

OS Enterprise Agreement – Maintenance

Frequently Asked Questions

As at Wednesday 15 March

Q&A

The offer

What is happening?	<p>Following two years of bargaining for a national Enterprise Agreement (EA) for our maintenance team, supported by the Fair Work Commission (FWC) more recently, our employee ballot is next week.</p> <p>After hearing your valuable feedback on the proposed offer, we believe we have reached an offer that addresses the things that matter most to you – and ensures a sustainable and competitive future for Operations Services (OS).</p> <p>All OS employees covered by the proposed EA will now be able to vote on the offer between 20 - 24 March. See below the key benefits you'll secure.</p> <p>Importantly, we'd like to recognise your ongoing patience, support and commitment to OS through this process. That's why, should this EA get approved by the OS team and the FWC, you will also receive a \$5000 sign-on-bonus, outside of the EA.</p>
What are the headlines in this offer?	<ul style="list-style-type: none">✓ Four year term✓ Salaries <u>will not</u> go backwards (only forwards for term of Agreement and minimum salary guarantee of 5% more than Award)✓ Paid flights for FIFO✓ \$5000 Travel allowance per year for workers who commute (DIDO/BIBO)✓ \$6000 Local allowance per year for residential workers✓ Unused personal (sick/carer's) leave paid on exit in most circumstances✓ Access to BHP matched superannuation policy✓ BHP redundancy policy✓ BHP Parental Leave, Public Service Leave and Family & Domestic Violence Support Policy positions

	<p>As an added bonus, should the EA get approved by the OS team and the Fair Work Commission, team members will receive a \$5000 sign on bonus.</p>
<p>What will happen now?</p>	<p>The ballot for the Maintenance Enterprise Agreement, which will cover maintenance frontline team members working on operational sites across Australia, is next week.</p> <p>The ballot will open on Monday 20 March and close on Friday 24 March.</p> <p>You have now been provided with a ballot pack and details about the ballot process, including how to vote. It is important that you understand the package on offer and ask any questions before you cast your vote.</p> <p>In the event of a successful ballot and FWC approval, all terms of the EA will take effect in addition to payment of the \$5000 sign on bonus.</p>
<p>When is the ballot?</p>	<p>The ballot will be open at 0600 AEST, 0630 ACDT, 0400 AWST on 20 March and close at 1000 AEST 1030 ACDT, 0800 AWST on 24 March.</p> <p>An external voting provider – CorpVote – will conduct the ballot.</p> <p>The ballot will be successful if a majority of valid votes cast are ‘Yes’ to approve the proposed Agreement.</p> <p>All employees are being provided with how to vote instructions, a copy of the EA and an explanation of the terms of the proposed Agreement.</p>
<p>How do I know if I am eligible to vote?</p>	<p>Anyone who is covered by the proposed EA is eligible to vote.</p> <p>This includes any team members currently on secondment, if their substantive role is covered by the Agreement. For clarity, the proposed EA covers our maintenance frontline team members working on operational sites. This includes Maintenance Technicians, Serviceperson, Maintenance Associate and Apprentice/Trainee roles.</p> <p>Our Supervisors and other technical support roles are not covered by the proposed EA.</p>
<p>How can I get a copy of the proposed EA?</p>	<p>On 10 March you were provided with a ballot pack. This information will be emailed to you from your General Manager and shared with you via text message from CorpVote.</p>

	<p>With your ballot pack, you received a copy of the proposed Agreement as well as how to access all the relevant information about the proposed Agreement.</p> <p>If you prefer a hard copy of these documents, please ask your Supervisor or Department Admin to make a copy for you.</p> 
<p>How do I get a copy of the Notice of Employee Representational Rights?</p>	<p>A copy of the Notice of Employee Representational Rights (NERR) is available on the OS EA website: http://www.bhp.com/OS-EA-hub</p> 
<p>Can changes be made to the proposed Agreement once it is approved by the Fair Work Commission?</p>	<p>No – not usually.</p> <p>Once the proposed Agreement is approved then it will continue to apply to employees until it is either replaced by a new enterprise agreement or terminated. There is a process to vary an enterprise agreement, but it is not common.</p> <p>If there are changes to the minimum terms and conditions in the Fair Work Act 2009 (the National Employment Standards) which are more beneficial than the terms which are currently in the proposed Enterprise Agreement, then the Company must ensure that it complies with the more favourable provisions in the National Employment Standards.</p>

<p>What is an EA?</p>	<p>An Enterprise Agreement (sometimes referred to as an 'EA' or 'EBA') is an agreement between an employer and a group of employees that sets minimum terms and conditions of employment that apply to that group of workers.</p> <p>EAs can provide terms and conditions for our team members that are better off overall than the conditions that are prescribed in relevant Modern Awards.</p>
<p>What is the offer?</p>	<ul style="list-style-type: none"> • Four Year Term • Salaries will not go backwards (only forwards for term of Agreement and minimum salary guarantee of 5% more than Award. • Paid flights for FIFO • Travel allowances for workers who commute (DIDO/BIBO) • Local allowance for residential workers • Unused personal/sick leave paid on exit, in most circumstances • Access to BHP matched superannuation policy • BHP redundancy policy • BHP Parental Leave, Public Service Leave and Family & Domestic Violence Support Policy positions <p>As an added bonus, should the EA get approved by the OS team and the Fair Work Commission, team members will receive a \$5000 sign on bonus.</p> <p>And more....</p> <ul style="list-style-type: none"> • Removal of casual employment • No transfers between hubs (e.g. East to West or West to East) without Employee agreement • Locking in that salaries will be paid fortnightly • Clarifying meal breaks will be paid, and that travel time to/from the crib room is counted as time worked and not the meal break • Inclusion of the model consultation clause • Inclusion of the model flexibility term • Outlining we may call for volunteers to work Christmas Day and Boxing Day, and that overtime rates will be paid where an Employee does volunteer to work. Employees paid overtime will not be eligible for the \$700 policy payment. • Including a clause for leave without pay • Clarifying employees stood aside for misconduct will be paid so long as they actively participate in the investigation process • Capping probationary periods at 6 months • Outlining overtime or TOIL will be provided for training in non-rostered hours • Including an inclement weather clause

	<ul style="list-style-type: none"> • Providing additional notice periods for roster changes
<p>How does the sign on bonus work?</p>	<p>We'd like to recognise your ongoing patience, support and commitment to OS through this process. That's why, should this EA get approved by the OS team and the FWC, you will also receive a \$5000 sign-on-bonus, outside of the EA.</p> <p>The sign-on-bonus will be paid to existing Employees who:</p> <ul style="list-style-type: none"> • Are eligible to vote for the Enterprise Agreement; • Are employed by the Company on or before 24th March 2023; and • Remain employed by the Company on the payment date (without having given or received notice terminating their employment) <p>If the ballot is successful and the EA approved by the FWC, all employees who are covered under the EA will receive the sign on bonus, regardless of if they voted or how they voted.</p>
<p>What is the offer on paid flights?</p>	<p>Employees who are not local or cannot commute, are non-local employees. OS will provide non-local/FIFO employees with:</p> <ul style="list-style-type: none"> • Fully funded return flights to the local area from specific destinations at set times • village or other accommodation during the rostered swing of work • travel to and from site from the accommodation each day that they perform work as directed
<p>What is the travel allowance?</p>	<p>A Commute Employee lives outside a daily driving radius but can drive/bus in and out of that site for each swing. OS will provide Commute Employees with:</p> <ul style="list-style-type: none"> • a travel allowance of \$5000 per year, paid in fortnightly instalments for all incidental costs incurred while travelling to and from their residence • village or other accommodation during the rostered swing of work • transport to and from site and accommodation each day that they perform work as directed
<p>What is the local allowance?</p>	<p>A Local Employee is an employee who resides within a radius where they can drive to the site where they are working each day.</p> <p>Local Employees travel to and from site each day that they perform work by their own means and at their own expense.</p> <p>Local Employees will be paid a local allowance of \$6000 per year, paid in equal fortnightly instalments, for each fortnight the employee performs work or is on paid leave.</p>
<p>If I have other housing arrangements with BHP</p>	<p>No, as set out in clause 20.4(d) of the proposed EA, the \$6000 local allowance will not apply where an Employee</p>

<p>(such as subsidised housing) do I receive the \$6000 local allowance?</p>	<p>accepts other housing arrangements with the Company, such as subsidised housing.</p>
<p>Why are there differences in value between the paid flights, local allowance and travel allowance?</p>	<p>OS operates a unique model where Employees are not employed to work in a single location and are able to choose where to reside.</p> <p>The travel and accommodation entitlements in clause 20 of the proposed EA seek to provide benefits to all OS Employees, but they don't set out to provide the same entitlement given the differences in individual circumstances.</p> <ul style="list-style-type: none"> • The local allowance is intended to compensate for the increased costs associated with living in local and remote communities. This allowance is consistent with proposals put forward by bargaining representatives throughout the bargaining process. • The travel allowance is intended to compensate for incidentals associated with commuting to and from an Employee's place of residence and their camp accommodation, such as fuel and the costs of running a car. • For Non-Local Employees, the proposed EA provides certainty paid flights will be provided from designated locations, to support them in getting to and from work.
<p>What is in the offer about salaries?</p>	<p>Salaries won't go backwards</p> <p>The EA guarantees your contract salary will not be reduced during the Term of the EA, except if you change rosters or classifications.</p> <p>Whilst we continue to reward and compensate you per your employment contract, the EA ensures your salary only goes up, other than where you change rosters or positions.</p> <p>Above Award Guarantee</p> <p>Salaries will be at least 105% of the amount which would be payable under the relevant Modern Award (known as the Above Award Guarantee).</p> <p>Whilst we continue to reward and compensate you per your employment contract, the EA ensures your salary is at least 5% more than the award.</p>
<p>What policy positions are proposed?</p>	<p>Throughout the course of bargaining, OS has heard from bargaining representatives that employees want certainty regarding policy positions. With this in mind, OS has agreed to locking in the following policies for the term of the Agreement:</p> <ul style="list-style-type: none"> • BHP Redundancy Policy Schedule – Australia

	<ul style="list-style-type: none"> • BHP Parental Leave Australia Policy • BHP Public Service Leave – Australia Policy • BHP Family and Domestic Violence Support Policy • If policy entitlements increase, Employees will receive the increased benefit, however the current existing benefit cannot be reduced for the term of Agreement. <p>OS has also enabled Employees having access to matched superannuation via the BHP Employee Matching Contribution Policy.</p>														
<p>What is the matched superannuation policy?</p>	<p>The BHP Employee Matching Contribution Policy, as amended from time to time, enables eligible employees to make additional superannuation contributions and to have a co-contribution made by BHP.</p> <p>Currently, BHP provides eligible employees with an increased employer contribution as follows:</p> <table border="1" data-bbox="606 819 1385 1155"> <thead> <tr> <th colspan="2">Your regular contribution rate</th> <th rowspan="2">BHP's regular contribution rate p.a.</th> </tr> <tr> <th>After tax p.a.</th> <th>Before tax p.a.</th> </tr> </thead> <tbody> <tr> <td>0.00%</td> <td>0.00%</td> <td>10.50%</td> </tr> <tr> <td>2.50%</td> <td>2.94%</td> <td>12.00%</td> </tr> <tr> <td>3.50%</td> <td>4.12%</td> <td>14.00% (max.)</td> </tr> </tbody> </table>	Your regular contribution rate		BHP's regular contribution rate p.a.	After tax p.a.	Before tax p.a.	0.00%	0.00%	10.50%	2.50%	2.94%	12.00%	3.50%	4.12%	14.00% (max.)
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<p>What is the offer for pay out of Personal (Sick) / Carer's Leave</p>	<p>Accrued but untaken personal (sick) / carer's leave will be paid out on termination of employment, except where:</p> <ul style="list-style-type: none"> • The termination is a result of serious misconduct; • The Employee is within probation; • The personal/carer's leave transfers to a new employer (e.g. is an OS Employee accepts a role with BHP WAIO, their personal/carer's leave would transfer rather than be paid out). <p>This means, except for Employees within probation or who are transferring employment, unused personal (sick) / carer's leave will be paid out on:</p> <ul style="list-style-type: none"> • Resignation • Retirement • Separation for death or ill health • Redundancy • Dismissal (except where the dismissal is for serious misconduct) 														
<p>Where can I find more on the BHP Parental Leave, Public Service Leave and Family & Domestic Violence Support Policy positions?</p>	<p>You can access BHP policies via the Digital Workspace or myHR+. The relevant policies have also been linked below:</p> <p>BHP Parental Leave Australia Policy</p> <p>Public Service Leave - Australia Policy</p>														

	BHP Family and Domestic Violence Support Policy
How do Christmas Day and Boxing Day work in the proposed EA?	<p>OS works 24/7 rosters. To meet our plans and commitments to our customers, we need rostered shifts to continue over Christmas Day and Boxing Day.</p> <p>Where an Employee is rostered on over Christmas Day and Boxing Day, they will be required to work unless they have leave approved.</p> <p>To enable Employees who are rostered on to take leave, the proposed EA outlines that OS may call for volunteers to work Christmas Day and Boxing Day. Where an Employee who is <u>not</u> rostered on volunteers and performs work on these days, they will be paid overtime rates.</p> <p>Separate to the EA, Employees who are rostered on and who work will continue to be eligible for a \$700 per shift payment in accordance with the Working on 24-26 December Ex-Gratia Payment Policy.</p> <p>Employees who receive overtime will not be eligible for the \$700 policy payment.</p>
How does un-rostered overtime work in the proposed EA?	<p>Clause 7.9 of the proposed EA sets out the rates for un-rostered overtime, which are:</p> <ul style="list-style-type: none"> • Other than on public holidays, double the Above Award Guarantee hourly roster rate; and • On public holidays, triple the Above Award Guarantee hourly roster rate.
How do rosters work in the proposed EA?	<p>OS is currently working on a range of different rosters, including part time and job share arrangements. To keep our proposed EA simple, we have not included references to specific rosters. This also gives OS flexibility, which includes the ability to set rosters for new deployments where there are prevailing site requirements for rostering arrangements.</p>
How do roster changes work in the proposed EA?	<p>Clause 24 of the proposed EA sets out the consultation requirements where OS proposes to introduce a change to the regular roster or ordinary hours of work of Employees. As an example, this clause would be triggered if OS was proposing to change an Employee from one roster pattern to another, such as from a 2/1 roster to a 7/7 roster.</p> <p>Clause 9 of the proposed EA outlines OS will provide an Employee with one week's notice of any change to an Employee's place on a roster, unless otherwise agreed with the Employee. As an example, this clause would be triggered if an Employee was remaining on a 7/7 roster but changing from A crew to C crew.</p>
I work on a dynamic roster in WA, how does the EA impact that?	<p>We have not included references to specific rosters in the EA, per above. Dynamic roster Employees will continue to</p>

	<p>receive notice of their roster in accordance with their contract of employment.</p> <p>Separately, we are working to continue improving the dynamic roster and are eager to hear your ongoing feedback, however, this process will be separate to the EA.</p>
<p>Does the proposed EA provide for accident pay?</p>	<p>Clause 7.18 of the proposed EA guarantees Employees accident pay will not be less than the entitlement in their relevant award.</p> <p>Outside of the EA, OS has an accident pay policy, as amended from time to time, which will continue to apply to Employees. This policy can be accessed via the below link: OS Worker's Compensation Policy</p>
<p>What is the inclement weather clause?</p>	<p>Clause 19 of the proposed EA sets out that arrangements in the event of severe wet weather or a cyclone are dealt with in accordance with the relevant Asset or site policy which is in place where we are deployed. This is no different to how we operate today.</p> <p>The clause also outlines in the event an Employee cannot get to work due to inclement weather, the Employee will be enabled to utilise accrued annual leave.</p>
<p>What is the temporary annual leave shutdown clause?</p>	<p>A temporary annual leave shutdown occurs where an employer intends to shutdown all or part of its operation for a particular period, and Employees are enabled to take annual leave for this period. Any direction to take annual leave during a temporary shut down must be a reasonable direction.</p> <p>Temporary annual leave shutdown clauses exist in the modern awards we operate under today. OS' proposed clause 11.6 reflects this Award term.</p>
<p>What is the stand aside and stand down clause?</p>	<p>Clause 21 of the proposed EA sets out circumstances in which an Employee may be stood aside or stood down.</p> <p>This clause sets out that where an Employee is stood aside pending an investigation into alleged misconduct, the Employee will be paid, so long as they are actively participating in the investigation process.</p>
<p>How does redundancy work?</p>	<p>Clause 25 of the proposed EA locks in that for the term of the EA, redundancy entitlements will be no less than that set out in the BHP Redundancy Termination Australia Policy at the commencement of the EA. This policy can be accessed via the below link: BHP Redundancy Termination Australia Policy</p>
<p>What are the other benefits of an EA?</p>	<ul style="list-style-type: none"> • An EA provides certainty to you as employees, OS, and the operations where we work for the life of the EA • Guarantees salaries above the Award, providing a benchmark for future OS employees

	<ul style="list-style-type: none"> • Provides consistency of terms and conditions across OS' national workforce. • Meets OS' unique needs to keep us competitive and in a good position to continue to grow • Enables flexibility to move sites if your personal circumstances change • It is designed to work hand in hand with the employment contract you receive when you join the OS team • It secures benefits for you and allows OS to remain competitive. <p>There are different types of EAs. We are seeking a simple, easy to understand agreement that works for our national team.</p>
<p>Are the OS employees at the FutureFit Academy (Mackay and Perth) and Repair Centres covered by the proposed EA?</p>	<p>No, the proposed EA covers Employees who undertake maintenance activities on a mining operation, which includes WA Port Operations (Port Hedland).</p> <p>When graduates from the FutureFit Academy deploy to a mining operation they will be covered by the OS Maintenance Agreement.</p>
<p>Why do we need an EA when we have an award?</p>	<p>There are more than 100 industry or occupation Awards in Australia. There are several that apply to our team members, depending upon their role and location of their work. Modern Awards cover specific industries and are therefore not tailored to our employees or operations, which span multiple industries.</p> <p>The Operations Services EA for Maintenance will provide a simple common agreement for our operational team across Australia that meets our unique needs.</p>
<p>Why do we need an EA and an individual employment contract?</p>	<p>Your contract of employment does not change with or without an EA. An EA sets a minimum standard that OS contracts must meet, however, your individual contract is specific to you and allows OS to reward your high performance.</p>
<p>What happens to my contract of employment with an EA?</p>	<p>Nothing – your individual employment contract remains unchanged. The proposed EA provides a minimum set of safety net conditions, which are better off overall than the applicable Awards.</p>
<p>Do we have the same conditions as the assets? Why don't we go under the existing BHP Site EAs?</p>	<p>No – OS is a different business, operating under different corporate entities to those with existing EAs. Importantly, OS is working across Minerals Australia. The proposed EA covers our business across Australia and is aligned to OS' national model of work (rather than being site-based).</p> <p>The proposed EA reflects how we are working now and will continue to work in the future.</p>

	<p>Our proposed EA supports our competitiveness to ensure that we can continue to provide stable, permanent jobs now and into the future.</p>
<p>Why are the EAs separate for Production and Maintenance?</p>	<p>OS Production and OS Maintenance are separate employers (we call them 'employing entities') and have slightly different ways of working which is why we are proposing they have separate EAs.</p> <p>While there are a lot of similarities between our proposed Production and Maintenance EAs, there are some specific provisions that apply to one group – for example, types of work and classifications.</p>
<p>Will national EAs allow me to be transferred wherever the business wants?</p>	<p>No – your contract of employment sets out your individual point of hire and the proposed EA guarantees there will be no transfers between hubs (e.g. East to West or West to East) without your agreement.</p>
<p>Will there be levels of pay in the EA?</p>	<p>Your individual contract of employment sets out your annual salary.</p> <p>To keep things simple, the proposed EA explains how safety net salaries are calculated – which is based on rostered hours of work.</p> <p>Because OS employees work a variety of rosters/hours, we haven't specifically included corresponding minimum salaries for each roster type. However, under the proposed EA you will be entitled to a minimum annual salary being that which you would have received under the applicable modern award, plus an additional 5%.</p> <p>In any event, your annual salary in your contract of employment is based on your role, trade qualifications, experience and roster. All OS team members have their salary reviewed as part of our annual process.</p>
<p>Why do we have different bonuses from other BHP employees?</p>	<p>There are a range of different bonus arrangements in place across BHP that suit the needs of different BHP businesses.</p> <p>Your contract of employment and the OS Employee Handbook provides details of your Incentive Scheme. This is a performance-based bonus that rewards your individual effort and excellence – just like the bonus your leaders and staff-based (office) OS and BHP employees are eligible for.</p>
<p>Why don't we have guaranteed annual pay increases?</p>	<p>All OS employees will have an annual salary review conducted to ensure our salaries remain market-competitive.</p> <p>The minimum salaries in the proposed EA will also increase with any increases to the minimum rates provided for in modern Awards. The Fair Work Commission review the minimum rates in modern Awards each year.</p>

	<p>It is important to remember that we are OS, we are different, and that's a good thing. For example, last year, our maintainers on average received at least 4% salary increases, as well as STI bonuses.</p> <p>A refresher on our process:</p> <ul style="list-style-type: none"> • Our OS remuneration process is largely consistent across our national team, including for leaders onsite and in the offices etc. • Salaries are reviewed each year as part of our flexible Annual Reward Review (ARR) process with outcomes applied in September each year. Our ARR takes many factors into account, like individual and business performance. • OS employees (excluding FutureFit) are also eligible to receive a short-term incentive (STI) bonus annually in September. Over the past four years, since OS began, STI pool outcomes against the BHP scorecard were: 80% FY19, 114% FY20, 117% FY21, 95% FY22. • In our proposed EA, salaries are guaranteed to be a minimum of 5% above award rates. • Award +5% means our operators may also receive an Award increase in July each year, as minimum Award rates are reviewed by the Fair Work Commission.
<p>How does the OS incentive scheme work?</p>	<p>Your contract of employment provides that you may be eligible to participate in the Company Incentive Program, as amended from time to time.</p> <p>The BHP Short Term Incentive (STI) Scheme enables Employees to earn additional reward through performance-based pay that recognises collective and individual performance outcomes and results. The scheme currently offers a 10% target for eligible employees, with the opportunity for stretch outcomes based on performance and safety.</p> <p>Employees on part-time working arrangements will have their incentive outcome adjusted at the time of the calculation to reflect their working arrangement or eligible days.</p> <p>Similarly, employees who have had periods of unpaid leave during the year, will have their Incentive adjusted at the time of calculation to reflect the portion of the year worked and eligible days.</p>
<p>How does my annual leave accrue?</p>	<p>The proposed EA will not change your existing annual leave entitlements or accruals. Under the proposed EA, Employees are entitled to 5 or 6 weeks' annual leave per year (depending on the type of roster they work).</p>

	<p>For full time employees who are entitled to 6 weeks' annual leave per year:</p> <ul style="list-style-type: none"> • employees working a 2/1 roster will typically be entitled to be absent from work on annual leave for 28 shifts per year (or 2 full swings), as they would typically work 28 shifts in a 6-week roster cycle; and • employees working a 7/7 roster will typically be entitled to be absent from work on annual leave for 21 shifts per year (or 3 full swings), as they would typically work will 21 shifts in a 6-week roster cycle. <p>Leave is accrued incrementally each day. Annual leave will not accrue when employees are on unpaid leave, however it will accrue when they are on paid leave.</p>
<p>I don't really understand all of the details in the EA – who represented me at negotiations?</p>	<p>It is important to us that you understand the details of the proposed EA and how it impacts you / what's in it for you. OS has met with employee representatives – being employees who nominated themselves or who were nominated by others to represent them in bargaining – and Union representatives over 20 times to discuss the proposed EA.</p> <p>If you did not nominate yourself or another employee to represent you, a Union that is entitled to represent your industrial interest was representing you in bargaining, by default.</p>
<p>I've just started in OS, I don't know anything about this process, who can I talk to?</p>	<p>In the first instance, please speak with your Leader who can arrange for a comprehensive briefing with you to ensure you have all the information.</p> <p>In the meantime, all of the relevant information is available to download via the online Information Hub – www.bhp.com/os-ea.</p>
<p>If an Award increase occurred and it resulted in any salaries falling below 105% of the Award, will affected employees get an increase?</p>	<p>Yes. This is how the Above Award Guarantee will work. All Employees covered by the proposed Agreement will be eligible for a salary increase if any Award increase resulted in their salary falling below the Above Award Guarantee of 105% of the relevant Award.</p>
<p>I am employed to work in the East Coast Hub, if OS were to commence working on a Site in New South Wales, would I still be entitled to the benefits or allowances in clause 20 of the Agreement?</p>	<p>Yes. If you are required to move to a different deployment within the hub you are employed to work in, clause 20 (Accommodation and Travel) of the proposed Agreement will continue to be in effect for the term of the Agreement.</p>
<p>If the proposed Agreement is voted up</p>	<p>Yes. If the majority of eligible voters support the proposed Agreement and it receives final approval from the Fair Work</p>

<p>and put in place, does this Agreement become the new starting point for negotiations in 4 years' time (after the expiry of the Agreement)?</p>	<p>Commission, the proposed EA would be in effect for just under 4 years.</p> <p>When it came time to commence negotiations on a new Agreement, the proposed Agreement would be the starting point for the next round of negotiations.</p>
<p>If I elect to transfer to an OS deployment in a different hub, will my salary transfer with me?</p>	<p>If you elect and are approved to transfer to an OS deployment within a different hub, you will be provided with an offer which will include the relevant roster pattern and corresponding salary for your consideration.</p> <p>The Above Award Guarantee may vary depending on the position you hold and the roster pattern you are working on.</p>
<p>I am employed in the East Coast hub and I currently have to pay a booking fee for my flights. Will this continue to be the case under the proposed Agreement?</p>	<p>No. Under the proposed Agreement, Operations Services will provide fully funded return flights for non-local Employees between the departure point and the nominated provincial airport. There will not be a booking fee.</p> <p>Operations Services will provide the fully funded flights to non-local Employees in accordance with timetables to meet the Employee's roster.</p>

Questions and Feedback

To submit a question or provide feedback, speak your Line Leader or email OSEA@bhp.com