MEAA & AAP Positions as at 1 July 2021

Journalists (Australian Associated Press) Enterprise Agreement 2020

MEAA Claim	AAP Response
Three-year agreement with a nominal expiry date 30 June 2023	Agreed
Fair annual pay rises (back paid from 1 July 2020) that consider additional work and responsibilities, cost of living increases and productivity gains	1.5% from 4 August 2020, 1.25% from 1 January 2022 and 1.25% for 1 December 2022
Media Super as the default fund where employees do not nominate a fund	Agreed
No loss or grandfathering of existing conditions	
MEAA Code of Ethics be incorporated into the agreement and MEAA is afforded the right to attend paid inductions and other meetings with employees to promote the Code	Considering
That the agreement provides for greater automatic grading increases	Considering
That the agreement provides for quarterly meetings between AAP and MEAA representatives to promote ongoing workplace dialogue and to discuss workplace issues	Considering
That the agreement contains a clause governing working from home arrangements be included in the agreement	Proposes a clause stating that AAP may direct employees to work from the office where consistent with applicable laws/Government policy and where there is no office employees directed to work from home
Note: AAP claims are directed to rewriting much of the document. MEAA disputes the requirement for this, but has proposed that Redundancy Policy and Parental Leave Policy be included in the Agreement for completeness.	

AAP Claim	MEAA Response
Simplify coverage and exemptions clause	Concerned exemptions will be broadened
Redistribute employee grades so that half the workforce including cadets and interns be at Grades 1 to 4 and half above Grade 4	Retain current clause which provides for a greater distribution across workforce (including at higher end)

Changes to casual clause including overtime after 76 hours per fortnight (as opposed to 38 hours in a week)	Overtime payable after 38 hours in a week needs to be retained. In addition award loading needs to be set out and right to request casual conversion inserted
Changes to cadets and overtime clause including one year cadetship	Considering. May accept, on proviso that the company can only hold cadets back from graduating in exceptional circumstances, and for no longer than three months. Also, a cap on total intern numbers should be retained and interns should explicitly be eligible for overtime
Changes to hours of employment clause including providing far more discretion to company as to how ordinary hours may be worked, basing hours and overtime on a 76 hour fortnight rather than a 38 hour week and adding an "on call roster" (providing a retainer of $200 per week)	Considering some changes but needs to revert to 38 hours, remove employer discretion over ordinary hours worked, and need more info about "on call roster"
Rewriting of timesheets clause	MEAA has provided alternative clause
Changes to Overtime clause including overtime after 76 hours per fortnight (as opposed to 38 hours in a week) and when TOIL would be taken rather than overtime	Considering, but overtime payable after 38 hours in a week needs to be retained.
Amend Distant Engagements Cause removing overtime/TOIL/penalties and replacing with a fixed per diem amount	Considering, but concerns employees would be worse off
Delete reference in agreement to specific public holidays	Retain in agreement for ease of reference
Provide for cashing out of up to 4 weeks annual leave	Considering
Reduce enhanced personal leave entitlement from 37 days to 16 days each year (for less than 5 years continuous service) and from 72 days to 32 days each year (for more than 5 years continuous service)	Reject cuts to employees' entitlements
Change ability to take enhanced personal leave on full pay, half pay or quarter pay to it being by agreement.	Reject
Codify existing practice by including Birthday Leave day for employees	Agreed
Change annual review clause removing obligation for company to undertake annual grading review and associated requests for upgrades	Reject – revert to current clause