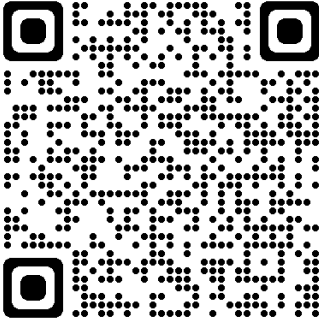
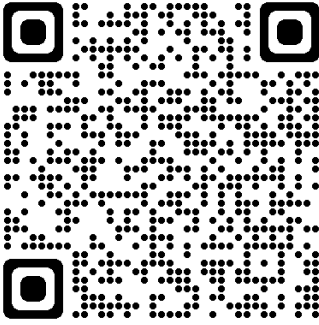


Questions	Answers
<p><b>What is happening?</b></p>	<p>After 6 months of Fair Work Commission assisted negotiations (and 21 months of bargaining), we have concluded negotiations with the unions on the proposed package for the new BMA Central Enterprise Agreement.</p> <p>BMA will take steps to ballot the BMA Enterprise Agreement 2022, which will cover EA employees at Goonyella Riverside, Peak Downs, Blackwater and Saraji Mines.</p> <p>We have tabled a package that contains industry-leading conditions, job security clauses and measures that keep our operations safe, productive and sustainable.</p>
<p><b>What will happen now?</b></p>	<p>BMA will take steps to ballot the BMA Enterprise Agreement 2022, which will cover EA employees at Goonyella Riverside, Peak Downs, Blackwater and Saraji Mines.</p> <p>The ballot will open on Sunday 17 December and close on Thursday 22 December.</p> <p>Your General Manager will provide more details to you about the ballot process. It is important that you understand the package on offer and ask any questions before you cast your vote.</p> <p>Following a successful ballot, BMA will implement the first 4% wage increase, backdated to 28 May as an additional 1% on top of the 3% allowance already paid, and paid as a lump sum. An additional lump sum payment will also be paid to each employee to recognise the focus and constructive approach to negotiations.</p>
<p><b>What is the offer?</b></p>	<p>Salary and superannuation increases of 4% per year to existing EA levels on commencement, and then across all levels under the agreement on the first and second anniversary of the Agreement.</p> <p>BHP has offered job security clauses not previously considered by BHP.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>○ Minimum resourcing levels in specified circumstances following a surplus under the EA and for each site – 3 year commitment</li> <li>○ Commitment in a new MACA to hire 105 additional employees – in the first 12 months of the agreement</li> <li>○ 1 for 1 replacement of employees who leave – with new EA employees within the same Mine/Stream</li> <li>○ New training clauses providing options for career paths and progression – and status quo provisions for some training disputes</li> <li>○ Clear consultation process on introduction of autonomous equipment</li> <li>○ New clauses on a surplus of employees – and more options for you</li> <li>○ No forced redundancies – as a result of new or increased OS deployments or until labour hire/contractors are removed to meet the surplus with exceptions like specialist work</li> <li>○ Increased redundancy pay</li> </ul> <p>In addition:</p> <ul style="list-style-type: none"> <li>○ Higher responsibilities allowance for appointed Trainer/Assessors</li> <li>○ Additional pay for attending a coal board medical on an RDO</li> <li>○ Work on Christmas Day and Boxing Day will be voluntary</li> <li>○ Additional notification requirements and updates for employees stood aside during an investigation</li> </ul>

	<ul style="list-style-type: none"> <li>○ All employees at all levels of the career structure entitled to bonus and Company superannuation contributions</li> <li>○ Access to Voluntary Early Retirement packages – and replacement of retired employees with new EA employees</li> <li>○ Apprentice &amp; Trainee Mentors to be included on applicable interview panels</li> <li>○ Development training programs</li> <li>○ Commitment to explore options to extend paid or subsidised gym membership to other clubs and facilities within the local communities</li> <li>○ Paid union AGMs for all sites entitlements</li> </ul>
<p><b>When is the ballot?</b></p>	<p>The ballot will be <b>open at 6am on Sunday 18 December</b> and <b>close at 12pm (midday) on Thursday 22 December 2022</b>. You can cast your vote electronically (phone or online) at any time during the ballot period.</p> <p>An external voting provider - CorpVote - will conduct the ballot.</p> <p>The ballot will be successful if a majority of valid votes cast are 'Yes' to the proposed agreement.</p> <p>All EA employees will be provided with how to vote instructions, a copy of the proposed Enterprise Agreement and an explanation of the terms of the proposed agreement.</p> <p>Your GM will provide more details to you about the ballot process. It is important that you understand the package on offer and ask any questions before you cast your vote.</p>
<p><b>How can I get a copy of the proposed Enterprise Agreement?</b></p>	<p>On 7 December you will receive an information pack by email from your General Manager.</p> <p>With your information pack, you will receive a copy of the proposed agreement as well as how to access all the relevant information about the proposed agreement.</p> <p>If you prefer a hard copy of these documents, please ask your Supervisor or Department Admin to make a copy for you.</p> <p>CorpVote will make the same information available during the ballot.</p> <div style="text-align: center;">  </div>
<p><b>Why is the offer 4%?</b></p>	<p>Employees covered by the BMA EA are already among the top of the market in the Bowen Basin. The Company has proposed a package that includes 4% wage increases together with new job security entitlements and other benefits for employees.</p>

<p><b>Will employees receive backpay?</b></p>	<p>A 3% good faith payment has been paid to EA employees while the negotiations took place. This payment will cease as planned on 3 December 2022.</p> <p>Following a successful ballot, BMA will implement the first 4% wage increase on existing EA rates from 4 December. BMA will pay a lump sum payment of 1% on current EA rates from 28 May to 3 December. In addition, BMA will pay a \$2000 lump sum per person following a successful ballot in recognition of the focus and constructive approach to negotiations.</p> <p>All other terms of the new agreement will take effect upon commencement.</p>
<p><b>How can I get a copy of the Notice of Employee Representational Rights?</b></p>	<p>A copy of the NERR is available on the BMA EA website: <a href="http://bhp.com/bma-ea">bhp.com/bma-ea</a></p> 
<p><b>Can changes be made to the Proposed Agreement once it is approved by the Fair Work Commission?</b></p>	<p>No – not usually</p> <p>Once the Proposed Agreement is approved then it will continue to apply to employees until it is either replaced by a new enterprise agreement or terminated. There is a process to vary an enterprise agreement, but it is not common.</p> <p>If there are changes to the minimum terms and conditions in the Fair Work Act 2009 (the National Employment Standards) which are more beneficial than the terms which are currently in the proposed Enterprise Agreement, then the Company must ensure that it complies with the more favourable provisions in the National Employment Standards</p>
<p><b>Will employees currently performing OCE duties be covered by the Proposed Agreement?</b></p>	<p>No. The Coal Mine Safety and Health Act from November 2022 has established separate employment arrangements for persons who are performing Open Cut Examiner duties.</p>
<p><b>What is the entitlement to cash out sick leave?</b></p>	<p>This entitlement remains the same as it was in the BMA EA 2018. Employees may elect to cash out a portion of their accrued personal/carer's leave subject to retaining a balance equivalent to at least 15 days of leave.</p>
<p><b>What is the entitlement to sick leave per year?</b></p>	<p>Under the Proposed Agreement, employees accrue 105 ordinary hours of personal/carer's leave per year. The entitlement to personal/carer's leave remains the same as it was in the BMA Enterprise Agreement 2012 and BMA EA 2018.</p>

<p><b>Is there a commitment to provide 105 permanent jobs?</b></p>	<p>Yes. The Company has committed to hiring an additional 105 employees within the first 12 months of the agreement, split evenly across the four Mines. This commitment can be found in the MACA.</p>
<p><b>Are there any change to the terms and conditions applicable to Apprentices and Trainees?</b></p>	<p>There are some changes to the Apprentices &amp; Trainee Schedule to the proposed agreement.</p> <p>For existing Apprentices and Trainees at the time the agreement commences:</p> <ul style="list-style-type: none"> <li>○ First year apprentices receive a 5% increase</li> <li>○ All others will continue on their current terms and conditions and, if they roll off their program and into a permanent position, they will move to level 4 of Schedule 9.</li> </ul> <p>New Apprentices and Trainees who start employment after the commencement of the agreement will be paid based on the relevant career structure level. If they roll off their program and into a permanent position, they will move to the relevant level of Schedule 9 based on their substantive role.</p> <p>The Company continues to retain the ability to offer permanent employment to Apprentices and Trainees at the end of their fixed term arrangement.</p>
<p><b>Are there any changes to the terms and conditions relating to redundancy?</b></p>	<p>There are changes to the security of employment and redundancy clauses, including:</p> <ul style="list-style-type: none"> <li>○ Minimum resourcing levels in specified circumstances in a surplus under the EA and for each site – 3 year commitment</li> <li>○ Clarification of consultation on introduction of autonomous equipment</li> <li>○ Clarification of consultation on a surplus of employees – and more options for you</li> <li>○ No forced redundancies – as a result of new or increased OS deployments or until labour hire/contractors are removed to meet the surplus with exceptions like specialist work</li> <li>○ Increased redundancy pay to \$2000 per week.</li> </ul>

## Questions and feedback

To submit a question or feedback, speak to your Supervisor, email [bmaea2021@bhp.com](mailto:bmaea2021@bhp.com), complete the online feedback form here at [www.bhp.com/bma-ea](http://www.bhp.com/bma-ea) or contact your employee bargaining representative.