



EA Negotiation Communications

Boeing Aerostructures Australia

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

26 March 2021

Team,

We started yesterday's EA negotiation meeting discussing an issue experienced during the 2018 EA negotiations, where those around the table reached 'in-principle' agreements about claims. However, this position later changed due to lack of discussion with employees by their bargaining representatives as the negotiations progressed. It was an important reminder that employee bargaining reps find regular and effective ways to share bargaining updates with the wider employee group throughout the negotiations, something those in the room yesterday committed to doing.

Several topics were discussed in yesterday's session. Specifically on **redundancy claims**, where employee representatives told us the current claim has offended and upset many employees. BAA advised that a redundancy payment is not a 'golden handshake' when leaving. The purpose of a redundancy payment is to ensure a person does not suffer hardship while they are finding their next job, and while the metals manufacturing industry average maximum is 26 to 52 weeks of redundancy pay, BAA is offering a maximum of 60 weeks, which would still be industry-leading.

Employee numbers always need to increase when rates ramp up on existing programs, however the chance to bid on new work packages is impacted when The Boeing Company considers the long-term impact of awarding work to our site, i.e. employing people who may be made redundant when the project ends. They currently assess this redundancy cost as part of the overall cost of placing work here, and at the moment it is considered extremely high.

We discussed a possibility of a clause where only new employees get a lower redundancy payment, however employee bargaining representatives said this would create a divide among employees. Discussions will continue on the importance of revising the redundancy clause in the next meeting. You can see answers to a number of questions in relation to the redundancy clause [here](#).

Other items discussed include:

- **Introducing two new Engineering classifications below 1A:** Employee Bargaining Reps advised this is not acceptable as it would extend the time in classification for everyone else, and disrupt the classification descriptions. We advised this is not the intent, and the main issue is that BAA graduates are currently starting on rates which are 25% above the top of the market, and that BAA should still be able to attract best candidates, and pay at the top of the market. Parties discussed whether the Enterprise Agreement rates for 1A and 1B

could be lower for new starters, but employee representatives shared a concern that with a push for more women in our workplace, with it would come an increase in the gender pay gap.

- **Travel Time payments:** Employee Bargaining Reps said they are prepared to consider removal of travel time payment for international trips only, if domestic (interstate) travel time payment remains, and employees are provided with cab charges covering full distance from place of residence to the airport. BAA said it would consider this proposal.
- **Reclassification to 110% Aerospace Tradesperson** only where there is a 'business need': Employee Bargaining Reps said that if they agreed to this, then no-one would get promoted. They spoke about a lot of people getting a D-Stamp in the past and then not been promoted. It is not clear to them what creates or prompts a 'business need' for new positions to be created; and they consider if a person has the skills, they should be paid for them. BAA advised that expressions of interests (EOIs) come out, and a person may be given a D-Stamp, as one of a number of elements they are working to gain - to be able to apply for reclassification. A D-Stamp does not mean you have all the other elements or use them regularly as part of your permanent role.
- BAA considers that though a person may get further training, qualifications and skills, if a person is not being asked to use them on a permanent, ongoing basis, the company should not be required to pay for this. BAA advised it will give some thought to what might prompt a 'business need' and to promote people for discussion at the next meeting.

Parties also discussed the **Heat Stress** issue, with Employee Bargaining Reps saying they will consider a clause providing for a start up to 2.5 hours earlier during hot days, with some details to be discussed further and BAA to draft a clause for consideration.

The group have made good progress reviewing and tidying up a number of existing clauses (without change to the existing entitlement). We will continue this process in the hope we can end up with an agreement which is a little shorter and easier to understand.

On the whole, discussions were productive, with a number of actions for all parties to continue working through the issues.

We now have a four week break until the next negotiation session, and look forward to meeting again on 22 April.

Matt Jones
