

BMA Enterprise Agreement Q&A

Questions	Answers
What is happening?	As of today, BMA has commenced the process of negotiating a replacement enterprise agreement for the BMA Enterprise Agreement 2018 that covers a portion of our workforce at Goonyella Riverside, Peak Downs, Blackwater and Saraji, which includes Saraji South (formerly Norwich Park).
What does this mean for current and future EA employees?	For right now, there is no change to your current terms and conditions of employment. The BMA Enterprise Agreement 2018 continues to apply to EA roles.
How many people will be involved in a bargaining process for new BMA Central EA?	The current agreement, the BMA Enterprise Agreement 2018, covers approximately 2000 employees. All these employees will have the option to participate in a new bargaining process and to vote on any new proposed enterprise agreement.
Who is my bargaining representative?	If you are a member of a union that is entitled to represent your industrial interests in relation to the work to be performed under the agreement, your union will be your bargaining representative for the agreement unless you appoint another person as your representative or you revoke the union's status as your representative.
What happens if I want to appoint another representative?	If you choose to either appoint another person as your representative (including appointing yourself) or revoke the union's status as your representative, you can do this by notifying your Supervisor in writing.
How long will the renegotiation process take?	The timeframe is dependent on the progress of negotiations. The primary focus for BMA is always the safe execution of our operational plans and business priorities.
What specifically are you seeking in the new agreement?	Right now BMA is currently focused on determining arrangements such as the logistics for how the renegotiation process will be conducted. We will continue to keep you informed as the negotiations progress.
What are you putting on the table in terms of remuneration?	That is a matter for the negotiation process and we will keep you informed as the negotiations progress.
Will the unions be involved in bargaining for this new EA?	<p>If you are a member of a union that is entitled to represent your industrial interests in relation to the work to be performed under the agreement, your union will be your bargaining representative for the agreement unless you appoint another person as your representative or you revoke the union's status as your representative.</p> <p>If you choose to either appoint another person as your representative (including appointing yourself) or revoke the union's status as your representative, you can do this by notifying your Supervisor in writing.</p>

<p>Does this mean there is an opportunity to make changes to the terms and conditions within the current Agreement?</p>	<p>BMA will consider all suggestions and ideas raised through the bargaining process. It is important that the new agreement reflects the market circumstances and continues to enable BMA to safely execute our operational plans and priorities.</p>
<p>How do I appoint a bargaining representative?</p>	<p>You may appoint a bargaining representative to represent you by emailing your supervisor or via emailing BMAEA2021@bhp.com.</p>
<p>I am unsure if my mailing address is up to date. How can I get a copy of the Notice of Employee Representational Rights?</p>	<p>A copy can be provided by your line leader, alternatively, there is a copy available on the BHP website - BHP.com/BMA-EA.</p>