

COLES ONLINE DISTRIBUTION TWU UPDATE



13 DECEMBER 2011

Dear Members

You will be aware that the TWU has surveyed members in regard to conditions of employment. An overwhelming majority of employees have indicated support for the following issues:

- ✓ Coles Online Delivery Drivers should be paid transport industry rates of pay
- ✓ Payment of appropriate transport industry overtime rates
- ✓ Payment of a meal allowance after two hours of overtime
- ✓ Coles should provide all necessary personal protective equipment
- ✓ Casuals should have a right to convert to permanent employment after 6 months
- ✓ Coles should pay for parking and other costs incurred by drivers
- ✓ Payment of an afternoon shift allowance and weekend penalties
- ✓ The formation of Safe Driving Committees

Over the past few months we have been negotiating with Coles for an enterprise agreement to cover your rates and conditions.

We have reached agreement on a number of issues but we are far apart when it comes to which Award should underpin the agreement. This issue has a significant effect on your employment conditions.

Coles insists that you are retail workers and should be covered by the terms of the General Retail Award that are reflected in the existing Coles Retail Agreement. The TWU's position is that you are transport workers and the Road Transport and Distribution Award should underpin your terms and conditions.

When any agreement goes to Fair Work Australia to be approved, the tribunal will compare the agreement to the applicable award. The Agreement must provide more favourable conditions than the Award to gain approval. This is why the issue of the applicable award is critical to our campaign.

**WHY WE'RE PUSHING FOR
A TRANSPORT AWARD**

Below is a comparison between the retail and transport award provisions which will assist you to understand the importance of the Unions' push for the Transport Award:

	COLES RATE	TRANSPORT AWARD
Do you commence work before 5.30am?	\$18.42	\$25.26
Do you work afternoon shift?	\$18.42	\$19.79
Do you work shifts on Saturday?	\$18.42	\$25.26
Do you work shifts on Sunday?	\$27.63	\$33.68
Are you paid a casual loading?	20%	25%
Do you receive the overtime meal allowance?	\$12.20	\$13.52

The Transport Workers' Union is determined to get the best outcome possible for its members.

The TWU seeks your support in this fight to win the appropriate conditions of employment for you as transport workers.

Your TWU Local Contacts

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