

OS Maintenance

Sign-on Bonus

While this is not contained in the proposed OS Maintenance Enterprise Agreement, OS is offering eligible employees a sign-on bonus of:

- \$5,000 (less applicable tax) if the Agreement is voted up. This payment will be made to eligible employees in the first pay run following the first full pay period after a successful ballot; and
- An additional lump sum payment of \$5,000 (less applicable tax) will be paid to eligible employees in the first pay run following the first full pay period after final approval of the EA by the Fair Work Commission.

The sign on bonus payments will be paid to eligible employees if the proposed OS Maintenance Enterprise Agreement is:

1. voted up by a majority of OS Maintenance employees; and
2. finally approved by the Fair Work Commission (i.e. the EA remains approved after any appeal or review processes are finalised).

Employees will be eligible for the sign-on bonus payments as follows:

1st Payment - \$5,000

- are eligible to vote for the proposed OS Maintenance Enterprise Agreement;
- are employed by OS Maintenance on or before 17 February 2025;
- remain employed by OS Maintenance on the payment date (without having given or received notice terminating their employment)

2nd Payment - \$5,000

- Are covered by the OS Maintenance Agreement at the time of final approval; and
- remain employed by OS Maintenance on the payment date (without having given or received notice terminating their employment)

If you have any questions, please speak to your Superintendent or email us at OSEA@bhp.com.