

BOQ

BOSSSES BINGO



WHAT THE BOSSES SAY



You will hear the BOQ bosses saying a lot of things over the coming week as the ballot for your new EA opens. If you or your colleagues hear a BOQ boss say any of the below, mark it off. If you complete a horizontal or vertical line send it to fsuinfo@fsunion.org.au and you will go into the draw to win a prize!

1. Sustainable growth	2. "Balancing" the needs of the business, shareholders and employees	3. If we pay workers more, we might have to cut jobs	4. We have no plans to return to the negotiating table
5. Boasts how good the pay rises are	6. Empathetic to you struggling with rising cost of living	7. "The proposed wage increases are more than the average"	8. Refers to the offer as fair / affordable / reasonable
9. If you Vote No you wont get back pay	10. The cuts don't affect you	11. High inflation is only temporary	12. We're not a Big 4 Bank so we can't pay as much
13. Vote Yes now so you can get the pay increases early	14. It's important that you do your own research on this	15. This only impacts new starters	16. Don't forget that we have also increased your super!

TURN OVER TO SEE WHAT THESE STATEMENTS REALLY MEAN



WHAT IT REALLY MEANS



1. Increasing profits and not passing on the benefits to employees who contributed
2. Looking after the shareholders and improving the share price by paying you less than you deserve
3. There aren't enough workers now to do the work that exists
4. We will seek an urgent meeting with the Bank following a No Vote. They are legally required to meet with us.
5. The Bosses pay rise might have been but workers are getting below inflation. The ex CEO 14%, senior execs on average received 8%
6. This is not reflected in the pay increases on offer as they are well below inflation.
7. The average is increasing and was only low due to employers like BOQ offering poor wage increases
8. How are below inflation wage increases, no guaranteed pay for higher earners and cuts to terms and conditions fair / affordable / reasonable?
9. A No vote to this offer means we can negotiate an improved offer including back pay
10. Cuts to entitlements for some will affect others.
11. Forecast to be beyond 8%, high well into 2023 and 2024 - the period of this agreement.
12. Can't afford to pay staff more after increasing profits by 15% posting a \$426M net profit
13. Accept below inflation wage increases and a one-off payment that does not compound now and see your pay cut over the next 3 years
14. We agree - look at our analysis here: www.fsunion.org.au/fsu-analysis-of-boq-offer
15. Creating two tier systems of haves and have nots risking future cuts to existing workers with greater entitlement in future negotiations
16. This is not because BOQ wanted to, this is because they are legally required to as the super guarantee increases. Thank unions for superannuation. Join the FSU today.

**JOIN YOUR
COLLEAGUES AND
BECOME A UNION
MEMBER TODAY!**



www.fsunion.org.au