



# BIG W

## MELBOURNE CUP DAY 2024

All team members covered by the Big W Stores Enterprise Agreement 2023 should be aware of their entitlements for the Melbourne Cup Day Public Holiday.

### 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 arranged by a non-metropolitan municipality.

Stores may open, however work is voluntary for all team members under the Agreement.

A team member cannot be required to work but may volunteer to work. Big W may decline any request to volunteer if there is no operational need for the team member to work on a public holiday.

Hours worked for a full-time or part-time team member whose standard roster WOULD include the public holiday as a working day, are paid at the public holiday penalty rates OR a team member can request TOIL or an equivalent day of annual leave instead.

If the team member is absent from work, they are paid at the base rate for the team member's standard roster.

A full-time or part-time team member whose standard roster would NOT include the public holiday as working day, hours worked are paid at the public holiday penalty rates OR a team member can request TOIL or an equivalent day of annual leave instead. If the team member is absent from work this is unpaid.

### PUBLIC HOLIDAY PENALTY RATES

Team member	Public holiday rate
Full-time and part-time team members	Base rate + 125%
Casual team members	Base rate + 150% (inclusive of casual loading)

### ROSTER CHANGES

Standard rosters will not be changed for the purpose of avoiding any entitlements under this Agreement. Where an individual team member's roster is changed for the purpose of avoiding entitlements under this Agreement, the team member will be entitled to the applicable entitlement as though the roster had not been changed.

## PUBLIC HOLIDAY RATES OF PAY:

### Level 1 – Team Member

Age	Permanent Time + 125%	Casual Time + 150%
16 years & under	\$29.07	\$32.30
17 years	\$34.88	\$38.76
19 years	\$40.70	\$45.22
19 years	\$46.51	\$51.68
20 years & over	\$58.14	\$64.60

### Level 2 – Ride on Equipment Operator & Forklift Operator

Age	Permanent Time + 125%	Casual Time + 150%
16 years & under	\$29.74	\$33.04
17 years	\$35.69	\$39.65
19 years	\$41.63	\$46.26
19 years	\$47.58	\$52.87
20 years & over	\$59.48	\$66.09

### Level 4 – Service Supervisor (less than 15 people) & Cash Office

Age	Permanent Time + 125%	Casual Time + 150%
All Ages	\$62.41	\$69.35

### Level 6 – Leading the Store

Age	Permanent Time + 125%	Casual Time + 150%
All Ages	\$65.05	\$72.28

## UNION BENEFITS

Through the efforts of the SDA, team members working under the Big W Stores 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**