

News Corp MEAA EBA Update

Yesterday (April 11) your MEAA delegates around the country met with management for our first Enterprise Bargaining Agreement negotiation meeting.

Since our last EBA negotiation there are 389 fewer journalists working for News Corp, and you are producing more work than ever. Yesterday your delegates told stories of how many journos at News are now performing roles that incorporate sub-editing, designing and reporting all in one, how excessive overtime has become the norm and how young reporters see little future at News under their current working conditions.

Management did not provide us with details of any of the claims they may be seeking as these have not yet been finalised. We expect to hear these claims in our second bargaining meeting early next month.

The table below outlines the MEAA log of claims that you endorsed and your reps took to the bargaining table on your behalf. Management have agreed to take our claims away for consideration, and we've tabled their responses below.

MEAA Log of Claims	News Corp Response	Agreed?
A fair pay rise that considers cost of living increases, productivity gains and employee work intensification.	Management acknowledged and expressed appreciation for the productivity improvements, increased workload, and the fact that many people are doing more with less resources. "We wouldn't be where we are today without those efforts". No commitment to increasing pay yet and said they want to look at "other ways to acknowledge that"	?
All allowances to increase by the annual wage increases provided for in the enterprise agreement.	Management have taken this away for consideration.	?
No loss or grandfathering of existing conditions .	Management indicated that they may present some small claims around current conditions in future meetings, but are unlikely to seek the harsh cuts they attempted to push through in previous bargains.	?

Note: we proposed that annualised salaries which leave staff worse off than those covered by the EBA be abolished as part of this claim	TBC	
Improved access to time off in lieu/ overtime .	Management have taken this away for consideration.	?
Improved annual leave process.	Management expressed an interest to make sure annual leave processes are determined by agreement between management and staff, but did not agree on the number of days annual leave that staff would be able to “keep in the bank.”	?
Dispute resolution clause to include a provision for the Fair Work Commission to arbitrate if a matter is not settled through conciliation.	Do not have this method of dispute resolution in any other sections of the business (Foxtel etc.) and don't think its necessary.	✗
Automatic pay scale progression and grading review.	“This would be a difficult claim for us to entertain.”	✗
Clarification of enterprise agreement exemptions	Management have taken this away for consideration.	?
Recognising the disruption that family violence has on the lives – including the working lives –of its victims and the community, access to an additional 20 days paid leave (non-cumulative) for employees trying to escape family violence situations, and guaranteed access to information and appropriate support services for such employees.	Management believe it should sit in policy rather than in your EBA. (Company policies can be changed or taken away by the employer at any time without consultation with staff.)	?
That the MEAA model clause regarding sexual harassment be inserted into the agreement.	Will consider it. Already have company policy for sexual harassment. (Company policies can be changed or taken away by the employer at any time without consultation with staff.)	?

That the superannuation clause be amended to recognise paid and unpaid periods of parental leave .	Management have taken this away for consideration.	?
Delegate training leave	Management have taken this away for consideration.	?
2 year Agreement with a nominal expiry date of 30 June 2020.	Management did not see a 2 year agreement as a problem but kept door open for a 3 year agreement.	?

What next? We need your stories.

Have your voice heard at a the table where your pay, conditions, access to time off, and career progression are being debated. Management need to know how their constant cutting has impacted you, and why you deserve a fair pay package to compensate the intensification of your workload and responsibilities.

In the coming weeks your delegates and organisers will be collecting stories (which can be anonymous) to present to management next meeting. Please write your story or the message you want management to hear, and make sure your voice is heard.

If you are not yet a MEAA member, now is the time to join.

If you want fair pay, good conditions and real career progression then you need a strong union at News Corp. Speak to your house committee delegates or your state organiser about joining the campaign for a better working life today.

MEAA News Corp Organisers

Vic/Tas: Jenny Farrar, jenny.farrar@meaa.org, 0415 995 745

NSW: Cassie Derrick, cassie.derrick@meaa.org, 0478 071 464

QLD: Michelle Rae michelle.rae@meaa.org, 0411 757 669

SA: Angelique Ivanica angelique.ivanica@meaa.org, 0411 757 665

Your MEAA Delegates will be meeting with management for the next bargaining meeting on Wednesday, May 2.

