

MEAA Members' Log of Claims

The Penguin Random House Australia and Media Entertainment and Arts Alliance Publishing Enterprise Agreement 2022



Current clause	Claim	Details
Clause 2	Agreement Term	Three-year agreement with a nominal expiry date of 19 th October 2025.
Clause 13.4	Pay	<p>Fair pay rises that consider cost of living & inflation increases, productivity gains and the aim of attracting and retaining staff.</p> <ul style="list-style-type: none"> • A 6% increase to all salaries and allowances on 1 July 2022 • A 6% increase to all salaries and allowances on 1 July 2023 • A 6% increase to all salaries and allowances on 1 July 2024
	No cuts or loss of conditions	No loss of existing conditions for current or future staff.
	Hybrid work clause	Inclusion of Hybrid Work Policy into the agreement, with improvements and flexibility for part time employees.
Clause 4	Inclusion of Marketing staff	Incorporation of PRH Marketing staff into the agreement.
Clause 23, 24, 25, 26 & 27, 29	Improved leave provisions	<ul style="list-style-type: none"> • Incorporation of superior leave policies into the agreement. • 12 days paid menstrual & menopause leave per calendar year, flexible work from home provisions and restful workspaces. • Increase Domestic & Family violence leave to 20 days paid leave per year. • Ability to purchase annual leave upfront.
Clause 20	Improved Time Off in Lieu system	Consistent and improved approach to Time Off in Lieu, across all departments.
	Onboarding	<ul style="list-style-type: none"> • Commitment to educate all staff including new hires on their current grade and the grading process. • Delegates will be informed of staff commencing employment and a meeting to discuss rights at work & union membership will be arranged.
Clause 12.2	Improved annual review process	Employees may request a grading review earlier than June 30 each year and that request will not be unreasonable refused.

	Gender neutral language	
Schedule A	Removal of Trainee Editor level	