

MINIMUM WEEKLY RATES OF PAY

Grade	1 Sep 08		1 Jan 09		1 Sep 09		1 Jan 10	
	JAPE	SEDA	JAPE	SEDA	JAPE	SEDA	JAPE	SEDA
C Yr 3	799.80	831.80	817.80	850.50	834.20	867.50	850.90	884.90
1	859.60	894.00	878.90	914.10	896.50	932.40	914.40	951.00
2	971.60	1,010.60	993.50	1,033.30	1,013.40	1,054.00	1,033.70	1,075.10
3	1,121.30	1,166.20	1,146.50	1,192.40	1,169.40	1,216.20	1,192.80	1,240.50
4	1,195.90	1,243.80	1,222.80	1,271.80	1,247.30	1,297.20	1,272.20	1,323.10
5	1,267.60	1,318.40	1,293.00	1,344.80	1,315.60	1,368.30	1,338.60	1,392.20
6	1,379.60	1,434.50	1,407.20	1,463.20	1,431.80	1,488.80	1,456.90	1,514.90
7	1,491.30	1,550.90	1,521.10	1,581.90	1,547.70	1,609.60	1,574.80	1,637.80
8	1,547.10	1,609.10	1,578.00	1,641.30	1,605.60	1,670.00	1,633.70	1,699.20
9	1,789.60	1,861.20	1,825.40	1,898.40	1,857.30	1,931.60	1,889.80	1,965.40
10	2,050.50	2,132.50	2,091.50	2,175.20	2,128.10	2,213.30	2,165.30	2,252.00

JAPE = Journalists, Artists, Photographers and Editorial operators.

SEDA = Sub-Editors and Design Artists – includes 4% INL allowance (CAM Allowance not included).

SUPER A GRADE

Members graded at J10 and whose annual salary is more than:

- (a) \$115,224 as at 1 July 2008; (b) \$119,879 as at 1 July 2009;
 (c) \$124,112 as at 1 July 2010; and (d) \$128,494 as at 30 June 2011,

do not receive the regular pay rise, but are eligible for an increase in salary from a merit pool equal to 3% of the value of the masthead's grade rates for Super A grade employees.

WEEKLY EBAM PAYMENTS

Members employed prior to 30 September 2000 receive Editorial Bargaining Agreement Margin (EBAM) payments as part of the 1997 Enterprise Agreement. Members who commenced employment:

Prior to 31 December 1997 receive EBAM A, between 1 Jan 1998 and 30 June 1998 EBAM B,
 between 1 July 1998 and 30 June 1999 EBAM C, between 1 July 1999 and 30 Sept 2000 EBAM D.

Grade	EBAM A		EBAM B		EBAM C		EBAM D	
	JAPE	SEDA	JAPE	SEDA	JAPE	SEDA	JAPE	SEDA
C Yr 3	34.90	40.20	28.80	33.10	19.90	22.90	12.00	13.80
1	37.50	43.20	30.90	35.30	21.40	24.50	12.90	14.80
2	42.40	48.50	35.00	40.10	24.20	27.70	14.60	16.60
3	49.00	55.70	40.40	45.70	27.90	31.80	16.80	19.10
4	52.20	59.40	43.10	48.70	29.70	33.80	17.90	20.40
5	55.50	63.10	45.70	51.70	31.60	35.90	19.00	21.60
6	59.90	67.70	49.40	55.40	34.10	38.60	20.60	23.20
7	64.50	72.30	53.10	59.30	36.60	41.20	22.10	24.80
8	66.60	74.60	54.90	61.60	37.90	42.40	22.80	25.60
9	71.20	75.50	58.60	62.10	40.50	42.90	24.40	25.90
10	81.50	86.30	67.10	71.00	46.40	49.10	28.00	29.60

Copyright Payment

The licence fee for copyright collected by the Alliance on behalf of journalists, artists and photographers employed by Fairfax is due by 15 December each year. The payment covers the financial year and consists of the dividend from a nominal 1% of issued Fairfax shares, plus \$1 for each non-commercial photograph sale. This sum is divided equally amongst editorial employees with part-time and casual employees receiving a pro-rata payment based on the hours worked in the year. Members who worked part of the year and have since resigned (or taken redundancy) are also entitled to a payment.

In the year 2006/2007, the payment was \$1,961.33 for an employee who worked the maximum 1976 hours.

THE MEDIA ALLIANCE

Your rights at a glance

FAIRFAX MEDIA - METROPOLITAN JOURNALISTS COLLECTIVE AGREEMENT 2008 - 2011



This summary applies to editorial staff at Sydney Morning Herald, Sun-Herald, The Age, Sunday Age, Australian Financial Review, BRW, FBM, Newcastle Herald, and the Illawarra Mercury.

Grades 9 and 10

Grades 9 and 10 don't receive shift penalties or overtime and don't work to a 38 hour week. They are entitled to two clear days off per 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.

The allowances are either annualised or paid per shift, depending on your workplace.

Shift	Annualised	Per shift
6am – 7am	8.73%	10%
6pm – 8.30pm	8.73%	10%
8.30pm – 6am	15.28%	17.5%
Midnight Fri to Midnight Sun	8.73%	10%

Other than the weekend allowance, shift penalties are not cumulative. Where any shift attracts both penalties, the higher percentage only shall apply. Penalties are paid at the grade rate, but not exceeding the Grade 5 rate.

Annual leave

After 45 weeks and 4 days from commencement of your employment you are entitled to 6 weeks and 3 days annual leave. The 17.5% annual leave loading has been incorporated into the base rates.

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.

Sick Leave

Members are entitled to all reasonable sick leave. You may be required to show a medical certificate.

If hospitalised during annual leave, you're entitled to substitute annual leave for an equivalent period. Members with more than five years' service who are sick for at least five days (with a medical certificate) can also substitute annual leave.

Family Leave

When normal care for a dependent has broken down you are entitled to take leave to provide care.

Long Service Leave

All employees are entitled to long service leave in accordance with the Long Service Leave Act (NSW), which provides for 8.66 weeks leave after 10 years service.

50/52 Employment model

With approval from the Editor, up to two weeks' unpaid leave per year can be taken with annual leave. The member receives a reduced weekly rate over 52 weeks (50÷52), and must take 8 weeks and 3 days annual leave in each year.

Progression through the grades

Subject to satisfactory performance, members will be upgraded:

- J1 to J2 after no more than 2 years as J1
 J2 to J3 after no more than 2 years as J2
 J3 to J4 after no more than 2 years as J3

Christmas Day and Good Friday

In the fortnights these days fall, your hours of work are reduced by eight. Should you not receive this extra day off, you will be paid double time.

NB: Part time members receive this benefit on a pro-rata basis. Eg. if you work three days a week you get 4.8 hours (60% of 8 hours) off, or payment at double time.

Rosters

The starting and finishing times of shifts must be rostered 14 days in advance.

Hours of work

Ordinary hours of duty shall be an average of 38 hours per week, with 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 that allow an extra day off (RDO) per week per fortnight or per month. The particular method will depend on agreement on a section by section basis with your employer.

Overtime

Other than those in grades 9 and 10, any amount paid in excess of the minimum grade rate shall not be counted as a set-off against overtime. Overtime is paid on top of any margins.

1. Daily Overtime

The base rate of pay includes 4% which "buys out" incidental overtime of up to eight hours over a four week work cycle. Incidental overtime is not to be used to extend your rostered hours of work.

Any overtime worked in excess of eight hours over four weeks is to be taken as time off in lieu at the rate of single time.

2. Extra Shift

If you do not get your full days off in a particular week, your employer must pay you double time for the hours you worked on the extra days with a minimum payment of four hours.

3. Insufficient Break

If you recommence work within twelve hours of finishing, you must be paid overtime for the time worked before the twelve hours has expired.

If you get less than eight hours break, you get double time for the hours worked up to the twelve hours. If the break was more than eight hours but less than twelve, you get time and a half for each hour worked up to the twelve hour break.

Overtime for insufficient break must be paid. Your employer cannot give you time off in lieu.

Expenses

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

Meal Allowance: You are entitled to a meal allowance of \$17.22 if you work through two meal break periods on the one day or if you work 10.5 or more hours in one shift. The normal meal break hours are:

Breakfast 6am to 8am
Lunch 12 noon to 2pm
Dinner 6pm to 8pm

Your employer may require proof that you have paid for the meals.

Vehicle Allowance: You are entitled to an allowance of 67 cents per kilometre when using your car for work.

Evening Attire Allowance: If you are regularly employed on work requiring evening attire you are entitled to an allowance of \$406.40 per year.

Spectacle Allowance: Where an optometrist prescribes spectacles specifically for use at a computer, Fairfax must pay for the cost of the lens and up to \$121.65 for frames.

CAM Allowance: Sub-editors and design artists receive an allowance of \$34.60 per week. The allowance is only payable to employees who were receiving the allowance at 1 November 2008.

Permanent part-time work

The weekly rate of pay for permanent part-time work is the pro-rata equivalent of full time rates, with no part-time employee to be graded at less than Grade 2.

Permanent part-time workers should work between eight and 32 ordinary hours per week with a minimum of four hours in any one day. 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 seven days notice in writing to you, provided the total number of hours worked per week does not change.

Cadets and Trainees

Cadetships should not exceed three years for matriculants and 12 months for graduate cadets and trainees, who should be paid at the 3rd year cadet rate. Trainees are employed for a 12 month fixed term, but are still covered by the enterprise agreement. Trainees and cadets are eligible to join the union and are encouraged to do so.

Casuals

Casuals are graded at either the grade 3 or grade 5 rate. The minimum shift is four hours (or less upon request by the casual) up to a maximum of 11 hours.

Shift penalties, SII and EBAM (pro-rata) are paid on top of these rates where applicable. Casuals are also eligible for the annual copyright payment.

Casuals receive a loading of 20% in addition to the applicable hourly rate, in compensation for annual leave, personal leave and redundancy payments.

Casuals who regularly work three shifts per week for six months are eligible to be converted to permanent part-time status.

Superannuation

Your employer must pay an amount equivalent to 9% of your pay into Media Super or the approved company fund.

Media Super is the industry fund created by the merger of JUST Super and Print Super in 2007. Since its inception in 1987, JUST Super/Media Super's Balanced Fund option has delivered an average annual return of 9.6% after taxes and fees.

The company fund is a commercial master trust fund administered by the Mercer Group.

Salary Sacrifice

You may elect to contribute an amount of pre-tax salary to superannuation or allocate to a fringe benefit instead of taking it as cash salary. Members should confirm the relative advantages of such an arrangement with their financial advisers.

Sabbatical Leave

After seven years' service you can apply to the Editor for a period of sabbatical leave without pay. If approved, you make take pro-rata long service leave. NB: If you resign before completing 10 years' service, you are required to repay the leave.

Parental leave

After 12 months' service, females are entitled to ten weeks' paid (or 20 weeks' half pay) maternity leave and unpaid parental leave up to a total of 52 weeks. Parental leave may be taken with annual or long service up to a total of 58 weeks' leave, and may be extended by a further 52 weeks' unpaid leave upon application to the company.

The supporting parent is entitled to one week paid leave at the time of the birth and a further 9 weeks' paid leave if this parent is the primary caregiver.

On return to work you're entitled to your old position. If it has been abolished you're entitled to a position of comparable status and salary.

An employee with more than seven years service may apply to take pro-rata long service leave in conjunction with parental leave. The amount of unpaid leave is reduced by the amount of paid leave. NB: If you resign before completing 10 years' service, you are required to repay the leave.

Redundancy

Voluntary redundancies must first be offered across the business unit concerned.

Redundancy payments are two weeks' severance pay plus four weeks' pay per year of service.

Pro-rata long service leave is paid for those with five years or more service.

Resigning

If you resign, you must give the following notice:

First 26 weeks of service (any grade)	1 week
J5 to J10 (>10 years service)	16 weeks
J5 to J10 (>1 year but less than 10 years)	12 weeks
J5 to J10 (>26 weeks but less than 1 year)	8 weeks
J3 & J4	8 weeks
J1 & J2	4 weeks
Cadets	2 weeks

By agreement with your employer, you may serve a shorter notice period. If agreement is not reached and you don't serve the full notice, you may forfeit any wages you are owed. This does not include accrued annual leave or long service leave.

Overseas Journalists

The salary and allowances of staff assigned to an overseas bureau will be adjusted to take into account cost of living and exchange rate changes.

Information provided is a summary only and is no substitute for the legal document. While every effort has been made to ensure accuracy of the information in this leaflet the Alliance accepts no liability for loss arising from inaccuracies, if any, contained within.

Updated 22 October 2008.