



# BUNNINGS

## CHRISTMAS HOLIDAY PERIOD 2024/2025 AUSTRALIA DAY 2025

All team members covered by the Bunnings Retail Enterprise Agreement 2023 should be aware of their entitlements for the Christmas Holiday period 2024/2025 and Australia Day 2025.

### CHRISTMAS DAY - WEDNESDAY 25 DECEMBER 2024

Wednesday 25<sup>th</sup> December is a public holiday and a non-trading day. Stores are required to close.

### OTHER PUBLIC HOLIDAYS

- Thursday - 26<sup>th</sup> December 2024 – Boxing Day
- Wednesday - 1<sup>st</sup> January 2025 – New Year's Day
- Monday - 27<sup>th</sup> January 2025 – Substituted public holiday for Australia Day

These days are recognised public holidays under the Bunnings Retail Enterprise Agreement 2023.

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

If there are not sufficient team members available 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 ('the Act'). Team members may refuse a request to work on a public holiday if they have reasonable grounds in accordance with the Act.

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

### PAYMENT FOR ABSENCE ON PUBLIC HOLIDAY

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, a 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: Contract rate is defined as the minimum contracted hourly rate payable to the team member. It may be higher than the base rate contained in the Agreement, depending on the team member's individual circumstances.**

## **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**

<b>Age/Classification</b>	<b>Full Time/Part Time</b>	<b>Casual</b>
<b>Team Member</b>		
18 years & over	\$62.57	\$68.83
17 years	\$46.93	\$51.63
16 years	\$37.54	\$41.30
Under 16 years	\$34.43	\$37.87
<b>Expert Team Member, Special Orders, Service &amp; Trade Desk Team Member</b>		
18 years & over	\$63.56	\$69.92
17 years	\$47.68	\$52.45
16 years	\$38.14	\$41.95
Under 16 years	\$34.96	\$38.46
<b>Forklift Operator, Activities Organiser, Store Administrator &amp; Inventory Specialist</b>		
All years	\$65.23	\$71.75
<b>Forklift Coaches, Trade Qualified &amp; Trade Specialist</b>		
All years	\$65.86	\$72.44
<b>Supervisor</b>		
All years	\$67.23	\$73.95

## **UNION BENEFITS**

Through the efforts of the SDA, team members working under the Bunnings Retail Enterprise Agreement are protected by the benefits of this Agreement. The SDA is the union that best represents and protects the wages and working conditions of all retail employees. If you know any fellow retail employee who is not currently a member of the SDA, you can help them protect their interests by encouraging them to join the SDA.

**Not a member?**

**Scan below to join.**



**Alternatively,**

**Visit [www.sdavic.org](http://www.sdavic.org)**

**or call the SDA on (03) 9698 1400**

**Or Freecall 1800 133 048**

**Authorised by: Michael Donovan, SDA State Secretary**