

Your say on our new EA

To all production employees in Tasmania

We have our last scheduled meeting for next Wednesday with the EBR's. We started bargaining with a clear communication to everyone, we wanted to have a new Agreement to the vote by Christmas for a pay increase.

But I heard we should vote, no?

Your vote is your vote. It is your decision. You should vote however you see fit. You can vote yes for the new EA and a pay increase or you can vote no. The most important thing is to have your vote.

If the majority of our employees vote **yes**, this means we will prepare all the materials for the Fair Work Commission and ask for our EA to be approved. We will be really pleased employees can access a 4% pay increase once the EA is certified by FWC and another 3% in 18 months time. **That is a total of 7% wage increases within 18 months.**

If the majority of the employees vote **no**, we will be disappointed, but we will respect that decision. It doesn't mean there is any more money – we have been clear that we have presented our very best offer. It also doesn't mean we will rush straight back to more meetings. With the shutdown and employee leave over Christmas, it will likely be 2024 before all the parties can meet again.

What happens next?

Ideally, if we have an 'in principle agreement' with the EBR's, we will put the Agreement up for employees to vote on. Every Greenham production employee will be given an 'Access Pack'.

This is a pack of information that includes a copy of the proposed EA and some documents that will explain each of the clauses.

You must have at least 7 days to review this pack of information and ask any questions you may have.

Our managers will be checking in with every employee, one to one, to allow you to ask questions and check how the proposal will affect you.

What if I have questions?

Please ask as many questions as you need. It is important to make sure you have all the answers you need to exercise your vote.

You can ask your supervisor or one of the managers – they may not have the answers straight away but they will come back to you with the right information.

We want to make sure everyone understands our EA – how it works, how they will be paid, what has changed, what is new.

When will we vote?

When the time comes, we are going to hold the vote via SMS or e-mail (if you don't have a mobile phone) that is approved by the Fair Work Commission.

We will share a lot more information about the vote process as we get closer but please ask questions if you have any.