**CND – EBA update**

# Friday April 7 2017

**CPA OFFER BELOW INFLATION PAYRISE – 1% PAY OFFER - REALLY?**

MEAA – the union for country non-daily journalists - has commenced bargaining with Country Press Australia. MEAA representatives presented the log of claims to Country Press Australia (CPA). The log includes; a fair pay rise to keep up with the cost of living, increases in allowances, access to Company paid maternity leave after a year of service, leave for professional development and union delegate training and clarity on additional public holidays such as the AFL Grand Final Eve holiday and current higher duties allowances when fulfilling a position over and above your role and general responsibilities.

**WHAT HAS CPA SUGGESTED?**

The table below outlines the MEAA log of claims based on key issues that are widely felt in newsrooms across Australia. This information was obtained from the national Country Non Daily Editorial staff survey (2016/17). CPA’s responses thus far are also tabled.

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| **MEAA Log of Claims** What you have said you want to fight for: | **CPA RESPONSE** | **AGREED?** |
| 1. **Wages:** A pay rise that keeps pace with current inflation, and a productivity bonus that recognises country journalists now file daily, and across online and social media platforms as well as traditional print newspaper and deserve to be paid fairly for their work;
 | PAY OFFER 1% per annum for 4 years | x |
| 1. **Workload intensification**: that management recognise the job of the country journalists has become busier and more demanding, and that better time off in lieu monitoring be introduced and that where journalists are unable to take time off, the remaining TOIL balance will be paid out at full overtime rates within 6 months of the TOIL accruing
 | No movement and believe that the 12 month period is adequate in terms of cashing out TOIL | x |
| 1. **Improved parental leave provisions**: That the current qualifying period for parental leave be made less discriminatory and reduced to 12 months rather than the current 3 in line with award provisions and NES
* Super to be paid on paid and unpaid parental leave
* Yearly reporting of pay and promotion opportunities by grade and gender
 | No movement on any of the claim | x |
| 1. **Automatic progression:** that the current provisions protecting automatic progression between Grade 1 and 4 no longer be tied to the Deakin course (which no longer goes for four years) and be based on satisfactory performance.
 | Agreement that this requires change, but further discussion required. |  ? |
| 1. **Domestic Violence Leave:** 10 days domestic violence leave and a trained contact officer to assist employees in accessing this leave
 | CPA – Agree that Domestic Violence is an important issue, but CPA members are not in a position to include additional paid time off in addition to personal leave | x |
| 1. **Increase to photographic allowance:** the $2 per photograph allowance has not increased in line with CPI or with any other indexed measure, nor has it been extended to those photographs published on a masthead’s related website/s and as such staff seek an increase of this allowance that better reflects the reality of our photographic skill and labour.
 | CPA believe that the photographic allowance is out dated and should be removed from the agreement. CPA indicated that members are not claiming the current allowance of $2 per photograph  | x |
| 1. **Training:** That our agreement include a provision for guaranteed annual professional development and training and allow for staff to be absent from duty for at least 3 days a year to attend/undertake these training opportunities
 | CPA believe that there is adequate training however is interested in pursuing additional training options. | x |
| 1. **Public Holidays:** Clause to clarify the additional public holiday in Victoria (AFL)
 | CPA Agreed that additional gazetted public holidays need to be clarified in the new agreement | ✔ |
| 1. **Higher Duties:**
 | No change | x |
| 1. **Allowances:**  That allowances be indexed to wage increases
 | No change as the current agreement allows for increases based on fluctuations. | x |

**WHERE TO FROM HERE? YOUR INPUT IS NEEDED**

MEAA will be reconvening bargaining on Wednesday 12th of April at 9am and we want to hear from you. Share this information with your colleagues and discuss what terms and conditions you’d like at your workplace. Your agreement is negotiated once every 3 years.

**If you are not already, become a member of MEAA and** [**join**](https://www.meaa.org/join/) **the campaign to win the changes you believe are needed to make your working life better.**

This is your proposed Log of Claims – if there is a vital issue that your colleagues believe should be addressed as part of this negotiation process, please contact your state organiser:

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