

EBA Update: Your messages forced News to provide a pay offer... but they are trying to casualise your newsroom.

The pay offer is 2%. This is a positive move from the 1.25% increase that you received in 2016 and this move is absolutely down to you standing together as a union and sending a strong collective message: **journalists here won't accept anything less.**

Management conceded they would not have reached this offer “without a very clear explanation of what (journalists) concerns are.” **Members’ collective actions moved management.**

Unfortunately the offer has a sting in the tail - management are seeking to change grading for casuals. At present, casuals cannot be employed **below a pay grade of j3 at metro papers or j2 on regional/ community papers.**

This union-won right, and expense to the company, is the primary protection from the complete casualisation of our newsrooms. It ensures that News Corp employs young journos on secure, permanent employment which includes paid sick and annual leave, and protection from unfair dismissal among other rights. If News feel they need to employ journalists on a casual basis, they must pay them more.

Management’s proposed change would allow them to employ new casuals at any grade, including j1.

If News can employ journalists on a casual basis at such a low rate, there is nothing to protect us from complete casualisation of our profession and the subsequent swift erosion of journalists’ rights at work.

MEAA Log of Claims	News Corp Response	Status
A fair pay rise that considers cost of living increases, productivity gains and employee work intensification.	2% per annum for 3 years.	Considering improved offer
All allowances to increase by the annual wage increases provided for in the enterprise agreement.	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.	Allowances to move with CPI

<p>No loss or grandfathering of existing conditions .</p>	<p>See casual claim (below)</p>	<p>Agreed in part</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>Not agreed</p>
<p>Improved access to time off in lieu/overtime.</p>	<p>Management have proposed to remove this discussion from EBA negotiations.</p> <p>They commit to changing the process but wish to hold consultation discussions at a later date.</p> <p>As part of the changes in payroll there will be automation of timesheets but there is no timeframe for when it is due to hit editorial.</p>	<p>Engage in further consultation</p>
<p>Improved annual leave process.</p>	<p>Management’s position has shifted towards inserting a bank of 10 days leave that employees can retain each year.</p> <p>While this is an improvement on the current reality that many members face, it is not up to the standards of most workplaces in the country which provide for a minimum bank of 20 days.</p>	<p>For further discussion</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 (arbitration) were rejected.</p>	<p>Not agreed</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>Not agreed</p>
<p>Clarification of enterprise agreement exemptions</p>	<p>Management are willing to discuss.</p>	<p>For further discussion</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.	Management request that we remove this claim from bargaining to later consultation. They prefer to put a family violence leave clause in company policy and not in EBA.	For further discussion
That the MEAA model clause regarding sexual harassment be inserted into the agreement.	Do not believe it is necessary and believe it will make current processes more complicated.	Not agreed
That the superannuation clause be amended to recognise paid and unpaid periods of parental leave .	Management remain unwilling 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 industry.	Not agreed
Delegate training leave	Management agreed to this clause with the exception of determining the number of days allowed.	Agreed

MANAGEMENT CLAIMS

News Corp Claims	Current MEAA response	Agreed?
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. Removing this condition would undoubtedly lead to the swift deterioration of journalists' rights at News Corp.	Not agreed
Management also want new editorial Manly Daily employees to come under generic News Local rates of pay.	We are taking this away for consideration and consultation with all members.	For further discussion
Changes to evening wear	The current MEAA response to this	For further

<p>allowances (move all current evening wear allowances to the single rate, which would be the current higher Metro rate)</p>	<p>is that we will only accept these changes if no single worker is worse off.</p>	<p>discussion</p>
<p>Remove the photographic tool allowance and the photographic motor vehicle allowance.</p>	<p>The current MEAA response to this is that we will only accept these changes if no single worker is worse off.</p>	<p>For further discussion</p>

What next?

In the next week your delegates and organisers will be holding report back meetings in your workplace. It is very important that you attend these meetings and make your voice heard.

We know that when journalists come together, News listen to us. Just as they are doing on our demand for a reasonable pay offer.

If you think that the casualisation of your work is not right, stand with your colleagues and make our collective voice against the erosion of our rights stronger!

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

To join with your colleagues and stand together for fairness and equity at News, 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 12th June.