



Wednesday, April 8, 2009

**Adelaide redundancy “guarantee”**

## **Worth the paper it’s written on...**

In response to national union meetings about redundancies, the Human Resources Director at Adelaide Newspapers, Caroline Bowden issued the following email extending the union redundancy deal to all editorial staff:

No matter what your contractual employment status is (contract or Award) ANPL guarantee permanent editorial staff the following redundancy provision: 2 weeks salary up front and 4 weeks per year of service (pro rata per month), capped at 112 weeks (if commencement is after 1 July 1970) or salary to age 65.

For employees over 65, despite the Award not requiring any payment, we would normally hold individual discussions with these people and make an alternative payment.

In the event of a position being made redundant (based on skills and staffing needs of the business) we will provide as much notice and assistance as possible including consultation and professional outplacement services.

I realise that in this current economic environment there are always going to be rumours and uncertainty.

As John Hartigan said recently, “we are trying to limit the impact on jobs to manage our way through this downturn”. This it is the philosophy that we have adopted at ANPL.

### **Make no mistake, this is no guarantee**

It’s a company policy that exists until it’s replaced by another policy.

With compulsory redundancies happening every week, the only legally enforceable guarantee of the full benefit of the redundancy agreement – two weeks plus four weeks for each year of service – is being part of the union and being covered by the union collective agreement. Be part of the push to end AWAs. Don’t rely on a promise from the company that you’ll be looked after.

Workchoices is dead and so are Australian Workplace Agreements (AWAs). ITEAs, the interim agreements that cover some News Ltd staff are on the way out, too, expiring December 31 this year. The law makes it simple to get off either of these contracts and come back onto the union collective agreement.

The Alliance has a growing number of people who have contacted your union about transferring from their individual contracts to the safety of the collective agreement. The best way to ensure you won’t be targeted for making this reasonable request is by doing it together, with your colleagues who feel the same way.

The first step is to register with the Alliance, so we can legally act as your “bargaining agent”. Once you appoint the union to this role we will act on your behalf and take care of the paperwork. Alliance officials will contact you before we make any approach to the company.

**It’s important to remember that the Alliance acts on behalf of financial members, so join your union or reactivate your membership today. We will waive accumulated back fees if you go onto a direct debit payment system from your credit card or bank account.**

**Contact 1300 656 513 or [alliance.org.au](http://alliance.org.au) to join. Your union fees are tax deductible.**

**To get off your AWA, complete the form over the page...**



***Yes, I want to return to the security of the collective agreement.***

Name \_\_\_\_\_

Address \_\_\_\_\_

I appoint Christopher Warren, Federal Secretary, Media Entertainment and Arts Alliance, or his nominee, as my bargaining agent in relation to the making, approval, variation or termination of an Australian workplace agreement under Section 334 of the *Workplace Relations Act 1996*.

Signature \_\_\_\_\_

Date \_\_\_\_\_

***Fax to the Media Alliance 02 9333 0933 or email to [claire.orourke@alliance.org.au](mailto:claire.orourke@alliance.org.au)***

<b>Masthead</b>	
<b>Email address</b>	
<b>Phone number(s)</b>	
<b>Email address</b>	
<b>Type of contract?</b>	
<b>Has it expired?</b>	
<b>Are you a financial member of the Alliance?</b>	

***Join your union – [alliance.org.au](http://alliance.org.au)***