



The Media, Entertainment & Arts Alliance

DRAFT ABC Enterprise Agreement 2019-2022

MEAA Claim	Outcome
<p><u>Pay & Duration:</u></p> <p>3.5% per annum for 3 years.</p>	<p>Partly delivered.</p> <p>The ABC offer is 2.0% per annum for 3 years.</p> <p>The Agreement has a commencement date of 1 October.</p> <p>Pay increases will be backdated to the first pay period after 1 October 2019 and will be paid on the first pay period after 1 October 2020 and 2021.</p> <p>There is no back-pay for the period 1 July 2019 - 1 October 2019.</p>
<p><u>Conditions:</u></p> <p>Union members will consider all changes to general conditions but reject any changes that target or disadvantage specific groups of workers. We note ABC shift workers have been disproportionately affected in the negative in the last two ABC Enterprise Agreements. It is not reasonable for the ABC to fund pay-rises by cutting these workers conditions.</p>	<p>Delivered.</p> <p>All general conditions have been retained.</p>
<p><u>Contract & Casual Employee Protections:</u></p> <p>Union members are seeking changes that will give greater effect to the ABC's enterprise agreement commitment that ongoing employment is the preferred form of employment. Specifically we are looking at 'real' conversion opportunities for all non-ongoing employees including employees on fixed term and specified task contracts, as well as casual employees. This year's revelations that the ABC has potentially underpaid up to 2500 casual employees highlights the need for serious reform in this space.</p>	<p>Delivered.</p> <p>The proposed Agreement recognises conversion entitlements and sets out a clearer process for employees seeking conversion from casual or contract employment.</p>



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<p><u>Voluntary Redundancy:</u></p> <p>Union members are seeking a Voluntary Redundancy right in the Enterprise Agreement.</p>	<p>Delivered.</p> <p>ABC Management has agreed to an expression of interest process for voluntary redundancy where more than 10 positions are to be made redundant.</p> <p>A process has been outlined in Part M of the draft Agreement.</p>
<p><u>Career Mobility:</u></p> <p>Union members are seeking improvements to Job Planning and recruitment to ensure ABC workers are provided with real opportunities for career advancement.</p> <p>Union members are also seeking new measures that ensure pay parity between ABC Regional and metropolitan employees.</p>	<p>Partly delivered.</p> <p>Improved process for job planning are outlined in the draft Agreement.</p> <p>ABC Management rejected our claim regarding pay parity for ABC regional and metropolitan employees.</p>
<p><u>Gender Equality:</u></p> <p>Union members reiterate our commitment to diversity and gender equality at the ABC, and developing concrete measures with the ABC to achieve a diverse and gender balanced workforce.</p> <p>As agreed by the ABC in 2016, we seek a commitment for the life of this agreement to ongoing gender audits of staff in each division, and seek the ABC to provide union representatives with a breakdown of gender and banding allocations, banding progression and relevant information to help actively monitor pay and career equity.</p> <p>We also seek a guarantee that all employees will receive a grading/pay review no later than six months after returning from parental leave or long-term illness.</p>	<p>Partly delivered.</p> <p>ABC Management rejected our claim in relation to gender reporting.</p> <p>ABC agreed to our claim regarding grading/pay review for employees returning from parental leave or long-term illness.</p>