



EBA Bulletin 4

December 11, 2008

No pay offer, back pay promise

The second round of negotiations between delegates and officials from your union and News Limited management was held in Sydney yesterday. News Limited's Group Employee Relations Manager, Andrew Biocca, said the company will be in a better position to make a "reasonable" pay offer when both parties meet next month. The company has also assured that if negotiations, in good faith, go beyond January, the operative date for the new agreement will be from 1 January 2009 and back pay will be calculated to this date.

Our Claim	Company's response
Maternity Leave of 10 weeks.	Will be included in the new agreement.
Casual Loading – increase to 25%.	Rejected – they receive the same pay rises as permanent staff.
Automatic Progression – through to grade 4.	The company has indicated it will "give it some thought"
Online Reporting.	The company acknowledged the extra workload tied with online reporting. This will be taken into account when making the pay offer next month.
Locomotion Allowance – extend the standing rate received by photographers at Cumberland to all other groups.	A response will be made in the next round of negotiations.
Higher Duties Allowance – should be given to staff undertaking senior roles.	The company will consider after having a look at similar clauses from other agreements including Cumberland's EBA.
Consultation.	A draft clause (attached) has been prepared by the company which could be included in the new agreement.
Company's claim	Our response
Casuals - J1 to be as the starting minimum grade for casuals.	Rejected – the company was told the members were strongly against this proposal. Members reported that students are more likely to be taken on as interns with no pay.
Cadets – should successfully complete online training course (on their own time) to progress to the next level.	Agreed that training is important but the company should allocate time during working hours.
Spectacle Allowance - cost of lenses be capped at \$114.95.	The Alliance will obtain quotes from optometrists in Sydney, Melbourne and Brisbane and work out average basic lens cost.
Hours of work - the company wants to change the method of working the 38 hour week (9 day fortnight or 4 day week) with 1 month's notice	Strongly against this change. The Alliance however flagged the idea of grandfathering the provision of working the 9 day fortnight or 4 days week for current employees.

The next round of talks will be held on 21 January 2009.

Company's draft Consultation clause

X. Consultation

X.1 The Company's duty to notify employees and the MEAA on the introduction of change is outlined in clause 22.2

X.2 Members will be consulted regularly about any matters, as determined by the Company, relating to the business, day-to-day work requirements and any other matters relating to the employment that impacts members

X.3 The Company will provide members with feedback on their individual performance, either through formal processes such as the Performance Achievement Review process and/or other informal processes

X.4 Elected MEAA member representatives may seek meetings with Company nominated representatives to discuss any matters and/or concerns relating to the employment of members. At the request of either, consultation may include:

- a) Attending and participating in meetings at reasonable time;
- b) Disclosing any relevant information in a timely manner (subject to appropriate protecting, privacy, and confidentiality for commercial in confidence information);
- c) responding to any proposals made by a party in a timely fashion;
- d) Giving genuine consideration to the proposals of the other parties and providing reasons for their responses.

X.5 For the avoidance of doubt, nothing in this agreement shall restrict the Company's capacity to make any changes to production, program, organisation, structure or technology (refer clause 22.2), redundancies (clause 22.4) or other business decisions.

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If you're on an AWA you can still be a member

Queries or comments? Contact your house committee delegate or Alliance organiser:

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