**Summary of Fairfax final Country Non-Daily agreement proposal – MEAA recommends members vote YES following the results of a final member poll conducted in June which showed the majority of members were willing to accept the deal rather than organise and push for a better one.**

**Good News**

The company has agreed to maintain your current conditions, with no cuts to workplace rights or current provisions in your agreement.

The company has agreed to back date the payment of the agreed pay rise to April 1, 2017

Further, MEAA members have secured a number of the gains and improvements to your agreement that were sought, including improvements to maternity leave provisions, automatic progression from Grade 1-4, the right to request company-paid training opportunities, and a reasonable pay increase.

**Management's offer to ACM country non-daily staff**

Management is offering staff a three-year agreement term, which would expire March 31, 2020.

ACM management is offering a 2% wage rise per year - which is on par with what your colleagues at Fairfax metropolitan and Regional Daily titles secured in their agreement negotiations.

ACM management has also agreed to:

* **Enshrine Automatic Progression through pay Grades 1-4 for all staff:** The company has also removed the requirement for staff to complete the Deakin course, as the course no longer exists in its former iteration.
* **Training -**the company has committed to considering written applications for training from employees, and where approved, covering the cost of the training and providing time to attend, or time off in lieu
* **Better maternity leave provisions:**The company has agreed to reduce the qualifying service period for maternity leave from three years down to 12 months, a welcome improvement
* **Family Violence Leave**– The company have not agreed to put a separate provision for leave in the Agreement, and point instead to the company-wide Fairfax Domestic Violence Policy which provides assistance to employees’ that have been or are subject to domestic violence.

**Changes**

ACM management has made a change to the Higher Duties provision. which is currently vague in the pay rate to be paid while working higher duties. The new clause facilitates that discussion prior to your manager going on leave to determine your higher rate of pay.

MEAA members also wanted to see their productivity recognised financially by the company and for the Picture Allowance to be increased - the company have refused to concede on those two matters, and **in order to pressure the company to provide those outcome, MEAA members would have to kick-start a workplace organising campaign and mobilise their colleagues to take further action to win those entitlements.**

**Next steps**

The company will now open the agreement up to vote – please ensure you take part and encourage your colleagues to do the same.