✓ More time off with pay
- ✓ More safety rights

This document contains a summary of the proposal and how it aligns with the Cheap as Chips Agreement 2019.

The new Agreement will commence on 7 days after approval by the Fair Work Commission (FWC). The nominal expiry date is 30 June 2028.

## ✓ VOTING

Voting will occur online via GoVote from

**7am (ACST) Thursday 27 June until  
6pm (ACST) Saturday 29 June.**

***Make sure you have your say.***



## WAGES AND PENALTY RATES

The Agreement contains a 4.2% wage increase for all employees from July 1, 2024.

Each July after that, the wage increase will be in accordance with the Annual Wage Review as determined by the Fair Work Commission each year.

A margin of 0.5% above the General Retail Industry Award must be always maintained.

Junior Rates of Pay will now only apply to Level 1 or 2 employees under the Agreement.

## PAYMENT OF WAGES

The Agreement has been updated to be consistent with the Retail Award to clarify the wages are paid according to hours worked each week and that final wages must be paid within 7 days of termination of employment.

## ALLOWANCES

Allowances will be increased in accordance with the wage increase. Allowances will be no less than the Retail Award over the life of the Agreement.

## SUPERANNUATION

Under legislation, superannuation will increase to 11.5% on July 1, 2024, and then 12% on July 1, 2025.

The Superannuation clause has been updated to reflect choice in superannuation fund. REST remains the default fund in the Agreement.

## PROPOSED WAGES

### Adult rates

	FULL-TIME AND PART-TIME RATES			CASUAL		
	Hourly Base Rate	Mon-Fri 6pm-9pm & Saturday	Sunday	Hourly Base Rate	Mon-Fri 6pm-9pm & Saturday	Sunday
Level 1	\$25.78	\$32.23	\$38.67	\$32.23	\$38.67	\$45.12
Level 2	\$26.37	\$32.96	\$39.56	\$32.96	\$39.56	\$46.15
Level 3	\$27.31	\$34.14	\$40.97	\$34.14	\$40.97	\$47.79
Level 4	\$28.83	\$36.04	\$43.25	\$36.04	\$43.25	\$50.45

### Level 1 -Junior Employees

	FULL-TIME AND PART-TIME RATES			CASUAL		
	Hourly Base Rate	Mon-Fri 6pm-9pm & Saturday	Sunday	Hourly Base Rate	Mon-Fri 6pm-9pm & Saturday	Sunday
19 years	\$20.62	\$25.78	\$30.94	\$25.78	\$30.94	\$36.09
18 years	\$18.05	\$22.56	\$27.07	\$22.56	\$27.07	\$31.58
17 years	\$15.47	\$19.34	\$23.20	\$19.34	\$23.20	\$27.07
16 years	\$12.89	\$16.11	\$19.34	\$16.11	\$19.34	\$22.56
15 years and under	\$11.60	\$14.50	\$17.40	\$14.50	\$17.40	\$20.30

### Level 2 -Junior Employees

	FULL-TIME AND PART-TIME RATES			CASUAL		
	Hourly Base Rate	Mon-Fri 6pm-9pm & Saturday	Sunday	Hourly Base Rate	Mon-Fri 6pm-9pm & Saturday	Sunday
19 years	\$21.10	\$26.37	\$31.64	\$26.37	\$31.64	\$36.92
18 years	\$18.46	\$23.07	\$27.69	\$23.07	\$27.69	\$32.30
17 years	\$15.82	\$19.78	\$23.73	\$19.78	\$23.73	\$27.69
16 years	\$13.19	\$16.48	\$19.78	\$16.48	\$19.78	\$23.07
15 years and under	\$11.87	\$14.83	\$17.80	\$14.83	\$17.80	\$20.77

## CASUAL CONVERSION TO PERMANENT EMPLOYMENT

The proposal includes several improvements, consistent with changes to the National Employment Standards (NES).

Casual employees may request to convert to permanent employment after 6 months and have the right to apply every 6 months after that if they no longer meet the definition of casual employment.

The definition of casual employment has been updated to mean an employee who has been provided no commitment to ongoing work.

Requests to convert can only be rejected on reasonable grounds and the Fair Work Commission can arbitrate a dispute.

## BETTER ROSTERING

Rostering rules in the new Agreement have been clarified and simplified:

	Permanent Employees	Casual Employees
Minimum number of hours per day	3 hours	3 hours
Maximum number of ordinary hours per day	9 hours, provided that one day per week can be for 11 hours	
Minimum break between shifts	12 hours or 10 hours by Agreement between the employer and the employee	
Maximum number of days with ordinary hours per week	5 days (or 6 days in one week if no more than 4 days the next week of the fixed 2-week cycle)	
Maximum number of consecutive days worked	6 days	
Consecutive days off	2 consecutive days every week or 3 consecutive days per fortnight	n/a
Weekends off for regular Sunday employees	At least 1 in 4, being a 3-day break including a Saturday and Sunday	n/a
Minimum number of rostered hours	12 hours per week for part-time employees. 152 hours per 4 weeks for full-time.	3 hours per shift
Maximum number of rostered hours	Less than 38 hours per week for part-time. 152 hours per 4 weeks for full-time	38 hours per week
Maximum numbers of days per 4 weeks	19 or 20 for full-time (by Agreement). 20 days for part-time	20 days.

To align to the Retail Award, part-time employees can only have their starting or finishing times changed by initiation of the company (subject to consultation). Any changes to total hours or days of work can only be made by Agreement.

The new Agreement clarifies that rosters will include for each employee; number of ordinary hours worked each week, the timing of rest and meals breaks, days of the week, and start and finish times.

Under the new Agreement when rostering employees, Cheap as Chips must consider family, study and sporting commitments and availability of safe transport home.

## **BETTER BREAKS**

Under the new Agreement, a second tea break will now apply for 6.5 hours worked or longer. Rather than the current 7 hours. One tea break and a meal break can be combined each shift to form a longer break.

## **FEEL GOOD DAY**

The new Agreement contains an extra day off for all permanent employees each year. It's called 'A Feel Good Day' and you can use it for whatever you feel like. It's a paid day and must be used each financial year as it will not accumulate.

## **PARENTAL LEAVE**

Parental leave has been updated and improved. Cheap as Chips will pay superannuation on paid parental leave. Parental leave provisions will also apply to employees who are adopting or taking responsibility for a child under a long-term care order or custody arrangement.

## **COMPASSIONATE, PERSONAL AND CARER'S LEAVE**

The definition of immediate family has been expanded to include adopted child, a stepchild, a foster child or a child who is the subject of a permanent care order.

## **DOMESTIC VIOLENCE LEAVE**

The new Agreement contains an improved domestic violence leave that is consistent with the National Employment Standards which contain 10 days of paid Domestic Violence Leave to all employees each year.

## **PUBLIC HOLIDAYS**

Public Holidays have been updated to reflect Easter Sunday in South Australia and include Union Picnic Day in New South Wales.

## **ACCIDENT MAKE UP PAY - VICTORIA**

The Agreement contains accident make up pay for Victorian employees, up to a maximum of 39 weeks.

## **HEALTH AND SAFETY**

The Agreement contains new and extensive provisions on health and safety that outline Cheap as Chips commitment to providing a safe work environment by proactively managing and monitoring workload, mental health, and the prevention of violence and harassment.

The company will support the mental well-being of employees and has a zero-tolerance policy towards violence or harassment. Employees receive training to manage customer abuse and violence.

Cheap as Chips will ensure practicable measures are taken to control safety risks and expects employees to adhere to health and safety policies and report any incidents.

Elected Health and safety representatives will be granted paid leave for training.

For employees finishing work after dark, there is encouragement to leave in groups for added security or to request an escort to their vehicles.

Cheap as Chips will provide free and safe car parking where possible and will work with the Union to maintain and establish these provisions, including opposing increases in parking fees and endorsing relevant legislation.

## **UNION RECOGNITION**

The Agreement now includes a Delegates Rights and Union Recognition clause.

## **SAVING PROVISIONS**

All saving provisions have now been removed.

**The SDA has worked hard to secure a new Agreement for Cheap As Chips workers.**

Please read this document carefully and if you have any questions, contact the SDA.