

Delegates Rights Clause

AM2024/6

SDA SUBMISSION

Date Submitted: 1 March 2024

Submitted by: Gerard Dwyer
National Secretary-Treasurer



Rights for Delegates in Awards

1. The Shop Distributive and Allied Employees' Association (**SDA**) is providing this submission to the Fair Work Commission (**FWC**) as part of a response to the FWC process established to vary awards to provide for a delegate's rights clause.
2. The SDA is one of Australia's largest trade unions with some 210,000 members working in a broad range of areas including retail, warehousing, online retailing, fast-food, hairdressing, beauty, pharmacy and modelling.
3. The majority of SDA members are low income, with 60% being women. Retail and food services are two of the three lowest industries for median weekly earnings. The retail industry employs one of the largest proportions of Australian workers, accounting for approximately 10% of the nation's workforce.
4. The SDA has many delegates or shop stewards in workplaces, assisting and helping workers with issues that occur at work. These delegates are trained by the SDA, knowledgeable and are a willing participant at their workplaces to make a valuable contribution in helping the workforce be productive, respectful and compliant with awards and agreements.
5. The SDA sees the recognition that is now afforded delegates in the Fair Work Act 2009 (Cth) as overdue.
6. Having rights for delegates included into Modern Awards is also a progressive step that will assist delegates in carrying out their duties fully. It will assist in ensuring delegates are treated fairly at the workplace by the employer and cannot be targeted for simply carrying out their role.
7. The SDA supports the submission that has been made by the ACTU and the proposed draft clause it includes. Such a proposal would bring benefit to SDA members and especially SDA delegates.

