



SUMMARY OF THE PROPOSED VARIATION TO THE McDONALD'S AUSTRALIA ENTERPRISE AGREEMENT 2013

Ph: 131 732

sdansw.org.au

Membership Application Form

for the Shop, Distributive & Allied Employees' Association, NSW Branch

Please enrol me as a member of the Shop, Distributive and Allied Employees' Association. I pledge myself to comply with the Rules of the Association and the Branch to which I am attached and any amendments or additions duly made to such Rules in accordance with the Rules and the Fair Work (Registered Organisations) Act 2009.

Title (tick one)	<input type="checkbox"/> Mr	<input type="checkbox"/> Mrs	<input type="checkbox"/> Miss	<input type="checkbox"/> Ms	<div>OFFICE USE ONLY</div>	
Surname	<input type="text" value="SURNAME"/>					
First Name/s	<input type="text" value="FIRST/GIVEN NAME(S)"/>					
Address	<input type="text" value="PRIVATE HOME OR POSTAL ADDRESS"/>					
Suburb	<input type="text" value="PRIVATE HOME/POSTAL SUBURB"/>			Postcode		
Phone	<input type="text" value="HOME PHONE NO."/>		Mobile	<input type="text" value="MOBILE PHONE NO."/>		
E-mail*	<input type="text" value="PERSONAL E-MAIL ADDRESS"/>			Date of Birth	<input type="text" value="DD/MM/YYYY"/>	
Employer/ Company	<input type="text" value="COMPANY"/>			Location/ Suburb	<input type="text" value="LOCATION/SUBURB"/>	
Employment Type (tick one)	<input type="checkbox"/> Full-Time		<input type="checkbox"/> Part-Time	<input type="checkbox"/> Casual		

I hereby authorise the employer to deduct from my wages in accordance with the Association's Schedule of fees and to pay the monies so deducted to the account identified to you by the National President of the Shop, Distributive and Allied Employees' Association as the Shop, Distributive and Allied Employees' Association New South Wales Deduction Account.

Signature	<input type="text" value="SIGN HERE"/>		Date	<input type="text" value="DD/MM/YYYY"/>
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Privacy Act 1988: The SDA is bound by the Privacy Act. This information is collected to enable the Union to contact you about matters relating to your Union membership and to ensure that we have the necessary information to represent your employment and related interests. A copy of the Union's Privacy Statement is available from Union officials, the Union office and our website.

*Your e-mail address will only be used for Union messages and will not be disclosed to any third parties.

Authority to Deduct Fees (to be retained by employer)

Company	<input type="text" value="COMPANY"/>	<input type="text" value="LOCATION/SUBURB"/>
Full Name	<input type="text" value="NAME"/>	

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I authorise my employer to supply the SDA with updated information on the membership details set out in my SDA Membership Application form.

This authority shall remain in force for as long as I remain an eligible employee of the employer.

Signature	<input type="text" value="SIGN HERE"/>		Date	<input type="text" value="DD/MM/YYYY"/>
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MEMBERSHIP FEES AS AT 1/7/2015	
No hours worked in the week	\$0.00 per week
Employed less than 10 hours per week	\$3.95 per week
Employed 10 hours to less than 20 hours per week	\$6.80 per week
Employed 20 hours or more per week	\$9.50 per week



Your Unions Fees are 100% Tax Deductible

McDonald's has finalised negotiations with the SDA regarding proposed variations to be made to the McDonald's Australia Enterprise Agreement 2013. ("the Agreement"). The proposed variations relate to the inclusion of a new classification of Home Delivery Driver, allowances, breaks and benefits for Home Delivery Drivers and updating the Consultation term to include consultation with employees about roster changes.

Importantly, all other provisions (wages and conditions) of your current Agreement will remain unchanged and continue to apply in full.

If a majority of employees who cast a vote, vote in favour of the proposed variation, and it is approved by the Fair Work Commission ("FWC"), the Agreement will be updated to include the proposed variation and will take effect 7 days after approval by the FWC.

Employees will be asked to vote on the proposed variation by accessing the Enterprise Agreement Vote on Metime. A separate communication with further information about how to vote will be provided by McDonald's shortly.

Any questions about the proposed new agreement should be directed to your SDA Organiser or your Restaurant Manager.

Summary of the Key Changes in the Variation to the McDonald's Australia Enterprise Agreement 2013

- For the new Classification of Home Delivery Driver ("HDD"), the following will apply:
 - o A HDD will be defined as those crew members who are primarily engaged for purpose of delivering meals, snacks and/or beverages which are sold to the public.
 - o New Level 2A classification– wages will be paid at the Level 2 rate.
 - o If a HDD is required to perform first aid duties, they will be paid the first aid allowance in the Agreement.
 - o A HDD will be required to have their own mobile phone & use a mobile tracking system approved by McDonald's.
 - o A HDD will be reimbursed for calls made to the restaurant whilst on duty.
 - o A HDD will be required to use their vehicle and be paid an allowance of \$2 per delivery (\$1.95 delivery allowance + \$0.05 data allowance).
 - o Where McDonalds provides a vehicle the Delivery Driver will only be paid the \$0.05 data allowance.

- o If travel exceeds 7km, the HDD will receive an allowance of \$0.41 for each kilometre over 7km. This will be in addition to the data and/or delivery allowances as the case may be.
 - o Where the HDD uses their own vehicle, McDonald's will pay the cost of vehicle insurance and provide a first aid kit for the HDD's vehicle.
 - o An employee who as at the date of the approval of the Agreement by the FWC, is receiving the pre-existing allowance of \$0.75 per km, will be given the option to move to the new allowance or remain on the pre-existing allowance. This election will be in writing. Where no election is made in writing, the employee will continue to receive the pre-existing allowance.
 - o In addition to the drink breaks & meal breaks in the Agreement, a HDD will be entitled to a paid 5 minute rest break every 4 hour shift, as directed by the Shift Manager.
- In addition, there is also a proposed change to the consultation clause relating to roster changes to reflect the changes to the Fair Work Act.

The table below provides clause references, subject matter of the clause and an explanation of the provision

Clause Number	Clause Title	Explanation
8	Consultation Term	<p>The Proposed Variation will adopt the model Consultation Term under the Fair Work Regulations 2009.</p> <p>Under the new Consultation Term, in addition to the content of the previous Consultation term, where McDonald's seeks to make changes to a regular roster or an employee's regular ordinary hours of work, McDonald's will consult with the employee before making such changes and will take into consideration any matters raised by the employee during such consultation.</p>
18.2 and 18.4	Classifications	Provides that employees employed under the new classification of "Level 2A – Home Delivery Driver" will be paid the rates which apply to employees classified as "McDonald's Employees Level 2".

Clause Number	Clause Title	Explanation
19.7.2 and 19.8.2	Minimum Weekly Wages	Provides that employees engaged as “Level 2A – Home Delivery Drivers” in Queensland and Western Australia will be paid at the rate of 9% above the Level 1 Employee rate of pay in the Fast Food Industry Award 2010.
21	Allowances	Provides that the First Aid allowance also applies to Level 2A employees if appointed to perform first aid duties.
21.12.1	Home Delivery Driver Allowances	<ul style="list-style-type: none"> Employees engaged as “Level 2 – Home Delivery Drivers” must carry a privately owned mobile telephone at all times whilst on duty and use the mobile tracking system approved by McDonald’s; Employees engaged as “Level 2 – Home Delivery Drivers” will be reimbursed the costs of any calls made to the restaurant whilst on duty.
21.12.2	Home Delivery Driver Allowances	<ul style="list-style-type: none"> Where McDonald’s requires an employee engaged as a “Level 2 – Home Delivery Driver” to use their own vehicle to deliver orders to customers they will be paid a flat fee allowance of \$2 per delivery, which is comprised of: <ul style="list-style-type: none"> a) \$1.95 delivery allowance; and b) \$0.05 data allowance for mobile device used by the employee in connection with the delivery duties. Where McDonald’s provides the vehicle used to deliver customer’s orders, employees will be entitled to a data allowance of \$0.05 per delivery.

Clause Number	Clause Title	Explanation
21.12.3	Home Delivery Driver Allowances	<p>For deliveries which exceed 7kms, in addition to the allowance provided in clause 21.12.2, employees engaged as a “Level 2 – Home Delivery Driver” will also receive a delivery allowance of \$0.41 per kilometre travelled over and above 7km.</p> <p>Employees engaged as “Level 2 – Home Delivery Driver” must maintain a valid driver’s licence, comply with traffic rules and regulations and are strictly prohibited from consuming alcohol whilst performing delivery duties.</p>
21.13	McDonald’s Employee Level 2A – Home Delivery Driver employees benefits	<p>Where a McDonald’s employee engaged as a “Level 2 – Home Delivery Driver” is required by McDonald’s to use their personal vehicle to deliver orders, they shall receive the following:</p> <ul style="list-style-type: none"> a) Vehicle insurance paid for by McDonald’s; and b) First aid kit for the vehicle.
21.14.1	Home Delivery Driver Savings Provision	<p>An employee who at date of approval of variation is already performing work consistent with that of a Home Delivery Driver and who currently receives a different allowance to the proposed \$2 per delivery will be given option of:</p> <ul style="list-style-type: none"> - receiving the new allowance; or - continuing to receive pre-existing allowance. <p>Such election will be made in writing.</p>
21.14.2	Home Delivery Driver Savings Provision	<p>If an employee referred to in 21.14.1 does not make any electing in writing, then they shall continue to receive the pre-existing allowance.</p>

Clause Number	Clause Title	Explanation
29.2	Breaks for Level 2A – Home Delivery Driver employees	In addition to the regular breaks provided in clause 29.1.1, employees engaged as a “Level 2 – Home Delivery Driver” will be entitled to a paid 5 minute rest break every 4 hour shift, as directed by the Shift Manager.
Schedule A	Classifications	Provides for a new classification of employee, “Level 2 – Home Delivery Driver”, who are primarily engaged for purpose of delivering meals, snacks and/or beverages which are sold to the public.

The Vote

Voting will be conducted on Metime over a 4 day period. Further details, including the dates and instructions on how to vote will be provided by the Company. All employees should note that a person’s vote is confidential.

Access to Documents

All documents relevant to the proposed variation including the proposed varied agreement will be accessible on Metime.

The Union for Workers In Fast Food

What is the SDA and what do we do?

The SDA is a not-for-profit organisation made up of employees from the retail, warehousing and fast food industries, which looks after the interests of members.

SDA - Three main roles

1. Negotiates pay rises

The SDA negotiates your pay and working conditions. The more members are in the SDA, the stronger the bargaining position and the better the pay rises from the negotiations.

2. Help at work

Any problems at work? The SDA is there to help! The SDA has Union Reps on staff to resolve any problems that arise in the workplace.

3. Safer Workplaces

The SDA is here to assist members with any Health & Safety concerns. The SDA has specialists on staff to guide our members throughout the entire process.

Other Benefits

- Journey Claim (to and from work) insurance
- Accident Insurance Cover
- Education Scholarships
- Discount Movie Tickets
- Frequent Values™ Voucher Book
- Website providing information about services, wages, conditions and much more much more.

Members only!

All SDA resources and expertise are exclusively for the benefit of members.

If something goes wrong at work and you're not an SDA member... We can't help you!

How much does it cost?

SDA fees are modest and charged weekly through your pay. Fees are deducted according to the hours you work. To be fair the less you work the less you pay.

No hours worked in week	\$0.00
Less than 10hrs/wk	\$3.95
10 but less than 20hrs/wk	\$6.80
20hrs/wk or more	\$9.50

If you are under 18, you should know:

When you fill out your SDA card at McDonalds to join the SDA, you have a 2 week cooling off period.

In that time we cover you and you should talk to your parents about your choice to join the SDA.

If your parents have any queries about the SDA, call us on 131 732.

We're happy to hear from you.

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