

Claims (All Parties)

BAA Enterprise Agreement Negotiation 2021

Claim no.	Claim type	CLAIM
Dakshinee Kodi, Independent Bargaining Representative (representing 4 engineering employees)		
1	Length of Agreement	Enterprise Agreement to be for a period of 3 years.
2	No Trade-Offs	Retention of existing entitlements and no trade-offs.
3	Wage Increase	Wage increase - will support Professionals Australia wage increase claim. Most recent pay increase was from February, and was 1.75% - any wage increase to be backdated to February 2021 so that it provides greater than 1.75%.
4	Engineer Registration	BAA to pay all costs of initial and ongoing registration of professional engineers (as required by new legislation), including: assessment, registration and continuing professional development (CPD)
5	Team Leader Allowance	Team Leader Allowance to apply to Engineers/Scientists.
6	Classification	A review and alignment of EA classification scheme with the Salary Job Code (SJC) system.
7	Classification	Amendment to reclassification process to ensure it is done in a timely and transparent way.
8	Other	Guarantee about payment of employee entitlements if BAA goes bankrupt.
9	Superannuation	Superannuation paid for periods of unpaid parental leave.
10	Flexible Work	Acknowledgement of benefits of flexible work arrangements for the longer term.
Professionals Australia		
1		All conditions, entitlements and allowances to be retained.
2	Wage Increase	Salary increase of 4% per year.
3	Superannuation	Legislated superannuation guarantee of 12% to be included in the new EA and payable from the time the agreement becomes operative.
4	Length of Agreement	Enterprise Agreement to be for a period of 3 years.
5(a)	Leave	Paternity/secondary carer's leave - 4 weeks paid leave following birth/adoption.
5(b)	Leave	Clarification of primary carer's leave eligibility, particularly access to primary carer's leave if not the birth mother.
5(c)	Leave	Long Service Leave available at half-pay in all instances, rather than at discretion of manager.
6(a)	Classification	Engineering/Scientist progression to be automatic, unless subject to performance management: From 1A to 1B to 2A after 1 year at each level, and 2A to 2B after 18 months at level 2A.
6(b)	Classification	Reclassification requests to be formalised, with application made via HR to ensure formal response and adherence to timeline.
6(c)	Classification	Stronger enforcement of timeline - currently allows 1 month, but has a clause allowing managers to give a reason why they haven't considered.
6(d)	Classification	Time limit between approval by manager and sign off by Director of Engineering.
6(e)	Classification	Classification review each year for Level 1 and Level 2 engineers, every 2 years for Level 3 and Level 4 engineers.
7(a)	Work From Home and Flexibility	Allow for minimum 3 days per week work from home if job can be performed away from work.
7(b)	Work From Home and Flexibility	Support for equipment to allow work from home, e.g. an allowance, or the provision of particular IT and office equipment up to a certain value.
7(c)	Work From Home and Flexibility	Allow 4-day work week with long days i.e. 9.5 hours rather than 7.6 hours.
8	Overtime	Remove requirement for Director approval for employees classified as Engineer/Scientist Level 3d and Level 4.
9(a)	Accreditation and Registration of Professional Engineers	Registration and assessment as a Professional Engineer to be fully funded by BAA.
9(b)	Accreditation and Registration of Professional Engineers	50 hours of paid time to be provided for salaried employees to participate in continuing professional development each year.
9(c)	Accreditation and Registration of Professional Engineers	Professionals Australia to be preferred provider of any registration assessment.
10(a)	Other claims	All engineering/scientist designated team leads to be paid lead allowance
10(b)	Other claims	Enterprise Agreement covered employees to be included in the Employee Incentive Program (EIP).
10(c)	Other claims	Implement a 36 hour working week.
10(d)	Other claims	A working party consisting of BAA and Professionals Australia to review pay levels for Engineer/Scientist.
Australian Manufacturing Workers' Union		
1	Wage claim	4.5% per year pay increases.

2	Award	The Agreement to incorporate the <i>Manufacturing and Associated Industries Award 2020</i> .
3	Income Protection	WageGuard 2.6% premium package (income protection insurance) to be included in Agreement
4	No Trade-Offs	No trade-offs and protection of all entitlements.
5	Consultation	Consultation clause to be updated to ensure the undertaking for the current EA is contained in this Agreement.
6	OHS	Include an OHS clause to provide protection of EHS Representative rights.
7	Superannuation	Superannuation increases of 0.5% in July each year (up to 12%) to be included in the Agreement.
8	Public Holidays	If a public holiday falls on a weekend, BAA employees to get the next working day off.
9	Union meetings	Minimum of one paid time union meeting per quarter.
10	Flex for all employees	Flex to be provided for all employees (same as MQEs).
11	Personal Leave	Shift loading to paid on Personal Leave.
12	Hours of work	36 hour work week, which translates to 2 x RDOs per month.
13	Other	On-site day care centre for employee benefit, or special agreement with a local day care centre.
14	Gainshare	Gainshare program to be replaced with Employee Incentive Program (EIP) that non-EA employees receive.
15	COVID Leave	If an employee needs to wait for a test result, isolate or is ill with COVID, no loss of pay.
16	Long Service Leave	Employee able to take LSL at half-pay without requiring manager agreement.
17	Classification	Remove Part 9 - Integrated Classification Structure.
Boeing Aerostructures Australia		
1		Simplification of a number of clauses (i.e. redrafting) and structure of agreement.
2	Payment of Wages	Final termination payments to be made within 7 days (except Long Service Leave), consistent with modern awards and legislation.
3	Individual Flexibility Arrangements	Individual Flexibility Arrangements clause to be amended to allow an individual to vary their span of hours, so long as it is for their benefit and the business agrees.
4	Payroll corrections [Red Book]	Remove Red Book/Payroll corrections.
5	Position Descriptions	Remove Position Description clause - to allow BAA to better adapt to changing business needs.
6	Special Leave	Remove Special Leave. Employees have access to other forms of leave and this entitlement is not usual in the industry or Australia.
7	Personal Leave	Personal Leave entitlement to be 10 days accrued per year.
8	Long Service Leave	Remove provision for payment of LSL between 5 and 7 years.
9	Public Holidays	Remove Show Day - it is not a Victorian Government declared public holiday.
10	Travel Time Payments	Travel Time payments on top of normal salary to be removed for travel interstate or overseas.
11	Redundancy - Severance payments	Redundancy severance payments to be 3 weeks per year of service in line with industry norms.
12	Redundancy - Severance payments	Maximum redundancy payment to be 60 weeks (excluding notice period) in line with industry norm.
13	Redundancy - Notice periods	Redundancy notice periods to be between 1 and 4 weeks (depending on length of service) + 1 week for those over 45 years old with more than 2 years' service.
14	Team Lead Allowance	Team Leader Allowance to reflect industry norms of a single flat rate, without regard to the area the Team Leader works.
15	Engineering Classification Standards	Introduction of two new entry-level graduate classification pay rates to reflect the employment market.

16	110% Aerospace Tradesperson Reclassification Assessment	Consistent with other classifications, there must be a business need for promotion from 103% to a 110% Aerospace Tradesperson.
17	Heat Stress	Simplify Heat Stress clause; modified work arrangements in place at 35 degrees; once temperature reached, employees can be directed to do training in air-conditioned space.
18	Heat Stress	BAA to be able to alter the span of hours (start/finish time) by up to 2.5 hours.