



## MEAA Member's Log of Claims

### *Journalists GNM Enterprise Agreement 2024*

Current clause	Claim	Details
3	Agreement Term	Three-year agreement with a nominal expiry date of 31 March 2027
14	Salary Increase	Fair pay increases that consider cost of living and inflation increases, productivity gains and the aim of attracting and retaining staff including increases to all salaries and allowances in the amount of: <ul style="list-style-type: none"><li>• An increase to all salaries and allowances from 31 March 2024 of 10%.</li><li>• An increase to all salaries and allowances from 31 March 2025 of 6%.</li><li>• An increase to all salaries and allowances from 31 March 2026 of 6%.</li></ul>
	No Loss of Conditions	No loss of existing conditions for current or future staff.
10, 14	Grading and Progression	Changes to the grading and progression clauses of the agreement to ensure grading and progression is consistent with the following principles: <ul style="list-style-type: none"><li>• Each grade has a clear and easily understood definition.</li><li>• Employees understand how they can move from one grade to another</li></ul>
10. 12	Automatic grading progression	Between grades 1 to 5, automatic progression will occur to the next grade on the date of the Employee's 12 month anniversary in their role, provided the Employee has achieved a satisfactory performance review.
33	Pay Gaps	To address gender and race pay gaps in the media industry, and ensure retention and advancement of diverse staff at The Guardian:  A company wide and department specific gender and racial pay equality audit covering pay grades, salaries and employment status, and thereafter annual reporting to MEAA and employees on progress.
	Performance Review Processes	Fair and transparent annual performance review processes contained within the agreement including adequate notice of review and involvement of immediate line managers in decisions regarding progression.

12	Redundancy	<p>12 Redundancy payments</p> <p>12.1 An Employee whose employment is terminated on the ground of redundancy will be entitled to a redundancy payment calculated as two weeks' pay, plus four weeks' pay for each completed year of continuous service, plus pro-rata payment of four weeks' pay for any continuous service less than a completed year;</p> <p>12.1.1 Subject to subclause 12.1.2, the payments will be calculated on an Employee's applicable weekly Grade rate of pay as set out in this Agreement, plus the weekly average of shift allowances, Personal Margin, and weekend penalties (but excluding overtime) over the six months prior to date of termination.</p> <p>12.1.2 Despite subclause 12.1.1, where an Employee who was employed on a full time basis has converted to part-time employment due to personal reasons, including but not limited to return to work from a period of parental leave, caring responsibilities or study responsibilities, the redundancy payments for that Employee will be calculated as an average of the Employee's applicable weekly Grade rate of pay as set out in this Agreement, plus the weekly average of shift allowances, Personal Margin and weekend penalties over the five years prior to the date of termination or 12 months prior to the date of termination, whichever is the greater. The five years will exclude any period of parental leave and any other unpaid leave.</p> <p>12.1.3 The payments provided for under subclause 12.1.2 are in satisfaction of all termination entitlements including notice of termination and redundancy pay under the NES, except the entitlements set out in subclause 12.1.4</p> <p>12.1.4 All outstanding annual leave entitlements will be paid, pro-rata long service leave will be paid after five years of continuous service and a payment for untaken time off in lieu will be paid.</p>
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	Engagement of Freelancers	<p>To enhance job security, it is an objective of the agreement to maximise the use of permanent direct employment with the company.</p> <p>Persons not directly employed by the company who perform work that would otherwise be covered by this agreement (including all editorial work, photography and content making) will receive pay and conditions that do not undercut this agreement).</p> <p>As such, The Company and MEAA will agree to a Freelance Charter of Rights that outlines minimum rates and conditions for freelancers.</p>
	Career Development	<p>Improved career development opportunities including</p> <ul style="list-style-type: none"> <li>• Cadet rotations; and</li> <li>• Mentoring programs; and</li> <li>• A requirement for the internal advertising of vacant positions prior to public advertisement.</li> <li>• Improved pathways to permanency for casual and fixed term employees.</li> </ul>
29	Improved Flexible Work	<p>Improvements to the flexibility provisions of the agreement including:</p> <ul style="list-style-type: none"> <li>• Flexibility about how hours of work are performed;</li> <li>• A presumption in favour of granting requested flexibility;</li> <li>• Amend to ensure consistency with s 65A of the Fair Work Act 2009 (Cth).</li> <li>• Clarity around existing flexibility practices.</li> </ul>
	AI	<p>Recent advances in generative AI have shown the potential benefits and areas of concern for its use in the media industry. Usage of AI for editorial purposes would require prior:</p> <ol style="list-style-type: none"> <li>1. Consultation with staff;</li> <li>2. Endorsement by the majority of staff on its application and usage;</li> <li>3. Commitment that any usage will not undermine the right of staff to uphold the MEAA Journalist Code of Ethics;</li> <li>4. Commitment that any usage of AI will not replace roles at the Guardian.</li> </ol>
7	Dispute Resolution	<p>Improvements to the dispute resolution clause to include:</p> <p>7.1(e) if the dispute is unable to be resolved at the first stage, the Fair Work Commission may then:</p> <ol style="list-style-type: none"> <li>i. Arbitrate the dispute and</li> <li>ii. make a determination that is binding on the parties</li> </ol>
4	Coverage	<p>No extension of the number of exemption positions or headcount of existing exempt positions.</p>
	Legislative Compliance	<p>The agreement shall contain all provisions necessary to be compliant with changes to the Fair Work Act 2009 (Cth) which have been adopted since the approval of the previous agreement.</p>