



EA Negotiation Communications

Boeing Aerostructures Australia

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

24 August 2021

Team,

On Thursday 12 August 2021, we met with bargaining representatives at an EA bargaining meeting, following the receipt of counter offers from the unions the week prior.

It was pleasing to be able to achieve alignment with Professionals Australia on a number of the elements of their counter offer, including the letter of guarantee as well as a joint working party on the reclassification process for engineer/scientist classification employees.

During that negotiation meeting, BAA advised the bargaining reps that our current offer is comprised of:

- A 1.25% wage increase in the first year (applicable from the time the unions advise BAA that their members have endorsed the offer),
- 1.25% wage increases to also apply in years 2, 3 and 4,
- Payment for accreditation and ongoing registration for professional engineers,
- And contingent on acceptance of the above wage increases, removal of the BAA claim to change redundancy entitlements.

In return, we would seek:

- Support on the introduction of a new 2-year engineering graduate program to sit below Engineer/Scientist 1A classification, and
- Agreement on a joint working party to co-operatively review the 110% reclassification process and agree on a replacement process that works for both BAA and employees, and
- Only public holidays as gazetted by Victorian State Government will apply, resulting in the removal of Show Day.

To demonstrate our seriousness about this compelling offer, BAA has provided it [in writing](#) and is seeking a member-endorsed response at the next scheduled negotiation meeting. To help facilitate this, BAA is willing to support paid mass meetings.

We look forward to all bargaining representatives providing their carefully-considered response, with either an acceptance of this offer or an endorsed counter offer, when we next meet.

Regards,

Matt Jones

