

## **24 June 2021**

As we have been communicating, we are committed to reaching agreement as quickly as possible to provide certainty to our employees and to our business.

We heard from you and the Single Bargaining Unit (SBU) that you also wanted to reach agreement quickly and that you did not want to go backwards. For this reason, we tabled our offer early in the negotiations in the hope of avoiding the lengthy negotiations that have occurred in the past.

At today's bargaining meeting, the SBU did not accept the rollover offer. The SBU said they would give further consideration to it. However, they tabled some significant claims, which include:

- changes to the coverage of the agreement
- changes to clauses relating to rosters, hours of work, start and finish times
- provisions to allow for the representation of non-EA employees

We reiterated that our offer of a rollover (in addition to the backdating of wage increases) is only on the table until 7 July 2021 and has been made so we can reach an agreement together quickly. As happened during negotiations for the 2012 Enterprise Agreement, if the offer (in this case, the rollover) is rejected, we won't be revisiting any back pay.

### **What is our offer?**

The offer we tabled on 9 June 2021 includes rolling over the existing terms and conditions in your current Enterprise Agreement for another four years (with some minor updates to ensure compliance with legislation). The rollover offer includes:

- ✓ Increase of 1.5% per annum to wages and superannuation each year for four years. On average, this equates to an increase of \$9,500 for each EA employee over the life of the agreement and maintains your position among the highest paid in the Bowen Basin.
- ✓ Backdating of wage increases to 21 May 2021 (paid upon approval by the FWC).
- ✓ Maintain the guaranteed \$15,000 production bonus per year.
- ✓ No requirement to work Christmas Day or Boxing Day.
- ✓ No changes to current annual leave arrangements.

### **What happens next?**

We will meet with the SBU on 7 July 2021 to hear whether they support our rollover offer.

We are prepared to accept the levels of flexibility and certainty in the current agreement for both sides. If the SBU do not, and reject the rollover, then any back pay is off the table and we will set a series of rolling dates over the next few months so the SBU can explain the changes they seek and what that means for the Company's needs.

We encourage you to consider how our offer benefits you and your family and provide your feedback to your Supervisor or your bargaining representative.