

Operations Services Maintenance Agreement

Record of Meeting



Date 17 February 2022
Location Videoconference via WebEx
Attendees See Appendix 1

Agenda	
<ol style="list-style-type: none"> 1. Introduction & agenda 2. Recap on last bargaining meeting 3. Bargaining representatives' positions 4. Logistics for next meeting 	
Summary	
Introduction	<p>OS shared the agenda for the meeting.</p> <p>OS confirmed that Cossie Costello will no longer be participating on the OS bargaining team and a replacement will be confirmed shortly.</p> <p>OS noted apologies from Shane Roulstone (AWU) and Simon Rushworth (AMWU WA) being late joining the meeting.</p>
Recap on last bargaining meeting	<p>OS provided a recap of the last bargaining meeting held on 25 November 2021, including reiterating its updates to draft proposed OS Maintenance Agreement:</p> <ul style="list-style-type: none"> • Clause 6: added wording to define employment hubs and provide certainty for our Employees that transfers outside of their designated hub (being either the East Coast hub, West Coast hub or South Australia hub) will only occur via agreement between the Employee and the Company. • Clause 8: amended the superannuation clause to comply with recent legislative changes. • Clause 9: added wording to provide certainty that meal breaks will be paid; and • Clause 15: clarified that long service leave will be paid at an Employee's Annual Salary rate. <p>OS noted the parties agreed to consider OS' proposals and provide feedback, and the CFMMEU had advised they were in the process of updating their proposals but didn't have the changes ready for discussion at the November meeting.</p> <p>AMWU (QLD) queried the date on the draft proposed OS Maintenance Agreement circulated on 25 November 2021. OS agreed to check and re-send the draft proposed OS Maintenance Agreement.</p>
FWC decision	<p>OS noted the FWC decision in relation to the unions' scope applications. The FWC accepted there is nothing unfair in OS' proposed national scope and OS confirmed that it continues to pursue an agreement covering its national maintenance workforce.</p>
Bargaining representatives' positions	<p>AMWU (QLD):</p> <ul style="list-style-type: none"> • Stated that OS' draft proposed Agreement does not address the key concerns for QLD employees. • Pay rates and travel subsidies were highlighted as particular concerns. The parties discussed OS' announcement regarding self-funded flights to/from Moranbah and Emerald (see Appendix 2). Asked that OS consider providing

certainty by including travel arrangements in the Agreement. OS will consider this proposal.

- Noted preference for meetings to occur face to face, and for longer blocks of time. Moranbah, Mackay or Blackwater were suggested as possible locations. OS asked how this arrangement would work with national scope and to include WA-based bargaining representatives. The AMWU (QLD) accepted that dial in facilities would be necessary for those who couldn't attend a meeting in QLD. OS will consider this request, taking into account necessary health and safety controls, and respond at the next meeting.

Employee bargaining representative:

- Continues to press for cash out of personal/carer's leave. OS continues to consider this proposal.

Employee bargaining representative:

- Stated concerns relating to travel arrangements, inconsistency with flight availability and flight pricing. OS will speak to the Logistics team to understand any issues with flights changes / cancellations in QLD. OS will consider whether a representative of the Logistics team could attend the next bargaining meeting.
- Stated concerns relating to supply of tooling at Saraji Mine deployments. OS will raise this issue with the Manager OS Maintenance for Saraji deployments.
- Asked whether OS employees were being provided with subsidised housing in Dysart. OS will respond at the next meeting.

Employee bargaining representative:

- Stated concern regarding current Rapid Antigen Testing (RAT) processes at Perth airport. As a matter outside of bargaining, OS will raise with WAIO Asset.

Employee bargaining representative:

- Stated the dynamic roster is a key concern and will provide a formal proposal. Concerns include fly in/out days not treated as workdays and application of overtime.

CFMMEU:

- Asked about OS' revised clause 6.3 and redundancy. OS explained that in circumstances where the employee was no longer required at their current deployment and there was a requirement for that employee to continue to perform their role at another deployment within the employee's hub, there would be no redundancy. This feature of the OS model enables ongoing employment and avoids the need for redundancy in most circumstances.
- Asked about consideration of personal circumstances prior to any transfer between deployments. OS explained that its Employee Preference Process takes into account personal circumstances and preferences.
- Continues to press for an employee's current deployment site to be considered their ordinary work location.

Operations Services Maintenance Agreement

Record of Meeting



	<ul style="list-style-type: none">• Asked whether OS employees could access BMA housing arrangements. OS confirmed that it does not own or control housing and OS access to BMA housing is a matter for BMA. <p>Employee bargaining representative:</p> <ul style="list-style-type: none">• Asked about consideration of personal circumstances prior to any transfer between deployments. OS explained that its Employee Preference Process takes into account personal circumstances and preferences.• Continues to press for a local living allowance for residential employees. OS confirmed that it does not accept this claim as employees can choose where they live, OS does not want to create unfairness between employees receiving financial compensation for living in particular locations, and OS cannot liquidate the cost of camp rooms to pay an allowance.• Suggested a meal allowance as an alternative to a local living allowance. OS will consider this proposal. <p>AWMU (WA)</p> <ul style="list-style-type: none">• Stated concerns regarding fatigue management and payment for travel. Continues to press for fatigue management to be included in the Agreement. OS confirmed that fatigue management is properly addressed via safety and health management systems through standards and procedures, not through the Agreement.• Continues to press position on roster changes by majority agreement and disputation of disciplinary matters.• Asked whether policies are incorporated in the Agreement. OS confirmed its position has not changed, and that the proposed Agreement does not incorporate Company policies or procedures. <p>Employee bargaining representative:</p> <ul style="list-style-type: none">• Asked about the proposed salaries in the draft proposed OS Maintenance Agreement and individual contracts. OS confirmed its position that its draft proposed OS Maintenance Agreement provides a minimum rate (105% of relevant Award rate for the applicable roster) and that individual contracts may provide for higher salaries. OS confirmed that, upon the Agreement taking effect, any employee paid below 105% of the Award rate would receive an increase.• OS confirmed its position that the draft proposed OS Maintenance Agreement does not include salary increases, save and except for applying increases to the 105% Award minimum rate as determined by the FWC minimum wage decisions. <p>Employee bargaining representative:</p> <ul style="list-style-type: none">• Proposed a retention bonus. OS will consider this proposal.
Next meeting	The next meeting has been scheduled for 31 March 2022 via WebEx (video conference).

Operations Services Maintenance Agreement

Record of Meeting



Actions		
Confirm meeting arrangements	OS	24 March 2022
Discuss tooling with Joe Brown (Saraji)	OS	24 February 2022

Appendix 1

Attendance List	
Michael Caskey	Saraji Mobile
Karthik Sundarraj	WA Mechanical Conveyors
Cassie Baynton	Caval Ridge Mobile
Chris Rudd	WA Fixed Plant (Pulley's)
Glen Hallums	WA Fixed Plant (Pulley's)
Mark Argent	WA Fixed Plant
Mitch Hughes	CFMMEU (QLD)
Michael Wright	ETU
Kegan Scherf	AMWU (QLD)
Simon Rushworth	AMWU (WA)
Renee Portland	AMWU (WA)
Rob Hannaford	Manager Maintenance
Jessica Morkel	Principal Employee Relations
Maryke Prinsloo	Specialist Employee Relations

Appendix 2 – Email regarding self-funded flights

A message from Matt Furrer Vice President Operations Services

17/02/2022

Team,

After hearing from our frontline teams that access to self-funded flight options into Moranbah and Emerald is an area for improvement, we took your feedback onboard and have been working incredibly hard to improve flight options in Queensland.

We recognize that the current flight offerings to Rockhampton and Mackay are less than ideal in getting you from your home, to work at BMA sites and home again.

I am excited to announce that we have implemented improvements that will now see discounted flights made available to OS employees for services between Brisbane and Moranbah, and Brisbane and Emerald.

The new flights on the optimised routes are being offered at a significant discount to commercial flights at \$120 each way (plus booking fees of \$17 one way and GST) and will be made available to book through the Uplift booking system from 23 February 2022 for travel from 2 March 2022. For more detail, please see the attached FAQ.

I'd like to take the opportunity to extend a massive thanks to our Logistics and Resources team who work tirelessly to make sure our people have access to the best travel options available. Their day-to-day work in keeping our people safely moving often goes unrecognized, and their hard work on implementing these new flight options has gone above and beyond.

I would like to thank you again for your honest feedback and patience whilst we thoroughly worked through this challenge. I hope the new discounted services, significantly improved routes and timetabling are a welcomed change for our team members and their families in Queensland.

Thanks
Matt