



EA Negotiation Communications

Boeing Aerostructures Australia

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

14 July 2021

BAA has heard from our EA employees that their top concern is maintaining current redundancy entitlements for current employees. We heard you, and we have guaranteed those entitlements for current employees as part of our offer. An AMWU flyer unfortunately contains inaccuracies about that guarantee.

In order to ensure our employees have the correct information, please refer to the following:

Myth #1: “It doesn’t guarantee the conditions you are trying to keep... If grandfathering came in, the new employees would come in, outnumber the current employees and sell off the current redundancy entitlements.”

This is false. BAA has made an offer to **guarantee** current redundancy entitlements for current EA employees as part of the EA negotiations.

Myth #2: “If Grandfathering is used for one condition, it can be used for another condition.”

This is false. BAA has offered to **guarantee** current redundancy entitlements conditions for current EA employees as part of the EA negotiations. The offer only extends to the redundancy entitlements. It cannot be “used for another condition”.

Myth #3: “In a redundancy situation, the new employees would be cheaper to let go.”

The cost of redundancy payments is not relevant when determining which employees’ positions are made redundant if we are required to reduce headcount.

The BAA EA is very prescriptive as to the steps that need to be taken in a redundancy situation in selecting those positions. It does not include consideration of the cost of redundancy as a relevant factor.

Myth #4: “The workforce is split... Different employment conditions divide the workforce... Parts of the workforce would compete against the other parts of the workforce.”

BAA has received unanimous feedback that the number one issue from BAA EA employees was to maintain redundancy entitlements. We have heard you and made an offer to do just that.

Our offer is focused on addressing the #1 issue raised by our employees today.

This negotiation and conclusion of an approved agreement is extremely important for the future of

BAA, coming in the midst of a historic downturn in the global aviation industry. We will continue to provide our employees with facts about our offer so you and your families can make informed decisions.

