



Australian Jewish News Journalists Enterprise Agreement Summary 2019

Updated 1 January 2020

This Agreement shall cover editorial employees at The Australian Jewish News in respect of all work done in the industry of journalism. This Agreement operates in conjunction with the Journalist Published Media Award.

Hours of Work

Full Time: Ordinary full-time hours shall not exceed 37.5 hours with at least 2 days off every week.

Part Time: A regular part-time employee shall be rostered for a minimum of 4 and a maximum of 11 consecutive hours on any day.

Casual: Casuals shall receive a 25% loading in lieu of other paid entitlements. Minimum call is 3.75 hours.

Breaks

Break: You are entitled to a break not less than 20 minutes after five hours of work.

Break between Shifts: An employee is entitled to 11 clear hours between the completion of a shift or engagement and the commencement of the subsequent shift or engagement.

Allowances

All employees shall be reimbursed for expenses upon authorization of receipts for that expenditure by their supervisor.

Meal Allowance: Meal allowances are provided for under the Award. You are entitled to a meal allowance of **\$19.92** if your work requires you to take more than one meal a day away from home, or you work through two of the agreed meal break periods in a day. The meal break hours are:

Breakfast	6am – 8am
Lunch	Noon – 2pm
Dinner	6pm – 8pm

Mileage Allowance: Where you are required by the employer to use your motor car on a casual or incidental basis, you are entitled to an allowance at the appropriate rate for a vehicle's engine size as detailed by the ATO.

Spectacle Allowance: The Employer shall pay \$373 towards the cost of prescription glasses or lens change.

Sub-editing Allowance: As provided by the Award, where you are required by the employer to perform sub-editing duties you are entitled to an allowance of 5% of your minimum award rate.

Overtime and Penalties

Overtime: All time worked in excess of 37.5 hours in any week shall be overtime paid at the rate of time and a half or banked as time off in lieu or additional annual leave

Daily overtime will be banked as TOIL at single time.

Casual overtime: Time and a half for first two hours in excess of 38 hours a week, double thereafter.

Insufficient Break: If you recommence work within 11 hours of finishing, you must be paid overtime for the time worked before the 11 hours expired.

If you recommence work with less than 8 hours break, you get double time for the hours worked up to the 11 hours. If the break was more than 8 hours, you are entitled to time and a half for each hour worked up to the 11 hour break.

Work on Day Off: You are entitled to another day off in place of the original day off on which you had to work.

Public Holidays: All employees working on a public holiday shall be either paid at the rate of double time and a half with minimum of payment for four hours, or be given an alternative day off without deduction of pay.

TOIL: Time off in lieu not taken within four months of overtime being worked must be paid out in the immediate following pay period.

PHONE

WEB

PO Box, 723 Strawberry Hills NSW 2012

1300 656 513

MEAA.org

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Leave

Annual Leave: Annual leave is provided for in the NES and the JPMA, 20 days of leave for each year of completed service with a loading of 17.5%. Journalists

Sick/Personal Leave: You are entitled to 10 days of sick/personal leave a year, which accumulates from year to year.

Parental Leave: Unpaid parental leave is provided for in the NES, which is 12 months of parental leave after 1 year of continuous service. An employee who is the primary carer with 2 years continuous service will be entitled to 8 weeks of paid parental leave; secondary carer with 2 years service will be entitled to 2 weeks of paid parental leave.

Domestic Violence Leave: The employer will provide up to 20 days paid family violence leave per calendar year.

Other Leave: You are also entitled to be absent from work without loss of pay for Pesach 1st Day, Yom Kippur, Rosh Hashanah, and your birthday.

Redundancy

Redundancy Pay:

Upon termination, you will receive severance pay of 3 weeks per year of service up to 21 weeks in total. If you have one year of service, you will receive 4 weeks of pay.

You will also receive a payment not exceeding \$1000 to obtain appropriate professional financial counselling and/or employment services.

Termination

Notice Period:

Not more than 1 year	1 week
More than 1 year but not more than 3	2 weeks
More than 3 years but not more than 5	3 weeks
Over 5 years	4 weeks

Union Rights

MEAA delegates or representatives shall be granted leave with pay for the purposes of attending training courses or seminars. Not more than 30.4 hours (4 days) shall be granted in each 12 month period.

Need more information?

This summary only provides an outline of the minimum wages and conditions based on the Australian Jewish News Journalists Enterprise Agreement 2019; Matter Number AG2019/3737.

For the full version of this agreement, please contact:

MEAA Member Central: 1300 656 513

Email: aid@meaa.org

Website: <http://www.meaa.org>

Information provided is a summary only and is no substitute for the legal document. While every effort has been made to ensure accuracy of the information in this leaflet, MEAA accepts no liability.

Rates of pay (as of 1 July 2019)

Grade	From 1 July 2019	From 1 July 2020
1	\$1063.13	\$1105.65
2	\$1212.67	\$1261.18
3	\$1387.04	\$1442.52
4	\$1480.17	\$1539.38
5	\$1561.80	\$1624.27
6	\$1671.57	\$1738.43
7	\$1789.78	\$1851.37
8	\$1848.01	\$1921.93
9	\$2125.08	\$2210.09
Cadet 1	\$637.89	\$663.40
Cadet 2	\$797.33	\$829.22
Cadet 3	\$956.73	\$995.00