



Thursday, April 16, 2009

Hartigan agrees to talks

In response to the members' call for meaningful consultation about restructuring, chief executive John Hartigan agreed today that dialogue with the Alliance should be "constructive and enlightening" and has delegated Campbell Reid, group editorial director, to set up a meeting.

Redundancy: the lowdown

At this critical time for News, it's important to remember your rights under the redundancy agreement, won when News Ltd staff stuck together back in 1995. Your entitlements are:

The payment: Two weeks' pay, plus four weeks' per year of service, capped at 112 weeks OR no more than you would receive in salary had you continued working at age 65. This payment is calculated at the weekly rate of pay over the past 12 months (includes personal margins, and penalties but excludes overtime). This is inclusive of the notice period that applies to you (if notice is a greater amount than the redundancy payment, the greater amount applies).

The Alliance is seeking undertakings from the company about reasonable treatment of people who have had longstanding casual service before becoming a permanent employee, or who have changed from full-time to part-time employment over the course of their career. Your representatives will also raise the discriminatory provisions of the cap of 65 years.

Long service and annual leave: a pro-rata long-service leave is paid out if you have more than 5 years service, and all accrued annual leave is paid out.

Representation: you are entitled to have a representative of your choice at any discussions, at your request. Your workplace delegate or Alliance organiser will undertake this task.

Time off within notice period: You are entitled to one day each week with pay to seek other employment.

What if I'm on an individual contract (AWA)?

There are no guarantees to the full benefit of the redundancy agreement if you are employed under an Australian Workplace Agreement (AWA) or interim agreement (ITEA). News Ltd staff are coming to the Alliance in large numbers to request they shift over to the collective agreement, so that rather than a promise or company policy they have binding legal rights for redundancy.

If you want to get off your individual contract, 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. Simply fill out the form on page 2 to kick off this process.

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.

Global hub = more cuts?

The Guardian reports today that News Corp is establishing a global "editorial hub" which will look at ways to share content, "pool reporting resources and cut costs". **See the story here:** <http://tinyurl.com/d6lzk7>

Contact 1300 656 513 or alliance.org.au to join. Your union fees are tax deductible.

For more information contact your delegate or Alliance organiser Claire O'Rourke on 1300 65 65 12.



Register today – get off your individual contract

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

Name _____

Address _____

I appoint my Branch Secretary, Media Entertainment and Arts Alliance, 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

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

Join your union – alliance.org.au