



EA Negotiation Communications

Boeing Aerostructures Australia

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

Team,

The bargaining representatives for the BAA Enterprise Agreement met again yesterday. During the meeting, some work was done to tidy up clauses in the EA to help simplify it.

The majority of the meeting was focused on our offer, which is what we all need to focus on right now given our challenging business environment, in particular our 787 program. You will hear more about that from Mick and other leaders on the SLT.

The offer remains the same today as the one from 7 October, which was endorsed by the union bargaining representatives. The offer is not changing, and is still available for employees to accept. In fact, every week that goes by without an agreed deal just means that our EA-covered employees lose money they otherwise would get from a salary increase. This is because the new EA's commencement date moves further and further out. That's not an outcome anyone wants, especially given that the offer itself is very competitive considering the state of our business.

As a reminder, a 1.5% wage increase will be applied from the date of a successful "yes" vote on the offer, followed by:

- 1.75% wage increase in Year 2
- 2.25% wage increase in Year 3
- 2.5% wage increase in Year 4

Based on feedback from our employees, we have updated the wage table in the offer to provide greater clarity regarding EA timing and added the nominal expiry date of the proposed agreement.

You can read the full offer [here](#) and we've answered some Frequently Asked Questions [here](#).

I am happy to answer any questions that come my way regarding the offer.

Yours sincerely,

Matt Jones
Lead Negotiator

