

Fairfax MEAA log of claims status: Wednesday 1 August

This table outlines how the company's responses align with your endorsed log of claims.

Agreed / **To be discussed** / **Not agreed**

MEAA Log of Claims	Fairfax Response
A fair pay rise of CPI plus 2% per annum to meet cost of living increases, productivity gains and employee work intensification.	To be discussed July 31. As yet not agreed (see proposal point 1).
Preservation of all existing conditions.	To be discussed July 31. As yet not agreed (see proposal points 1 – 5).
Commitment to annual grading reviews in the enterprise agreement.	Company amenable to a “transparent and fair” reviews process.
The company to commit to transparency of their discretionary merit budget.	To be discussed August 13.
Improvements to the current higher duties provisions to better recognise members where they are working temporarily in more senior roles.	Company believes special payment clause 20 addresses this.
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.	To be revisited Aug 13. As yet, no fiscal commitment to close the gap, and no delivery of the figures requested and promised on
That redundancy pay be calculated on an employee's pro rata service to ensure no gender discrimination with regard to parental leave.	Not yet discussed - we will raise this on Aug 7.
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.	Not yet discussed (although n.b. parental leave will count towards long service).
Commitment to pay superannuation on periods of maternity leave.	Agreed (auxiliary to this negotiation process).
Commitment 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.	Not agreed.

Commitment to binding arbitration by Fair Work in the event of a dispute to be included in the enterprise agreement.

Not agreed; to be revisited Aug 7.

The company response comprised the following 6 points, and a commitment to revisit them at a series of 4 meetings. To be clear, at each meeting their initial offer has remained unchanged.

1. "Rewarding high performance and addressing equity"

No guaranteed pay increases: any increases will be merit based, drawing from a discretionary fund of no less than 4% (of total employee base pay) available for staff in the first year of the agreement and no less than 2% in the second. (Grade 10 and over will also be eligible for this pool.)

Additional proposal to stop automatic acceleration at Grade 2 rather than Grade 4, instead allocating cash previously used for this purpose to the discretionary fund - company has agreed to reconsider this as of 01.08.18.

2. "Termination and redundancy"

- For current staff with more than 13 years' service at the date of approval: Retain current entitlement as at date of approval (ie redundancy payments would be calculated based on years of service at the approval date).
- For current staff with less than 13 years' service at the date of approval: Retain current scale with payments capped at 52 weeks' pay.
- For staff joining after the date of approval: Redundancy paid as per the National Employment Standards (max 16 weeks after 9 years of service).

3. "Agreement simplification"

The existing Production pay scale scrapped and all staff employed on the lower Reporter/Photographer scale of pay.

4. "Casual staff"

Removal of minimum rates of casual pay (grade 3 or 5), instead "paying workers according to their experience, skills and responsibilities."

5. "Leave"

Where staff are not required to work public holidays, we would like to introduce four weeks' annual leave in place of the existing system. All other staff would retain the existing leave structure.

6. "Coverage and term"

Two year agreement covering all staff employed under the existing EBA.

The next bargaining meeting (redundancy and arbitration) is scheduled for **Tuesday 7 August** in Melbourne, with a following one tentatively scheduled for **Monday 13 August** in Sydney (pay, equity, auto progression etc).