



A MESSAGE FROM

**MICK SORRENSON**  
MANAGING DIRECTOR, BAA

\*\*\* The following message is from Mick Sorrenson, Managing Director BAA. Managers are asked to share this information with employees who may not have access to email \*\*\*

Team,

Today, I'm announcing that after nine months of negotiations for a new proposed Enterprise Agreement – it's time to call for a vote. BAA and the bargaining representatives achieved much during the negotiations, and my hope is that a "yes" vote will allow us to move forward together as one team.

As we've advised the bargaining representatives: BAA will use an online voting platform called GoVote. We used GoVote during the last EA vote in 2018; it is a very easy way to confidentially and securely cast your vote and make sure your voice is heard. Using GoVote also reflects employee feedback we've received about the best way forward to conduct the vote.

We propose to open the access period for the employee vote early on Monday 15 November 2021. When we do that, all the procedural requirements and details for the vote and various documents including the proposed new EA and explanatory and reference material will be made available for those employees eligible to vote.

Here's a timeline for the next two weeks:

**November 15:** The access period will open and all relevant information and documents will be provided to eligible employees. Printouts of the proposed EA will be available throughout the site.

**November 15-16:** Information sessions will be held to explain the proposed EA and answer employee questions.

**November 15-22:** Employees can review the proposed EA and explanatory and reference material during the 7-day access period.

**November 22:** Voting period opens.

**November 25:** Voting period closes.

**November 26:** Results announced.

More information will be provided next week so all eligible employees understand the proposed EA, the vote process and have an opportunity to ask questions.

Despite BAA's difficult financial situation, which you heard about from Bronwyn di Carlo in a series of messages, we have a very competitive offer on the table that provides year-over-year salary increases. Importantly, EA-covered employees have lost **none** of their existing conditions through the negotiations. [You can read the offer here](#); the key highlights of the offer are:

BAA's Offer

- 1.5% Wage Increase for Year 1, to start the day BAA employees return a "Yes" vote
- 1.75%, 2.25% and 2.5% Wage Increases for Years 2-4
- Payment for Accreditation and Ongoing Registration for Professional Engineers

- No Change to Redundancy Entitlements if Wage Increases Accepted

Given where Boeing and BAA has been for several years now, **I urge our EA-covered employees to vote “yes” on to the proposed EA.**

Just as Bron did with her emails, **I also need to share a hard truth.** Voting “no” will seriously harm BAA’s reputation. A “no” vote will tell Boeing – our only customer – that we do not understand or appreciate the challenges we have as a company.

Every enterprise agreement vote is about our future as a business. That has never been more true than with this vote. Voting “yes” is not just a positive vote for our future. A “yes” vote is a great way to end what has been another very difficult year so we can start 2022 with a renewed sense of purpose and teamwork.

Stay safe,  
**Mick**