

THE MEDIA ALLIANCE

Your rights at a glance



COUNTRY PRESS AUSTRALIA CERTIFIED AGREEMENT 2008-2011 JOURNALISTS (COUNTRY NON-DAILY NEWSPAPERS) AWARD 1998

Updated June 2008

Application

This Award applies to Alliance members employed as journalists, artists and photographers on country non-daily newspapers or associated publications that are members of Country Press (Rural Press and independents; does not apply to News Ltd or APN).

Grade 8:

Grade 8 do not receive shift penalties or overtime and do not work to a 38 hour week.

Shift Penalties

If you work a shift which falls within the following spread of hours, you receive a shift allowance. The shift allowance is paid on your whole shift, not just the hours that fall in the penalty period.

Shift	Allowance
6am – 7am	10%
6pm – 8.30pm	10%
8.30pm – 6am	15%

If you are a Cadet or Grade 6 or below, your shift allowances are based on your rate of pay. For Grade 7 you receive the penalties assessed on the Grade 6 rate of pay

Annual leave & Public Holidays

You are entitled to six weeks annual leave with a 17.5% leave loading on that leave.

If Christmas Day or Good Friday falls within your period of annual leave you are entitled to an extra day's annual leave or to be paid double time for one day.

Your annual leave may be reduced if your employer gives you paid leave on public holidays (excluding Christmas Day and Good Friday). Your leave is reduced by the number of paid public holidays taken, up to a maximum of 7 days.

Annual leave must be taken within six months of it falling due unless you and your employer agree to postpone it. You should be given at least four weeks notice of the leave.

Sick Leave

You are entitled to 1 week of sick leave in the first 6 months of employment. After 6 months you are entitled to the following:

- 1st four weeks – full pay
- 2nd four weeks – half pay
- 3rd four weeks – quarter pay
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After five years of continuous employment the periods of leave are increased as follows:

- 1st six weeks – full pay
- next four weeks – half pay
- next four weeks – quarter pay

Your employer may require you to provide a doctor's certificate.

Carer's Leave

An employee (other than a casual) is entitled to use up to 5 days sick leave each year to care for a relative, partner or member of their household. With your employer's consent you can take unpaid leave for the same purpose.

Hours of work

Ordinary hours of work on any day shall be no less than four and no more than eleven hours in one day.

The 38 hour week can be worked in a variety of ways. The particular method will depend on agreement on a section basis with your employer. The employer cannot unilaterally determine how you will work eg a five day week.

The methods are:

- 38 hours on four days in a five day working week;
- 38 hours on five days in a five day working week;
- 19 day month, by working 40 hours in three weeks and 32 hours in the fourth week;
- 9 day fortnight, by working 42 hours and 20 minutes in one week and 33 hours and 40 minutes in the next.

Overtime:

Any amount paid to a member in excess of the minimum rate of pay shall not be counted as a set-off against overtime. The employer needs to pay for overtime on top of award payments.

Daily overtime

Is all time worked beyond eleven hours in any one day. Overtime is compensated for in one of the following ways:

- a) for the first 2 hours of overtime your employer may either give you time off in lieu at the rate of time and one half within the following week, or pay you at the rate of time and one half.
- b) all overtime in excess of 2 hours is paid at double time.
- c) time spent on training outside your normal shift shall be compensated for at the rate of time off in lieu at single time.

Weekly overtime

Is all time worked beyond 38 hours in any one week (or the equivalent for longer work cycles) but excluding time already paid for/given off. Weekly overtime is compensated for in one of the following ways:

- a) For the first nine hours of weekly overtime your employer may either give you the time off duty in the succeeding week or pay for it at the rate of time and one half.
- b) All overtime beyond nine hours and up to twelve hours must be paid at the rate of time and one half.
- c) All overtime beyond twelve hours must be paid for at double time.

Extra Shift

If you do not get your full days off in a particular week you are entitled to **double time** for the hours you worked on the extra days with a minimum payment of 2 hours for a half day and four hours for a full day.

Insufficient Break

If you recommence work within ten hours of finishing you must be paid overtime for the time worked before the ten hours has expired. The same procedure for daily overtime should be followed for determining if you are to be paid or have time off.

If you get less than 8 hours break you get double time for the hours worked up to the ten hours.

If the break was more than eight hours but less than ten you are entitled to **time and a half** for each hour worked up to the ten hour break.

You and your employer may agree for you to take overtime as time off in lieu at a mutually agreeable time. If you choose to do so, the agreement must be in writing. Your employer cannot force you to agree – the choice is yours.

Resigning

If you resign you must give the following notice based on your length of service:

First 26 weeks of service (any grade)	1 week
After 26 weeks	
Grades 7 &- 8	6 weeks
Grades 1 to 6	4 weeks
Cadets	2 weeks

If you fail to serve the notice you may forfeit any wages you are owed. This does not include accrued annual leave and long service leave.

Allowances & Expenses

You are entitled to be paid reasonable out of pocket expenses.

Motor Vehicle Allowance:

If you are required to use your private motor vehicle for work purposes you shall be paid at least the following rates:

Engine Size	Cents / km
Less than 1600cc	47c
1600-2600cc	51c
Over 2600cc	58c

Meal Allowance:

You are entitled to a meal allowance of **\$14.20** if your work requires you to take more than 1 meal away from home on the one day. "Meal" means breakfast, lunch or dinner. Your employer may require proof that you have paid for the meals.

Photographic Allowance:

You are entitled to a payment of **\$2.00** per photograph published.

Eyewear allowance:

You are entitled to an eye test at the company's expense every two years if required.

Should you be prescribed spectacles for working at a computer screen, the company will pay the **full cost of the lens** and up to **\$105.00** on the cost of the frames, or up to **\$213.00** on the cost of contact lenses.

Higher Duties:

When you relieve the editor (or the senior journalist where there is no editor on-site) for a period of not less than four consecutive weeks you are entitled to an additional allowance of 5% of your ordinary salary for the entire period

Emergency Services Training:

You can now use up to two days' paid sick leave per year to attend accredited emergency services training. This means you do not need to use up your annual leave.

Permanent part-time work

The weekly rate of pay for permanent part-time work is the pro-rata equivalent of full-time rates.

Permanent part-time workers should work less than 32 ordinary hours per week with a minimum of 4 hours per shift. You are entitled to pro-rata annual leave, sick leave and other conditions of employment. Part-time hours of work should be agreed in writing between you and your employer and can only be altered if you both agree. However, the employer may change the way the hours are worked with 7 days' notice in writing to you, provided the total number of hours worked per week does not change.

Casuals

Casuals receive a loading in lieu of annual leave, sick leave and other benefits of permanency.

Casuals are graded at either Grade 2 (if less than 12 months' journalistic experience) or Grade 4.

As a casual you must receive overtime penalties after 8 hours' work in any one day.

Cadets

A cadetship is for training in the basics of journalism or photography. The period of cadetship shall not exceed 3 years.

As a cadet you are entitled to 4 hours paid leave each week to attend typing and shorthand courses. Your employer must pay the fees and the cost of books for relevant training if your progress is satisfactory.

Superannuation

Your employer must pay an amount equivalent to 9% of your pay into JUST Super or an approved company fund. JUST Super is the only fund that is fully portable through journalism.

JUST Super is the media industry fund supervised by a board of union and employer trustees. Go to www.just.com.au.

Parental leave

Female full-time and part-time employees, with at least three years service with their employer, shall be entitled to six weeks paid maternity leave at their ordinary rate of pay and up to a further 46 weeks unpaid maternity. In all other regards, clause 22 of the award shall continue to apply.

Apart from 1 week at the time of birth you and your spouse cannot take parental leave at the same time.

On your return from work you are entitled to your old position back. If that position has been abolished you are entitled to a position of comparable status and salary.

Minimum weekly rates of pay before tax:

Note: interim rates as EBA negotiations ongoing

Grade	1/04/08	1/04/09	1/04/10
Grade 1	\$705.20	\$729.90	755.40
Grade 2	\$751.70	\$778.00	805.20
Grade 3	\$797.30	\$825.20	854.10
Grade 4	\$828.10	\$857.10	887.10
Grade 5	\$858.70	\$888.80	919.90
Grade 6	\$920.40	\$952.60	985.90
Grade 7	\$1042.60	\$1079.10	1116.90
Grade 8	\$1104.10	\$1142.70	1182.70

Cadets

Year 1	\$423.10	\$437.90	453.20
Year 2	\$529.00	\$547.50	566.70
Year 3	\$599.50	\$620.50	642.20



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