



Annual Report

2019-20





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MEAA – EMPOWERING AUSTRALIA'S CREATIVE PROFESSIONALS

The Media, Entertainment & Arts Alliance is the largest and most established union and industry advocate for workers in the media, entertainment and arts sectors. Our members include people working in TV, radio, theatre and film, entertainment and sporting venues, journalists, actors, dancers, sportspeople, cartoonists, photographers and orchestral musicians, as well as people working in public relations, advertising and book publishing and for websites. MEAA has an unparalleled reputation as a strong and passionate voice for our members. We lobby and campaign to advance the industries our members work in. By coming together, MEAA members are able to win better pay and conditions. We are here when times get tough too, providing professional support and legal advice when you need it.

SNAPSHOT 2019-20



Members: 15,494
(Media 5109, Equity 5557, ECS 3598, Musicians/SOMA 1230) as at June 30, 2020*

	Incoming members: 4809**
	Monies recovered for members: \$783,398
	Residuals distributed to performers: \$15,343,848
	Agreements approved: 45 (Media 16, Equity 11, ECS 17, Musicians 1)
	Cases handled by national membership inquiry team: 1190
	Website pageviews: 903,452
	Facebook likes: 25,734
	Twitter followers: 19,231
	Instagram followers: 6483

* including 1130 students

** including members converting from unfinancial to financial

PRODUCTION DETAILS

Editor: Paul Murphy
Design: Blair Pagan Design

Front cover: Screenshots of MEAA members who took part in an online day of action on April 2 to lobby for support for the arts sector and the extension of the JobKeeper program.

Back cover: Delegates at the MEAA Federal Council meeting on February 15.

PRESIDENT'S MESSAGE



In February this year, the 92 rank-and-file members who make up MEAA's Federal Council approved an ambitious strategy to grow our union's membership, power and influence over the next four years.

This is our vision for a forward-looking union willing and able to adapt and innovate in a constantly changing environment to be relevant and representative of its membership. It's a vision of a diverse union both in membership and leadership that will be a trusted companion for its members through every stage of their working life, a leading advocate for the arts, entertainment and media industries, and with a commitment to constant improvement of pay and conditions.

This plan is the culmination of steady work over half a decade of consolidating our union's strengths, tightening its finances, and building a solid base from which to grow.

We now have the space to be more strategic in our planning, and the Federal Council unanimously agreed MEAA was in a position from which it could embark on the next step of our journey.

A little over three weeks after that meeting, the full impact of COVID-19 hit Australia with a devastating impact for our industries and our members who work in them.

Our sectors were bludgeoned by COVID and will be the last to recover, and no corner of the media, arts and entertainment sector has been unscathed.

The experience of life under COVID-19 has conclusively shown the importance of joining and being part of the union. There is undeniable strength that comes from being part of a community of 15,000 people. In a union, you're not alone and we watch each other's backs.

Whether it's been services such as the Equity Lounge concerts streamed into living rooms each Friday evening; the legal and workplace advice that has been provided to hundreds of members who have contacted the union for help; the campaigning by thousands of members for income support and targeted assistance for our industries; or the way workers have stood firm and refused to back down when employers have tried to use COVID to take away hard-won pay or conditions or failed to make

“Adversity is nothing new to MEAA. It is how we respond that will matter. The headwinds created by COVID-19 will not blow us off course or deter us from our destination.”

workplaces safe, it has been inspiring to watch the way MEAA members have come together in unity and solidarity.

The easy thing to do during the COVID-19 pandemic would have been for the MEAA board to abandon to the too-hard basket the strategy we had adopted in February – and no one would have blamed us. This is a once in a lifetime crisis that has sent shockwaves around the world, and the immediate priority has rightly been to deal with the crisis.

But that is not the decision we made. Yes, COVID is confronting. It has absorbed resources and will have a draining effect on our finances but it should not be used as an excuse to avoid being ambitious and bold about the future.

To go into our shell, to stand still or even go backwards would be fatal for our union and worse it would be a betrayal of the faith of our members. If anything, COVID has convinced us and made us more determined to follow through on the strategic plan, and since February significant progress has been made on the path to an even stronger, more relevant union.

Key priority areas have been identified where we will be campaigning in coming years to improve wages and conditions for our members, including superannuation and health and safety, with freelance journalists to be a major area of focus.

Work is underway to strengthen our capacity to deliver timely, efficient and accurate industrial, organising and legal support to members, and we will be

accelerating our progress in using the latest and most innovative digital tools to organise and communicate with members.

Equally, we will be more strategic in how we engage with employers, ensuring that our campaigns are well researched and that we play a role in shaping the future of our industries to advance our members' industrial and policy objectives.

As we emerge from the pandemic, we must also be steadfast in not taking a backward step when – as they inevitably will – employers seek to use the crisis as an Trojan horse to attack members' pay and conditions. Our industries will not be rebuilt by hurting the workers who are their lifeblood.

Increasing the diversity of our union will be at the heart of everything we do. This begins with an acknowledgement that MEAA has been too white for too long, and that for diversity to be really effective, it must be at a leadership level.

This strategy is only possible because of the hard work of the past five years. If our Chief Executive and staff hadn't been prepared to make the hard decisions over that period, we wouldn't be in this position now.

Adversity is nothing new to MEAA. It is how we respond that will matter. The headwinds created by COVID-19 will not blow us off course or deter us from our destination.

SIMON COLLINS
MEAA Federal President



It is no understatement to say that in 2019-20 our union has been confronted with the biggest challenge in its long history. But I am confident that we will one day be able to look back and say that how we dealt with this challenge was our proudest moment.

COVID-19 has wreaked havoc and destruction through the arts, entertainment and media industries.

What we initially hoped might be an interruption for a couple of months at most will now occupy all of 2020 and a good part of 2021.

The impact has been profound and debilitating. Live entertainment venues have closed. TV and film productions have shut down. Entire seasons and major events and festivals have been cancelled. Allied workplaces, from ticket-sellers to post-production facilities, have had no work.

In the media sector, already stricken by more than a decade of cuts, lay-offs and write-downs, we have seen more than 100 regional, rural and community mastheads cease operations, and newsrooms and broadcasting operations cut back at television and radio stations around the country as advertising revenues have plummeted due to the pandemic.

The raw figures are confronting. Between March and May, 33,400 jobs were lost in the industries where MEAA members work, representing almost one in three jobs in the creative and performing arts, motion picture and sound recording, and publishing sectors.

Those are just the official government statistics; anecdotally, we know the impact has been even worse. In May, more than two-thirds of the 1000 MEAA members who responded to our coronavirus survey told us that they had no paid work; three in five had no significant income; and about one in three were relying on JobKeeper or JobSeeker to survive.

COVID has also had a significant impact on the operations and financial position of MEAA, but while every union is in the same boat with the scale of these challenges, we are fortunate to have entered the crisis from a position of stability.

I am confident that when our industries get to the other side, we will emerge as a stronger union with greater engagement

“I am confident that when our industries get to the other side, we will emerge as a stronger union with greater engagement than when we entered it.”

than when we entered it. In fact, MEAA has been one of the few unions in Australia to grow its membership during the pandemic.

One of the first actions taken by the MEAA Board when public health restrictions were introduced in March was to offer all members in financial hardship a two-month fee waiver, which has since been extended twice.

About 2500 members, or about 15 per cent of our membership, have taken up this option. While this has resulted in a reduction in membership income, it has ensured members who have lost work are able to stay in the union and draw on our support when needed.

In April, we also introduced a special membership offer for workers in financial hardship of two months membership at the cost of just one week's worth of fees. We have recruited about 250 new members with this offer.

MEAA's sound balance sheet has been crucial to weathering the crisis. Even after the impact of the fee waivers, we ended the 2019-20 financial year with a reasonable surplus of \$752,101 and, along with underlying reserves, this will help sustain the union even though we are projecting substantial deficits over the next two years.

When the economy does eventually begin to bounce back from the recession triggered by the pandemic, and members

are able to resume their careers in the creative and performing arts and screen industries, our finances will also begin to recover from this substantial hit.

I am immensely proud of the way MEAA's staff have dealt with the pandemic. Collectively, they have pulled together to ensure that MEAA members have been provided with every support and assistance that has been possible.

Most of our staff have been working remotely since March. Unable to organise in the traditional manner of workplace visits, our staff have embraced technology and perfected new ways of engaging with members that will serve as a model for the future. In just a few months, due to necessity, our digital capacity has increased exponentially and we will not look back.

Most of all, I am proud of MEAA's 15,000 members who have shown remarkable resilience and spirit in the face of adversity and who have looked after each other and provided the shelter of a community during dark times.

Our members have led some incredible campaigns during 2020 and we have uncovered a new generation of leaders, with the result that we now have a more active and engaged union than at any time in our recent history.

PAUL MURPHY
Chief Executive

MY MEAA STORY



ELIZA BERLAGE

Senior journalist at the *Naracoorte Community News*

MEAA has been there for me from the start of a new job to the end. Whenever I get a new contract, I send it to a MEAA rep to check that there are no hidden nasties. In the unfortunate instances where I have had a falling out with my employer, I have engaged MEAA to support me during meetings.

I have also worked with MEAA to assist with improving the rights and pay for freelancers, as well as lobbied for more financial or legislative support for regional media. It has been great to be part of these campaigns as I have really learnt to fight for both the industry and the community that relies on our reporting.

When Australian Community Media stood down hundreds of staff, including me, without pay for 10 weeks in the early stages of the coronavirus pandemic, MEAA was there – calling us, sending letters to executives, attending the Fair Work Commission, organising campaigns.

It's important to be a member of MEAA because we are stronger together. Jobs in journalism continue to disappear, newsrooms are closing and media employees are working harder and longer than ever. We need to make sure our conditions are fair and equitable.



NATHALIE McLEAN

Freelance multidisciplinary artist and entrepreneur

My introduction to MEAA was when I was invited to attend a meeting for First Nations performers and artists in 2018 by Elaine Crombie. Shortly after the Indigenous Committee of MEAA (ICMEAA) was formed and this is when I became a paying member.

I attended Federal Council in February this year, and recently I was engaged as a member of ICMEAA in the design and negotiation of foundational cultural leave clauses, and the definition of a Cultural Consultant for the Michael Cassel Group EBA. This was a remarkable first step in the arts and entertainment industry and was specifically aimed at supporting all First Nations employees.

COVID-19 has been a test of character and a series of interesting challenges. It's been important being involved with MEAA during this critical moment in time to ensure the changes that come forth to protect artists and creators reflect our industry in this country as a whole. MEAA is providing opportunities for this to happen in the most trying of times.

MEAA offers many benefits, discounts, professional services, industrial advice and advocacy to its members but it also offers a place of guidance and a place for your voice to be heard.



HEATH REID

Senior staging technician, Queensland Performing Arts Centre

I have to admit I was a latecomer to the union, becoming a member in 2017. I was always someone that looked out for others in my workplace. I was asked by a good friend to assume his position as MEAA delegate representing the workers of QPAC. I jumped at the chance and signed up.

Just a few months later, I was part of the team that negotiated the EBA. That was very overwhelming at the time but the following years have allowed me to talk to colleagues while increasing my understanding of my position as delegate.

I hadn't understood the broad reach and potential of industry unions until I began representing my workmates. MEAA represents individual workers and, collectively, helps the wellbeing of its members and really all the workers here at QPAC. As a member, you have access to legal advice and protected industrial action, but also a great sense of solidarity and camaraderie with your fellow employees. Unions work when people band together. Your labour is the most important thing to the organisation that employs you. By joining your workplace union, you have more power and a collective voice for your rights as a properly paid worker.



RUTH HAZLETON

Singer, songwriter, guitarist and banjo player

For years, musicians and other arts workers have endured the impact of conservative governments who do not value workers and fair work conditions. Conditions are worse than they were decades ago, and it is becoming harder and harder to make a career out of music.

Funding for the arts has been gradually eroded by successive governments and the situation for gig-economy workers and independent musicians in this country is dire. The only way forward as far as I can see is collective lobbying and action, and MEAA has a proven track record in these areas.

I joined MEAA in 2018 after talking with Musicians Director Paul Davies about the issues facing independent musicians and agreeing to work with him and others to bring about systemic and cultural change. Since then, our growing leadership team of independent musicians has worked to untangle the extremely complex issues facing live music-making. Despite great cynicism from musicians and having to confront the failures of previous unions to successfully represent them, we now have a steadily growing membership and increased presence in the music industry landscape. It's exciting to be part of something that will hopefully bring significant long-term change to live music culture.

THE YEAR IN REVIEW



Top: Cast and crew of the ABC television drama *Total Control* come together to support the screen crew *Get Real on Rates* campaign. Above left: MEAA student members attend a rally for press freedom in Perth in July 2019. Above right: Caroline Jones (second from left) receiving her MEAA Gold Honour Badge at the Women in Media conference on the Gold Coast in September 2019. She is pictured with (from left) MEAA Queensland Regional Director Michelle Rae, WiM national co-chair Cathy Webber and WiM convenor Victoria Laurie.

2019 HIGHLIGHTS

JULY

- Members at Sydney Opera House reject reductions to their conditions and secure a one-year agreement that protects key conditions and delivers an above-inflation pay rise.
- MEAA's elections result in 28 new faces joining MEAA's supreme governing body, the Federal Council – 12 from the Media section, nine from Equity, five from ECS and two from Musicians. A new team of Federal President Fiona Donovan and Vice-President Rosemary Westmore is elected to lead MEAA's ECS section.
- In a landmark agreement, Private Media – publisher of Crikey – will codify minimum rates of pay for freelance contributors, pegging pay rises to those of permanent staff.
- MEAA takes up the case of Media section member, Australian journalist and academic Yang Hengjun, who is being held in a Chinese prison pending trial on national security charges. The union writes to

China's ambassador to protest at Yang's detention and the treatment of foreign journalists in China.

- Queensland police decide to drop charges of trespass against a French TV crew following intervention on their behalf by MEAA. The crew had been arrested three days earlier while reporting on a protest at the Abbot Point terminal for a documentary about the Adani coal mine project.

AUGUST

- Along with 13 other media organisations that make up Australia's Right to Know media industry lobbying group, MEAA recommends a complete review of laws that inhibit press freedom. "The public's right to know must be upheld and championed by all those that value it," says MEAA Chief Executive Paul Murphy. "Empty words by politicians who say that 'of course, we believe in press freedom' must be followed up with genuine action."
- A national survey commissioned by MEAA finds overwhelming support for public funding of Australia's symphony

orchestras. The director of MEAA's Musicians section, Paul Davies, says the research backs the view that orchestras and opera and ballet companies are public and cultural assets that are worthy of government support, despite their cost.

- MEAA members in South Australia go public with concerns that the production of the Warner Brothers blockbuster *Mortal Kombat* has failed to deliver on its promise to create hundreds of jobs for crew and actors.
- ABC staff overwhelmingly reject by a ratio of 2-1 management's offer of a sub-inflation pay rise and vow to restart negotiations.
- The first edition of the new online *Equity Magazine* is launched.
- MEAA Media member Beth Patch, an editor at Penguin Random House Australia, is named the Victorian Trades Hall Council's union delegate of the year at the annual John Cummins Memorial Dinner for her role in leading negotiations for the book publishing industry's first collective agreement.

SEPTEMBER

- The house committees at Nine Publishing's three major metro daily mastheads write to CEO Hugh Marks objecting to a Liberal Party fundraising event hosted by the company. Journalists at the mastheads say they are concerned about the impact on their newspapers' Charter of Editorial Independence. Several days later the company apologises and says no more political fundraising events will be allowed on its properties.
- In a special interview recorded for MEAA members, Jennifer Robinson, legal adviser to WikiLeaks founder Julian Assange, warns his indictment by the US Government on espionage charges "sets a terrifying precedent" by criminalising common journalistic practices that have been used to further the public interest for decades in the United States.
- Caroline Jones is presented with a MEAA Gold Honour Badge at the Women in Media conference on the Gold Coast. Caroline was a trailblazer for women in journalism beginning in the mid-1960s.
- MEAA members Marta Dusseldorp, Hugo Weaving, Leah Vandenberg, Rhys Muldoon and Andrew Conder join a delegation of performers, producers, screenwriters, directors and crew for two days of lobbying in Parliament House for the introduction of local content requirements for booming digital viewing platforms.
- Senator Pat Dodson, the 'Father of Reconciliation', delivers the inaugural address for the launch of the National Aboriginal Press Club at the Old Parliament House in Canberra.

OCTOBER

- The new Equity Foundation website goes live.
- Equity NZ director Melissa Ansell-Bridges is elected Secretary of New Zealand's peak union body, the CTU.
- Melbourne welcomes Victorian Government funding for a \$46 million expansion of Docklands Studios Melbourne to construct a new sound stage. MEAA Regional Director Adam Portelli says the investment, along with the announcement that Dick Cook Studios would be permanently based in the precinct, will help secure the long-term sustainability of the Victorian film and television industry.
- On October 20, MEAA joins with commercial and public broadcasters and publishers to launch a major new campaign for reforms to protect media freedom. The 'Your Right to Know' campaign is kicked off with television advertisements during prime time Sunday night viewing, followed by front page takeovers of most of the nation's daily newspapers the following Monday.
- A report released by MEAA and Gender Equity Victoria recommends that media organisations should begin treating gender-based abuse against women journalists on social media and websites as an issue of health and safety and take more



Equity members Hugo Weaving and Leah Vandenberg ham it up with Labor arts spokesman Tony Burke during a visit to Parliament House in Canberra in September 2019 to lobby for the Make It Australian campaign for local screen content.

responsibility for ensuring that women journalists are supported.

- Crew on *Neighbours* endorse a new enterprise agreement with Fremantle Media that delivers a fixed increase to the actual rates paid to all employees for the first time, as well as successfully preventing an attempt to remove a meal break.
- Widespread mourning for Annie Phelan, aged 71, an Equity member for more than half a century who was recognised with the Lifetime Achievement Award in 2016.

NOVEMBER

- After lengthy negotiations with producers, MEAA Equity finalises a cast agreement for Netflix's second Australian original drama series, *Clickbait*. It is a mix of the best of US (SAG) and Australian (Equity) conditions.
- Refugee journalist and author Behrouz Boochani arrives in New Zealand, finally free after almost seven years of detention by the Australian Government on Manus Island. MEAA repeatedly lobbied the government for him to be allowed to resettle in Australia.
- In a landmark decision by the Fair Work Commission, journalists employed by digital publications will be entitled to penalty rates, overtime and other key conditions enjoyed by print journalists for the first time. The FWC agrees with MEAA's argument that digital media workers should have full access to the *Journalists Published Media Award*, the benchmark award covering news titles and magazines, removing an anomaly where digital journalists, doing the same job as print journalists, were denied access to the award.
- Anthony Dowsley and Patrick Carlyon win the Gold Walkley for their reporting of the "Lawyer X Informer Scandal" for the *Herald Sun*. Chris McGrath from Getty Images is named the Nikon-Walkley Press

Photographer of the Year, while the award for Outstanding Contribution to Journalism goes to former ABC *Four Corners* executive producer Sue Spencer.

DECEMBER

- MEAA members who win AACTA awards include Deborah Mailman, Damon Herriman, Rachel Griffiths, Joel Edgerton, Alison Bell, Richard Roxburgh, Xanthe Heubel, and P.J. Voeten.
- MEAA says the Morrison Government's decision to axe the Department of the Arts "sets a new low" in its treatment of the arts sector. The decision, which was made without any outside consultation, sends a message to the entire arts sector that it is not valued by this government, despite contributing many billions of dollars to the economy and employing tens of thousands of people.
- 277 journalists from around the world including The Walkley Foundation chairman Kerry O'Brien and MEAA Media Federal President Marcus Strom sign an open letter in support of Julian Assange.
- MEAA backs journalists Nick McKenzie and Chris Masters for refusing to reveal their sources in accordance with the MEAA Journalist Code of Ethics in a defamation case over a story they wrote alleging a war crimes incident in Afghanistan in 2012. "Clause 3 of the Code says that confidences made to a journalist's source must be respected in all circumstances. There is no higher principle for journalists the world over," says MEAA Media Federal President Marcus Strom.
- With bushfire smoke blanketing Sydney, MEAA members at Sydney BridgeClimb organise a petition to demand better respiratory protection; as a result management confirms it will start providing face masks for climb leaders and customers and will also bring in a workplace smoke policy.

THE YEAR IN REVIEW



Senator Patrick Dodson, the 'Father of Reconciliation', was a special guest at MEAA's Federal Council in February. He is pictured with (from left) Nathalie McLean, Aunty Donna Ingram, Elaine Crombie, Wayne Blair and Ursula Yovich.

2020 HIGHLIGHTS

JANUARY

- Theatre casts around Australia take part in Equity Swing Day to celebrate the role of the unsung heroes who keep theatrical productions going for weeks or months on end by playing a multitude of roles to relieve principle cast members, sometimes with very short notice.
- The Fair Work Commission puts the final seal on the new ABC Enterprise Agreement with staff to begin receiving their 2% pay increase, back-paid to the beginning of last October, in the next pay period.

FEBRUARY

- Members at the Arts Centre Melbourne win a safe and private space to breastfeed, express or care for children after campaigning for a parents' room for staff and patrons.
- Delegates from all sections of MEAA converge on Sydney for the union's biennial Federal Council meeting run over February 14 and 15.
- MEAA writes to China's Ambassador in Australia to express concern at the revoking by China of three *Wall Street Journal* foreign correspondents' press credentials, including Australian Philip Wen.
- Members at the Melbourne Convention and Exhibition Centre endorse a new EBA that delivers annual pay rises of 2.75%, above the Victorian Government wage cap of 2%, back-paid to mid-2019.
- Trailblazing Indigenous performers Lillian Crombie and the late Ningali Lawford-Wolf are honoured with Equity Lifetime Achievement awards.
- MEAA calls on the Morrison Government to stand up for local audiences and reject a renewed push by free-to-air television networks to scrap local and children's content requirements.
- An Equity Foundation self-test studio opens in Brisbane, joining the studios in Sydney, Melbourne and Auckland.

MARCH

- The owners of Australian Associated Press announce the Newswire and Pagemasters sub-editing and production operation will close later in the year. MEAA vows to fight the closure and condemns the decision as a gross abandonment of responsibility by its shareholders.
- On March 13, the Federal Government places a ban on all non-essential public gatherings of more than 500 people to combat the spread of COVID-19. MEAA's offices around the country are closed from March 23 for health and safety reasons.
- On the first anniversary of the Christchurch massacre on March 15, MEAA releases new guidelines on reporting hate speech and extremism as an editorial tool to assist journalists as they carry out their duties. The guidelines advise all journalists to exercise care and balance when covering race issues and to be mindful not to allow their work to be used to promote extremist views or hate speech.
- Members of the orchestra of Opera Australia hold an impromptu concert in the organisation's car park on March 19 in protest at being stood down without pay.
- MEAA says the economic stimulus package announced by the Federal Government on March 22 is a missed opportunity to provide targeted and specific relief to the arts and entertainment sectors that have been heavily impacted by coronavirus-related shutdowns. Within days it also emerges that the JobKeeper income subsidy scheme is seriously flawed because tens of thousands of freelance and casual workers in the sectors will not be eligible for the \$1500 a fortnight payment.
- MEAA writes to Communications Minister Paul Fletcher urging him to provide funds to prevent regional and rural publishers from closing their printing presses permanently. The impact of COVID-19 has spread to the media, with regional newspaper titles beginning to suspend printing or shut down entirely.

APRIL

- In an online day of action on April 7 calling for changes to the JobKeeper legislation to ensure freelancers and casuals are not left behind, MEAA members create 300 videos that reach 700,000 people and are viewed by more than 180,000 people leading to 6000 contacts with MPs. More than 6000 people email their MPs and Senators about the issue. But the following day, the JobKeeper legislation is passed by both houses of Federal Parliament without the amendments that would have extended support to short-term casuals and freelancers in the arts and entertainment.
- MEAA says Australian Community Media's decision to begin winding back on its print publications has been made without adequate consultation and is disrespectful to loyal editorial staff.
- MEAA SOMA members at the Melbourne Symphony Orchestra are furious when management stands them down without pay when other options were available.
- The Morrison Government announces it will introduce legislation for a mandatory code on digital platforms to force them to begin to compensate media organisations for the content they have been using for free. This will go some way towards providing a sustainable future for public interest journalism in Australia, says MEAA.
- Cast and crew at *Neighbours* go back to work on April 27 after a lay-off of more than a month due to coronavirus restrictions. They are one of the first screen drama productions in the world to work under stringent new health and safety guidelines aimed at preventing the spread of the virus.
- A new low-fee membership category is launched to allow people who have lost their job, are not receiving JobKeeper payments and are doing it tough financially, to join MEAA for two months for the cost of one week's membership.

MAY

- On World Press Freedom Day on May 3, and with three journalists still facing the threat of prosecution after Federal Police raids in 2019, MEAA says Australia's reputation as a healthy democracy is now at risk because of growing attacks and restrictions on public interest journalism and the public's right to know.
- MEAA calls on the Berejiklian Government to act urgently to rescue Sydney's Carriageworks performance and exhibition space after it was placed in voluntary administration on May 5.
- Thousands of casual workers employed at Victorian public sector venues closed by COVID-19 are granted a financial lifeline when the Andrews Government announces a wage subsidy. MEAA calls on other state governments to follow suit.
- A new agreement is finalised with the Sydney Symphony Orchestra where musicians accept a reduction in pay while



Top: Journalists in the ABC's Perth newsroom take part in the national day of action for press freedom and the right to know on October 21, 2019. Above left: Lillian Crombie accepts her Equity Lifetime Achievement Award in Sydney in February. Above right: Members of the orchestra of Opera Australia perform in the company's car park on March 19 in protest at stand-downs blamed on COVID-19 (photo by Joel Carrett/AAP).

protecting the wages of the lowest paid staff, ensuring all musicians remain in employment and are ready to spring into action when venues reopen.

- Equity negotiates an agreement with Live Performance Australia that sets out minimum pay and conditions for the recording, streaming, broadcast and transmission of live theatre and archival footage to be used while theatres are closed.
- More than 1000 MEAA members complete a survey about how they have been impacted by COVID-19, with 68 per cent saying they have no paid work, 25 per cent have reduced work hours, 61 per cent are without any significant income, and 35 per cent are unable to access JobKeeper.
- MEAA condemns News Corp over cessation of printing of more than 100 suburban and regional mastheads and the loss of 150 jobs.
- Major organisations in the screen sector, including MEAA, release COVID-Safe Guidelines which have been developed collaboratively to help productions restart.
- With more than 11,000 votes tallied, *McLeod's Daughters* emerges as the winner of The Great Australian Binge, a competition that allows people to vote for their favourite home-grown screen production of all time

and show their support for the creatives who put them together.

JUNE

- MEAA writes to the US Ambassador on June 1 to complain about repeated attacks on journalists, including Australian news crews, during the protests across the US in response to the killing of George Floyd.
- On June 5, the AAP newswire is saved at the 11th hour with terms agreed for its sale to a business consortium led by former News Corp and Foxtel CEO Peter Tonagh. But the joy is tinged with disappointment that the new owners will only employ 85 staff, meaning dozens of employees will be made redundant.
- Jane Watt is awarded the inaugural Equity Foundation Comedy Scholarship, worth more than \$20,000, to study at The Second City academy in Chicago and spend a week in Los Angeles with CBS TV comedy and casting executives.
- The Our Communities, Our Stories campaign is launched to win support for government action to ensure the survival of regional and rural newspapers around Australia. More than 200 mastheads have stopped or suspended printing since the onset of COVID-19.

- Annabel Hennessy of *The West Australian* is named Walkley Young Journalist of the Year on June 17.
- The ABC undertakes to back-pay more than 1800 current and former employees who were underpaid their entitlements over several years. The total amount owed is \$11.9 million.
- Jamila Main, Luke Carroll, Amy Sole, Jonathan Chan, Moreblessing Maturure and Saroni Roy are announced as new co-chairs of the Equity Diversity Committee.
- Long-anticipated job cuts at the ABC are confirmed on June 24, with 250 staff to be made redundant.
- On June 25, after months of inaction, the Federal Government announces a \$250 million package of grants and loans to help the arts sector recover after coronavirus restrictions are lifted. The package is the result of lobbying and advocacy by arts organisations who have been pleading for targeted industry assistance for more than two months. But MEAA cautions there is no relief for freelance and casual workers who have lost their jobs and suffered significant reductions in income. A petition to Parliament organised by Equity Federal President Chloe Dallimore is signed by more than 30,000 people.



During the year, MEAA's National Media Section committee worked on developing the section's four-year strategic plan. However, the effect of the global pandemic has dominated the agenda over the course of 2020.

While the pandemic has presented significant challenges, it has also demonstrated a sense of solidarity among our members around our campaigns such as those supporting AAP, the ABC and regional media.

THE COVID-19 PANDEMIC

As an unprecedented number of Australians turned to the media for news, MEAA members delivered quality, trustworthy and timely information. Despite the challenges of filing stories from the spare room or kitchen table, the news did not miss a beat.

As public health lockdowns started to bite, the economic impacts of the pandemic exacerbated trends that were already underway across the industry.

Many freelance members, who have seen their incomes stagnate over recent years, experienced an immediate drop in income as freelance budgets and casual shifts were cut early by publishers and broadcasters to rein in costs.

In print, falls in advertising revenue were felt immediately at mastheads in cities and the regions. Papers closed and while some may reopen, many will not. Our members were stood down, some with access to JobKeeper and otherwise without.

According to data compiled by the Public Interest Journalism Initiative, the first six months of 2020 saw 29 masthead or station closures and 97 suspended or permanently closed newspapers and magazines. We anticipate that Australian media is on track to lose at least 1000 editorial jobs in 2020.

ENTERPRISE AGREEMENTS

In November 2019, MEAA secured an important victory for journalists working for digital-only publications. The *Journalists Published Media Award* historically excluded journalists at digital publications from having access to provisions that regulated hours of work and provided overtime payments and penalty rates.

After years of effort by MEAA, a full bench of the Fair Work Commission found in our favour and agreed that the distinction be abolished. This provides a significant opportunity for us to substantially improve the pay and



Left: The Sydney newsroom of Guardian Australia joined with other journalists around the country for a day of action on March 4 to oppose the closure of the AAP newswire. Below: At the Victorian launch of Media Diversity Australia on November 12, 2019, were speakers Waleed Aly, Bhakthi Puvanenthiran, Antoinette Lattouf, and Madeline Hayman-Reber.



conditions of digital publication journalists.

Enterprise agreements this year provided for annual wage rises of between 1% and 4%.

The agreement covering journalists at *The Age*, the *Australian Financial Review*, the *Brisbane Times*, *Sydney Morning Herald* and *WAtoday* was renewed for a further two years. A modest pay outcome – 0% in year one and 2% in year two – reflected the economic impact of COVID-19 while maintaining existing conditions and entitlements.

The negotiation of a new agreement at the ABC included a long campaign opposing the initial offer put by ABC management. The determination of members to achieve a fair deal led to a three-year agreement that will deliver a 2% per year pay increase for members without any reduction in conditions or entitlements and provision for voluntary redundancy for the first time.

Negotiations for a new agreement at SBS saw staff more activated than ever before, and union membership more than doubled.

Negotiations at the *Illawarra Mercury*, the *Canberra Times* and the *Newcastle Herald* have been stymied by the reluctance of Australian Community Media to bargain.

Bargaining for the West Australian Newspapers agreement also saw an aggressive approach from Seven West Media (SWM), resulting in it applying to the Fair Work Commission to terminate the 2019 agreement. Members concurrently lodged an application for protected action. Through conciliation, an agreement was reached, however redundancy provisions have been dramatically reduced.

Similarly, bargaining at SWM's

Community Newspapers Group (CNG) in Perth stalled over proposed redundancy provisions and bargaining for its WA regional mastheads is on hold until the CNG negotiations are concluded.

CAMPAIGNS AND ADVOCACY
Saving AAP

The closure of the AAP Newswire and Pagemasters was announced in March. The MEAA AAP House Committee was galvanised into action, buoyed by the support and solidarity from MEAA members across the industry. MEAA launched a campaign to save the newswire, lobbying government and shareholders to reconsider the decision to close this vital news service. After months of uncertainty, a consortium bought the newswire and relaunched it in June.

ABC campaign

The vandalism of the ABC by the Coalition Government has continued. Budget cuts resulted in significant redundancies and reductions in programming across news and current affairs. By 2022, the end of the third triennial funding period, the total funds cut from the ABC will be more than \$783 million. Government funding of the national public broadcaster is now 30 per cent below what it was in the mid-1980s. The result is that staff are having to do more with less and the ABC's independence and news gathering ability is being undermined.

MEAA campaigned strongly against the cuts to the ABC, noting the outstanding contribution the ABC had made through the summer bushfires and the pandemic.

Our Communities, Our Stories

One immediate response to the COVID-19 outbreak was for media owners to close or suspend mastheads around the country. There was a lack of consultation with our members who were subjected to great uncertainty as they were directed to JobSeeker queues.

Regional and local news titles provide an essential service to the local communities. However, the loss of regional media is now reaching the level of a public policy crisis for Australian democracy.

The Our Communities, Our Stories campaign highlights the vital essential service provided by regional media. MEAA called on the Federal Government to support regional media and it eventually announced the \$50 million Public Interest News Gathering fund in April 2020.

Making digital platforms pay their way

MEAA has welcomed the moves to introduce legislation designed to make Facebook and Google pay a negotiated price to news media organisations for using editorial content. The Federal Government will legislate for the code to be mandatory to make digital platforms compensate for the news they have been using for free.

The compensation will go some way towards providing a sustainable future for public interest journalism in Australia. However, MEAA's submission to the Australian Competition and Consumer Commission's options paper called for swift action to rescue media outlets that are struggling for survival. MEAA

specifically called for a clear timetable for discussions about developing the mandatory code between the news media and the digital platforms.

MEAA also noted that there were concerns around the draft code that must be addressed. MEAA urged funding should be directed to producing public interest journalism rather than being handed over to media organisations' shareholders; funding should be made available to the ABC and SBS; there should be a lowering of the threshold for media organisations that should be supported so that small and start-up media outlets can be encouraged; and there should be a plan to support freelancers in order to provide some surety of decent income from their work.

Press Freedom

MEAA released its annual press freedom report on May 3, UNESCO World Press Freedom Day. The report focused on the Australian Federal Police raids on the home of a News Corporation journalist and the offices of the ABC. The raids triggered two Parliamentary inquiries and MEAA participated by making submissions along with Australia's Right to Know (ARTK) media industry lobbying group and appearing at public hearings.

Media organisations including MEAA, through ARTK, launched a public awareness campaign, Your Right to Know, highlighting the raft of "national security" laws that muzzle public interest journalism.

MEAA also welcomed the first recommendations proposed by the Council

of Attorneys-General for the reform of Australia's uniform national defamation regime that will help modernise and restore some balance to the country's laws.

MEAA continued to campaign on behalf of our imprisoned members Julian Assange and Dr Yang Hengjun. MEAA has promoted the work of Assange's legal team, including publishing on our social media channels interviews conducted by the union with lawyer Jennifer Robinson and WikiLeaks editor-in-chief Kristinn Hrafnsson.

Indigenous journalism

MEAA provided assistance for the launch of the National Aboriginal Press Club. The inaugural event featured a speech from Senator Patrick Dodson at Old Parliament House in Canberra in September. A second event in Melbourne in December heard from Victorian Treaty Advancement Commissioner Ms Jill Gallagher AO and Victorian Minister for Aboriginal Affairs Gavin Jennings about the negotiations on advancing treaties for its First Nations' traditional owners through the elected First Peoples' Assembly of Victoria.

Reporting hate speech

MEAA developed guidelines for journalists reporting on hate speech and extremism that were created in consultation with a range of organisations, including with an industry forum co-organised with Media Diversity Australia a fortnight after the Christchurch shootings in March 2019. The guidelines are an editorial tool to be read alongside the MEAA Journalist Code of Ethics.



This financial year has been one of massive change. A change of leadership following the departure of Zoe Angus as Equity Director in September 2019; a new strategic plan for Equity endorsed by the National Performers' Committee (NPC) at Federal Council in February; and then the impact of the COVID-19 pandemic in March and the subsequent devastation it wreaked on the arts sector and the lives of our members – both professionally and personally. This financial year will undoubtedly be remembered by Equity members as one of great upheaval and pain, with the pandemic being one of the biggest crises Equity has faced in its 80-year history.

NEW EQUITY STRATEGIC PLAN

The new four-year Equity strategic plan aims to build a powerful union and a powerful voice for performers by addressing the need for growth in membership (headcount and revenue) with a plan to organise performers on the books of the major theatrical agents (an "Agent MOU"), and developing a broad-based workforce engagement campaign through developing Equity's digital organising capability. The Equity Foundation will continue to play a key role in the success of the plan, by enabling Equity to broaden its reach and to build a sense of community through the Foundation's excellent professional development program for members. The new strategic plan articulates Equity's vision, role and goals, including the objective of placing performers at the centre of the nation's cultural heart, positioning the arts at the heart of our nation.

MEMBERSHIP, GROWTH AND ORGANISING

Equity has been able to sustain modest growth over the last financial year on a headcount basis, including welcoming new Supporter members, however, a huge part of the Equity membership has been on the fee waiver program since it was implemented during the pandemic in March 2020, thereby affecting the revenue usually generated from membership fees. Equity organisers have been busily working on numerous campaigns (see below) including a screen workplace health and safety (WHS) COVID safety campaign, developing COVID WHS leaders to act as WHS deputies on screen sets, and routine "check-ins" on members currently on fee waiver.



Above and bottom: The Opera Australia chorus and the cast of the STC play *Home, I'm Darling* proudly declare they are 100% Equity. Below: the Equity National Performers Committee gathered together with Senator Patrick Dodson at MEAA's Federal Council meeting in February.

INDUSTRIAL

Up to March 2020, Equity negotiated 12 offshore film, TV, and SVOD agreements with 2020 appearing like it would be a bumper year for both local and offshore screen production. Equity's negotiations with Screen Producers Australia (SPA) for two new local industry screen agreements – TV (Actors Television Programs Agreement 2013 – ATPA) and Feature Film (Actors Feature Film Collective Agreement 2013 – AFFCA), which are Equity's major screen industry agreements for local productions – were scheduled to recommence in March following a slight hiatus following the departure of Zoe Angus. However, when the pandemic struck in mid-March 2020, the industry quickly shut down.

Similarly, the live performance industry collapsed within a matter of hours. Subsidised and major performing arts companies cancelled their seasons and commercial producers cancelled productions.

The impact of this sudden closure of the industry was widely felt by Equity members.

According to the strategic plan, 2020 was to be a massive year for industrial bargaining and a chance to bed down all of Equity's major industry agreements (PCA, ATPA, AFFCA) and enterprise site agreements (ballet companies, Opera Australia and the Sydney Dance Company). As a result of the pandemic, the scheduled bargaining was postponed.

Despite this, Equity still managed to

negotiate several streaming agreements with individual theatre companies during the early part of the pandemic and a new COVID streaming agreement with Live Performance Australia. Much of this time, however, was taken up with managing and resolving contractual disputes that arose when casts were stood down, contracts terminated, and productions suspended or cancelled. Further, we were able to negotiate and contribute to the Screen COVID-Safe guidelines, together with the ECS section. Equity also spent much of this time fighting unnecessarily harsh COVID waivers and indemnities being sought in TVC contracts.

COVID-19

Equity members witnessed within a matter of hours the complete disintegration of their jobs, their incomes and their livelihoods. Equity's focus initially was on member and performer safety, as well as getting members paid when contracts were terminated, and seeking to negotiate around performers being stood down without pay.

Equity and MEAA began planning for the imminent closure of theatres and the screen sector in early March, reviewing the legal position surrounding cancelled contracts and stand-downs, and conducting discussions with LPA, SPA, Opera Australia, producers and affected casts and workplaces, in order to negotiate suitable arrangements to protect performers.

Throughout this period Equity focused on enforcing workplace health and safety rules to ensure our members were not in

harm's way and we continued this work as part of a screen industry roundtable that worked around the clock to develop return-to-work safety protocols for screen: Australian Screen Production Industry COVID-Safe Guidelines. The working group included MEAA, SPA, AFTRS, Screen Australia, individual screen producers, and state and territory screen agencies.

Our hardworking residuals department processed and disbursed a record \$7.2 million to performers in the March 2020 quarter alone (about \$15.3 million was processed and disbursed in 2019-20) – much needed income for performers during this time.

During this period we also conducted online mass member meetings for performers (and agents) who were contracted with theatre companies or commercial producers for 2020 to provide updates on the status of cancelled productions and terminated contracts.

CAMPAIGNS

Equity continues to campaign with MEAA ECS around preserving content quotas and the Australian screen industry as party of the Make It Australian campaign. During the pandemic Equity, in conjunction with ECS, campaigned for a wage subsidy for all arts workers (#noworkerleftbehind; #saveourcreators), and our Great Australian Binge campaign was launched to increase broad-based community support for the Make It Australian campaign and for Australian screen content generally.





When ECS elected representatives, under the newly elected leadership of Fiona Donovan (President) and Rosemary Westmore (Vice-President), endorsed a four-year strategic plan for the section in February, none of us could have predicted what was to come.

In the year leading up to the meeting, MEAA members had continued to build power and secure pay increases and improvements, along with campaigns to protect conditions from employer attacks either through bargaining or trying to sidestep obligations.

THEATRE AND VENUES

In Victoria, members at the Melbourne Convention and Exhibition Centre (MCEC), the MCG, and Sovereign Hill ran strong campaigns that won fair wage increases and improved conditions, including a new night penalty at MCEC, improved notice of shift cancellation at the MCG, and an overhaul of classifications at Sovereign Hill. Members at Marriner theatres decided to focus on improving safety, leading to health and safety representative elections that saw

union members gain the support of their colleagues to lead on these issues.

In NSW, Sydney Theatre Company members pushed for a fair outcome for technical crew and across the board pay increases while in the shadow of a long venue closure, something also faced by members at Sydney Opera House.

In South Australia, members successfully pressured the South Australian Film Corporation to reverse unilateral changes to its terms of trade that would have led to fewer locals being employed and potentially lower wages and conditions on SAFC funded productions. This push led to SAFC setting up ongoing consultation with local crew.

In Western Australia, members at the State Theatre won improvements on safety and at Perth Concert Hall expanded the reach of their union agreement, along with gains in paid leave and pay increases.

In Queensland, members at the Home of the Arts resolved to win recognition and respect by building power with the ultimate goal of winning a new union agreement. Significant steps were taken by

bringing management to the table during restructuring and fighting off potential outsourcing.

SCREEN

In screen, members continued to feel the benefits of their previous years' work, with the first real industry-level pay increases coming through on July 1 in the offshore film agreement. Crew at *Neighbours* also won pay increases on their actual rates, joining *Home and Away* as the only crew in TV with real pay increases locked in so far. As more international TV work came in, attracted by the location incentive fund, more crew in Victoria started to engage in discussions about a template agreement for that sector.

Members in screen also continued to step up to enforce their rights. The push to have public holidays paid – and a dispute with Seven over wild fluctuations to pay packets for *Home and Away* – stood out against a backdrop of constant education on proper payment of conditions.

As an industry we continued to campaign alongside our fellow MEAA members in Equity, as well as producers, directors and writers, under the banner of Make It Australian to secure a screen industry that will continue to provide jobs for years to come. The work is ongoing to educate government about the importance of: Australian content quotas and expanding them to streaming platforms, competitive incentives, and adequately funded screen agencies and public broadcasters.

IMPACT OF COVID-19

The global pandemic that hit us so hard in March has affected every aspect of members' working lives.

As live venues shut down, MEAA delegate teams across the country kicked into even higher gear, making sure employers understood what members were facing and pushing for as much support as possible. Delegates went above and beyond in their efforts to not only represent but also support members through this crisis. In Victoria, in particular, members successfully campaigned to be included in the State Government's public sector wage subsidy scheme.

The switch to online organising resulted in waves of social media campaigning to remind the Federal Government of the impact of the pandemic on arts and



Clockwise from top left: Delegates at the Melbourne Exhibition and Convention Centre; delegates from the Melbourne Cricket Ground; the *Mortal Kombat* make-up department; members of the ECS National Section Committee at the MEAA Federal Council meeting in Sydney in February; the *Shantaram* art department.

entertainment workers. This helped educate the media and led to pressure on the Government to announce an arts assistance package.

However, this crisis has exposed government priorities when it comes to our industries. Many arts workers, along with others in less secure forms of employment, were left behind by the JobKeeper announcement. While the announcement was made in response to a combined union campaign, its implementation fell short in many ways, and the Government soon reverted to its habit of neglect.

Members in screen were fortunate that work could be resumed with the right safety measures. They made a huge contribution to detailed industry COVID-Safe guidelines with the leadership of a MEAA COVID safety committee. These guidelines were among the first agreed industry-wide rules for resuming screen production in the world and, as a result, we've not only seen Australian work restart, but also international work relocate here.

The tighter restrictions in Victoria are a reminder of the critical importance of

COVID safety if we want to go back to and stay at work.

The year ahead promises many challenges and demands. We need to look for new ways to do things, whether that is how we organise and recruit new members, what we seek in bargaining, or campaigning in new forums for support for workers and our industries. While this time is very difficult for many, it has shown us very clearly that we need to unite as members to ensure our industry regains its strength, and that support and respect for workers is at the heart of its recovery.



ECS Federal President Fiona Donovan at the Executive Committee Meeting of the global peak union for media, entertainment and arts workers, UNI MEI, in Madrid in October 2019.



The crisis of 2020 rapidly exposed the strengths and weaknesses of our situation, with members in our Symphony Orchestra Musicians Association (SOMA) heartland having security of employment ripped away and two major companies standing down members and discarding their traditional working relationship with the union.

The response of members in all areas, particularly in Opera Australia and at the Melbourne Symphony Orchestra (MSO), has been impressive and, notwithstanding some terrible consequences, will see musicians maintain and improve their position beyond the crisis.

When in late 2018 the Sydney Symphony Orchestra (SSO) responded to their pending relocation from the Sydney Opera House with a new industrial agreement, sensibly modifying conditions and sharing the burden of the inevitable loss this would bring, we had our template for best practice in a crisis. This was proven with a quickly negotiated agreement in April dealing with the COVID shutdown and the recovery phase, out to 2022. Leadership of the players' committee brought members along, including casuals, with an agreement that reducing salaries to 70 per cent also imposed a floor. The attitude of management was to respect the will and contribution of musicians as its only real asset.

In contrast, MSO, with whom we had been negotiating since late 2019, moved without consultation in late March to stand down musicians and put them on the JobSeeker wage subsidy alone. Our offer of an Emergency Measures Agreement, modelled on SSO, was rejected, casting serious doubt on the competence and leadership of management and the board.

In the cases of SSO and MSO, the emergency changes negotiated by the union leadership at the orchestras are strictly temporary and maintain the base conditions of their pre-COVID agreements. Importantly, all other SOMA orchestras have maintained conditions and seen off the initial shutdown period of COVID with temporary arrangements, with Orchestra Victoria and the West Australian Symphony Orchestra also in the process of negotiating new agreements to take them through the longer term recovery phase.

The very worst response to the crisis came from Opera Australia (OA). Instead of negotiating terms to deal with the straightened circumstances of the company,



Mark Bruwel, SOMA Federal President, with Bruce Ridge, the former chair of the International Conference of Symphony and Opera Musicians (ICSOM), who was a special guest of SOMA's biennial conference in Sydney in August 2019.

OA first stood down the orchestra in March, without notice and two weeks before any other employee was affected. This was well before the JobKeeper wage subsidy was made available. Further damage, including musicians losing jobs, was enacted beyond the scope of this annual report.

MUSICIANS AUSTRALIA

Musicians Australia is the plan for non-employee musicians to fight exploitation, build careers and achieve recognition.

The goals are: voice, leadership and influence. Musicians Australia is Australia's only effective union of musicians acting for musicians alone.

The means for achieving these goals are: growth of membership numbers; claims for guaranteed fees; and collective ethical actions based principally on solidarity and

the refusal to "undercut". The tools are regular organising methods, systematic contact, communications and advocacy, networking, a live market rates survey and ultimately an industry code of conduct.

Since MA launched in December 2018 MEAA's Musicians section has grown by 518 members. The long-term rate of growth is one member per day and we have a leadership group of more than 30, representing most states, who meet weekly.

Our 2019-20 campaigns have focused on calling out the exploitation of musicians and developing consensus around our core claim for minimum payments, while developing understanding and refinement of the strategy. Having developed a Safe Gigs claim during 2020 we are now moving to the next major phase of the plan: No Music Without Us.

THE WALKLEY FOUNDATION LOUISA GRAHAM - CHIEF EXECUTIVE

In November, the Foundation celebrated the 64th Walkley Awards Gala Dinner in Sydney, attended by more than 800 guests. Melbourne duo Anthony Dowsley and Patrick Carlyon from the *Herald Sun* were awarded the Gold Walkley for their reporting on the Lawyer X informer scandal.

In December, Kerry O'Brien stepped down as chair of the Foundation to be replaced by Marina Go. In May Adele Ferguson was welcomed as a director. Strong governance continues to be a priority for the Foundation.

During the year, we worked closely with industry partners, announcing a new award with Media Diversity Australia and joining forces with the Judith Neilson Institute, Twitter, the Copyright Agency Cultural Fund and other supporters to issue \$134,000 in grants for 12 projects.

The grants included funding for seven freelance projects on regional Australia as part of the Walkley Grants for Freelance Journalism; two projects reporting on the Pacific funded by the Sean Dorney Grant for Pacific Journalism; and grants to three recipients of the Judith Neilson Institute

Freelance Grants for Asian Journalism.

In collaboration with Head On Photo Festival 2020, the Walkley Foundation produced a digital exhibition of the best photojournalism from the catastrophic bushfires of summer 2019-20. Curated by leading industry photo editors, the digital exhibition produced a video montage and feature article of interviews with the photojournalists, titled "The summer Australia burned, 2019-20", that became the year's most widely watched and read Walkley Foundation content.

We continued our relationship with Our Watch to develop best practice reporting on violence against women and we rebranded our midyear awards program to honour major benefactor June Andrews, the late sister-in-law of our founder Sir William Walkley.

Our scholarship and fellowship program expanded to include an additional two Indigenous and two community regional placements, and we launched a mentoring program that provides opportunities for journalists at every career stage to develop their skills, build their networks and to learn from those who have walked

the path before them.

COVID-19 has had an impact on the Foundation's live events and programs but at this stage the impact of COVID on the Foundation's business results has not been significant. The Foundation continues to deliver events online and offer stakeholder engagement through virtual activities, including a series of virtual Masterclasses with Walkley Award winners and webinars with Foundation partners.

We also monitor costs and operational activities, making adjustments where necessary as we follow government policies and advice. We continue operations in the safest and most effective way possible, without jeopardising the health of our people or stakeholders.

None of what we have achieved this year would be possible without our partners and donors who provide financial support, the many journalists who donate their time and energy, and the Walkley Foundation staff who are committed to promoting excellence in Australian journalism.

EQUITY FOUNDATION MARY COTTER - DIRECTOR

The Equity Foundation is the professional development arm of MEAA Equity and Equity NZ. Every year the Foundation delivers master classes, workshops, film screenings, "in conversations", international scholarships and on-set internships free of charge for Equity members.

In spite of major disruptions to planning and timelines posed by the onset of COVID-19, the Foundation hosted more than 100 events in 2019-20. We quickly shifted our in-person events to an online event series and increased our events on offer to members to three per week during this challenging time. Since moving to our online-only event series in March, more than 5000 members have used the services of the Foundation, with overwhelming positive feedback about how helpful these classes have been to stay busy, skills focused and connected to the industry during lockdowns. All events have also been made available to members as podcasts.

The 2019 Australian Equity Lifetime Achievement Award presented by FOXTEL was awarded this year to two indigenous performers, Lillian Crombie and the late Ningali Lawford-Wolf who passed away earlier in 2019 during a tour

of *The Secret River* in Edinburgh. The award was celebrated in Adelaide with Lillian's family in November and again at the Sydney Opera House with both Lillian and Ningali's family and colleagues.

The 2019 Equity NZ Lifetime Achievement Award presented by Ryman Healthcare was awarded to Sam Neill. A celebration of Sam's performing life was held in Auckland in late 2019.

This year's winner of the student Internship program was Queensland member Tatiana E. Silva. Tatiana will spend time as a paid intern on the set of *Neighbours* in Melbourne early in 2021, when it is safe to do so.

This year was the inaugural Equity Comedy Scholarship. With support from Media Super and ITV, the winner, NSW member Jane Watt, will travel to Chicago when it is safe to do so. She will attend The Second City Comedy School to complete the final semester in person of a year-long program. After attending the school, Jane will spend time at CBS in Los Angeles, meeting with casting and creative executives. Once home, Jane will be given guidance to create her own material with the ITV Network.

The Atlantic Scholarship to New York was won by NZ performer Emily

Campbell. Because of COVID, Emily studied with the school online, but sadly passed away in September before she could travel to New York to complete the course in person.

The Equity Ensemble Awards to honour the outstanding small screen ensemble cast have been awarded to the cast of *The Hunted* SBS (miniseries); ABC's *The Heights* (drama) and *The Family Law* SBS (comedy). We will host an in-person event to celebrate early in 2021.

The Equity Self-Test Studios are now available in Sydney, Melbourne, Brisbane and Auckland and underway in Adelaide and Perth. Pre-COVID they have been greatly utilised and will reopen as soon as it is safe to do so. The Self-Test Project continues to be a great drawcard for members with monthly test auditions shared to casting directors around the globe for feedback.

Storyville is currently on hiatus during COVID as we are unable to attend schools and we continue to search for funding partners.

Several events have had to be put on hold during COVID, including Intimacy Training and the Screen Diversity Showcase. We hope to hold them before the end of the 2020-21 financial year.



MEAA members have faced extraordinary industrial challenges arising out of the COVID-19 pandemic and its comprehensive effects. Members have endured wide-scale unpaid stand-downs, contract cancellations, salary cuts, reduction of entitlements and changes to working conditions. During this distressing and uncertain period, it is more important than ever that the union fights to protect and enforce the rights of its members.

The MEAA National Industrial Team (NIT) and the Membership Services Team (MST) continue to advocate for members through individual and collective representation, advice and provision of up-to-date information about industrial changes.

In the course of responding to these changes to their working lives, MEAA and its members have been required to navigate new and untested areas of law and regulation. Notable challenges included unclear rules around eligibility for the newly introduced JobKeeper allowance; the corresponding amendments to the *Fair Work Act 2009*; the existing law around unpaid stand-downs; the use of leave entitlements; and health and safety measures.

INDIVIDUAL AND COLLECTIVE CLAIMS

NIT continues to provide advice and enforce the rights of members in claims including unfair dismissals, general protections, underpayments and wage theft.

Individual case numbers remained stable compared with the previous financial year. However, given the reduction of members in work during the pandemic, the steady level of industrial cases demonstrates the increasing problems faced by the remaining workforce. In 2019-20, we observed several trends in cases:

- Contract inquiries increased as members continue the trend to move from long-term permanent work to short-term, freelance or temporary contracts requiring more contract reviews. Also, members sought advice about their entitlements as employers changed working arrangements as a result of the pandemic.
- Redundancies remained steady, though noting the large ABC redundancy rounds took effect after the end of financial year and will be reflected in next year's report.
- Non-payments and underpayments decreased, most likely as these claims largely arose from the screen and live performance industries, where work was not performed for part of the year.
- Leave inquiries increased significantly as employers sought to force employees to use their annual leave when workplaces closed, and questions arose about the use of personal leave in relation to self-isolation and caring responsibilities when schools closed.

Collective cases increased by about 50 per cent during this financial year. This is because of:

- Large-scale changes sought by employers to working arrangements as a direct result of the pandemic, affecting entire industries or worksites.
- Decisions made by employers to deal with the financial downturn, which affected groups of workers or whole workplaces.
- Information and education required by MEAA Member Central and MEAA sections to respond to new law, regulation and policy.
- Increased reporting through our database of cases previously dealt with internally by sections.
- Allocation of resources to collective matters in order to build power through collective industrial strategy, in line with the strategic plan.

CASES BY CASE TYPE

Case type	2018-19	2019-20
Collective issue	103	155
Individual issue	1032	1035
Grand total	1135	1190

MONIES RECOVERED

The monies recovered during the financial year are about 22 per cent lower than the previous year, likely due to the majority of workers not in work during a portion of the year and the limited industrial remedies available during this time.

Significant recoveries included unpaid wages from a production company to a group of cast and crew; a superannuation payment for a long term media freelancer; redundancy payments for casual workers converted to permanent employment; and various negotiated termination settlement amounts.

The total represents the monies recovered in 91 claims enforced by MEAA on behalf of members.

Section	2018-19 \$	2019-20 \$
No data	14,850	24,648
MEDIA	565,280	422,683
ECS	221,051	69,435
EQUITY	186,384	247,545
MUSOS	22,992	19,087
Grand total	1,010,560	783,398

ENTERPRISE BARGAINING

Bargaining was largely put on hold during the period of the pandemic, as workplaces closed and resources for both employers and employees were directed to dealing with the immediate industrial matters.

The data shows a resulting reduction in agreements approved during this period.

MEAA anticipates that the return to bargaining will be challenging as employers seek to rely on the economic downturn to attempt to reduce conditions. Members will need to work strongly and collectively to ensure that the hard-fought working conditions their colleagues have won in the past are not permanently diminished by employers seeking to exploit the pandemic downturn.

Agreements approved	2018-19	2019-20
MEDIA	30	16
FWC EBA	30	15
NSW IRC	-	1
ECS	23	17
FWC EBA	12	7
FWC EBA (Greenfields)	6	7
FWC EBA (Production specific)	-	1
Industry agreement	3	1
State IRC	2	1
EQUITY	15	11
FWC EBA	6	-
Unregistered agreement	9	11
MUSOS	6	1
FWC EBA	6	1
Grand total	74	45

Agreements in bargaining at June 30	2019-20
MEDIA	8
ECS	14
EQUITY	7
MUSOS	2
Grand total	31

LIVE PERFORMANCE

In live performance, government restrictions on gatherings quickly and decisively halted productions around March. Crew, musician and performer members were faced with uncertainty over entitlements where productions were terminated, or faced indefinite unpaid stand-downs where producers were unsure whether the production would eventually resume.

The provisions in existing agreements and contracts unsurprisingly did not account for this situation and required interpretation and negotiation to determine entitlements. At the end of the financial year, many MEAA members remained either stood down or without employment and consequently without access to the JobKeeper allowance.

SCREEN

In screen, the immediate restrictions did not technically prevent film and television productions from continuing. This raised industrial questions about whether unpaid stand-downs, which under the Act require a stoppage of work outside of the employer's control, were valid and legally sound.

However, safety concerns meant most productions were put on hold, postponed or cancelled. Towards the end of June, negotiations were underway to agree terms to account for stand-downs due to the pandemic.

Throughout this year MEAA's NIT has made claims against several productions where the performance of work predated the pandemic or was otherwise unaffected. In these cases, employers failed to pay wages, superannuation and entitlements to cast and crew. A Federal Circuit Court claim resulted in payment of wages in full in by one production, and other claims are ongoing.

MEDIA

The effects of the pandemic on the Media section were not immediate, as employees were able to continue performing work. However, when the effects became apparent, they were significant as media companies cited loss of advertising revenue to announce widespread redundancies, closures and reductions in hours and pay.

The resulting disputes have been numerous and varied, including a general protections claim relating to redundancy, a Fair Work dispute about consultation and applications by the employer to vary enterprise agreements.

The end of the financial year saw large-scale redundancies at the bigger media companies, each requiring industrial assistance to ensure consultation requirements were met and redundancy entitlements were paid according to the industrial instrument.

MUSICIANS

Musicians were immediately affected by the closure of venues and the restrictions on gatherings. In addition to the unavoidable loss of work, many individual musicians faced further losses as venues and productions failed to pay for shows already performed. NIT has assisted in numerous ongoing claims, some of which are likely to result in formal proceedings.

Industrial assistance was provided in relation to stand-downs affecting orchestra musicians and assisting the section to formalise agreements with orchestra companies to vary enterprise agreement terms.

JOBKEEPER

The application of the JobKeeper scheme has caused confusion across the sections. It was unclear whether many employers would be receiving the allowance due to the eligibility requirements, and most employers were not forthcoming with information if they would apply, and whether they were likely to be eligible. This caused significant uncertainty but also direct financial loss to members, many of whom were forced or agreed to use their leave entitlements or take reductions in pay and hours before eligibility was determined. This resulted in numerous disputes, often with little remedy available.

Many MEAA members were not able to receive JobKeeper. The requirement that employees be in employment as at March 1, 2020, was particularly dire for many of our live performance and screen members whose work was due to start after that date. Some major media companies were not able to demonstrate the required income loss, which meant that all of their employees were left without the allowance but still faced reduction in hours and pay and large-scale redundancies.

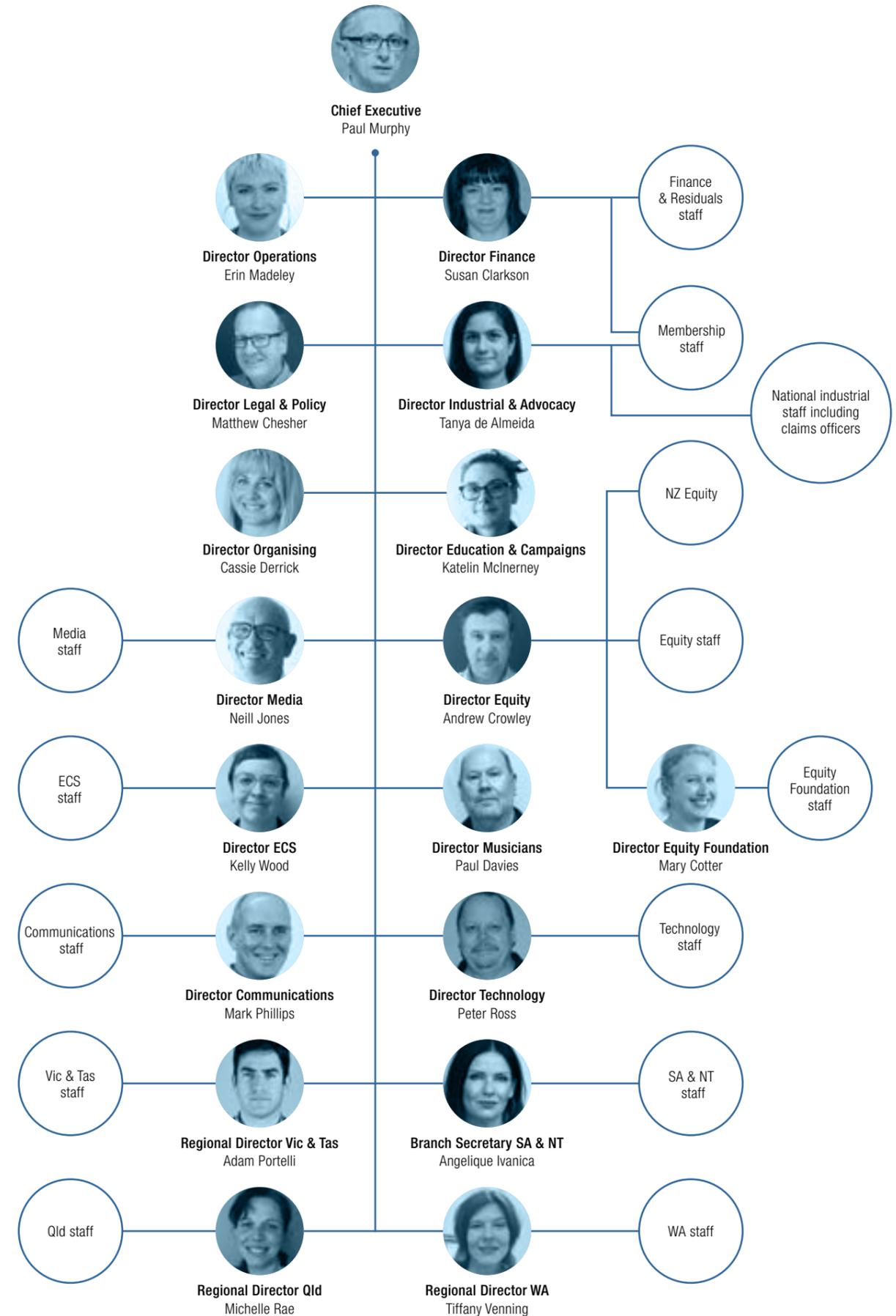
Many individual members were not eligible due to the limits on casual employment, and in some cases NIT assisted members to challenge an employer's decision not to apply for the allowance on their behalf. A key failing for the scheme was that where an employer determined it would not apply on behalf of an employee, disputes about eligibility could not be heard by the Fair Work Commission, and there was no effective method to dispute a decision by an employer through the Australian Taxation Office.

CASES BY SECTION

Section	2018-19	2019-20
No data	120	162
MEDIA	456	475
ECS	212	273
EQUITY	312	238
MUSOS (inc SOMA)	35	42
Grand total	1135	1190

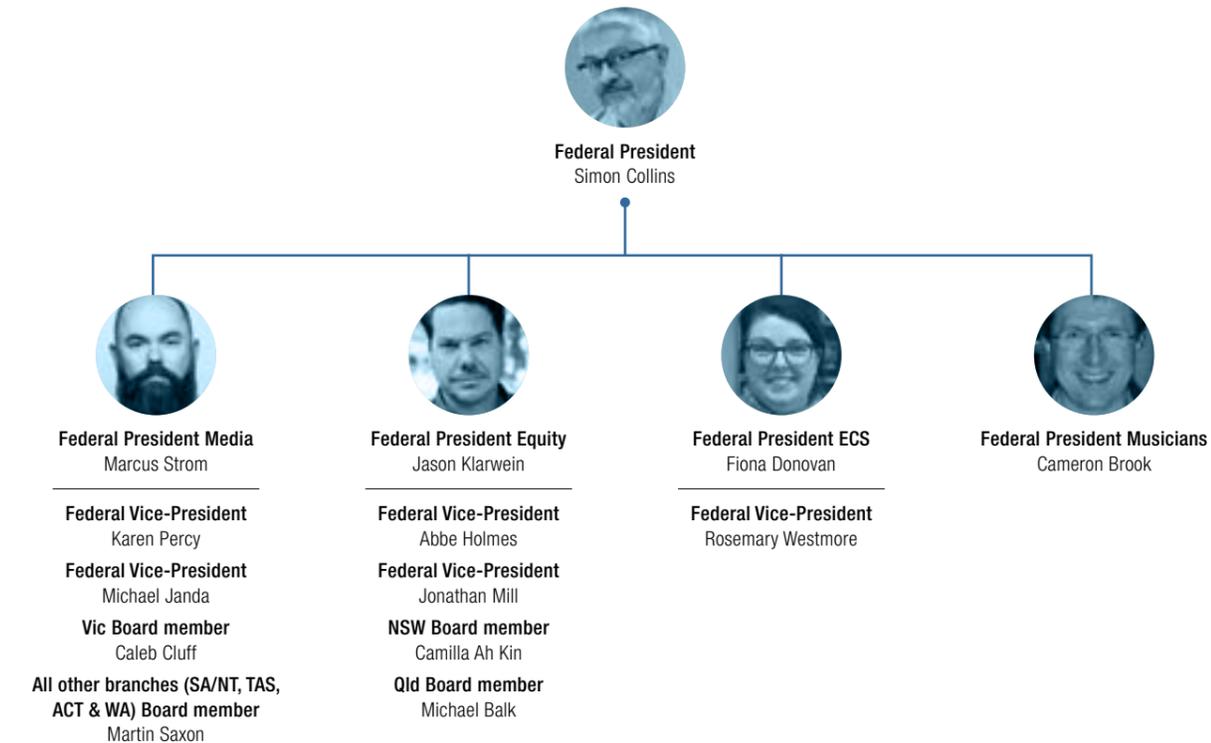
CASES BY INQUIRY TYPE

Inquiry type	2018-19	2019-20
Contract	205	264
Redundancy	89	104
Non-payment	99	75
Leave	43	71
Underpayment	84	64
Other	46	55
No data	38	53
Hours of work & rostering	30	50
Agreement interpretation	40	43
Disciplinary	50	38
Dismissal	33	34
Work, health & safety	14	30
Rate of pay	31	29
Classification & grading	30	29
Inquiry	33	28
Bullying	31	25
Workers compensation	16	22
Casual conditions	35	21
Superannuation	13	17
Performance management	8	15
Copyright	10	13
Non-industrial matter	27	12
Bargaining	8	10
Sham contracting/Underpayment	8	10
Performance review	19	9
Award	8	9
Industry agreement	3	9
Policy	2	9
Harassment	12	8
Discrimination	6	7
Consultation	10	6
Resignation	8	6
Complaint	30	5
Overpayment	3	4
Sexual harassment	1	2
Privacy	5	1
Training	3	1
MPPA deed	2	1
Press freedom	1	1
Outsourcing	1	0
Grand total	1135	1190



WHO'S WHO AT MEAA | ELECTED OFFICERS

MEAA's Federal Council is made up of elected representatives from across the country and every section of the union. They are elected by MEAA members every two years. The current Federal Council was elected in July 2019.



FEDERAL COUNCIL STATE REPRESENTATIVES

	NSW	VIC	QLD	SA/NT	WA	TAS	ACT
MEDIA	Sunanda Creagh (President) Vacant (Vice-President) Catherine Bouris Stephanie Convery Rae Johnston Greg Miskelly Fran Molloy Peter Ryan Leigh Tonkin Cathy Wilcox	Marisa Wikramanayake (President) Myriam Robin (Vice-President) Jane Canaway Erin Delahunty David Estcourt	Peter McCutcheon (President) Anne Syvret (Vice-President) Stefan Armbruster Daniel Johnson Kathy McLeish	Samela Harris (President) Jane Bardon Shauna Black	Martin Turner (President) Neale Prior Emma Wynne	A. Mark Thomas (President)	Sally Whyte (President)
EQUITY	Tina Bursill (President) Glenn Hazeldine (Vice-President) Ali Aitken Jonathan Biggins Wayne Blair Jonathan Chan Laurence Coy Helen Dallimore Francisco Lopez Geoff Morrell Fiona Press Courtney Stewart Jessica Tovey	Sharon Davis (President) Sam Gaskin (Vice-President) Robyn Arthur Michala Banas Mike Bishop Alan Fletcher Nadine Garner	Vacant (President) Asabi Goodman (Vice-President)	Tiffany Lyndall-Knight (President)	Stuart Halusz (President) Cinzia Lee Monica Main Ngaire Pigram Irma Woods		
ECS	Vacant (President) Scott Smith (Vice-President) Sharna Galvin Aron Walker	Pat Shaw (President) Cindy Louey (Vice-President) Jack Kenneally Howard Marosi Imogen Titmarsh Zoe Watkins	Andrew Conder (President) Bruce Bright	Jennifer Bichard (President) Beverley Freeman	Matthew Nankivell (President) Nigel Devenport		
MUSICIANS	Leon Gaer (President) Peter Jenkin	Carl Polke (President) Tania Hardy-Smith			Liam O'Malley (President)		

Elected officers as at November 18, 2020. On October 14, 2020, Chloe Dallimore resigned as Federal President of the MEAA Equity Section and the MEAA Board appointed Jason Klarwein to fill the position from that date onwards. Michael Balk was appointed by the Queensland Branch as replacement Board member to fill the position left vacant by Jason Klarwein.



MEDIA, ENTERTAINMENT & ARTS ALLIANCE AND ITS CONTROLLED ENTITIES

ABN 84 054 775 598

CONSOLIDATED FINANCIAL STATEMENTS YEAR ENDED 30 JUNE 2020



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ELECTED OFFICERS' REPORT 30 JUNE 2020

The elected officers present their report, together with the consolidated financial statements, on the Media, Entertainment & Arts Alliance (MEAA) (the Company) and its controlled entities for the year ended 30 June 2020.

The enclosed financial report has been prepared in accordance with the requirements of applicable Australian Accounting Standards as they apply to a not-for-profit entity and the *Fair Work (Registered Organisations) Act 2009*, including the 5th edition section 253 reporting guidelines. The financial report is intended to illustrate the disclosure requirements for the preparation of a general purpose financial report under Tier 1—Australian Accounting Standards by a not-for-profit entity.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year
Income from membership fees decreased by \$9,002 or about 0.11% on the previous year, to \$8,071,269.

Income from fees was reduced by the offer of a few waiver to those members who were financially affected by the COVID-19 pandemic.

Staff remained the major cost for MEAA. At the end of the financial year MEAA itself employed 64 staff either full-time or part-time.

The mortgage over MEAA properties decreased during the year to \$802,150 underpinned by properties in Sydney, Melbourne and Adelaide with a book value of about \$4 million and a commercial valuation of about \$10.2 million.

Our net assets are now about \$9.4 million with a turnover of about \$12.6 million. Our working capital (the difference between current assets and current liabilities) is about \$5.8 million, in line with our goal to have working capital greater than 20 per cent of turnover.

Significant changes in financial affairs

There has been no significant change in MEAA's financial affairs or state of affairs during or since the end of the financial year.

Board fees

When fees are paid to MEAA employees for sitting on boards or committees, they are remitted to the union. MEAA nominates two board members and one alternate board member to Media Super, a superannuation fund. Our two board members are Shauna Black, an elected officer of the union, and Gerard Noonan. Neither are employed by MEAA. Paul Murphy is an alternate board member. As Mr Murphy is an employee of the union, his fees are remitted to MEAA.

The policy of Media Super is to set board fees each year at the level of the bottom 25 per cent of industry funds to ensure it acts as a low-cost fund. These are published in the fund's annual report.

Officers & employees who are superannuation fund trustees or directors of a company that is a superannuation fund trustee

No MEAA officers are currently members of any government-appointed board that attracts remuneration other than reimbursement of expenses.

Staff remuneration

Wages and conditions of most MEAA staff are regulated by the staff conditions that are set by negotiation with staff.

Remuneration for staff members is set when they commence employment, based on an assessment of skills and experience. An annual review covers salaries, although staff earning up to about \$83,000 have access to annual increments subject to satisfactory performance. Any rises require the approval of the MEAA Chief Executive. Salaries of staff are reported in the annual report in a banding table that compares salaries on a year-on-year basis.

The Chief Executive is employed on a fixed-term contract. His salary is set and reviewed by the MEAA Board.

We reimburse staff travel expenses at the flat level of \$60 per night away from home, unless a staff member is provided with a meal if, for example, he or she is attending an event.

Right of members to resign

The policy in regard to right of members to resign is set out below:

- A member may resign her or his membership of the Association by notice in writing and such resignation shall take effect:
 - Where the member has ceased to be eligible to become a member of the Association – on the day on which the notice of resignation is received or a later date if that later date is specified in the notice; or
 - In any other case, at the end of two weeks after the day on which the notice of resignation is received or a later date if that later date is specified in the notice.
- Notice of resignation shall be in writing, addressed and delivered to the Federal President and/or his/her nominee.
- For the purposes of this rule, subscriptions payable shall be calculated on a quarterly basis. Nothing in this rule shall mean that any or all subscriptions, fines and levies owed by the member to the Association and payable on the date on which the resignation is to take effect and unpaid, shall not continue as a debt owed by the member to the Association.
- The Association may deduct an administrative charge from any monies the Association receives on behalf of a member who has resigned his/her membership of the Association.

Number of members

National Section	Subcategory	30 June 2020 Total Financial Members
Media	Full	4,844
	Student	265
	Section total	5,109
Equity	Full	4,415
	Extras	288
	Students	854
	Section total	5,557
Entertainment, Crew and Sport	Section total	3,598
Musicians	General	681
	SOMA	549
	Section total	1,230
TOTAL		15,494

Number of employees and salary scales

Salary scales of all MEAA staff fell into the following bands:

	Number Employed	
	2019-2020	2018-2019
Under \$20,000	0	0
\$20,000-\$30,000	4	6
\$30,000-\$40,000	0	5
\$40,000-\$50,000	5	4
\$50,000-\$60,000	1	2
\$60,000-\$70,000	6	3
\$70,000-\$80,000	11	10
\$80,000-\$90,000	8	7
\$90,000-\$100,000	5	7
\$100,000-\$110,000	5	5
\$110,000-\$120,000	3	6
\$120,000-\$130,000	8	6
\$130,000-\$140,000	2	1
Over \$140,000	6	5
Total	64	67

Elected employed officers

There are no elected employed officers.

Names of Board members and period positions held during the financial year

The Board came into effect on 31 October 2014, when the rule change was accepted by the General Manager Fair Work Commission.

Names of Board members and period positions held from the 8 July 2019 to the date of this report, following the Australian Electoral Commission's Returning officers report relation to election E2018/213.

Simon Collins	Federal President
Marcus Strom	Federal President (Media)
Fiona Donovan	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Actors Equity)
Karen Percy	Federal Vice-President (Media)
Michael Janda	Federal Vice-President (Media)
Abbe Holmes	Federal Vice-President (Actors Equity)
Jonathan Mill	Federal Vice-President (Actors Equity)
Rosemary Westmore	Federal Vice-President (ECS/Musicians)
Camilla Ah Kin	NSW Branch Board Member
Caleb Cluff	Victoria Branch Board Member
Jason Klarwein	Queensland Branch Board Member (from 8 October 2019)
Martin Saxon	All Other Branches (WA, SA, NT, TAS and ACT)

Meetings of MEAA Board

The number of meetings attended by members of the Media, Entertainment & Arts Alliance's Board during the year ended 30 June 2020 were:

Name	Attended	Eligible
Board Members election E2018-213		
Simon Collins	14	14
Marcus Strom	13	14
Chloe Dallimore	7	14
Fiona Donovan	10	14
Cameron Brook	10	14
Michael Janda	12	14
Karen Percy	9	14
Abbe Holmes	12	14
Jonathan Mill	13	14
Rosemary Westmore	12	14
Camilla Ah Kin	12	14
Caleb Cluff	10	14
Jason Klarwein	6	11
Martin Saxon	14	14



For MEAA Board: Simon Collins

Title of Office held: Federal President
Dated 11 November 2020

Expenditure report

The Board of the Media, Entertainment & Arts Alliance (MEAA) presents the expenditure report as required under subsection 255(2A) of the *Fair Work (Registered Organisations) Act 2009* on MEAA for the year ended 30 June 2020.

Categories of expenditures	2020 \$	2019 \$
Remuneration and other employment-related costs and expenses – employees	8,032,025	7,780,506
Advertising	483	1,351
Operating costs	3,797,639	4,691,223
Donations to political parties	-	2,500
Legal fees	58,466	171,247



For MEAA Board: Simon Collins

Title of Office held: Federal President
Dated 11 November 2020



COMMITTEE OF MANAGEMENT STATEMENT 30 JUNE 2020

On 11 November 2020 the Board of the Media, Entertainment & Arts Alliance (MEAA) passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2020:

The MEAA Board declares that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - (iv) where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - (v) where information has been sought in any request by a member of the reporting unit or Commissioner duly made under section 272 of the RO Act has been provided to the member or Commissioner; and
 - (vi) where any order for inspection of financial records has been made by the Registered Organisations Commission under section 273 of the RO Act, there has been compliance.
- (f) no revenue has been derived from undertaking recovery of wages activity during the reporting period.

This declaration is made in accordance with a resolution of the Committee of Management.



For MEAA Board: Simon Collins

Title of Office held: Federal President
Dated 11 November 2020

Consolidated Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2020

	Note	2020 \$	2019 \$
REVENUE			
Revenue from ordinary activities	2	12,640,714	14,105,988
EXPENDITURE			
Depreciation and amortisation	3	(328,542)	(254,786)
Finance costs	3	(74,007)	(66,969)
Employee costs	3	(8,032,025)	(7,780,506)
Site costs		(547,598)	(585,859)
Affiliation fees	3	(365,329)	(357,519)
Printing and postage		(27,940)	(91,741)
Telephone		(87,485)	(104,982)
Magazines		(72,471)	(192,494)
Repairs and maintenance		(305,663)	(330,905)
Travel		(120,588)	(149,249)
Events		(800,594)	(1,507,652)
Net losses from sale/disposal of assets	3	-	(61,271)
Other expenses from ordinary activities		(1,126,371)	(1,162,894)
Total direct costs		(11,888,613)	(12,646,827)
Profit/(loss) before income tax		752,101	1,459,161
Income tax expense		-	-
Profit/(loss) after income tax attributable to the members of Media, Entertainment & Arts Alliance		752,101	1,459,161
Other comprehensive income for the year (net of tax)		-	-
Total comprehensive income for the year attributable to the members of Media, Entertainment & Arts Alliance		752,101	1,459,161

The above Consolidated Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the accompanying notes.

Consolidated Statement of Financial Position as at 30 June 2020

	Note	2020 \$	2019 \$
ASSETS			
Current assets			
Cash on hand and at bank	5	7,701,935	6,612,447
Cash held in trust	5	7,624,941	7,753,644
Term deposits	5	802,949	497,372
Trade and other receivables	6	1,537,703	3,149,070
Other current assets	7	256,342	304,889
Total current assets		17,923,870	18,317,422
Non-current assets			
Long-term trade and other receivables	6	100,410	-
Financial assets	8	23,338	21,714
Property, plant and equipment	9	4,390,212	4,252,276
Intangible assets	10	12,354	22,103
Total non-current assets		4,526,314	4,296,093
TOTAL ASSETS		22,450,184	22,613,515
LIABILITIES			
Current liabilities			
Short-term trade and other payables	11	9,425,109	10,989,157
Short-term borrowings	12	72,600	68,796
Short-term provisions	13	1,433,724	1,212,363
Other current liabilities	14	1,209,841	846,303
Total current liabilities		12,141,274	13,116,619
Non-current liabilities			
Long-term trade and other payables	11	117,610	-
Long-term provisions	13	68,890	52,200
Long-term borrowings	12	729,550	803,937
Total non-current liabilities		916,050	856,137
TOTAL LIABILITIES		13,057,324	13,972,756
NET ASSETS		9,392,860	8,640,759
EQUITY			
Reserves		3,679,831	3,671,021
Retained earnings		5,713,029	4,969,738
TOTAL EQUITY		9,392,860	8,640,759

The above Consolidated Statement of Financial Position should be read in conjunction with the accompanying notes.

Consolidated Statement of Changes in Equity for the year ended 30 June 2020

2020	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Campaign Reserve \$	Special Projects Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2019	1,000,000	1,392,899	352,444	229,225	316,453	380,000	4,969,738	8,640,759
Net Profit attributable to members of the entity	-	-	-	-	-	-	752,101	752,101
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	752,101	752,101
Transfers to and from reserves								
SOMA Reserve	-	-	-	8,810	-	-	(8,810)	-
Balance at 30 June 2020	1,000,000	1,392,899	352,444	238,035	316,453	380,000	5,713,029	9,392,860
Supported by separate bank account	1,000,622	817,457	286,529	-	-	-	-	-

The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Consolidated Statement of Changes in Equity for the year ended 30 June 2019

2019	Stability Reserve \$	Fighting Fund \$	Equity Foundation Reserve \$	SOMA Reserve \$	Campaign Reserve \$	Women in Media Reserve \$	Special Projects Reserve \$	Retained Earnings \$	Total \$
Balance at 1 July 2018	1,000,000	1,392,899	352,444	177,922	316,453	74,769	-	3,941,880	7,256,367
Net Profit attributable to members of the entity	-	-	-	-	-	-	-	1,459,161	1,459,161
Other comprehensive income (net of tax)	-	-	-	-	-	-	-	-	-
Total comprehensive income attributable to the members	-	-	-	-	-	-	-	1,459,161	1,459,161
Transfers to and from reserves									
SOMA Reserve	-	-	-	51,303	-	-	-	(51,303)	-
Special Projects Reserve	-	-	-	-	-	-	380,000	(380,000)	-
Adjustments to reserves									
Women in Media Reserve	-	-	-	-	-	(74,769)	-	-	(74,769)
Balance at 30 June 2019	1,000,000	1,392,899	352,444	229,225	316,453	-	380,000	4,969,738	8,640,759
Supported by separate bank account	1,001,318	818,034	283,677	-	-	-	-	-	-

The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Consolidated Statement of Cash Flows for the year ended 30 June 2020

	Note	2020 \$	2019 \$
Cash flows from operating activities	Receipts from members and sponsors (inclusive of GST)	15,387,837	12,473,445
	Receipts from government stimulus	122,000	-
	Payments to suppliers and employees (inclusive of GST)	(14,115,294)	(9,715,890)
	Interest received	209,399	251,170
	Finance costs	(56,995)	(66,969)
Net cash provided by operating activities	15	1,546,947	2,941,756
Cash flows from investing activities	Acquisition of property, plant and equipment	(205,391)	(185,640)
	Acquisition of intangibles	(4,611)	-
	Amounts paid for term deposits	(305,577)	(160,000)
Net cash used in investing activities		(515,579)	(345,640)
Cash flows from financing activities	Repayment of borrowings	(70,583)	(67,043)
Net cash used in financing activities		(70,583)	(67,043)
Net increase in cash held		960,785	2,529,073
Cash and cash equivalents at beginning of year		14,366,091	11,837,018
Cash and cash equivalents at end of financial year		15,326,876	14,366,091

The above Consolidated Statement of Cash Flows should be read in conjunction with the accompanying notes.

Notes to the Financial Report for the year ended 30 June 2020

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented unless otherwise stated.

Basis of preparation

The Media, Entertainment & Arts Alliance (“MEAA”) is an entity created under the *Fair Work (Registered Organisations) Act 2009* (the “RO Act”), registered and domiciled in Australia. The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisations) Act 2009*. For the purpose of preparing the general purpose financial statements, MEAA is a not-for-profit entity.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Comparative amounts

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Adoption of New Australian Accounting Standard requirements

Any new and revised standards that became effective for the first time in the current financial year have been adopted. No accounting standard has been adopted earlier than the application date stated in the standard.

The accounting policies adopted are consistent with those of the previous financial year except for the following standards and amendments, which have been adopted for the first time this financial year:

- AASB 15 Revenue from Contracts with Customers, which replaces AASB 118 Revenue, and AASB 1058 Income of Not-for-Profit Entities, which replaces the income recognition requirements of AASB 1004 Contributions. Application of this standard is discussed further below.
- AASB 16 Leases and amending standards, which replaces AASB 117 Leases. Application of this standard is discussed further below.
- AASB 2017-6 Amendments to Australian Accounting Standards – Prepayment Features with Negative Compensation. The adoption of this accounting standard did not have a material impact on the reporting unit’s financial statements.
- AASB 2017-7 Amendments to Australian Accounting Standards – Long-term Interests in Associates and Joint Ventures. The adoption of this accounting standard did not have a material impact on the reporting unit’s financial statements.
- AASB 2018-1 Amendments to Australian Accounting Standards – Annual Improvements 2015–2017 Cycle. The adoption of this accounting standard did not have a material impact on the reporting unit’s financial statements.
- AASB 2018-2 Amendments to Australian Accounting Standards – Plan Amendment, Curtailment or Settlement. The adoption of this accounting standard did not have a material impact on the reporting unit’s financial statements.

Impact on adoption of AASB 15 Revenue from Contracts with Customers (AASB 15) and AASB 1058 Income of Not-for-Profit Entities (AASB 1058)

AASB 15 Revenue from Contracts with Customers supersedes AASB 111 Construction Contracts, AASB 118 Revenue and related Interpretations and it applies, with limited exceptions, to all revenue arising from contracts with its customers.

AASB 15 establishes a five-step model to account for revenue arising from contracts with customers and requires that revenue be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer. AASB 15 also includes implementation guidance to assist not-for-profit entities to determine whether particular transactions, or components thereof, are contracts with customers. If a transaction is outside the scope of AASB 15, the recognition and measurement of income arising from the transaction may instead be specified by another Standard, for example AASB 1058 Income of Not-for-Profit Entities.

AASB 1058 replaces the income recognition requirements in AASB 1004 Contributions that had previously applied to the reporting unit. AASB 1058 provides a more comprehensive model for accounting for income of not-for-profit entities and specifies that:

- the timing of revenue or income recognition will depend on whether a performance obligation is identified or a liability is recognised;
- not-for-profit lessees can elect to recognise assets, including leases provided at significantly less than fair value, at their fair value; and
- all not-for-profit entities can elect to recognise volunteer services at fair value if the fair value of those services can be reliably measured.

The reporting unit adopted AASB 15 and AASB 1058 using the modified retrospective method of adoption, with the date of initial application of 1 July 2019. In accordance with the transition approach, the reporting unit recognised the cumulative effect (if any) of applying these new standards as an adjustment to opening retained earnings at the date of initial application, i.e. 1 July 2019. Consequently, the comparative information presented has not been restated and continues to be reported under the previous standards on revenue and income recognition. In addition, the reporting unit has applied the practical expedient and elected to apply these standards retrospectively only to contracts and transactions that were not completed contracts at the date of initial application, i.e. as at 1 July 2019.

The adoption of AASB 15 and AASB 1058 did not have a material impact on the reporting unit’s financial statements.

Impact on adoption of AASB 16 Leases

AASB 16 Leases supersedes AASB 117 Leases, Interpretation 4 Determining whether an Arrangement contains a Lease, Interpretation 115 Operating Leases—Incentives and Interpretation 127 Evaluating the Substance of Transactions Involving the Legal Form of a Lease. The standard sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to recognise most leases on the balance sheet.

Lessor accounting under AASB 16 is substantially unchanged from AASB 117. Lessors will continue to classify leases as either operating or finance leases using similar principles as in AASB 117. Therefore, AASB 16 does not have an impact for leases where the reporting unit is the lessor.

The reporting unit has adopted AASB 16 using the modified retrospective method of transition, with the date of initial application of 1 July 2019. Under this method, the standard is

applied retrospectively with the cumulative effect (if any) of initially applying the standard recognised at the date of initial application. The reporting unit elected to use the transition practical expedient to not reassess whether a contract is or contains a lease at 1 July 2019.

Instead, the reporting unit applied the standard only to contracts that were previously identified as leases applying AASB 117 and Interpretation 4 at the date of initial application.

Before the adoption of AASB 16, the reporting unit would have classified its lease contracts (as lessee) at the inception date as either a finance lease or an operating lease.

Upon adoption of AASB 16, the reporting unit applied a single recognition and measurement approach for all leases except for short-term leases and leases of low-value assets. Refer to Note 1(o) Leases for the accounting policy beginning 1 July 2019. The standard provides specific transition requirements and practical expedients, which have been applied by the reporting unit.

Leases previously classified as finance leases

The reporting unit did not have any leases previously classified as finance leases.

Leases previously accounted for as operating leases

The reporting unit recognised right-of-use assets and lease liabilities for those leases previously classified as operating leases, except for short-term leases and leases of low-value assets. The right-of-use assets for most leases were recognised based on the carrying amount as if the standard had always been applied, apart from the use of incremental borrowing rate at the date of initial application. In some leases, the right-of-use assets were recognised based on the amount equal to the lease liabilities, adjusted for any related prepaid and accrued lease payments previously recognised. Lease liabilities were recognised based on the present value of the remaining lease payments, discounted using the incremental borrowing rate at the date of initial application.

The reporting unit also applied the available practical expedients wherein it:

- Used a single discount rate to a portfolio of leases with reasonably similar characteristics
- Relied on its assessment of whether leases are onerous immediately before the date of initial application
- Applied the short-term leases exemptions to leases with lease term that ends within 12 months of the date of initial application
- Excluded the initial direct costs from the measurement of the right-of-use asset at the date of initial application
- Used hindsight in determining the lease term where the contract contained options to extend or terminate the lease

Based on the above, as at 1 July 2019:

- Right-of-use assets of \$246,727 were recognised and presented separately in the statement of financial position.
- Additional lease liabilities of \$246,727 were recognised.
- The net effect of these adjustments had no impact on retained earnings.

Reporting unit as a lessor

The reporting unit is not required to make any adjustments on transition to AASB 16 where it is a lessor.

The effect of adoption of AASB 16 as at 1 July 2019 (increase/ (decrease)) is as follows:

	\$
Assets	
Right-of-use assets	246,727
Total assets	246,727
Liabilities	
Lease liabilities	246,727
Total liabilities	246,727
Equity	
Retained earnings	-

Future Australian Accounting Standards Requirements

New standards, amendments to standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods that are expected to have a future financial impact on reporting unit include:

AASB 2020-1 Amendments to Australian Accounting Standards — Classification of Liabilities as Current or Non-current

This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. For example, the amendments clarify that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period. This Standard applies to annual reporting periods beginning on or after 1 January 2022. Earlier application is permitted.

During the financial year ended 30 June 2020, the reporting unit performed a preliminary assessment of AASB 2020-1. The Committee of Management is currently assessing the impact such standards will have on the reporting unit and has not early adopted AASB 2020-1 for the financial year ended 30 June 2020.

Accounting Policies

(a) Basis of consolidation

The consolidated financial statements comprise the financial statements of MEAA and entities controlled by MEAA. Control is achieved where MEAA is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns.

Specifically, MEAA controls an investee if and only if MEAA has:

- Power over the investee (i.e. existing rights that give it the current ability to direct the relevant activities of the investee);
- Exposure, or rights, to variable returns from its involvement with the investee;
- The ability to use its power over the investee to affect its returns.

MEAA reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

of a subsidiary begins when MEAA obtains control over the subsidiary and ceases when MEAA loses control of the subsidiary.

Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date of gaining control until the date control ceases.

Income and expense of controlled entities acquired or disposed of during the year are included in the consolidated statement of comprehensive income from the effective date of acquisition and up to the effective date of disposal, as appropriate. Total comprehensive income of subsidiaries is attributed to the owners of MEAA.

Where necessary, adjustments are made to the financial statements of controlled entities to bring their accounting policies into line with those used by MEAA.

All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

(b) Property, equipment and vehicles

Each class of property, equipment and vehicles is carried at cost less, where applicable, any accumulated depreciation and impairment losses.

Land and buildings

Freehold land and buildings are measured at cost less, where applicable, any accumulated depreciation and impairment losses.

For impairment purposes, it is the policy of the MEAA Board to obtain a valuation every 3-5 years.

Equipment and motor vehicles

These are measured on the cost basis less depreciation and impairment losses. The carrying value is reviewed annually by the MEAA Board to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the depreciated replacement cost of the asset or net cash flows that will be received from the assets' subsequent disposal.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight line basis over their useful lives to MEAA commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Buildings	2.5%
Equipment and motor vehicles	10-50%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date. Each asset class's carrying amount is written down immediately to its recoverable amount if the class's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are

included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

(c) Impairment of assets

At the end of each reporting period, MEAA reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when MEAA would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of assets, MEAA estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

(d) Capitation fees and levies

Capitation fees and levies are recognised on an accrual basis and recorded as a revenue and/or expense in the year to which they relate.

(e) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when MEAA becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that MEAA commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs, except where the instrument is classified at fair value through profit or loss in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method, or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as: (i) the amount at which the financial asset or financial liability is measured at initial recognition; (ii) less principal repayments; (iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and (iv) less any reduction for impairment.

The effective interest method is used to allocate interest

income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period, which will be classified as non-current assets.

Available-for-sale financial assets

These include any financial assets not included in the above categories. They are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to the Statement of Comprehensive Income.

They are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period, which will be classified as current assets. Changes to fair value are taken directly to the Statement of Comprehensive Income.

Financial liabilities

Non-derivative financial liabilities are recognised at amortised cost, comprising original debt less principal payments and amortisation.

Fair value

This is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At each reporting date, MEAA assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available for sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(f) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

(g) Employee benefits

Provision is made for MEAA's liability for employee benefits arising from services rendered by employees to the reporting date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Long service leave

The liability for long service leave is recognised in current and non-current liabilities, depending on the unconditional right to defer settlement of the liability for at least 12 months after the reporting date. The liability is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(h) Provisions

These are recognised when MEAA has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(i) Revenue

This is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties. Grant revenue is recognised in the statement of comprehensive income when it is expended. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes, it is recognised in the statement of financial position as a liability until such conditions are met or services provided.

Donations are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as deferred income in the statement of financial position until expended.

Membership subscription income has been accounted for on an accruals basis. Membership subscriptions outstanding at the reporting date have been brought to account as receivables where subscriptions are paid by the members' employers through salary deductions. Membership income is deemed earned in the year to which it relates. Membership subscriptions relating to the unexpired part of the membership year are deferred and recognised as income in the next financial year.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

Interest revenue is recognised when received. Dividend revenue is recognised when the right to receive a dividend has been established. All revenue is stated net of the amount of goods and services tax (GST).

(j) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are presented in the statement of cashflows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(k) Income tax

MEAA is an income tax exempt entity under section 50-1 of the *Income Tax Assessment Act 1997*.

(l) Trade and other payables

These amounts represent liabilities for goods and services provided to MEAA prior to the end of the financial year that are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(m) Borrowings

These are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the statement of comprehensive income over the period of the borrowings using the effective interest method. They are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses. They are classified as current liabilities unless MEAA has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

(n) Foreign currency transactions and balances

The financial statements are presented in Australian dollars which is MEAA's functional and presentation currency and rounded to the nearest dollar.

Foreign currency monetary items are translated at the year-end exchange rate. Non-monetary items measured at historical cost continue to be carried at the exchange rate at the date of the transaction. Non-monetary items measured at fair value are reported at the exchange rate at the date when fair values were determined.

Exchange differences arising on the translation of monetary items are recognised in the statement of comprehensive income. Exchange differences arising on the translation of non-monetary items are recognised directly in equity to the extent that the gain or loss is directly recognised in equity, otherwise the exchange difference is recognised in the statement of comprehensive income.

(o) Leases

The reporting unit assesses at contract inception whether a contract is, or contains, a lease — that is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The reporting unit as a lessee

The reporting unit applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The reporting unit recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

Right-of-use assets

The reporting unit recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

	2020	2019
Buildings	5 years	N/A
Plant and equipment	2.5 years	N/A

If ownership of the leased asset transfers to the reporting unit at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

Lease liabilities

At the commencement date of the lease, the reporting unit recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the reporting unit and payments of penalties for terminating the lease, if the lease term reflects the reporting unit exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the reporting unit uses the implicit interest rate. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g. changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

Short-term leases and leases of low-value assets

The reporting unit's short-term leases are those that have a lease term of 12 months or less from the commencement. The reporting unit also applies the lease of low-value assets recognition exemption to low-value leases. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

(p) Intangible assets

Intangible assets acquired separately than through business combination are initially recognised at cost. Indefinite life intangible assets are not amortised and are subsequently measured at cost less any impairment. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually. Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

Software costs

Significant costs associated with development of software are amortised on a straight-line basis over the period of their expected benefit, being their finite life of 3 years.

Website costs

Website development costs are considered to have a finite life of 3 years and will be amortised on a straight-line basis over this period as they are not considered to generate any benefit after this initial three years.

(q) Critical accounting estimates and judgments

The MEAA Board evaluates estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within MEAA.

Key estimates — Impairment

MEAA assesses impairment at each reporting date by evaluating conditions specific to MEAA that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates. No impairment has been recognised. This estimate is most applicable to impairment review of property, equipment and vehicles in Note 9 of this financial report.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account. This estimate of provisions has been applied to Note 13.

Estimation of useful lives of assets

MEAA determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down. Useful lives of assets have been applied to Note 9.

(r) Fair value measurement

MEAA measures financial instruments, such as financial assets at fair value through profit and loss and available-for-sale financial assets, at fair value at each balance sheet date. Fair values of financial instruments measured at amortised cost are disclosed in Note 18. Assets and liabilities measured at fair value are disclosed in Note 19.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible by MEAA. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

MEAA uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

- All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:
- Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities.
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognised in the financial statements on a recurring basis, MEAA determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

(s) Going concern

No going concern financial support was received or given by MEAA to or from another reporting unit during the year ended 30 June 2020.

NOTE 2: REVENUE

Operating activities	2020 \$	2019 \$
Subscriptions and fees	8,071,269	8,080,271
Grants, sponsorships and events income	2,196,883	3,937,780
Interest from financial institutions	209,399	203,287
Rental income	283,507	277,150
Levies	751,990	784,478
Sundry income	1,005,666	823,022
Grants and/or donations – Cash Flow Boost	50,000	-
Grants and/or donations – COVID-19 government assistance	72,000	-
Revenue from recovery of wages activity	-	-
Total revenue	12,640,714	14,105,988

MEAA was not in receipt of any financial support from another reporting unit of the organisation during the year (2019: \$Nil).

(a) Levies

The levies disclosed in total above were in respect of monies collected from membership fees:

	2020 \$	2019 \$
Debt reduction levy	300,782	313,778
Campaign levy	451,208	470,700
Total levies	751,990	784,478

NOTE 3: PROFIT/(LOSS) BEFORE INCOME TAX

Surplus before income tax has been determined after charging the following expenses:

	2020 \$	2019 \$
Finance costs – financial institutions	56,995	66,969
Finance costs – interest on right-of-use assets	17,012	-
Legal fees (other legal costs)	11,091	50,349
Legal fees (litigation)	47,375	120,898
Donations paid – \$1,000 or less	-	60
Donations paid – above \$1,000	-	2,500
Grants paid – \$1,000 or less	-	-
Grants paid – above \$1,000	-	-
Honoraria	16,400	18,264
Audit fees	35,000	32,000
Other services provided by auditors (Equity Trust quarterly residuals audit, FBT review and financial statement preparation)	20,500	20,000
Consideration to employers for payroll deductions	899	2,094
Capitation fees	-	-
Compulsory levies	13,080	12,217
Fees/allowances – meetings and conferences	-	-
Conference and meeting expenses	235,873	151,100
Advertising fees	483	1,351
Penalties – via RO Act or RO Regulations	-	-
Rental expense on operating leases	10,800	65,210

Depreciation and amortisation

	2020 \$	2019 \$
Depreciation of property, equipment and vehicles	314,182	234,432
Amortisation of intangibles	14,360	20,354
Total depreciation and amortisation	328,542	254,786

Net losses from sale/disposal of assets

	2020 \$	2019 \$
Property, equipment and vehicles	-	61,271
Intangibles	-	-
Total net losses from sale/disposal of assets	-	61,271

Employee benefits – office holders

	2020 \$	2019 \$
Salaries	-	-
Annual leave	-	-
Long service leave	-	-
Separation and redundancies	-	-
Superannuation	-	-
Other employee costs	-	-
Total employee benefits to office holders	-	-

Employee benefits – staff other than office holders

	2020 \$	2019 \$
Salaries	6,088,612	5,771,010
Annual leave	477,214	566,651
Long service leave	20,351	28,368
Separation and redundancies	124,971	255,510
Superannuation	763,111	738,475
Other employee costs	557,766	420,492
Total employee benefits to staff other than office holders	8,032,025	7,780,506

(a) Levies

The levies disclosed in total above were in respect of the following funds:

	2020 \$	2019 \$
ACT Journalist Benevolent Fund	2,950	3,120
SA Journalist Benevolent Bund	2,190	1,128
WA Journalist Benevolent Fund	7,940	7,969
Total levies	13,080	12,217

NOTE 3: LOSS/PROFIT BEFORE INCOME TAX (cont.)

(b) Affiliation fees

The affiliation fees disclosed in total above were in respect of the following entities:

Affiliation	Which Members	2020 \$	2019 \$
National			
ACTU	All sections (except Media)	60,811	56,910
State and Territories			
Unions NSW	All sections in NSW (except Media and SOMA)	14,223	17,227
South Coast Labour Council		530	524
Victorian Trades Hall Council	All sections in Victoria (except Media and SOMA)	28,573	28,573
Gippsland Trades & Labour Council		155	154
Ballarat Trades Hall		428	428
Queensland Council of Unions	All sections in QLD (except Media)	7,321	6,720
South Australia United Trades and Labour Council	All sections in SA (except Media and SOMA)	2,244	1,951
Western Australia Trades and Labour Council	All sections in WA (except Media and SOMA)	2,560	2,821
Unions ACT	All sections	2,320	2,295
Unions Tasmania	All sections in TAS	1,614	1,442
Trade union centres – Other			
APHEDA		1,311	1,311
Australian Labor Party			
Australian Labor Party (NSW)	All sections in NSW (except Media and SOMA)	18,436	17,254
Australian Labor Party (SA)	All sections in SA (except Media and SOMA)	2,035	1,852
International			
International Federation of Actors	Equity	26,289	25,625
International Federation of Journalists	Media	39,276	37,251
International Federation of Musicians	SOMA and freelance musicians	5,699	5,543
International Freedom of Expression Exchange (IFEX)		3,108	2,954
Union Network International – MEI	Entertainment, Crew and Sport	15,422	13,375
Professional and policy			
Australian Copyright Council		2,614	3,841
Australian Press Council		113,525	113,453
Chamber of Arts and Culture WA		-	700
Night Time Industries Association		-	2,500
Membership services			
Professionals Australia – Member Advantage Program		16,835	12,815
Total		365,329	357,519

NOTE 4: KEY MANAGEMENT PERSONNEL COMPENSATION

(a) Key management personnel

Names and positions held of key management personnel in office at any time during the financial year are:

Key management personnel	Position
Paul Murphy	Chief Executive

(b) Key management personnel compensation

	2020 \$	2019 \$
Short-term employee benefits		
Salary (including annual leave taken)	197,179	192,118
Annual leave accrued	30,200	13,320
Performance bonus	-	-
Total short-term employee benefits	227,379	205,438
Post-employment benefits		
Superannuation	20,704	20,172
Total post-employment benefits	20,704	20,172
Other long-term benefits		
Long service leave	37,900	32,620
Total other long-term benefits	37,900	32,620
Termination benefits	-	-
Total key management personnel compensation	285,983	258,230

(c) Transactions with key management personnel and their close family members:

	2020 \$	2019 \$
Loans to/from key management personnel	-	-
Other transactions with key management personnel	-	-

Names of Media, Entertainment & Arts Alliance Board (MEAA Board) members and period positions held during the financial year

Simon Collins	Federal President
Marcus Strom	Federal President (Media)
Fiona Donovan	Federal President (ECS)
Cameron Brook	Federal President (Musicians)
Chloe Dallimore	Federal President (Actors Equity)
Karen Percy	Federal Vice-President (Media)
Michael Janda	Federal Vice-President (Media)
Abbe Holmes	Federal Vice-President (Actors Equity)
Jonathan Mill	Federal Vice-President (Actors Equity)
Rosemary Westmore	Federal Vice-President (ECS/Musicians)
Camilla Ah Kin	NSW Branch Board Member
Caleb Cluff	Victoria Branch Board Member
Jason Klarwein	Queensland Branch Board Member (from 8 October 2019)
Martin Saxon	All Other Branches (WA, SA, NT, TAS and ACT)

The MEAA Board have elected not to receive an honorarium for the 2019/2020 financial year. Total honoraria for the MEAA Board in the year to 30 June 2020 was \$Nil (2019: \$Nil). Total honoraria for SOMA Executive was \$16,400 (2019: \$18,264).

Board fees

Fees paid to MEAA employees for sitting on boards or committees are remitted to MEAA. MEAA has appointed two board members that are not employed by the union and therefore these fees are not paid to MEAA.

Other elected officials' compensation

There is no compensation paid to other elected officials.

NOTE 5: CASH AND CASH EQUIVALENTS

	2020 \$	2019 \$
Cash on hand	1,437	2,125
Cash at bank	7,101,581	6,011,405
Term deposits (Money held in trust note 21)	3,300,000	3,300,000
Term deposits (MEAA)	598,917	598,917
Cash held in trust (note 21)	4,324,941	4,453,644
Cash per Cash Flow Statement	15,326,876	14,366,091
Other term deposits	802,949	497,372
Total cash and cash equivalents	16,129,825	14,863,463

NOTE 6: TRADE AND OTHER RECEIVABLES

	2020 \$	2019 \$
Current		
Membership debtors	31,651	46,538
Provision for doubtful debts	-	-
Other receivables	1,506,052	3,102,532
Total current trade and other receivables	1,537,703	3,149,070
Non-current		
Other receivables	100,410	-
Total non-current trade and other receivables	100,410	-

No receivables with another reporting unit were present as at 30 June 2020 (2019: \$Nil)

NOTE 7: OTHER CURRENT ASSETS

	2020 \$	2019 \$
Current		
Prepayments	255,542	304,089
Deposits refundable	800	800
Total other assets	256,342	304,889

NOTE 8: FINANCIAL ASSETS

	2020 \$	2019 \$
Non-current		
Available for sale Financial Assets comprise:		
Listed investments		
Shares at – fair value	1,037	1,037
Shares in listed trusts – at fair value	22,301	20,677
Total available for sale financial assets	23,338	21,714

NOTE 9: PROPERTY, EQUIPMENT AND VEHICLES

		2020 \$	2019 \$
Land and buildings			
Sydney	At cost	5,640,089	5,594,689
	Less accumulated depreciation	(2,865,727)	(2,736,898)
		2,774,362	2,857,791
Brisbane	At cost	48,427	48,427
	Less accumulated depreciation	(18,160)	(8,475)
		30,267	39,952
Adelaide	At cost	204,628	204,628
	Less accumulated depreciation	(133,186)	(128,070)
		71,442	76,558
Melbourne	At cost	1,713,750	1,713,750
	Less accumulated depreciation	(568,743)	(525,898)
		1,145,007	1,187,852
Equipment and vehicles			
	At cost	1,907,784	1,747,793
	Less accumulated depreciation	(1,714,999)	(1,657,670)
		192,785	90,123
Right-of-use assets			
	At cost	246,727	-
	Less accumulated depreciation	(70,378)	-
		176,349	-
Total property, plant and equipment		4,390,212	4,252,276

NOTE 9: PROPERTY, EQUIPMENT AND VEHICLES (cont.)

(a) Movements in carrying amounts

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Land and buildings				Equipment and motor vehicles \$	Right-of-use assets \$	Total \$
	Sydney \$	Brisbane \$	Adelaide \$	Melbourne \$			
Carrying amount at the beginning of year	2,857,791	39,952	76,558	1,187,852	90,123	-	4,252,276
Additions	45,400				159,991	246,727	452,118
Disposals	-	-	-	-	-	-	-
Depreciation expense	(128,829)	(9,685)	(5,116)	(42,845)	(57,329)	(70,378)	(314,182)
Carrying amount at the end of year	2,774,362	30,267	71,442	1,145,007	192,785	176,349	4,390,212

(b) Valuations of land and buildings

The MEAA Board has reviewed the book value of land and buildings and believes that the market value is substantially in excess of the book value. They have reviewed the assumptions used in each valuation and believe the key assumptions remain valid.

The latest valuation of the Sydney property was performed by Jones Lang LaSalle on 30 January 2017, when the property was valued at \$6,700,000. The committee of management believe the carrying value of the land and buildings is less than the fair value less cost to sell at 30 June 2020, and as such no impairment is deemed necessary.

The freehold land and building in Melbourne was independently valued on 28 March 2017 by Jones Lang LaSalle, when the property was valued at \$3,100,000. The valuation was based on capitalisation of net income and direct comparison

approach. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent sales data for similar properties.

The freehold land and building in Adelaide was independently valued on 16 February 2017 by CBRE, when the property was valued at \$375,000. The valuation was based on the market capitalisation and direct sales comparison method. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent sales data for similar properties.

(c) Non-current assets pledged as security

Refer to note 12 for information on non current assets pledged as security.

NOTE 10: INTANGIBLES

	2020 \$	2019 \$
Software		
At cost	126,473	121,862
Less accumulated amortisation	(123,271)	(120,771)
	3,202	1,091
Website		
At cost	289,596	289,596
Less accumulated amortisation	(280,444)	(268,584)
	9,152	21,012
Total intangibles	12,354	22,103

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	2020 \$	2019 \$	Total \$
Balance at the beginning of year	1,091	21,012	22,103
Additions	4,611	-	4,611
Disposals	-	-	-
Amortisation expense	(2,500)	(11,860)	(14,360)
Carrying amount at the end of year	3,202	9,152	12,354

NOTE 11: TRADE AND OTHER PAYABLES

	2020 \$	2019 \$
Current		
Unsecured liabilities		
Trade payables	9,045,257	10,472,180
Goods and services tax payable	198,048	362,862
Creditors and accruals	113,919	154,115
Lease liability	67,885	-
Total current unsecured other liabilities	9,425,109	10,989,157
Non-current		
Unsecured liabilities		
Lease liability	117,610	-
Total non-current unsecured other liabilities	117,610	-

(a) Included in creditors and accruals are the following:

	2020 \$	2019 \$
Litigation	12,800	-
Other legal matters	1,100	22,738
Consideration to employers for payroll deductions	-	-
Employee benefits to staff	780	939
Total	14,680	23,677

(b) Amounts not expected to be settled within the next 12 months

There are no amounts not expected to be settled within the next 12 months.

No payables with another reporting unit were present as at 30 June 2020 (2019: \$Nil).

NOTE 12: BORROWINGS

	2020 \$	2019 \$
Current		
Secured liabilities		
Bank loans	72,600	68,796
Non-current		
Secured liabilities		
Bank loans	729,550	803,937

(a) Bank loans

The bank loan is a fixed term loan for 13 years at a variable interest rate.

(b) Assets pledged as security

The loan is secured by a first registered mortgage over the property owned by MEAA in Redfern, New South Wales.

NOTE 13: PROVISIONS

Employee provisions are split between office holders and other employees as follows:

	2020 \$	2019 \$
Employee provisions – office holders:		
Annual leave	-	-
Long service leave	-	-
Separation and redundancies	-	-
Other provisions	-	-
Subtotal employee provisions – office holders	-	-
Employee provisions – staff:		
Annual leave	756,090	603,710
Long service leave	747,181	661,280
Separation and redundancies	-	-
Other provisions	(657)	(427)
Subtotal employee provisions – staff	1,502,614	1,264,563
Total employee provisions	1,502,614	1,264,563
Current	1,433,724	1,212,363
Non-current	68,890	52,200
Total employee provisions	1,502,614	1,264,563

No staff held positions as Office Holders from 23 April 2015 to the date of this report.

Amounts not expected to be settled within the next 12 months

The current provision for employee benefits includes all unconditional entitlements where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances. The entire amount is presented as current, since MEAA does not have an unconditional right to defer settlement. However, based on past experience, MEAA does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

The following amounts reflect leave that is not expected to be taken within the next 12 months:

	2020 \$	2019 \$
Employee benefits obligation expected to be settled after 12 months	68,890	52,200

	2020 \$	2019 \$
Total employee provisions	1,502,614	1,264,563
Other provisions	-	-
Total provisions	1,502,614	1,264,563

NOTE 14: OTHER LIABILITIES

	2020 \$	2019 \$
Current		
Deferred membership income	31,245	30,277
Deferred other income	1,110,695	773,243
Media Safety & Solidarity Fund	67,901	42,783
Other current liabilities	-	-
Total other liabilities	1,209,841	846,303

(a) Media Safety & Solidarity Fund

Deferred other income includes funds raised and expended by the Media Safety & Solidarity Fund. The following is the movement in the Media Safety & Solidarity Fund:

	2020 \$	2019 \$
Balance as at 1 July	42,783	79,797
Funds raised during the year	52,738	27,789
Payments made during the year	(27,620)	(64,803)
Balance as at 30 June	67,901	42,783

These funds are invested in a separate bank account.

NOTE 15: CASH FLOW INFORMATION

Reconciliation of cash flow from operations with surplus after income tax expense

	2020 \$	2019 \$
Net surplus for the year after income tax expense	752,101	1,459,161
Adjustments for		
Depreciation and amortisation	328,542	254,786
Net losses from sale/disposal of assets	-	61,271
Recognition of right-of-use assets	(246,727)	-
Increase in fair value of available-for-sale financial assets	(1,624)	-
Expenses in relation to Women in Media Reserve	-	(74,769)
Changes in assets and liabilities		
Decrease/(increase) in trade and other receivables and other assets	1,559,504	(2,244,079)
(Decrease)/increase in trade and other payables and other liabilities	(1,082,900)	3,514,897
Increase/(decrease) in provisions	238,051	(29,511)
Net cash provided by operating activities	1,546,947	2,941,756

There were no cash flows to or from other reporting units and/or controlled entities during the year to 30 June 2020 (2019: \$Nil).

NOTE 16: RESERVES

- (a) **Stability Reserve**
The Stability Reserve was set up to advance the working capital of MEAA and has been invested in bank accounts.
- (b) **Equity Foundation Reserve**
The Equity Foundation Reserve has been set up to advance the interests of the Equity Foundation.
- (c) **Symphony Orchestra Musicians' Association (SOMA) Reserve**
The SOMA Reserve has been set up to advance the interests of orchestral musicians.
- (d) **Campaign Reserve**
The Campaign Reserve has been set up to advance the interests of the members.
- (e) **Fighting Fund Reserve**
The Fighting Fund Reserve was set up to assist members undertaking action in support of MEAA objectives or other related activities in support of MEAA objectives.
- (f) **Special Projects Reserve**
The Special Projects Reserve was set up for contingencies, such as legal costs.

NOTE 17: CAPITAL AND LEASING COMMITMENTS

- (a) **Operating lease commitments – as lessee**
The entity had no material commitments as at 30 June 2020 (2019: Nil). With the adoption of AASB 16 Leases during the year, right-of-use assets (Note 9) and corresponding lease liabilities (Note 11) have been recognised with respect to long-term/high-value leases. Remaining lease expenses during the year relate to short-term/low-value leases.
- (b) **Operating lease commitments – as lessor**
Leases are for property rental in Sydney and Melbourne, a mix between a month to month basis and a fixed term, and provisions for fixed increases between 3% and 4%. Future minimum rentals receivable under non-cancellable operating leases as at 30 June 2020 are as follows:

	2020 \$	2019 \$
Receivable – minimum lease payments		
Within one year	211,880	207,120
After one year but not more than two years	86,688	105,915
After two years but not more than three years	39,707	5,592
After three years but not more than four years	-	-
After four years but not more than five years	-	-
After five years	-	-
Total operating lease commitments – as lessor	338,275	318,627

- (c) **Capital expenditure commitments**
There are no material capital expenditure commitments as at 30 June 2020 (2019: \$Nil).

NOTE 18: FINANCIAL RISK MANAGEMENT

	Note	2020 \$	2019 \$
Financial assets			
Cash at bank and on hand	5	7,103,018	6,013,530
Cash held in trust	5	4,324,941	4,453,644
Term deposits (MEAA)	5	598,917	598,917
Term deposits (Equity Trust)	5	3,300,000	3,300,000
Term deposit (Walkley Foundation)	5	802,949	497,372
Loans and receivables	6	1,638,113	3,149,070
Available-for-sale financial assets	8	23,338	21,714
Total financial assets		17,791,276	18,034,247
Financial liabilities at amortised cost:			
Trade and other payables	11	9,045,257	10,472,180
Lease liabilities	11	185,495	-
Borrowings	12	802,150	872,733
Total financial liabilities		10,032,902	11,344,913

MEAA's activities expose it to a variety of financial and market risks (including price risk, credit risk, interest rate risk and liquidity risk). MEAA's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of MEAA.

MEAA's financial instruments consist of cash and cash equivalents, trade and other receivables, available-for-sale financial assets and trade and other payables and borrowings.

MEAA does not have any derivative financial instruments at 30 June 2020.

- i) **Market risk**
MEAA is exposed to equity securities price risk. This arises from investments held by MEAA and classified on the statement of financial position as available-for-sale financial assets.
Market risk associated with investments is overseen by the MEAA Board under policies approved by them.
The MEAA Board monitors the performance of all investments and determines the investment strategy and the selection or disposal of individual investments.
The value of available-for-sale investments held at 30 June 2020 totals \$23,338 (2019: \$21,714) – refer to note 8.

- ii) **Credit risk**
Credit risk is the risk that the other party to a financial instrument will fail to discharge their obligation, resulting in MEAA incurring a financial loss. Credit risk arises from cash and cash equivalents (e.g. deposits held with banks and financial institutions) and trade and other receivables. The credit risk on financial assets of MEAA, which have been recognised in the statement of financial position, are generally the carrying amount of trade and other receivables, net of any provision for impairment. There is no concentration of credit risk with respect to current and non-current receivables as MEAA has a large number of sponsorship and membership receivables that spreads the potential risk of impairment. To mitigate the credit risk associated with balances of cash and cash equivalents held with banks and financial institutions, the MEAA Board have established a policy that these can only be held with AAA-rated entities.
The value of trade and other receivables at 30 June 2020 totals \$1,638,113 (2019: \$3,149,070), refer to note 6. The value of cash and cash equivalents at 30 June 2020 totals \$16,129,825 (2019: \$14,863,463), refer to note 5.

iii) **Foreign currency risk**

MEAA is exposed to foreign currency risk arising from cash or cash equivalents held in foreign currency. The value of the foreign currency balances held at 30 June 2020 totals \$112,322 (2019: \$78,753). To manage the foreign exchange risk, we avoid holding excess amounts of foreign currency.

Sensitivity analysis to foreign currency rates

MEAA has performed a sensitivity analysis relating to its exposure to foreign currency risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity that could result from a change in the foreign currency rates, with all other variables held constant.

	2020 \$	2019 \$
Change in surplus		
Strengthening/weakening in Australian Dollar by 5%	5,349	3,750
Change in equity		
Strengthening/weakening in Australian Dollar by 5%	5,349	3,750

iv) **Interest rate risk**

MEAA is exposed to interest rate risk. This arises from cash and deposits held with financial institutions. The value of cash and cash equivalents at 30 June 2020 totals \$16,129,825 (2019: \$14,863,463), of which \$4,701,866 is held in term deposits (2019: \$4,396,289). Finally, MEAA also has bank borrowings of \$802,150 (2019: \$872,733).

Sensitivity analysis to interest rates

MEAA has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in these risks, with all other variables held constant.

	2020 \$	2019 \$
Change in surplus		
Strengthening/weakening in interest rate by 5%	1,536	3,513
Change in equity		
Strengthening/weakening in interest rate by 5%	1,536	3,513

v) **Liquidity risk**

Vigilant liquidity risk management requires the consolidated entity to maintain sufficient liquid assets (mainly cash and cash equivalents) and available borrowing facilities to be able to pay debts as and when they become due and payable.

MEAA manages liquidity risk by maintaining adequate cash reserves and available borrowing facilities by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

The following financing facilities were available to the group at the end of the reporting period:

Bank loans	2020 \$	2019 \$
Total facilities		
Used at the end of the reporting period	802,150	872,733
Unused at the end of the reporting period	-	-
	802,150	872,733

The bank loan is a fixed term loan for 13 years at a variable interest rate.

Remaining contractual maturities

As at 30 June 2020, MEAA's only long-term financial asset is a \$100,410 loan receivable; while its only long-term financial liability is the \$117,610 non-current portion of lease liability. All other remaining contractual maturities for its financial instrument assets and liabilities are classified as one year or less.

NOTE 19: FAIR VALUE MEASUREMENT

Fair value hierarchy

The following tables detail MEAA's assets and liabilities, measured or disclosed at fair value, using a three-level hierarchy, based on the lowest level of input that is significant to the entire fair value measurement, being:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3: Unobservable inputs for the asset or liability.

	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Consolidated – 2020				
Assets				
Ordinary shares available-for-sale	23,338	-	-	23,338
Total assets	23,338	-	-	23,338
Consolidated – 2019				
Assets	-	-	-	-
Ordinary shares available-for-sale	21,714	-	-	21,714
Total assets	21,714	-	-	21,714

The consolidated disclosure noted above is equal to that of MEAA in its capacity as a parent entity.

There were no transfers between levels during the financial year.

Net fair values of listed investments, classified as available-for-sale financial assets, have been valued at the quoted market bid price at balance date. For other assets and other liabilities, the carrying amounts are assumed to approximate their fair values due to their short-term nature. No financial assets and financial liabilities are readily traded on organised markets in standardised form other than listed investments. The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the statement of financial position and the notes to the financial statements.

NOTE 20: SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or the General Manager (refer s.272 RO Act):

- (1) A member of a reporting unit, or the General Manager (refer s.272 RO Act), may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with an application made under subsection (1).

NOTE 21: MONIES HELD IN TRUST

At year end MEAA was holding in Equity Trust an amount of \$7,624,941 (2019: \$7,753,644). This amount and the corresponding liability are reflected in the Statement of Financial Position of MEAA. The monies received on behalf of the performers are held in trust prior to the quarterly distribution.

Residuals

The Equity Trust is responsible for distributing residual fees (residuals), which are fees paid by distributors to the performers

concerned. They are sometimes referred to as “royalties”, “repeats” or “second usage fees”. These fees are negotiated by MEAA and paid to qualifying performers who work on film or TV productions, after the initial use or exploitation of these productions.

The Equity Trust collects these fees on behalf of the performers and then calculates the residuals for each of them. These calculations are reviewed by MEAA’s external auditors, prior to paying performers each quarter. On occasion, there are discrepancies relating to performers entitlement to residuals or the attributed portion and these need to be resolved before payments are made.

All residual fees received are banked in accounts specifically designated as trust accounts.

The Equity Trust monitors exploitation or sales that may trigger residuals and contacts the producer and distributor when money is due from them. Producers and distributors are required to provide regular reports on all income they have received and residuals owing. The Equity Trust aims to pay out all residuals received, but some performers are difficult to trace.

MEAA Rules provide for the use of those amounts that are not able to be distributed within six years of being received by the Association; they may be applied by MEAA for the interests of the general class of people for whom the money was received, that is, performers. If, after six years, any member can assert a right to any money received, MEAA shall make good that money. Any net interest or related earnings for the interests can also be applied to the interests of performers.

Superannuation contributions

Equity Trust also negotiates, monitors and collects superannuation contributions on behalf of Australian performers working overseas and forwards their entitlement to the appropriate superannuation fund.

	2020 \$	No of Performers	2019 \$	No of Performers
Total owed to cast members at 1 July	7,734,844		5,631,258	
Monies received in the year				
Residuals, claims and super received	16,825,143	5,921	12,517,663	7,191
Monies paid in the year				
Residuals, claims and super paid to performers	(15,343,848)	3,064	(9,211,567)	4,312
Payments made on behalf of performers to MEAA				
Residual Fees deducted from residuals on behalf of members of which \$668,143 was paid including GST of \$60,740 to MEAA as Member Income (2019: \$357,833 which includes GST of \$32,530)	(677,642)		(358,845)	
Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (current)	(178,491)		(196,447)	
Outstanding union subscriptions deducted from residuals on behalf of members and paid to MEAA as member income (non-current)	(4,794)		(5,089)	
Administration fees deducted from residuals on behalf of non-members of which \$493,669 including GST of \$44,879 to MEAA Equity Trust (2019: \$408,264 including GST of \$37,115)	(494,269)		(411,360)	
Amounts paid to MEAA Equity Trust				
Interest Members Equity – term deposit not paid	(12,680)		(19,981)	
Interest Members Equity June paid	19,981		19,212	
Portion of amounts not able to be distributed within six years transferred to MEAA Equity Foundation for the interests of performers (\$185,000 allocated for 2019/2020 & \$40,000 as prepaid reserves)	(225,000)		(230,000)	
Total owed to cast members at 30 June	7,643,244		7,734,844	
The total owed to cast members at 30 June includes distributable amounts that are over six years old	2,096,796		2,024,262	
Interest received on recovered monies				
Interest received on Equity Trust bank accounts, of which \$122,632 (2019: \$140,921) was transferred to the MEAA Equity Trust	120,543		140,802	
Costs of administration (these have been accounted for in MEAA operations)	-		-	

NOTE 22: WALKLEY FOUNDATION

On 15 July 2013 the Walkley Foundation was incorporated as a not-for-profit company limited by guarantee. The Walkley Foundation is managed by the Walkley Trustees, which consists of the Chair of the Walkley Advisory Board, President of the Media section of MEAA, two Vice-Presidents of the Media Section of MEAA and up to two further directors.

The directors are MEAA Media President Marcus Strom, Adele Ferguson, Karen Percy, Michael Janda, Marina Go and Lenore Taylor. Assets, liabilities and reserves of the Walkley Foundation are:

	2020 \$	2019 \$
Current assets		
Cash and cash equivalents	1,926,212	1,720,727
Trade and other receivables	1,279,344	2,878,300
Term deposits	802,949	497,372
Prepayments	44,989	31,030
Total current assets	4,053,494	5,127,429
Non-current assets		
Property, plant and equipment	36,905	71,494
Total non-current assets	36,905	71,494
Total assets	4,090,399	5,198,923
Current liabilities		
Trade and other payables	1,082,346	2,723,995
Deferred revenue	790,989	581,349
Provisions	218,381	166,890
Total current liabilities	2,091,716	3,472,234
Non-current liabilities		
Provisions	1,040	11,840
Total non-current liabilities	1,040	11,840
Total liabilities	2,092,756	3,484,074
Net assets	1,997,643	1,714,849
Equity		
Retained surplus	1,997,643	1,714,849
Total equity	1,997,643	1,714,849

The result for the year to 30 June 2020 in respect of the Walkley Foundation was a surplus of \$282,794 (2019: \$1,008,508).

Foundation key management personnel compensation

As Walkley Foundation has been set up as a separate entity and a subsidiary, the Walkley Foundation is considered to be a related party and all intercompany transactions have been eliminated upon consolidation.

The remuneration of the Walkley Foundation Chief Executive Officer has been disclosed below.

L. Graham, Company Secretary + CEO	2020 \$	2019 \$
Salary	193,893	172,315
Superannuation	19,516	18,093
Termination benefits	-	-
Total	213,409	190,408

In addition to the above gross remuneration, Louisa Graham also received an accrued bonus of \$13,515 (2019: \$17,187).

NOTE 23: EVENTS AFTER THE REPORTING DATE

No matters or circumstances have arisen since the end of the financial year that have significantly affected or may significantly affect the operations of MEAA, the results of those operations, or the state of affairs of MEAA in future financial years.

The financial statements were authorised for issue on 11 November 2020 by the MEAA Board.

NOTE 24: RELATED PARTY TRANSACTIONS

In accordance with AASB 124 there are no other related party transactions as at 30 June 2020 (2019: \$Nil).

NOTE 25: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at 30 June 2020 (2019: \$Nil).

NOTE 26: COMPANY DETAILS

The registered office and principal place of business of MEAA is: 245 Chalmers Street, Redfern NSW 2016.

NOTE 27: BUSINESS COMBINATIONS

No assets or liabilities were acquired due to amalgamation or restructure during the year (2019: \$Nil) or as part of a business combination (2019: \$Nil).

NOTE 28: PAYMENTS TO FORMER RELATED PARTIES

MEAA did not make a payment to a former related party of MEAA during the year ended 30 June 2020 (2019: \$Nil).

NOTE 29: ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

MEAA did not have another entity administer the financial affairs of MEAA for the year ended 30 June 2020 (2019: None).



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Media, Entertainment & Arts Alliance
 Independent Audit Report to the Members of Media, Entertainment & Arts Alliance
REPORT ON THE AUDIT OF THE FINANCIAL REPORT
 For the Financial Year Ended 30 June 2020

Opinion

We have audited the financial report of Media, Entertainment & Arts Alliance (the Reporting Unit) and its controlled entities (the Group), which comprises the consolidated statement of financial position as at 30 June 2020, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year ended 30 June 2020, notes to the financial statements, including a summary of significant accounting policies; the Committee of Management Statement and the subsection 255(2A) report.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Media, Entertainment & Arts Alliance and its controlled entities as at 30 June 2020, and its financial performance and its cash flows for the year ended on that date in accordance with:

- a) the Australian Accounting Standards; and
- b) any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

We declare that management's use of the going concern basis in the preparation of the financial statements of the Reporting Unit is appropriate.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Reporting Unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The Committee of Management is responsible for the other information. The other information obtained at the date of this auditor's report is in the Elected Officers' Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

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In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Committee of Management for the Financial Report

The Committee of Management of the Reporting Unit is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management is responsible for assessing the Reporting Unit's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Committee of Management either intend to liquidate the Reporting Unit or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objective is to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.

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- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

We communicate with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We declare that we are an audit firm where at least one member is a registered auditor and are an auditor registered under the RO Act.

Registration number (as registered by the RO Commissioner under the RO Act): AA2017/28.

SDJA

Simon Joyce
Director
11 November 2020
Sydney, New South Wales

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s.268 Fair Work (Registered Organisations) Act 2009

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

Certificate for the period ended 30 June 2020

I, Simon Collins, being the Federal President of the Media, Entertainment & Arts Alliance, certify:

- that the documents lodged herewith are copies of the full report for the Media, Entertainment & Arts Alliance and controlled entities for the year ended 30 June 2020 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the MEAA on 11 November 2020; and
- that the full report was presented to a meeting of the MEAA Board on 18 November 2020 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Federal President: Simon Collins

Dated 18 November 2020

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