

15 April 2023

NOTICE OF EMPLOYEE REPRESENTATIONAL RIGHTS (NERR) 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*.

WorkPac also refers to its correspondence of 6 April 2023 notifying you of its intention to initiate bargaining for the *WorkPac Coal Mining Agreement 2023* (**the Agreement**).

On 12 April 2023, WorkPac issued the Notice of Employee Representational Rights (**NERR**). WorkPac was required to issue you with this document under the *Fair Work Act 2009* (Cth). The issuing of the NERR means that the bargaining process for the Agreement has now formally commenced.

WorkPac notes that as a result of a technical issue which may have effected some communications, it reissued the NERR to eligible employees via email and SMS on 13 April 2023.

If you have any additional questions about this correspondence or require further information, please contact workpaceba@workpac.com or 1800 019 194 or visit the dedicated Coal Agreement page on the WorkPac website (www.workpac.com/coal-mining-agreement-2023).

Please see below answers to frequently asked questions in relation to the NERR and next steps in the bargaining process.

What is the Notice of Representational Rights? Why did I receive it?	<p>The NERR is a prescribed document. The Fair Work Act 2009 (Cth) provides that an employer must take all reasonable steps to give the NERR to employees who will be covered by the new agreement and are employed at the time the notice is given.</p> <p>Please read the NERR carefully.</p>
I didn't receive the NERR. What do I do?	<p>If you did not receive the NERR and were employed by WorkPac on 12 April 2023, please contact workpaceba@workpac.com.</p>
What do I need to do next?	<p>If you want to nominate a bargaining representative or want to nominate yourself as a bargaining representative, please fill out the attached Nomination of Bargaining Representative form.</p> <p>Please provide the completed Nomination form to workpaceba@workpac.com and your nominated bargaining representative.</p>

Will the MEU(Q) and MEU(NSW) (formerly the CFMMEU) be part of the bargaining process.	<p>The MEU is a default bargaining representative to the Agreement. That means they are automatically entitled to be part of the bargaining process.</p> <p>WorkPac has advised both the Queensland and New South Wales MEU that NERRs have been issued to commence the bargaining process.</p>
When is the first bargaining meeting?	<p>The first bargaining meeting is likely to be at the end of the week commencing 24 April 2023.</p> <p>WorkPac will issue separate correspondence to bargaining representatives confirming the exact time, date, and location.</p>
Do I have to be part of the bargaining process?	<p>Whether you choose to participate in the bargaining process is your choice.</p> <p>As an eligible employee covered by the existing agreement, you received the NERR as WorkPac was obliged to provide you with this document under the <i>Fair Work Act 2009</i> (Cth).</p>

If you have any additional questions about this correspondence or require further information, please contact workpaceba@workpac.com or 1800 019 194 or visit the dedicated Coal Agreement page on the WorkPac website (www.workpac.com/coal-mining-agreement-2023).