



# BUNNINGS

## FRIDAY BEFORE THE AFL GRAND FINAL & MELBOURNE CUP DAY 2024

All team members covered by the Bunnings Retail Enterprise Agreement 2023 should be aware of their entitlements for the Friday before the AFL Grand Final and Melbourne Cup Day public holidays.

### **FRIDAY BEFORE THE AFL GRAND FINAL - FRIDAY 27 SEPTEMBER 2024**

This day is a public holiday under the Bunnings Retail Enterprise Agreement 2023.

### **MELBOURNE CUP DAY - TUESDAY 5 NOVEMBER 2024**

Melbourne Cup Day is a public holiday across all of Victoria unless an alternate local holiday has been declared by a non-metropolitan municipality.

### **WORK ON A PUBLIC HOLIDAY**

All work on a public holiday is paid at 225% of the full-time or part-time team member's contract rate (247.5% for casuals).

### **PAYMENT FOR ABSENCE ON A PUBLIC HOLIDAY**

Full-time and part-time team members are entitled to be absent on a public holiday. A team member's preference to work on a public holiday will be sought by Bunnings no less than 6 weeks prior to the public holiday.

If there are not sufficient team members to satisfy operational requirements, team members may be requested to work on a public holiday if that request is considered reasonable in accordance with the Fair Work Act. A team member may refuse a request to work on a public holiday if they have reasonable grounds in accordance with the Fair Work Act.

Where a full-time or part-time team member is absent from work on a day or part-day that is a public holiday, Bunnings will pay the team member for their ordinary hours of work on that day or part day at the team member's contract rate.

Where a full-time or part-time team member's rostered days have varied over the 12 weeks prior to the public holiday, the team member will be considered to have ordinary hours on a day if during that period the team member worked at least 7 out of 12 of those days (and if the team member meets this rule, the team member will be paid the number of hours worked on that day, averaged over the previous 12 weeks).

**NB: A team member's contract rate is no less than the base rate contained in the Agreement.**

## ROSTERS

Rosters for work on a public holiday will be provided four weeks in advance and will not be unnecessarily varied. However, in cases where variation is necessary, the standard roster change provisions of the Agreement apply.

## MINIMUM PUBLIC HOLIDAY RATES OF PAY

### Team Member

Age/Classification	Full-time/Part-time	Casual
18 years & over	\$62.57	\$68.83
17 years	\$46.93	\$51.62
16 years	\$37.54	\$41.30
Under 16 years	\$34.41	\$37.86

### Expert Team Member, Special Orders, Service & Trade Desk Team Member

Age/Classification	Full-time/Part-time	Casual
18 years & over	\$63.56	\$69.92
17 years	\$47.67	\$52.44
16 years	\$38.14	\$41.95
Under 16 years	\$34.96	\$38.46

### Forklift Operator, Activities Organiser, Store Administrator & Inventory Specialist

Age/Classification	Full-time/Part-time	Casual
All years	\$65.23	\$71.75

### Forklift Coaches, Trade Qualified & Trade Specialist

Age/Classification	Full-time/Part-time	Casual
All years	\$65.86	\$72.44

### Supervisor

Age/Classification	Full-time/Part-time	Casual
All years	\$67.23	\$73.95

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Authorised By: Michael Donovan, State Secretary