

Operations Services Maintenance Agreement

Record of Meeting

Date: 15 November 2023

Time: Open: 1030am AEST / 0830am AWST. Close: 11:20am AEST / 9:20am AWST.

Location: Meeting Room 5, Level 38 Riparian Plaza (71 Eagle Street), Brisbane / WebEx

Attendees: See Appendix 1

Agenda

1. Welcome & agenda
2. Walk-through of proposed OS Maintenance Agreement as at 15 November 2023
3. Union bargaining representatives' feedback / proposals
4. Individual bargaining representatives' feedback / proposals
5. Logistics for next meeting

Summary

Introduction

OS shared the agenda for the meeting.

OS sought clarity on two matters:

- a) Whether the MEU considered the bargaining meeting was part of the s.240 dispute. The MEU advised they did not consider the meeting was part of the s.240 dispute.
- b) Whether the MEU continued to take issue with the 2018 NERR. The MEU advised they would take this question on notice and respond ahead of the next meeting.

Walk-through of proposed OS Maintenance Agreement as at 15 November 2023.

Ahead of the meeting OS shared a revised proposed OS Maintenance Agreement. The parties undertook a walk-through of the tracked changes.

Proposal	Discussion
6 Duties	OS advised of the changes made to clause 6.3 to capture that notwithstanding anything to the contrary in a contract of employment, all Employees covered by the Agreement are employed to work at deployments within a hub, as well as updates to amend the earlier 'East Coast Hub' to a 'Queensland Hub'. OS advised it had amended clause 6.6 to make it clearer trainees and apprentices principally engaged at the Company's FutureFit Academies are not covered by the Agreement.
7. Remuneration	OS advised clause 7 has been updated to include minimum 4% Annual Salary increases and refer to Appendix 1 – Above Award Guarantee Formula.
8. Superannuation	OS advised clause 8.4(h) has been deleted as it will become out of date as the Superannuation Guarantee rate increases over the life of the Agreement. This does not change the operation of the clause and Employees can refer to current rates in the policy.
10. Public Holidays	OS advised clause 10.2 has been deleted as consistent with BHP wide practice public holidays will be recognised as midnight to midnight on the day of the gazetted holiday. OS advised it has inserted additional working in 10.2(b) to capture that each Employee will not be rostered to work two public holidays per year, determined by an Employee's roster and not required to be the same two days for any Employees.
20. Accommodation and Transport	OS advised it has made changes to align with the OS Production EA, including increasing the local allowance to \$8000p.a. The AMWU (QLD) sought clarity on current flight departure points. OS explained from next week (w/c 20 November) there would be direct flights from TSV & CNS > MOV, however for the purposes of

		<p>the EA the nominated departure point for the Queensland Hub remains Brisbane. OS advised it did not agree to add TSV and CNS as nominated departure points as utilisation for these routes is not yet tested.</p> <p>The AMWU (QLD) asked why the local allowance had increased while the commute allowance remained the same. OS advised this increase is specifically to recognise local Employees for the increasing cost of living in local communities. OS believes the \$5000 commute allowance continues to adequately compensate Employees who commute.</p>														
	Appendix 1 Above Award Guarantee Formula	<p>OS advised it has included as Appendix 1 a formula to explain how the Above Award Guarantee will be calculated.</p> <p>OS took an action to confirm whether the tool allowance should be included at step 4 and how the additional allowances in step 8 would be paid.</p>														
<p>Union bargaining representatives' (UBRs) feedback / proposals</p>	<table border="1"> <thead> <tr> <th data-bbox="395 748 587 779">Proposal</th> <th data-bbox="587 748 799 779">Raised by</th> <th data-bbox="799 748 1465 779">Discussion</th> </tr> </thead> <tbody> <tr> <td data-bbox="395 779 587 994">6. Duties</td> <td data-bbox="587 779 799 994">ETU MEU AMWU AWU</td> <td data-bbox="799 779 1465 994"> <p>UBRs advised they press for clause 6.4 to be updated to 28 days' notice when changing deployments within a hub.</p> <p>The ETU (WA) advised they are considering their position with respect to hubs / coverage with particular reference to the Port in WA.</p> </td> </tr> <tr> <td data-bbox="395 994 587 1272">7.20 Electrical Licenses</td> <td data-bbox="587 994 799 1272">ETU</td> <td data-bbox="799 994 1465 1272"> <p>The ETU propose the addition of a 7.20(c) which covers payment for the time spent completing electrical license training, if the training is performed outside of rostered hours.</p> <p>OS sought clarity as to whether the request was for un-rostered overtime. The ETU advised payment could be un-rostered overtime or a \$1000 electrical license allowance, paid annually.</p> </td> </tr> <tr> <td data-bbox="395 1272 587 1458">10. Public Holidays</td> <td data-bbox="587 1272 799 1458">ETU</td> <td data-bbox="799 1272 1465 1458"> <p>The ETU sought clarity on what the critical path activities referred to clause 10.2(d)(ii) are. OS explained critical path activities are anything essential to keep to the mine plan. With reference to electrical tradespersons this may be anything on high voltage, including trips, short-outs, cable moves etc.</p> </td> </tr> <tr> <td data-bbox="395 1458 587 1608">22. Issue Resolution Procedure</td> <td data-bbox="587 1458 799 1608">ETU MEU AWU AMWU</td> <td data-bbox="799 1458 1465 1608"> <p>All UBRs press for removal of consent to arbitration.</p> <p>The MEU continues to press their full issue resolution clause.</p> </td> </tr> </tbody> </table> <p>The MEU advised their proposals from March 2023 remain on foot and further consideration / feedback will be provided in advance of the next meeting.</p>	Proposal	Raised by	Discussion	6. Duties	ETU MEU AMWU AWU	<p>UBRs advised they press for clause 6.4 to be updated to 28 days' notice when changing deployments within a hub.</p> <p>The ETU (WA) advised they are considering their position with respect to hubs / coverage with particular reference to the Port in WA.</p>	7.20 Electrical Licenses	ETU	<p>The ETU propose the addition of a 7.20(c) which covers payment for the time spent completing electrical license training, if the training is performed outside of rostered hours.</p> <p>OS sought clarity as to whether the request was for un-rostered overtime. The ETU advised payment could be un-rostered overtime or a \$1000 electrical license allowance, paid annually.</p>	10. Public Holidays	ETU	<p>The ETU sought clarity on what the critical path activities referred to clause 10.2(d)(ii) are. OS explained critical path activities are anything essential to keep to the mine plan. With reference to electrical tradespersons this may be anything on high voltage, including trips, short-outs, cable moves etc.</p>	22. Issue Resolution Procedure	ETU MEU AWU AMWU	<p>All UBRs press for removal of consent to arbitration.</p> <p>The MEU continues to press their full issue resolution clause.</p>
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<p>Individual bargaining representatives' (IBRs) feedback / proposals</p>	<p>An IBR expressed frustration with the amount of time the bargaining process is taking.</p> <p>An IBR suggested the sign-on bonus should be increased from \$5000 to \$50,000.</p>															
<p>Next meeting</p>	<p>The parties agreed the next bargaining meeting will be held on 14 December 2023 with Bargaining Representatives to provide OS with written response to all updated proposals by 6 December 2023.</p>															

Actions		
Provide written responses to proposed OS Maintenance Agreement as at 15 November 2023	Bargaining Representatives	By 6 December 2023
Provide response on allowances in the AAG formula	OS	14 December 2023
Logistics for next meeting	OS	By 6 December 2023

Appendix 1

Attendance List	
Michael Caskey	Technician Maintenance OS
Jean-Luc Rochecouste	Technician Maintenance OS
Shannon Raddon	Technician Maintenance OS
Trevor Hawken	Technician Maintenance OS
Craig Thomas	ETU QLD
Mitch Hughes	MEU QLD
Brant Softley	ETU WA
Shane Roulstone	AWU
Josh Thornton	AMWU QLD
Glenn McLaren	AMWU WA
Rob Hannaford	Manager Maintenance OS
Jess Morkel	Principal Employee Relations
Nicole Elkovich	Principal Employee Relations