

## Fairfax EBA Negotiation Update

Chris Janz yesterday circulated the company's pay offer, which can be broken down into two parts: a merit pool to address existing and growing inequities, and a potential standard (but no guaranteed) increase:

	Exceeds expectations	Meets expectations	Below expectations
Below pay parity	Access to standard (i.e. up to 2%) increase + access to merit pool (4% in year 1; 2% in year 2)	Access to standard (i.e. up to 2%) increase + access to merit pool (4% in year 1; 2% in year 2)	No increase
At pay parity	Access to standard (i.e. up to 2%) increase + access to merit pool (4% in year 1; 2% in year 2)	Access to standard (i.e. up to 2%) increase	No increase
Above pay parity	Access to standard (i.e. up to 2%) increase	Access to half of the standard increase (up to 1%)	No increase

If you're not yet a union member, now is the time to join.

You can [join online](#) or contact a site organiser to update or renew membership:

NSW/ACT: [Cassie Derrick](#), 0478 071 464

Melbourne: [Mardi O'Connor](#), 0411 478 830