



My EA #18

We met again with the Unions yesterday to talk about the ABC's 'amended offer'. As you know, last week, the ABC substantially amended its offer based on feedback from staff and the list of threshold issues the Unions indicated were a barrier to 'in principle' agreement.

When we amended the offer in response to those issues, we also agreed to extend the period to reach 'in principle' agreement to 29th August.

Unfortunately, the Unions advised us yesterday that there were further threshold issues and that at this point in time it was looking unlikely that they would provide 'in principle' agreement. The Unions confirmed these further threshold issues to be Annual Shutdown, the movement between the two and four week cycle and the removal of the travel allowance clauses.

The Unions also asked the ABC to take into account some further considerations in the drafting of clauses pertaining to recruitment, performance management and casuals. The Unions indicated that if we were to make the changes they require in the drafting that they may be able to run a neutral position in relation to the Offer, but they would not be able to support or recommend the Offer without movement on the threshold issues. This was disappointing to us as we felt that threshold issues had been resolved last week.

The ABC's views on the issues raised this week are:

- Annual Shutdown is common practice in the media industry and essential, given the
 significant periods of downtime relevant to our industry over the Christmas and New Year
 period. In response to staff and union feedback we have now included several protections
 and limitations around how a Shutdown Period can operate.
- The ability to move staff within the one work area/team, to be on the same roster cycle, that is the cycle which is the best operationally, is another must for the ABC. We are aware that staff currently on a 4 week cycle are concerned about the possibility of losing the additional Rostered Free days (RFDs). But, as you know RFDs are in return for the longer shifts which make up a four week cycle. This change does not mean cycles will change overnight, it will only happen where a change is operationally needed and staff will be fully consulted.
- Any future changes to travel allowance will only be made in consultation with staff. As we
 have explained previously, staff will not be out of pocket. Moving the travel allowance out
 of the EA is about improving the mechanics of our travel system and as technology advances
 the ABC needs to be able to take advantage of these system improvements.

We understand the nature of negotiations means that both parties are not going to achieve everything on their wish list, and the ABC has withdrawn many of its proposed changes and made several large concessions along the way. At the meeting yesterday, we made it clear that we simply cannot continue chipping away at various parts of the overall offer. It is a package that the ABC has

carefully considered and it is what we can sustain over the life of the agreement. We truly believe that it is a good offer. The ABC remains committed to:

- 2% wage rise each year, over 3 years
- 2% bonus for staff receiving an E rating and sitting at the top of their bands
- Increase in paid maternity leave from 14 to 16 weeks
- Increase in supporting partner/dad leave from 2 to 4 weeks
- Family/Domestic violence leave of 7 days (up from 5 days in our previous offer)
- Increase in casual loading from 20% to 25%
- Superannuation paid to employees on unpaid maternity leave (where super rules allow this)
- Work Intensification provisions.

We remain hopeful of 'in principle' agreement by the 29th of August and will not walk away from the bargaining table. We will continue to meet with the Unions to work on the drafting of the revised clauses for a new agreement.

Further Information

We encourage you to take a look at the updated draft clauses proposed by the ABC that are up on the <u>MyEA intranet page</u>. These draft clauses include the core conditions that will remain in the EA for both PM and Recruitment.

Thank you again for your ongoing feedback and involvement in this important process. We encourage you to continue to send any questions or suggestions through to the My EA email address or contact your divisional representative:

- Shane McLeod & Rebecca Matthews (News)
- Stephen Murray & Gabrielle Cambridge (TV)
- · Cath Hurley (Regional)
- · Chris Scaddan (Radio)
- Tara Hester (Audience & Marketing)
- · Other divisions –(email myea@abc.net.au)

Previous EA updates

From: Rebekah Donaldson

Sent: Wednesday, 24 August 2016 11:23 AM

To: Rebekah Donaldson < Donaldson. Rebekah@abc.net.au> Subject: SYDNEY ALL STAFF MEETING TOMORROW - EA UPDATE

Please join members of the ABC Executive tomorrow for a conversation about the current enterprise agreement negotiations.

As you would be aware, since our last Sydney briefing, the ABC has made changes to its offer in response to staff and union feedback and extended the timeframe for the Union's to provide 'in principle' agreement to this coming Monday (29th August). We are hoping to reach 'in principle' agreement by Monday so that we then can put the amended offer, including back pay, out to all staff for a vote.

Tomorrow we will discuss what has changed, provide an overview of the full offer (including the new benefits and leave entitlements) and will be available to answer any questions you may have.

Details are as follows:

DATE: Thursday 25 August 2016

TIME: 11:15 am - noon

LOCATION: Studio 227, ABC Ultimo Level 2A (zoom will also be available, details to follow)

A reminder, detailed information on the amended offer has been provided in the MyEA Updates and is also available on the MyEA Intranet page.

Thanks,

Rebekah



Rebekah Donaldson **Head Workplace Relations & Wellbeing** ABC People

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M +61 0408 244 249 F +61 2 8333 5108

From: Rebekah Donaldson

Sent: Thursday, 25 August 2016 1:57 PM

To: Rebekah Donaldson < Donaldson. Rebekah@abc.net.au> Cc: Rebekah Donaldson < Donaldson. Rebekah@abc.net.au>

Subject: Today's EA Meeting [ABC-PAL.FID17049]

Thank you to those who could join us today. I'm pleased to say we had over 100 people join the conversation on Zoom, as well as those of you who joined us in the Studio.

If you have any further questions or feedback please send them through to myea@abc.net.au . If you would like to discuss the offer please contact a member of the ABC Bargaining team:

- ✓ Radio & Regional Chris Scaddan
- ✓ News Shane McLeod
- √ TV Stephen Murray & Gabrielle Cambridge
- ✓ Finance Tim Stubbings

Thanks, Rebekah



Rebekah Donaldson A/Director ABC People

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Update No. 19

Yesterday we met with the unions in the hope of reaching an 'in principle' agreement on the new Enterprise Agreement. The unions strongly indicated they would not be supporting the new Agreement, an outcome which after 23 weeks of bargaining is extremely disappointing.

When we met a week and a half ago, the unions identified three 'threshold' issues which were the annual shutdown, movement between roster cycles, and travel allowance – and we let you know what our response to these issues were in our last update. At the meeting yesterday, the list of threshold issues tabled by the unions had grown to eight – something which was not expected given how substantially we had revised our initial offer in response to union and staff feedback.

So where do we go from here?

The ABC Executive will be meeting this week to determine next steps. There are a number of options which will need to be considered, including: putting the revised agreement to staff for a vote without Union support, pausing in negotiations, restarting or continuing negotiations.

Unfortunately this means at least in the short term, there is no change to your existing pay and entitlements – you will continue to be covered by the current agreement. There will be:

- no 2% pay increase or back pay to July
- no increase in the casual loading to 25%
- no increase in paid maternity leave or supporting partner/dad leave
- no domestic/family violence leave
- and, come the next performance cycle, no 2% bonus for staff at the top of the band who receive an 'E' rating

This matters because it's about your pay and we recognise this has a financial impact. Yet with the large concessions we've made, it hasn't been enough to get it across the line.

We will be in touch again soon with more information on next steps.

Potential industrial action

We asked the unions for their thoughts on next steps. Their view is that the ABC needs to concede on all eight threshold issues, or they will proceed towards taking industrial action.

Last week, the ABC appeared before the Fair Work Commission (FWC) following an application from MEAA for a Protected Action Ballot (as they are able to under the Fair Work Act). In response to the application we indicated our concerns regarding the willingness of the MEAA to genuinely reach agreement. Following lengthy discussions the MEAA withdrew their application. However, in the meeting yesterday, the Unions advised that they will be lodging another application regarding industrial action.

The ABC is aware of the context that we are operating in and what is happening in the public sector and media industry. In our bargaining we had hoped to remain focused on the real issues and concerns of our staff, rather than being brought into the broader campaigns against the Government Wages policy.

Further Information

We encourage you to take a look at the updated draft clauses proposed by the ABC that are up on the <u>MyEA intranet page</u>. These draft clauses include the core conditions that will remain in the EA for both PM and Recruitment, as well as the wealth of other information available for you.

Thank you again for your ongoing feedback and involvement in this important process. We encourage you to continue to send any questions or suggestions through to the My EA email address or contact your divisional representative:

- · Shane McLeod & Rebecca Matthews (News)
- Stephen Murray & Gabrielle Cambridge (TV)
- · Cath Hurley (Regional)
- · Chris Scaddan (Radio)
- Tara Hester (Audience & Marketing)
- · Other divisions (email myea@abc.net.au)

Previous EA updates





Update No. 20

We wanted to give you a quick update on where things stand after our latest meeting with the unions and staff representatives. This morning we presented a further and final offer in an attempt to reach 'in principle' support.

A third and final offer

Further to what has been offered to you already, we have made two considerable changes.

Firstly, we're offering a **one-off \$500 lump sum payment** once the new agreement is approved to ongoing, fixed term, specified task and casuals (pro-rata for part time hours).

We're committed to reaching agreement, just as we know you are committed to our audiences and the success of the ABC. We've continued to listen to you and this payment is offered to further recognise your hard work, dedication and contribution over the last 3 years. Combined with the 2% pay rise, back pay, E rating bonus and other benefits, we believe this recognises the excellent work you do.

What we're asking for in return is a degree of flexibility to do things like improving Performance Management and Recruitment. But we need to be clear, your core rights have been retained in the EA.

We have also withdrawn the proposal to move Travel Allowance from the Agreement into policy. We've heard the issues and concerns raised by both staff and unions, and we will leave the clause unchanged in the Agreement. However, the ABC remains committed to ensuring that we continue to harness advances in technology to improve our systems and practices.

We hope our further and final movement on the issues which prevented the unions from giving their 'in principle' agreement will now secure their support.

Where do we go from here?

Understanding that the unions will want time to consult with their members, we asked for their response by next Wednesday 14th September. In the mean time, we'll continue to meet with them to progress drafting discussions.

As we said last week, there are a number of options which will need to be considered if by next Wednesday we do not have support from the unions. These include: putting the revised agreement to staff for a vote without Union support, pausing in negotiations, restarting or continuing negotiations. But it would be premature to make a decision without knowing the final position of both unions.

Know the detail

To help you stay across the detail, there have been some drafting updates made to some of our clauses – including Performance Management, Shutdown and Recruitment. Visit the <u>MyEA intranet page</u> to see the latest version of these clauses.

Questions or Feedback

We encourage you to continue to send any questions or suggestions through to the My EA email address or contact your divisional representative:

- · Shane McLeod & Rebecca Matthews (News)
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- · Cath Hurley (Regional)
- · Chris Scaddan (Radio)
- · Tim Stubbings (Operations Group)
- · Tara Hester (Audience & Marketing)
- · Other divisions –(email myea@abc.net.au)

Previous EA updates

Michael Coyle

From:

My EA

Sent:

Tuesday, 13 September 2016 4:12 PM

To:

My EA

Subject:

Date extended for unions to provide 'in principle' support





Updaté No. 21

Following our meeting with the unions last week, we told you that the Unions would respond to us by Wednesday 14th September to confirm whether they will provide their 'in principle' support to the third and final offer. We wanted to let you know that this timeframe has been extended at the request of the unions.

On Friday afternoon, the MEAA advised us that a week would not be enough time to be able to fully consult their members, so we have extended the deadline for both unions until <u>Friday 16th September</u>.

We'll get back to you on Friday afternoon with an update when we should know if we have their support.

Questions or Feedback

We encourage you to continue to send any questions or suggestions through to the My EA email address or contact your divisional representative:

- Shane McLeod & Rebecca Matthews (News)
- Stephen Murray & Gabrielle Cambridge (TV)
- Cath Hurley (Regional)
- · Chris Scaddan (Radio)
- · Tim Stubbings (Operations Group)
- Tara Hester (Audience & Marketing)
- Other divisions –(email myea@abc.net.au)

Previous EA updates

Maria Soffici

From:

My EA

Sent:

Thursday, 15 September 2016 10:25 AM

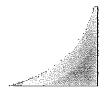
To:

My EA

Subject:

myEA update on the offer for casual staff





myEA Update #22

Back in August, we made a commitment that the proposed 2 hour casual minimum call would be restricted only to circumstances where Artist Payroll had previously applied and where agreed by the employee. Following feedback from you, we have placed a further restriction on when this can be used.

Our commitment is that this would only apply to individuals who 'present on-air' for two hours or less. To be clear, this would not apply to producers or other casually engaged production staff. We are currently working with the Unions on some wording to reflect this in the Agreement, but we wanted to ensure you are across this.

The offer for casual staff

Whilst we're talking about casual staff, we thought it would be a good chance to talk through what is on offer to casual staff. As part of the third and final offer, current/active casual staff will receive a:

- 2% pay rise each year, every year for 3 years with back pay to July
- 5% increase to the casual loading (up to 25%)
- A one-off \$500 lump sum payment (pro-rata for casual hours)

We'll get back to you later on Friday after the unions have let us know their final position.

Questions or Feedback

We encourage you to continue to send any questions or suggestions through to the My EA email address or contact your divisional representative:

- Shane McLeod & Rebecca Matthews (News)
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- · Cath Hurley (Regional)
- · Chris Scaddan (Radio)
- : Tim Stubbings (Operations Group)
- · Tara Hester (Audience & Marketing)
- Other divisions –(email <u>myea@abc.net.au</u>)

Previous EA updates

Maria Soffici

From:

My EA

Sent:

Friday, 16 September 2016 5:10 PM

To:

Mv EA

Subject:

Unions respond to the third and final offer





myEA Update #23

Today, unions and staff representatives were unable to provide their 'in principle' support for the third and final offer.

The unions indicated there were still two remaining issues which meant they were unable to support the proposed Agreement, and were seeking further movement from the ABC on:

- A change between roster cycles where operationally needed; and
- the annual shutdown clause

Whilst we were hoping to have received 'in principle' support today, given the further restrictions the ABC has placed on the casual minimum call, it's withdrawal of the proposal to shift Travel Allowance into policy, and the one-off \$500 lump sum payment, we were encouraged by repeated statements from the unions that "we're very close" and are keen to reach 'in principle' agreement.

However, as we had said from the commencement of bargaining – the offer to staff is a holistic one, each claim by the unions cannot be viewed in isolation. The ABC's movement to deliver both second and third offers has tipped the scales, and we have been clear all along that the ABC needs to achieve some flexibility in return for what is broadly already seen as a good offer for staff. However, any further movement may mean that the offer is no longer a viable option for the ABC.

The ABC's Bargaining Team has committed to taking the response from the unions to the ABC Executive for consideration. We will be in touch again next week with a further update.

Questions or Feedback

We encourage you to continue to send any questions or suggestions through to the myEA email address or contact your divisional representative:

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- Cath Hurley (Regional)
- Chris Scaddan (Radio)
- Tim Stubbings (Operations Group)
- Tara Hester (Audience & Marketing)
- Other divisions –(email myea@abc.net.au)

Previous EA updates

Kate Gatti

From:

Rebekah Donaldson

Sent: To: Tuesday, 27 September 2016 4:01 PM

My EA

Subject:

We're heading to a vote!



I'm pleased to let you know from Tuesday 11th October you will be able to vote on your Agreement. This morning the ABC Executive agreed that all staff should have the opportunity to have their say on the new Agreement.

After 26 weeks of negotiations, it is obvious we are at an impasse with the unions. Given the three offers and the concessions already made, we feel it is the right thing to do to go directly to a vote.

For a successful vote, more than 50% of staff need to vote YES to deliver:

- 2% pay rise each year for three years, plus back pay to July
- One-off \$500 lump sum payment once the new agreement is approved
- 2% 'E' rating bonus for staff at the top of the band
- Casual loading increase to 25% (from 20%)
- Increase to leave entitlements:
 - Introduction of Family/Domestic Violence Leave 7 days
 - Maternity leave increased to 16 weeks (an extra 2 weeks)
 - Spouse/Supporting Partner leave increased to 4 weeks (an extra 2 weeks)

If the vote is not successful, you will remain under the terms and conditions of the current Agreement with no change to your pay and entitlements.

Tomorrow you will receive an email with the new Agreement and the technical information you need to consider prior to voting, but we wanted to let you know where we're heading.

Have your say on your Agreement.

If you have any questions, do not hesitate to send an email to myEA@abc.net.au, or get in contact with your HR Business Partner or your Divisional Bargaining representative.

Rebekah Donaldson A/Director People

