

6 April 2023

## NOTIFICATION OF INTENTION TO COMMENCE BARGAINING WORKPAC COAL MINING AGREEMENT 2023

WorkPac Pty Ltd and WorkPac Mining Pty Ltd (collectively **WorkPac**) refers to your employment under the terms of the *WorkPac Coal Mining Agreement 2019* (**the Agreement**).

The Agreement reaches its nominal expiry date on **27 June 2023**.

WorkPac intends to initiate the bargaining process to renegotiate a replacement Agreement.

**Please note:** if a replacement Agreement has not been approved prior to 27 June 2023, the current Agreement remains legally in force and applicable to your employment until a replacement agreement has been approved.

The first formal step in the bargaining process is for WorkPac to issue a Notice of Employee Representation Rights (**NERR**) to all employees covered by the Agreement.

WorkPac will issue this document separately to your registered email address on **12 April 2023**.

The purpose of this correspondence is to provide you with background information and to assist in answering any questions you may have about the bargaining process.

If you have any additional questions about this correspondence or require further information, please contact [workpaceba@workpac.com](mailto:workpaceba@workpac.com) or 1800 019 194 or visit the dedicated Coal Agreement page on the WorkPac website ([www.workpac.com](http://www.workpac.com)).

Please see below answers to frequently asked questions in relation to the bargaining process.

<b>What happens next?</b>	<p>You will shortly receive a Notice of Employee Representational Rights (<b>NERR</b>). This is a prescribed document that formally commences the bargaining process under the <i>Fair Work Act 2009</i> (Cth).</p> <p>Please ensure you read the NERR carefully as it contains information about the bargaining process.</p>
<b>What is involved in the bargaining process?</b>	<p>An overview of the bargaining process with an explanation of each step can be found on the Fair Work Commission website - <a href="https://www.fwc.gov.au/bargaining-orders">https://www.fwc.gov.au/bargaining-orders</a>.</p>
<b>How will WorkPac communicate with me during the bargaining process?</b>	<p>WorkPac will utilize two main sources of communication communicate with you during this process:</p> <ul style="list-style-type: none"> <li>• Correspondence to the email address you have registered with WorkPac; and</li> <li>• SMS messages to the mobile telephone number you have registered with WorkPac.</li> </ul>
<b>What do I need to do next?</b>	<p>Be alert for further communications from WorkPac. <u>Please check your emails regularly.</u></p>

	<p><u>So that WorkPac is able to communicate with you throughout the bargaining process, please ensure your contact details are up to date.</u></p> <p>If your contact details have changed, please update them via MyWorkPac, your Recruitment Coordinator or provide your updated contact details to <a href="mailto:workpaceba@workpac.com">workpaceba@workpac.com</a>.</p>
<b>Why does WorkPac want to start renegotiating the Agreement now?</b>	The current Enterprise Agreement reaches its nominal expiry date on 27 June 2023. By negotiating a new Enterprise Agreement to replace the old one, WorkPac want to ensure that you have clarity around the terms and conditions of your employment moving forward.
<b>Will the MEU(Q) and MEU(NSW) (formerly the CFMMEU) be part of the bargaining process.</b>	<p>The MEU is a default bargaining representative to the Agreement. That means they are entitled to be part of the bargaining process.</p> <p>WorkPac has already advised the both the Queensland and New South Wales MEU of its intention to initiate bargaining.</p>
<b>What happens when the current Enterprise Agreement “expires” on 27 June 2023?</b>	<p>Nothing will happen when the current Enterprise Agreement expires on 27 June 2023.</p> <p>If the bargaining process for the new Enterprise Agreement is still ongoing, the terms and conditions contained in the current Enterprise Agreement will continue to have application to the CMWs employment.</p>
<b>Will I still get the 2.5% rate increase on 1 July 2023?</b>	<p>Yes. If the bargaining process for the new Enterprise Agreement is still ongoing as of 1 July 2023, the minimum rates in the Agreement will increase by 2.5%.</p> <p>You may also already have received a rate increase since 1 July 2022, which is in addition to any annual increases contained in the Agreement.</p>
<b>Do I have to be part of the bargaining process?</b>	<p>Whether you choose to participate in the bargaining process is your choice.</p> <p>You will receive the NERR as WorkPac must provide this document to you under the <i>Fair Work Act</i>.</p>

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