

**BAA Enterprise Agreement Offer  
Frequently Asked Questions  
22 October 2021**

**Q. Is BAA's offer still available to endorse?**

**A.** Yes. BAA's offer is still on the table for employees to endorse. The longer employees wait, the later the Commencement Date and the later the first pay increase will apply. This is why it is so important for employees to not delay in showing support for the proposed EA and endorsing the deal we reached with the unions.

**Q. Once the proposed EA has been formally voted up, when will it commence?**

**A.** Once the proposed EA is voted up, BAA will apply to the Fair Work Commission (FWC) for the EA to be approved. If the FWC is satisfied with the EA per legal requirements, they will approve it and let all bargaining reps know of the approval. It can take a number of weeks for this to occur. The EA commences 7 days after the Commission approves the proposed agreement (**Commencement Date**).

**Q. When will the wage increases apply?**

**A.** On Commencement Date of agreement: 1.5%

1 July 2022: 1.75%

1 July 2023: 2.25%

1 July 2024: 2.5%

At 30 June 2025, the EA will reach its nominal expiry date.

The first wage increase will be *applied* from the date the Unions jointly write to BAA confirming their members' endorsement of the Offer, with payment to be made upon the commencement of the new EA.

**Q. Why were the mass meetings held on the same day that the bargaining reps reached agreement?**

**A.** This is the way we have traditionally negotiated. Once an agreement has been reached at the negotiation table it's taken to the workforce for endorsement. We have since heard that some employees felt the mass meetings last week were rushed. We take on board the feedback, but note that they were organised quickly to ensure employees could get their pay increases sooner.

**Q. What happens if I endorse this offer later – am I worse off?**

**A.** Yes. Every day that passes without a majority "Yes" vote, is another day employees are without a pay increase. There is no backpay on offer.

**Q. How did the bargaining reps end up at 1.5%, 1.75%, 2.25% and 2.5%, with the outer years providing a higher increase?**

**A.** The wage offer is an agreed outcome of many negotiation meetings. It takes into consideration employee feedback regarding a potentially improved outer years forecast and the needs of the business. The current financial position of the business and the ongoing impact of COVID-19 to our industry will last for many years and it will take time for our position to improve. Long-haul travel is not expected to

return to pre-pandemic levels until sometime in the 2023-2024 timeframe. These were all relevant considerations for our bargaining representatives.

**Q. When will BAA start to hire graduate engineers under the proposed Engineering Grad classification? Will this occur prior to the publication of the Graduate Engineering Program policy?**

**A.** BAA will draft a policy with the detail on the Graduate Engineering Program and consult with the unions prior to publication. BAA will not hire graduate engineers under the proposed Grad classification prior to the publication of this policy.

**Q. Why is there no sign on bonus?**

**A.** A sign on bonus was discussed as part of the negotiations, however it was agreed by representatives to be traded off in favour of an increase in annual wage offer.