



# EA Negotiation Communications

## Boeing Aerostructures Australia

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

28 May, 2021

Team,

Three weeks ago, it was discussed and agreed in our EA negotiation session that our meetings would go to weekly from 20 May to help move discussions forward in order to meet the 30 June expiry date. We knew that union officials from one of the unions would only be able to accommodate one meeting every two weeks, but with the remaining officials and employee representatives available, we proceeded with this plan.

This was a critical meeting designed to discuss the feedback to the Consolidated Offer, which was presented last week. You can view this Offer [here](#). However, despite this, a majority of the employee bargaining reps declined to attend.

What's most disappointing about this outcome is that when we tabled the Consolidated Offer on 20 May, union officials verbally acknowledged that there were several items listed that they would consider accepting as is, and agreed to take it to their members for discussion. At the request of the unions and in the spirit of advancing these negotiations, we then supported a combined paid/lunch mass meeting on site to support these discussions and move the negotiation forward. The paid meetings were provided with a view to getting detailed employee feedback on each of the items of the Consolidated Offer in a timely manner that supported the meeting scheduled for 27 May. To then receive nothing is incredibly discouraging.

This process requires all parties to be willing to actively negotiate for an outcome. We have tried to move this process forward in order to meet the 30 June expiry and, although many may think there is little impact to them personally if we do not hit this deadline, this can not be further from the truth.

Let me be really clear here: the longer it takes for us to progress and finalise this agreement, the greater the risk to our business reputation and potential future opportunities. Our business is facing the greatest financial challenge in its history and we need to act now in order to recover effectively. Per our 2021 Q1 performance announcement our business is over \$60 billion in debt, operating with a negative cash flow, we have lost 17% of our orders backlog and we are recovering from impacts in the 737, 777 and 787 fleets.

The lack of feedback or a counter proposal with respect to any or all of the claims listed within the Consolidated Offer leaves us, from a business perspective, with nothing further to offer until there is an intent shown by bargaining representatives to negotiate in relation to what has been put forward by the business.

We need to come together with positive intent and progress this negotiation for our mutual benefit in the current business environment. Now is the time to move forward. We need every voice heard, and we need everyone to support the bargaining reps and encourage them to attend these meetings to ensure that happens.

**Matt Jones**

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