

Offer presented to BAA on 5th August 2021.

This offer dated 3rd August 2021, is presented by Professionals Australia, a party to the agreement, on behalf of our respective members, to Boeing Aerostructures Australia.

We refer to the negotiations for the Boeing Aerostructures Australia Pty Ltd (Port Melbourne) Enterprise Agreement 2021 (new EA) to replace the Boeing Aerostructures Australia Pty Ltd (Port Melbourne) Enterprise Agreement 2018 (current EA).

We note that the parties have reached in principle alignment on the following items (as outlined in the Company's memo of 20 May 2021):

1. Travel time payments – international and domestic travel
2. Heat stress – change to spread of hours
3. Understanding that there are clauses in the EA that require tidy up for simplicity/clarity.
4. Individual Flexibility Arrangements (IFA) clause to be amended to allow an individual to vary their spread of hours in line with the clause.
5. Long service leave payments upon termination of employment:
 - Payout after minimum 1 year of service if termination is due to Redundancy;
 - Payout after minimum 5 years if termination is due to illness/ injury;
 - Otherwise payout after 7 years.
6. Bargaining representatives to continue to work efficiently and co-operatively to tidy up clauses which do not change entitlement but provide clarity and support simplification of the agreement.

The party to this agreement make the following counteroffer to the Company:

We accept no reductions to any of the current EBA conditions except for the following:

1. Provide a letter of guarantee which is valid for the life of the new EA which will be in the same or similar terms as that in the current EA for employee entitlements in the event of the closure of BAA or its insolvency.
2. Accreditation and Registration of Professional Engineers
 - Registration and assessment as a Professional Engineer to be fully funded by BAA.
 - 50 hours of paid time to be provided for employees to participate in continuing professional development each year.
3. Agreement back dated to 1st July 2021, Term of Agreement 4 years.
4. Wage Increases effective 1st July 2021,
 - Back pay from 1st July 2021 for new EA 3%
 - 12 months after Effective Date 3%
 - 24 months after Effective Date 3%
 - 36 months after Effective Date 3%
5. Incorporated Award (Manufacturing award)

6. Parental leave Clause (current EBA) - Change the wording to 'primary carer' instead of 'birth mother', so that it's clear that this encompasses any employee who is the primary carer for a child, but who may not be the birth mother.
7. The use of long service leave at half pay to be available in all instances rather than at discretion of manager.
8. Following the commencement of this agreement, a joint working party involving the Company and employee representatives will be established to conduct a review of the reclassification process for employees on the Engineer/Scientist Classification.
9. Classification review each year for level 1 and 2 engineers, every 2 years for level 3 and 4 engineers

We believe this best reflects the needs and interests of our members as expressed to us.

However, it will naturally require formal endorsement by our respective members. If this offer is acceptable to the Company.

Yours sincerely
Joe Vrbetic