



MEAA Members' Log of Claims

Journalists (Regional Daily Newspapers) & Newcastle Herald, Canberra Times and Illawarra Mercury Editorial Agreement

Claim	Details
Agreement Term and coverage	<ul style="list-style-type: none"> • A combined three-year agreement expiring 24 November 2027. • Includes staff across the NSW regional dailies (Dubbo, Wagga Wagga, Bathurst, Tamworth, Orange) and metro (Canberra, Illawarra, Newcastle) mastheads.
Pay & allowances	<p>Fair annual pay rises and increases to all allowances that consider cost of living & inflation increases, productivity gains and the aim of attracting and retaining staff.</p> <ul style="list-style-type: none"> • From 1st July 2024 for Newcastle, Canberra and Illawarra employees and the anniversary date each year of the agreement. • From 1st July 2025 for Regional Daily employees and the anniversary date each year of the agreement.
No cuts or loss of conditions	<ul style="list-style-type: none"> • No loss of existing conditions for current or future staff.
Job security	<ul style="list-style-type: none"> • EA inclusion for positions currently on award minimums. • Minimum grade for casuals. • Minimum wages and conditions for freelancers. • Redundancy pay protections
Career longevity	<ul style="list-style-type: none"> • Improvements to automatic pay progression. • Formalised appraisal process and clear career pathways. • Payment for additional duties (i.e. photography by journalists). • Reinstatement of copyright payment
Work-life balance	<ul style="list-style-type: none"> • Improvements to higher duties. • Increased weekend penalties. • Formalised TOIL accrual. • Shorter notice periods. • Enshrined WFH provisions. • Flexibility for carers. • Workload protections
Family-friendly workplace	<ul style="list-style-type: none"> • Increase to parental leave. • Review of employee's appropriate level on return to work from parental leave. • Bereavement leave. • Reproductive health leave. • Protections for when long service leave should be taken.
Diversity and inclusion	<p>To address gender and race pay gaps in the media industry, and ensure retention and advancement of diverse staff at ACM:</p> <ul style="list-style-type: none"> • A masthead specific gender and racial pay equality audit covering pay grades, salaries and employment status, and thereafter annual reporting to MEAA and employees on progress. • First Nations cultural leave.
Ethical employer	<ul style="list-style-type: none"> • To consult thoroughly with all staff before implementation of any major change. • To ensure all staff are equipped with up to date and fit for purpose technology. • Fair, transparent processes around the use or potential use of AI in consultation with staff. • To recognise and uphold the MEAA Journalists Code of Ethics including in relation to AI. • Provide delegates with paid time for union meetings, training and industrial forums.