



*"Without Prejudice"*  
**PRIMARY CONNECT WOOLWORTHS  
GROUP LIMITED BRISBANE**  
**REGIONAL DISTRIBUTION CENTRE EA 2025**  
*SDA Log of Claims*

**Preamble**

1. The agreement to be BOOT compliant. All existing agreement conditions which deliver to the employees under the agreement a higher standard than the Storage Services and Wholesale Award (SSWA) or NES are to be maintained.
2. Previous undertakings made for approval of current agreement will continue to be implemented or incorporated into any new agreement.

**Duration of agreement**

3. Duration of the agreement to be 3 years.

**Redundancy**

4. Redundancy and severance payments to be uncapped and redundancy to be increased to 5 weeks per year of service.
5. Insert a clause for casuals attaining redundancy as a fixed dollar amount per year of service.
6. Insert provisions regarding relocation and training (at the employees election ) into the redundancy clause.
7. Increased notice of any changes in the Primary Connect network that will have an impact on the BRDC or its employees.

**Wages, Allowances and Classifications**

8. Wages to increase to a minimum of 8.5% for each year of the Agreement for all employees. Such increases to apply to all allowances and loadings.
9. Payment of increases to be applied (and back paid if necessary) from the date of expiry of current agreement.
10. Amend Saturday & Sunday rate loadings as follows:

	<b>Saturday</b>	<b>Sunday</b>
Weekly Team employee:	175%	200%
Casual Team employee:	200%	225%

11. Weekend overtime rates to be increased.
12. Same work – same pay clause for agency staff to be inserted into the agreement.
13. Boot Allowance to increase to \$200.
14. Amend overtime clause to reflect - time and a half for the first 2 hours and double time thereafter.
15. Update casual conversion clause (if required and where the Pathway to Permanency provisions are superior).



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Authorised by:  
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## Rostering, Hours and Work & Care



16. Introduce a clause where Woolworths will ensure 80% of all ordinary hours worked will be by direct hire (permanent and casual).
17. A minimum of 70% of hours required for any function/grade should be completed by an employee whose permanent role is in that function/grade.
18. Woolworths will ensure all hours done under Reserve and Rotation are done in ordinary hours only.
19. The company commits to the SDA's Work and Care Sustainable Workforce Principles. (See Appendix A).

## Breaks

20. All staff to be able to clock on & off for breaks at upstairs clocks (after complying with food and hygiene requirements).
21. Introduce paid meal break for day shift.

## Leave provisions

### ANNUAL LEAVE

22. Increase Annual leave to of 5 weeks per year.
23. Annual leave loading to be paid in addition to the employee's usual rostered penalties and loadings when taking annual leave.

### PUBLIC HOLIDAYS

24. Amend substitution clause to clarify how it applies to employees.

### NATURAL DISASTER LEAVE

25. Introduce a clause for paid Natural Disaster Leave.

### LONG SERVICE LEAVE

26. Insert additional provisions pertaining to Long Service Leave as follows:
  - a. Allowing LSL to be used in single day periods.
  - b. Allowing employees to cash out LSL instead of taking same.

### PERSONAL LEAVE

27. Increase personal leave to 12 days/91 hours per 12 months of continuous service.
28. Personal Leave to be paid at an employee's ordinary rate of pay (inclusive of penalties).
29. Insert provision for payout of personal leave whenever a termination of the employment relationship occurs.
30. Introduction of 10 days paid Carers Leave in addition to Personal Leave.
31. Introduce the ability for employees to notify of the need for personal leave electronically with the employer to receipt and acknowledge notification – supporting documentation directly accessed to/by workforce planning.
32. Definition of immediate family or household to include:
  - the employee's siblings (including of their spouse or de facto partner);
  - a child placed on a permanent care order or long-term foster arrangement; and
  - a person significant to the employee to whom the employee provides regular care.
33. Where an employee takes personal leave for the purpose of caring for a person who is frail or aged or has a long-term disability or illness, they can provide evidence for an enduring period of time rather than requiring evidence on each occasion.

### COMPASSIONATE LEAVE

34. Compassionate leave to be extended in the event of a miscarriage or stillbirth, equivalent to that on the death of a child.

## FAMILY /DOMESTIC VIOLENCE LEAVE

35. 10 Days paid Family and Domestic Violence Leave.
36. Update clause if not meeting minimum NES requirements – any better provisions to be retained.
37. Casuals will be paid FDV leave regardless of whether a shift in the period of absence has been rostered and accepted, to a maximum of 10 days per year. (Payment calculated on the average number of shifts and hours worked in the previous 3 months.)
38. Appointment of one or more appropriately trained FDV contact officers to be a first point of contact for employees experiencing FDV.
39. The company will consider any risk to an individual or workplace following a disclosure of family and domestic violence and implement a workplace safety plan with specific measures to minimize the risk and protocols for dealing with a crisis situation.



## PARENTAL LEAVE

40. An employee taking responsibility for a child placed under a permanent care order or a long-term foster arrangement is entitled to all equivalent provisions relating to birth and adoption.
41. Employer Parental Leave to include:
  - 26 weeks paid at full ordinary time earnings for all parents regardless of status and length of service
  - Superannuation on paid and unpaid parental leave.
  - Top up of the government parental leave payment to full ordinary time earnings.
  - All periods of paid and unpaid parental leave recognized as active service,
  - Paid Grandparental Leave of 12 weeks up until the child is school age.
42. Return to Work after Parental Leave:
  - Insert a clause allowing employee to return to their previous classification and job role on temporary reduced hours/Part time until their child is school age then reverting to the employees pre-parental leave contracted hours.

## Other Matters

43. Introduce SDA Union Recognition and Delegates Rights Clause into agreement.
44. Introduce clause that states that if an employee is stood down under the provisions of the Fair Work Act the employee will be able to access their entitlement to paid personal or annual leave or continue to access this unpaid leave.

## Discussion Points

- Discussion of excessive workloads.
- Persons willing to move to another shift should be considered for advertised positions where a certain day may be prerequisite for that promotion.
- Discussion on improved breaks when doing overtime.
- Blackout period and process for applying for leave.
- It is believed that some employees are being given higher/different roles that they are not registered for in the Reserve Pool, Instead of following the Memorandum of Understanding.
- **Some employees are kept in one or two of their Reserve Pool Functions for so many hours that they are never rotated into other functions that they are also registered for.**

## Appendix A

### Work & Care Principles

*[To be inserted into the agreement]*

**Woolworths – Primary connect acknowledges that a sustainable organisation is one that recognises:**

- i. employees have commitments outside of work that require attention,
- ii. employees can have different caring responsibilities at different times in their lives,
- iii. employees will not be penalised or disadvantaged for having care responsibilities,
- iv. working should provide employees with meaningful hours of work and provide a living wage that is sufficient to meet their needs,
- v. to manage care responsibilities employees need secure, predictable and stable working hours and rosters,
- vi. life outside of work is acknowledged and valued which is reflected in the way we listen, respect and accommodate employee's needs,
- vii. accommodating a employee's care needs has a positive impact on their children's access to life, learning and opportunity,
- viii. accommodating employee's caring responsibilities has positive benefits to the organisation and to those in our society whom they care for.
- ix. The Right to Care is a basic right supported by Woolworths/Primary connect. Employees will have control over working hours to the maximum extent possible. In scheduling work rosters, Woolworths/Primary connect will consider the above, in addition to family, study and sporting commitments and the availability of safe transport home.



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