



Dear Staff

Fairfax Media today reached agreement with the MEAA over its proposal for a new Enterprise Bargaining Agreement with editorial staff on The Sydney Morning Herald, The Sun-Herald, The Age, The Sunday Age, FBM, the Newcastle Herald, Illawarra Mercury and Fairfax Magazines.

Striking staff voted to accept the terms of the company's offer and will return to work tomorrow (Monday). Staff will meet again as soon as possible to formalise acceptance of the EBA, which will take effect from September 1, 2008.

The company has been negotiating the EBA with the MEAA for several months and while the process has been challenging for both sides, we are pleased with today's outcome.

As part of the agreement, there has been an undertaking that there will be no recriminations in relation to any matter arising from the industrial dispute.

In addition, each party undertook that there will be no victimisation or discrimination against any person arising from their activities in the course of the industrial dispute.

During the stoppage, we have been able to continue publishing our newspapers, online sites and magazines with exempt and voluntary staff. We are very appreciative of the efforts of all those involved.

This has been a challenging and difficult negotiation. With it now behind us, we look forward to all staff returning to our newsrooms and getting on with the business of producing our great newspapers, magazines and online sites.

**Lloyd Whish-Wilson**

Chief Executive & Publisher  
NSW & ACT Metropolitan Newspapers

**Michael Gill**

Chief Executive Officer  
Fairfax Business Media

**Don Churchill**

Chief Executive & Publisher  
Victorian Metropolitan & Community Publishing

**Lisa Hudson**

Chief Executive & Publisher  
Fairfax Magazines

**Allen Williams**

Chief Executive & Publisher  
Fairfax Community Newspapers (NSW), Illawarra/Hunter Regional's