

MEAA Log of Claims



April 11, 2018

Fairfax Metropolitan Journalists Enterprise Agreement 2018

Your Fairfax House Committee representatives have been out speaking to members about your priorities for this round of bargaining for our next enterprise agreement.

We have now completed those discussions and are seeking your endorsement of the MEAA bargaining position - our Log of Claims.

Once we have sought endorsement from all houses, we will write to the company to initiate bargaining, which will start in early May.

Not currently a MEAA member? You can join before we take the endorsement vote and have your vote counted. Speak to your MEAA rep at the commencement of the meeting.

Non-members are not eligible to vote on the union bargaining position.

Full bargaining position overleaf.

MEAA Log of Claims

1. A fair pay rise of CPI plus XX per annum to meet cost of living increases, productivity gains and employee work intensification.
2. Preservation of all existing conditions.
3. Commitment by the company to annual grading reviews in the enterprise agreement.
4. The company to commit to transparency of their discretionary merit budget
5. Improvements to the current higher duties provisions to better recognise members where they are working temporarily in more senior roles
6. Commitment by the company to take action to close the gender pay gap, including the provision to house committee representatives of annual reporting of the number of women employed by the company, on a role and grading basis; on grading review outcomes; and on average salary differences between male and female employees.
7. That redundancy pay be calculated on an employee's pro rata service to ensure no gender discrimination with regard to parental leave.
8. Periods of unpaid parental leave under the National Employment Standards and paid parental leave under the Paid Parental Leave Act 2010 will count toward continuous service where redundancy payment is calculated.
9. Commitment by the company to pay superannuation on periods of maternity leave
10. Commitment by the company to include provisions in the agreement that enshrine a clear complaints procedure when raising complaints of sexual harassment and an agreed process to ensure investigations are impartial and timely.
11. Commitment to binding arbitration by Fair Work in the event of a dispute to be included in the enterprise agreement.