

Boeing Aerostructures Australia

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7 October 2021



To: Nathan Tuddenham (AMWU), Christopher Spindler (AMWU), Melissa Cadwell (Professionals Australia), Dakshinee Kodi (Independent bargaining representative), Jack Miller (Independent bargaining representative), Marco Biasizzo (AMWU), Dario Radakovic (AMWU), Melinda Sikk (AMWU), Keith Baddock (Professionals Australia), Josip Vrbetic (Professionals Australia)

<Issued via email>

Dear Bargaining Representatives,

RE Boeing Aerostructures Australia Enterprise Agreement Negotiations 2021

We refer to the negotiations for the *Boeing Aerostructures Australia Pty Ltd (Port Melbourne) Enterprise Agreement 2021 (new EA)* to replace the *Boeing Aerostructures Australia Pty Ltd (Port Melbourne) Enterprise Agreement 2018 (current EA)*.

Please find below BAA's offer presented at the 7 October 2021 bargaining meeting (**Offer**). The Australian Manufacturing Workers Union and Professionals Australia (Unions) endorsed the Offer and agreed to present this offer to their membership for their members' endorsement at mass meetings today.

1. Wage Increase

Commencement of the new EA	1.5%
12 months after Commencement Date	1.75%
24 months after Commencement Date	2.25%
36 months after Commencement Date	2.5%

The first wage increase will be *applied* from the date the Unions jointly write to BAA confirming their members' endorsement of the Offer, with payment to be made upon the commencement of the new EA.

Applying the wage increase from this time will ensure our team mates covered by the new EA are not disadvantaged by the length of time it may take the Fair Work Commission to approve the new EA. The new EA will not start to operate until 7 days after the Commission approves it.

2. Engineering Registration

BAA to cover the cost of assessment and ongoing registration for professional engineers covered by the new EA to comply with the *Professional Engineers Registration Act 2019 (Vic)*, to the extent the assessment and ongoing registration is required for the employee to perform their position at BAA under the new EA.

The required Continued Professional Development (CPD) hours may be acquitted at BAA in accordance with the employee's development plan.

3. New Engineering Graduate Program

BAA will introduce a stand-alone 24-month Engineering Graduate Program, similarly structured to the program at Boeing Defence Australia.

- This program will include department rotations and the following wage scale:

Engineer/Scientist Grad – 110% relativity to aerospace technician base - \$ 1,792.11/week*

(*Note: This salary would be increased in line with the new EA)

- 24-months after commencement of employment – Graduate progression off Grad classification to a role at the Engineering/Scientist 1A classification, subject to meeting the behavioural attributes in current EA at clause 16.4.3.

Matters Previously Agreed

We note that the bargaining representatives have previously reached alignment on the following items, which will be terms in the new EA:

- (a) Travel time payments – international and domestic travel
- (b) Heat stress – change to spread of ordinary hours
- (c) Individual Flexibility Arrangements (IFA) clause to be amended to allow an individual to vary their spread of hours in line with the clause
- (d) Long service leave payments upon termination of employment:
 - Payout after minimum 1 year of service if termination of employment is due to Redundancy;
 - Payout after minimum 5 years if termination of employment is due to illness/ injury;
 - Otherwise payout after 7 years.
- (e) BAA to provide a letter of guarantee which is valid for the term of the new EA, which will be in the same or similar terms as that in the current EA for employee entitlements in the event of the closure of BAA or its insolvency.

- (f) Following the commencement of the new EA, a joint working party involving BAA and employee representatives will be established to:
- a. conduct a review of the reclassification process for employees on the Engineer/Scientist Classification; and
 - b. conduct a review of the 110% Aerospace Tradesperson Reclassification process that is outlined in Part 13 of the current EA and jointly agree a replacement process.
- (g) Amended secondary care giver leave clause.
- (h) Tidy up clauses which do not change entitlements but provide clarity and support simplification of the new EA.

BAA reiterates that this Offer is presented as a package.

For the avoidance of doubt, claims that are not addressed above are to be withdrawn by the respective bargaining representatives.

We look forward to the AMWU and Professionals Australia seeking endorsement from their membership for BAA's offer which will allow BAA to provide new EA covered employees with a wage increase as soon as possible.

Yours sincerely,



Matt Jones
Negotiation Lead
Boeing Aerostructures Australia