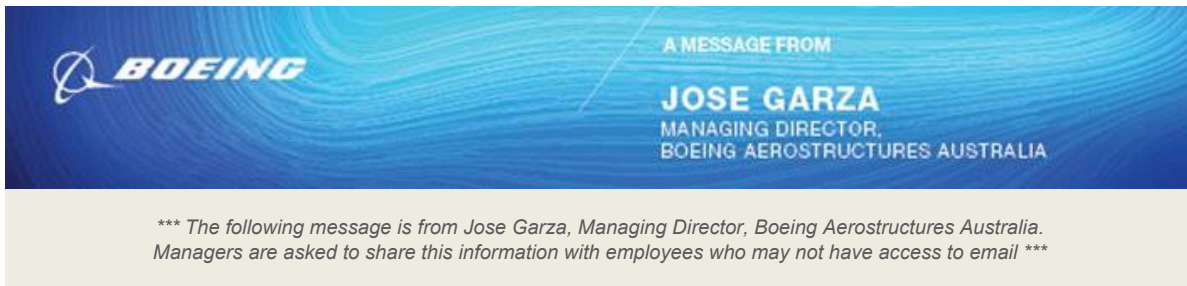


**From:** [Jose Garza](#)  
**Subject:** A message from Jose Garza: Commencement of enterprise agreement bargaining  
**Date:** Thursday, 17 December 2020 1:16:42 PM



Team,

On 30 June 2021, the current BAA enterprise agreement will nominally expire. In order to ensure we have sufficient time to begin and complete thoughtful negotiations with our employees and bargaining representatives, **this is your formal notification that BAA is commencing to bargain for a new enterprise agreement to replace the *Boeing Aerostructures Australia (Port Melbourne) Enterprise Agreement 2018*.**

The timing of this commencement is not ideal given we are about to begin a well-deserved Christmas and New Year break across the site. However, I also know that generally, businesses across Australia and many other Boeing entities start bargaining for a replacement agreement about six months from the expiry date to ensure sufficient time to consider and discuss the issues important to the workforce.

Our priority in these negotiations is to create a stronger BAA for our employees, which is better placed for success in the current and future economic climate. The next five years will present significant challenges to our industry, but I believe with this common goal front-of-mind, we will negotiate a successful agreement outcome for our team mates.

Immediately following this message, in a separate email, we will send out the Notice of Employee Representational Rights. This is a mandatory requirement under the *Fair Work Act 2009* (Cth) as part of the enterprise agreement-making process.

### **Representational rights**

Employees covered by the Agreement have a right to be represented at the bargaining table. If you are not a union member, you may nominate yourself or another person to represent you at the bargaining table. For those who are union members, the union is the default representative at the bargaining table, however you can alternately nominate yourself or another person to represent you, though a nomination is not compulsory.

If you would like to nominate yourself or another person to be a bargaining representative for negotiations, or have any questions in relation to the negotiation process, please email Labour Relations Lead, [Kate Connellan](#).

We will hold the first negotiation meeting in the last week of January 2021. For those nominated as bargaining representatives, a session will be held before this date when we return from shut down to explain the negotiations and how they work for all parties involved.

These negotiations, in particular, present a powerful opportunity for all of us to help shape the future of BAA. I look forward to starting the conversation.

Enjoy the break.

**Jose Garza**  
**Managing Director**

