

From: Nagin, Nikki
Sent: Friday, 7 February 2025 6:42 PM
To: DL-MAU-OS-Maint-Asset Management; DL-MAU-OS-MAINT-COAL-CVM CHPP; DL-MAU-OS-MAINT-COAL-CVM Mobile All; DL-MAU-OS-MAINT-COAL-GRM Hydraulics; DL-MAU-OS-MAINT-COAL-GRM Mobile; DL-MAU-OS-Maint-Coal-PDM Mobile; DL-MAU-OS-MAINT-COAL-SARAJI FIXED PLANT; dl-mau-os-maint-coal-saraji mobile maintenance; DL-MAU-OS-MAINT-COAL-Saraji Tyre Bay; DL-MAU-OS-Maint-Coal-SRM ANC; DL-Mau-OS-Maint-Coal-SRM ANC Supervisors; DL-MAU-OS-MAINT-EAST-Leadership Team; DL-MAU-OS-MAINT-EAST-Superintendents; DL-MAU-OS-MAINT-WAIO-Field Maintenance; DL-MAU-OS-MAINT-WAIO-Newman West Mobile
Subject: A message from Nikki Nagin | OS Maintenance Agreement - Employee Ballot
Attachments: Proposed OS Maintenance Agreement - Ballot Version - 7 February 2025.pdf; Notification of ballot poster.pdf; Corpvote - How to Vote Instructions.pdf; Explanation of the Terms and Effects of the Operations Services Maintenance Agreement - Revised 6 February 2025.pdf; OS Maintenance Agreement - Employee Q&As.pdf

Enterprise Agreement Update



Operations Services
is working.

7 February 2025

Team

Following our decision to defer the ballot commencement on 13 January 2025, we're pleased to share we're now ready to progress our Operations Services (OS) Maintenance Enterprise Agreement (EA) for employee ballot.

Over the past three weeks, we have worked to incorporate your feedback and revise the necessary parts of the proposed EA to ensure the offer is clear and to correct the wording on allowances.

We're committed to putting our people first and are confident we've got this right to ensure everyone has a clear understanding of this proposed EA.

Please see **attached**:

- A copy of the proposed Operations Services Maintenance EA
- A notification of the ballot, which outlines how to access information related to the proposed Maintenance EA
- Instructions on how to vote
- Explanation materials of the terms and effects of the proposed Maintenance EA
- Frequently asked questions

The proposed Maintenance EA contains entitlements that will be locked in for the next four years, with:

- Improved benefits which are explained in more detail in the Explanation Materials, including minimum annual salaries for each classification, hub and current roster pattern, which will increase by 4% per annum during the 4-year nominal term of the Agreement, and
- Other clauses which amend current minimum conditions, (in some cases differences, and in some cases, detriments) which are explained in more detail in the Explanation Materials.

In recognition of the long and complex bargaining process, we want to say thank you for your ongoing patience and loyalty towards OS. That's why we're offering eligible employees:

- a \$5,000 lump sum payable to eligible OS Maintenance employees in the first full pay period following a successful ballot, (not waiting for FWC approval); and
- a further \$5,000 lump sum payable to eligible OS Maintenance employees in the first full pay period following final approval of the Agreement by the FWC.

As we move to ballot, no doubt you will have reservations about the likelihood of success, given how drawn-out this process has been. Please know we have been doing everything within our control to reach a fair and balanced Agreement as quickly as we can.

Next Steps

Remember, every vote counts, and majority 'YES' will lock in these benefits and changes. The OS Maintenance EA ballot will be open from **Monday 17 February 2025 at 6am AEST/ 4am AWST/ 6.30am ACST until 10am AEST/ 8am AWST/ 10.30am ACST on Wednesday 19 February 2025**. All OS Maintenance employees who will be covered by the proposed Maintenance EA will be able to vote and have their say.

We encourage you to please take the time to read the documents and understand the proposed Maintenance Agreement prior to voting. Some of these differences are more beneficial for you and, importantly, some are less beneficial for you so please carefully consider these documents and what the proposed Maintenance EA means for you.

You can **watch a video** [here](#) which provides an overview of the terms included in the proposed Maintenance Agreement.

There are various channels by which you can seek clarification and ask questions. You can:

- Access a range of helpful materials on our [OS EA information Hub](#),
- Email OSEA@bhp.com, or

- Ask your supervisor.

Stay safe

Nikki Nagin

General Manager Maintenance, Operations Services