

News Corp MEAA EBA Update





This week your MEAA delegates around the country met with management for our second Enterprise Bargaining Agreement negotiation meeting.







At this meeting, your delegates presented management with **140 of your messages** that told personal and powerful stories of dedicated journalists at breaking point: suffering immense amounts of stress and enormous increases in workload that have not been accompanied by any increase in pay leaving hard working professionals struggling to keep up with the cost of living.



Your delegates read many of these messages out to make sure management heard your voice and acknowledged how their decisions are impacting your lives.

Yet again, management did not provide a pay offer. They responded to a number of your claims for a fairer deal for journalists at a changing News Corp and outlined some changes to allowances and conditions they would be seeking.

MEAA Log of Claims	News Corp Response	Agreed?
A fair pay rise that considers cost of living increases, productivity gains and employee work intensification.	Again, management did not have a pay offer for us.	?
All allowances to increase by the annual wage increases provided for in the enterprise agreement.	<p>Management seek to match all allowances with CPI rather than in accordance with pay offer. This would make these allowances significantly more complicated for employees to calculate as CPI changes regularly.</p> <p>They also wish to make changes to evening wear allowances (move all current evening wear allowances to the single rate, which would be the current higher Metro rate)</p> <p>Management seek to remove the photographic tool allowance and the photographic motor vehicle allowance.</p> <ul style="list-style-type: none"> • Quest : mobile phone allowance of \$10.83 per week (54.4) (54.3) • 54.6 b1, allowance to Messenger photographers 	X

<p>No loss or grandfathering of existing conditions.</p>	<p>Management want to employ casuals at any grading level. At present, casuals cannot be employed below a grade 3 pay at metro papers, grade 2 on regional and community papers. This change would allow them to employ casuals at grade 1. The intention of the current agreement clause is to prevent the casualisation of journalists at News, and provide young employees with the security of permanent employment.</p> <p>Management also want new editorial <i>Manly Daily</i> employees to come under generic News Local rates of pay.</p> <p>They have flagged that there could be more claims to come at the next meeting, although do not expect there to be any other major cuts to conditions.</p>	
<p>Note: we proposed that annualised salaries which leave staff worse off than those covered by the EBA be abolished as part of this the above claim</p>	<p>Wish to keep the clause in order to give the workplace "flexibility".</p> <p>Argued that "where there are not specific exemptions in annualised contracts, all employees are still covered by the EBA" (We know that these exemptions often remove redundancy entitlements, exclude employees from the annual EBA pay increase, penalty rates etc.)</p>	
<p>Improved access to time off in lieu/overtime.</p>	<p>Management have taken this away for consideration.</p>	
<p>Improved annual leave process.</p>	<p>Your voices and complaints have been heard and management have said they want to change the current clause for clarity.</p> <p>The principle issue is a question of how much annual leave an employee has a right to retain without being instructed to take it.</p> <p>Management have proposed a base of less than 10 days.</p>	

<p>Dispute resolution clause to include a provision for the Fair Work Commission to arbitrate if a matter is not settled through conciliation.</p>	<p>While Management have accepted some sections of the proposed clause, the most substantial parts of the clause were rejected.</p> <p>One of the main reasons management gave for rejecting the clause was that they felt they would need to hire more IR employees to deal with increased workload that would likely follow any move to enshrine arbitration before the Fair Work Commission in the EBA.</p>	
<p>Automatic pay scale progression and grading review.</p>	<p>Management want to allow Editors to maintain a level of “discretion when it comes to determining employees’ pay.”</p>	
<p>Clarification of enterprise agreement exemptions</p>	<p>Management have taken this away for consideration.</p>	
<p>Recognising the disruption that family violence has on the lives – including the working lives –of its victims and the community, access to an additional 20 days paid leave (non-cumulative) for employees trying to escape family violence situations, and guaranteed access to information and appropriate support services for such employees.</p>	<p>Management are reviewing their options and have asked for information from the union on other organisations who have included this. The current preference would be to have this in company policy rather than EBA (although policy can be changed by the company at any time, whereas the EBA holds more protection for employees)</p>	
<p>That the MEAA model clause regarding sexual harassment be inserted into the agreement.</p>	<p>Do not believe it is necessary and believe it will make it more complicated</p>	
<p>That the superannuation clause be amended to recognise paid and unpaid periods of parental leave.</p>	<p>Management acknowledge that periods of leave from the workforce for the purpose of caring responsibilities financially disadvantage women far more than men. Despite this, they said they are not prepared to go any further than they currently have (10 weeks of paid parental leave for primary carer) towards closing the gender pay and superannuation gap in the</p>	

	industry.	
Delegate training leave	Open to including this, seek to amend the clause to provide more notice before leave, a cap of number of delegates per masthead, and a cap on the number of days' leave available.	
2 year Agreement with a nominal expiry date of 30 June 2020.	Management did not see a 2 year agreement as a problem but kept door open for a 3 year agreement.	

What next?

The only way we will win fair pay, genuine career progression, and safe, reasonable working conditions is with a strong union. We need management to know that journalists at News Corp are united and stand together behind these claims.

If you are not yet a MEAA member, now is the time to join.

If you have not yet written your own message to News Corp, its not too late to join your colleagues and send News a powerful message. We will continue to present messages to management at the next meeting. The more we have, the stronger our collective voice becomes.

To join with your colleagues and stand together for fairness and equity at News, and to write your message to management speak to your delegates or your State MEAA organiser.

MEAA News Corp Organisers

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Your MEAA Delegates will be meeting with management for the next bargaining meeting on Tuesday 15 May.