

The Australian Financial Review, the Sydney Morning Herald, The Age, Brisbane Times and WA Today Journalists Enterprise Agreement 2022



Claims Status – May 6, 2022

MEAA Member Claim	Nine Publishing Response
Three-year agreement with a nominal expiry date of 30 June 2025.	Agreed in principle.
<p>Fair pay rises that consider cost of living increases, productivity gains and the aim of attracting and retain staff. Those pay rises to be:</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 	2% p.a. base rate increase if no changes to merit pool are agreed to 2.5% p.a. base rate increase if merit pool increases are agreed to.
No loss or red circling of existing conditions.	
Adoption of a clause ensuring workplace diversity and inclusion.	Agreed in principle – Nine providing proposed clause to MEAA in response to MEAA proposed clause.
<p>Improved automatic grading: The Company will progress Employees through Grades 4 to 7 as follows:</p> <p>(a) Grade 4 to Grade 5</p> <p>Subject to satisfactory performance (including any required training), an Employee will be promoted from Grade 4 to Grade 5 after no more than twelve months of continuous employment at Grade 4.</p> <p>(b) Grade 5 to Grade 6</p> <p>Subject to satisfactory performance (including any required training), an Employee will be promoted from Grade 5 to Grade 6 after no more than twelve months of continuous employment at Grade 5.</p> <p>(c) Grade 6 to Grade 7</p> <p>Subject to satisfactory performance (including any required training), an Employee will be promoted from Grade 6 to Grade 7 after no more than twelve months of continuous employment at Grade 6.</p>	Considering.
Incorporation of Charter of Editorial Independence into the agreement.	Has concerns around putting in EBA but willing to look at avenues to codify outside EBA.
<p>That the Agreement state that in order to enhance job security, it is an objective of the Agreement to maximise the use of permanent direct employment at the Company.</p> <p>That the Company, consistent with the above, agrees that work that is performed by persons not directly employed by the Company and that would otherwise be covered by the Agreement will only be accepted by the Company</p>	Company sees problems with mechanics of this – would need to see how it could work practically.

if those persons who perform the work receive wages and conditions that are no less favourable than that provided for in the Agreement.	
That all internships are paid according to an agreed level in the agreement.	Considering.
Incorporation of superior parental leave policies into the agreement.	Agreed.
Incorporation of Pedestrian staff into the enterprise agreement.	Rejected.
Improved training opportunities in Brisbane and Perth.	Agreed – will get back to MEAA with ways to address outside of EBA.
Dispute resolution - Improvement to the current dispute resolution clause to include arbitration as of right.	Rejected.
6 weeks' notice of roster.	Considering.
Codification and improvement of working from home arrangements.	Considering.
Confirmation that where directed to take annual leave, employees retain a reasonable accrued annual leave entitlement.	Considering.

Nine Publishing Claim	MEAA Response
Increase the size of the merit pool budget by removing threshold cap and distribute merit pay across all grades. Also prepared to consider an additional marginal rate of increase connected to productivity targets.	Concerns that this simply shifts more of the available pool of money from guaranteed base rate increases to discretionary increases.
Remove current restriction on engaging casuals below Grade 3 and part timers below Grade 2.	Rejected.
Removing Evening Attire Allowance and Spectacle Allowance.	Seeking further information.
Replacing EBA's casual conversion clause with casual conversion clause from Fair Work Act.	Considering.
Remove outdated terms around cadet progression linked to "words per minute shorthand."	Nine to provide proposed amended clause.
Buyout EBA and CAM allowances for the two people who receive each allowance.	Agreed in principle subject to the four employees retaining benefit.
Update Days Off Duty clause to provide additional flexibility so that company and employee may agree that an employee's roster may be adjusted so that they have 4 days off duty per fortnight (as opposed to strictly 2 days off in each Monday-Sunday week period) which would allow flexibility for full time	This matter is currently the subject of a dispute and will need to be discussed further, but in any case, MEAA claims

employees to have consecutive days off if required to work on a Saturday or have a "3 day weekend."	penalties retrospectively where these haven't been paid.
Simplification of VDT Breaks clause.	Nine to provide proposed amended clause.
Update Shift Penalty Hours Worked clause and Overtime clause to reflect current practice that penalties/overtime are reported by exception (as opposed to requiring that employee keep timesheets for every hour worked).	Considering.
Simplify and clarify 50/52 Program clause and delete 48/52 Program Trial clause.	Considering.