



Fairfax Tasmania / MEAA Enterprise Agreement

Claims status – 25 July 2018

	MEAA Claim	Fairfax's Position
1	A fair pay rise that considers cost of living increases, productivity gains and employee work intensification. In addition, automatic progression to Level 4 and from level 4 to 5 after 2 years.	2% wage increase per year. Rejection of automatic progression to levels 4 and 5.
2	All allowances to increase by the annual wage increases provided for in the enterprise agreement.	Considering
3	No loss or grandfathering of existing conditions.	Noted
4	Improved access to TOIL/Overtime – specifically, (i) where permission is sought ,but no response provided, then permission deemed to be granted; (ii) employee choice of TOIL or overtime; and (iii) that digitised records of TOIL be maintained.	Do not want people working OT unless there are exceptional circumstances. However, (i) Believe status quo should apply; (ii) believe status quo should apply (iii) advises that records are kept.
5	Discuss limits on continuous working days, so that employees not work more than 7 days in a row unless agreed in advance by employer.	Considering
6	Casual conversion.	Doesn't believe this is appropriate
7	That payroll issues (including timeframes for dealing with problems) be discussed with a view to improving current processes.	Considering
8	That employees working late be provided with taxis, a designated car space close to the office, etc at the employer's cost.	Considering
9	Addressing rotating Chief of Staff issues.	Considering
10.	20 days paid family violence leave	Rejected – company policy is appropriate.
11.	Dispute Settlement procedure as per MEAA model clause	MEAA withdraws
12.	Superannuation (to recognise paid and unpaid periods of parental leave)	Is in company policy
13.	Trade Union Training Leave, Paid Meetings, Attendance at FWC, Union Notice Board and Time Off on Delegates Business	Looking at including some of these in EBA
14.	That a clause dealing with sexual harassment be included in the Agreement.	Would prefer this company policy to remain outside of EBA

The next bargaining meeting has tentatively been set down for Wednesday 12 September 2018