

# *The MEAA Charter of Good Jobs in Digital Media*

*Workers in media are ready to stand together for jobs that are fairly paid, respected and have safe hours of work. A good job in digital media means:*

- 1. There are consistent and fair job descriptions and pay across the industry.*
- 2. We work for organisations that actively hire, retain and promote people from diverse backgrounds.*
- 3. There is access to professional development opportunities.*
- 4. Where editors and managers communicate near- and long-term changes within the workplace and industry that will shape our roles.*
- 5. We have a voice in decisions at our workplaces and in our industry through our union.*
- 6. We have an efficient way to resolve work disputes that is local, where decision-makers are known to staff and have the power to make decisions and, staff are informed about the process.*
- 7. Safety issues at work like excessive hours are actively managed. That could mean penalty rates for unsociable working hours, being paid overtime and workload management.*
- 8. Employers that operate globally acknowledge the contributions of their Australian employees to their businesses. That international media companies reward and remunerate local staff in ways that are fair and equivalent to their overseas colleagues.*
- 9. Journalists and producers should not be compelled to rewrite the work of others without giving sufficient credit to the original author.*
- 10. Journalists reserve the right to remove their name if ethical standards are breached or if the copy has been significantly changed.*

