

OS Maintenance Agreement & OS Production Agreement - Record of Meeting

Attendees

See Appendix 1

Date: 28 October 2024

Time: Open: 1300 AEST / 1100 AWST. Close: Open: 1400 AEST / 1200 AWST

Location: WebEx

Attendees: See **Appendix 1**

Agenda	
<ol style="list-style-type: none"> 1. Welcome & agenda. 2. Company's proposal for Salary rates in the proposed Agreements; 3. Responding to proposals and queries from bargaining representatives; 4. Circulating updated draft proposed Agreements; and 5. Scheduling further meetings. 	
Summary	
<p>OS Production EA OS Maintenance EA</p> <p>Update from BHP/OS Employee Relations</p>	<p>Company proposal: Salary rates in the proposed Agreements</p> <p>The Company summarised its understanding of the FWC's findings with respect to the proposed 'Above Award Guarantee' (AAG) in its decision on the OS Production EA approval in May 2024. This included findings with regards to the AAG formula, calculations, explanation and complexity.</p> <p>The Company proposes to remove the AAG and instead include rates with dollar \$\$ amount representing minimum annual salary and overtime rates in the proposed EAs for all current and anticipated roster patterns, classification levels and locations.</p> <p>The Company outlined its proposal:</p> <ul style="list-style-type: none"> ○ Minimum base annual salary rates aligned with rosters for East Hub, West Hub and South Hub. ○ Annualised night shift allowances (where applicable). ○ Overtime rates expressed as an hourly rate applicable to each classification. ● Superannuation and STI remain subject to Company policy. ● Necessary updates to the hours of work and rostering clauses.
<p>OS Production EA</p> <p>Robert Geyer, Individual Bargaining Representative (OS Production – SA Hub)</p>	<p>Mr Geyer raised concerns in the context of his role at Olympic Dam, namely:</p> <ul style="list-style-type: none"> ● Adequacy of EA updates and communications to the workforce. OS has been providing regular updates to the workforce at each stage of the bargaining process. ● Additional personal leave entitlements for shift workers. OS maintains that the NES personal (sick/carer's) leave entitlements proposed in the proposed EAs are adequate ● Employees allegedly being required to utilise annual leave during the recent OD power outage. OS will follow up on this. ● Difference in allowances paid to Olympic Dam employees and OS employees. OS maintains that the allowances it has recently introduced, which will be confirmed by the proposed EAs, are appropriate. ● No union presence on site. This is not a matter for OS.

<p>OS Maintenance EA</p> <p>AMWU – Joshua Thornton and Aaron Neary</p>	<p>The AMWU acknowledged progress in bargaining with the Company's proposal to remove the AAG.</p> <p>The AMWU re-stated previous claims, which it stated were outstanding, including:</p> <ul style="list-style-type: none"> • 28 days' notice for change of location within a hub. The Company maintains that its current proposal of 14 days' notice is adequate. • Arbitration in the Commission as part of dispute resolution procedure. The Company maintains that the proposed dispute resolution procedure that provides for arbitration of disputes by consent is adequate. • A retention bonus scheme. • A sign on bonus due to the length of the negotiations. • 20% pay rise over 4 years. <p>The Company will provide a position in relation to any sign on bonus arrangements and fixed salary increases at a future bargaining meeting.</p> <p>The Company asked the AMWU to provide a list of any other outstanding claims by email ahead of the next meeting so that the Company can address these issues efficiently.</p>
<p>OS Production EA OS Maintenance EA</p> <p>MEU - Eliza Sarlos</p>	<p>The MEU repeated its previous request to have a decision maker or senior member of the OS Leadership team to attend bargaining meetings. The Company acknowledged Cory Cavanaugh, OS Maintenance Manager from Goonyella, in attendance. The Company bargaining team is authorised by OS Production and OS Maintenance to bargain on their behalf. Where matters require internal escalation, the Company bargaining team will continue to manage this.</p> <p>The MEU asked whether OS proposed to insert AAG-equivalent rates into the proposed Agreements. The Company is working towards confirming the appropriate rates for each proposed Agreement and will provided these to bargaining representatives in due course.</p>
<p>OS Maintenance EA</p> <p>Cassie Ward - Individual bargaining representative (OS Maintenance East – Caval Ridge)</p>	<p>The Company noted queries by email from Cassie Ward, who is currently on extended leave. The Company noted that a number of these queries appeared to be addressed by the Company's proposal to remove the AAG from the proposed OS Maintenance EA. The Company committed to provide feedback to Ms Ward when she is available.</p>
<p>Next steps</p>	<ol style="list-style-type: none"> 1. The Company to circulate draft copies of the proposed OS Production and OS Maintenance Agreements by Friday 1 November 2024. These drafts proposed Agreements will be circulated to the bargaining group only for the purposes of review ahead of the following bargaining meeting. 2. Further meetings to be scheduled with the intention to have 2 or 3 meetings in November to review the draft agreements. The Company committed to considering all parties' availability.

Appendix 1 - Attendees

Attendance List	
Shannon Raddon	Individual Bargaining Rep
Terrence Taylor	Individual Bargaining Rep
Robert Geyer	Individual Bargaining Rep
Michael Caskey	Individual Bargaining Rep
Trevor Hawkins	Individual Bargaining Rep
Eliza Sarlos	MEU
Aaron Neary	AMWU
Shane Roulstone	AWU
Joshua Thornton	AMWU
Gary Carozzi	AMWU
Craig Thomas	ETU
Cory Cavanaugh	OS Manager Maintenance
David Tuxworth	BHP Employee Relations
Libby MacDonald	BHP Employee Relations
Hannah Park	BHP Employee Relations