

GLENCORE'S SHIFTY CUTS

RAVENSWORTH, MANGOOLA AND WAMBO UNITED



IF MANAGEMENT CONTROLS THE TIERS, THEY CONTROL YOUR PAY.

Glencore's proposal introduces a tiered pay structure across all three pits.

The lowest tier wouldn't even get a bonus at all.

Progression between those tiers would not be based on time or experience. It would be based on "skill", which means management decides who moves up and who doesn't.

There are no protections in this system. Once this is in the agreement, management will have gained the ability to pay certain people less than others.

THE REALITY

There is nothing in this proposal stopping Glencore from using these tiers to control people's pay.

They can hold you back, move you between levels, or limit who reaches the top rate. They can put you on a lower tier and take your bonus with it.

It opens the door to favouritism and removes certainty about your pay.

This structure creates a pathway to reduce redundancy payouts by shifting your classification and pay.

DO THE JOB, GET THE RATE **BECOMES**
DO THE JOB, HOPE MANAGEMENT
GIVES YOU THE RATE

OUR POSITION



There must be no tiered system that allows management to move workers backwards on pay.



Progression must be based on time and experience, rather than management signoff.



All current employees must be put in at the top rate, with no ability to be moved backwards.



No "phantom" rates. Any tier must reflect real, directly employed roles, not be used to undercut contractors.



Every tier must receive the bonus. No exclusions.

BACKPAY & BACKDATE

Workers have been clear. Any agreement must include full backpay and be backdated to reflect the time spent bargaining.

Delays should not benefit the company. If a deal is reached, workers should not be worse off because of how long negotiations have taken.

SITE BY SITE

Each pit has other unique outstanding issues in bargaining that must also be resolved for a deal to be reached.



WAMBO UNITED

NEXT STEPS

In response to Glencore's tiered pay proposal, Wambo United lodge members have unanimously supported moving to a Protected Action Ballot (PABO).

This is our next step.

WHAT IS A PROTECTED ACTION BALLOT (PABO)?

A Protected Action Ballot is the legal process required before workers can take any industrial action.

It does not mean action starts straight away.

It means members get the chance to decide:

- if action is needed
- what type of action

It is run as a secret ballot. Nothing happens unless members vote for it.

WHY ARE WE DOING THIS?

Because Glencore's proposal:

- keeps tiered pay structures in place
- gives management control over progression
- allows workers to be moved between levels
- creates risk around pay and bonuses

After meetings and discussions, members have voted to take this next step.

This shows Glencore how united we are, and gives us options if they still won't make the pay system fair.

WHAT HAPPENS NOW?

- The MEU applies for a PABO
- The Fair Work Commission approves the ballot
- Members receive voting details
- Members vote on potential actions
- Results of the PABO are released
- Only after that would any action be considered.

FAQ

DOES THIS MEAN WE ARE GOING ON STRIKE?

Not necessarily.

This is just a vote to give us the option, not action itself.

DO I HAVE TO TAKE ACTION?

No. This process gives workers the legal option to take action. Deciding if and when to do it is separate.

WILL I LOSE MONEY?

No. Voting in a PABO does not affect your pay.

Only if members later choose to take action would pay be possibly be affected, and that would be decided at the time.

WHY NOT JUST KEEP NEGOTIATING?

We will. Glencore have made it clear they don't want to change the proposal.

This step shows we are serious about getting a fair outcome.

WHAT IF I DON'T VOTE?

If you don't vote, you don't have a say in what happens next.

