



EA Negotiation Communications

Boeing Aerostructures Australia

This message is being sent to all BAA employees. Managers, please share with employees without access to email.

20 May, 2021

Team,

Today, we presented to bargaining representatives a Consolidated Offer to move the bargaining forward.

This offer is designed to help progress our negotiations and reach an agreement that works for all, including addressing the following provisions:

1. Length of agreement
2. Heat stress policy
3. 110% Aerospace Tradesperson reclassification
4. Redundancy entitlements
5. Long service leave
6. Graduate engineering salaries
7. Public holiday clause
8. Individual flexibility arrangements

As part of the consolidated offer, BAA agrees to no longer pursue the following claims that were featured on BAA's claims list:

1. Payroll corrections (Redbook);
2. Removal of special leave;
3. Reduction to personal leave accrual;
4. Amending Team Lead allowance to a flat rate.
5. Removal of position description clause.

Union bargaining reps indicated in the meeting that they will be seeking mass meetings with their members prior to the next meeting on Thursday, 27 May. We encourage this request to ensure bargaining reps are well placed at the next meeting to adequately respond to the Consolidated Offer and advance the negotiations.

The Consolidated Offer can be seen [here](#), with hard copies available at the canteen and Gate 3 collection points. This Offer will also be available in several languages other than English at the hard copy collection points from tomorrow, including Arabic, Vietnamese, Punjabi, Mandarin and Hindi.

Below are some FAQs we have collected over the last few weeks in relation to the negotiations. I encourage you all to ask questions of your bargaining reps and managers and if you aren't able to get an answer to your question that you send an email to baeaba@exchange.boeing.com.

Additionally, we have iPads positioned around the site to pulse check your thoughts and priorities when it comes to these negotiations. Please stop and take a moment to share your thoughts as you walk past.

Matt Jones

GIVE YOUR FEEDBACK

Raise your voice!

आपटी अवाज सुनी

अपनी आवाज बुलंद करें

اعوجهم لفتوص ل عجا

听到你的声音

làm cho giọng nói của bạn được lắng nghe

There are many ways to give your feedback and ask questions during these EA negotiations, including:

1. Through your employee representatives
2. Through the dedicated EA mailbox, baeaba@exchange.boeing.com
3. Verbally via your manager
4. Via the iPads across the site

Employees are encouraged to speak up during these negotiations and have conversations with colleagues, managers, HR, LR and their employee representatives to ensure the Agreement is representative of all parties.

FREQUENTLY ASKED QUESTIONS

1. **Why is BAA trying to take benefits off employees through EA negotiations?** BAA needs to moderate our cost structure, while continuing to maintain industry leading benefits for our employees as part of the business' necessary transformation. Our business has changed dramatically in the last 18 months, which is reflected in our claims.
2. **Are there more redundancies in the pipeline for BAA?** At this stage, there's no planned redundancies for BAA. Employees may have heard about redundancies in April or May, but it's important to note that these are US-based employee redundancies only.
3. **I've heard there's an expression of interest to purchase BAA for AU\$70 million, or that BAA is moving the site to Queensland. Is that true?** That's false. BAA is not for sale, and neither is the land that we sit on. There's been no expression of interest issued for the business or land. There's also no plans for the site to move to Queensland.
4. **Why do we need to reduce the redundancy cost liability if we have been told there are no more redundancies?** We're not expecting further redundancies in the near future. Our proposal to reduce redundancy entitlements which will make us more cost competitive and therefore to help us win new work, but still provide industry-leading entitlements. BAA offers redundancy entitlements far higher than other Boeing entities and this makes it difficult to win new work with The Boeing Company. BAA pays well above the minimum redundancy entitlements under law and applicable awards and also industry benchmarks.
5. **Why don't all management have their contracts reworded to reflect the redundancy scheme first to show they are committed to the changes?** For redundancy entitlements, employee contracts typically refer to the BAA Redundancy policy in force at the time that position is made redundant. The entitlement for BAA non EA staff is currently the same as that contained in the current BAA EA.
6. **Won't minimising the benefits we offer reduce the pool of talent who will be interested in shop floor or engineering positions?** BAA's proposed changes to the EA will ensure we are still industry leading in our benefits, but are more closely aligned to our competitors to help preserve liquidity on site.
7. **If BDA and BAH are performing so well then why aren't Boeing Australia in a position to guarantee the current redundancy scheme.** The Boeing Company has borrowed \$65 billion dollars, so even despite the performance of our defence business, we're short on cash to pay for those ongoing expenses of running the business. It would not make sense for BAA to sign up to an EA which continues a redundancy scheme so far above other Boeing entities and Australian industry/market rates when it is looking to ensure all ongoing costs across the business are balanced and reasonable. Every business is being asked to "do their bit."