



A message from  
**General Manager**  
BMA Enterprise Agreement 2022

Team,

This email is intended for BMA EA employees only – if you are not a BMA EA employee please disregard.

As we shared on Wednesday, the proposed BMA Enterprise Agreement between BHP Coal and its Employees is going to a ballot of BHP Coal employees. In my email we provided a copy of the proposed Enterprise Agreement 2022 – ballot version. We also posted that document to the BMAEA website and the CorpVote website.

In further discussions with the unions over the last two days, it was agreed that there were a small number of errors to the salary rates in the Mine Schedules.

We have agreed to issue a new version of the EA and **attached** – *The proposed Enterprise Agreement 2022- Final Ballot Version*. This version will also replace the version on the [BMA Enterprise website](#) and the [CorpVote website](#).

The explanation for the change is :

- During bargaining the unions and the Company agreed to adjust weekly and salary rates for a small number of rosters;
- The agreement was that where there were the same rosters at different mines with different salary rates, the lowest rate for that roster would be increased to the next highest rate;
- The schedules in the Final Ballot version amends the errors in the weekly rates by increasing the weekly rates for those rosters.

May I remind you that you can find this final ballot version and all the ballot documents on the websites:

- The proposed Enterprise Agreement 2022 – Final ballot version (as referred to above).
- The MACA
- A document outlining the changes from the current Agreement (*BMA Enterprise Agreement 2018*)
- Notification for ballot and CorpVote instructions – Final Version (please note the web address to check your vote has been recorded is [www.netvote.com.au/529](http://www.netvote.com.au/529)).
- a link to a video which provides a summary of the key changes to the EA. <[Watch here](#)>
- A document explaining the terms of the proposed Agreement
- A document comparing the terms of the proposed Agreement to the Black Coal Mining Industry Award 2020
- [frequently asked questions](#).
- A copy of this email

Once again we encourage you to please take the time to read these documents and understand the proposed Agreement. From **10 December – 17 December** you will also have the opportunity to join an employee information session to further help you understand the Agreement and to ask any questions you may have.

Please ask any questions via your superintendent or supervisor or email [BMAEA2021@bhp.com](mailto:BMAEA2021@bhp.com).

Stay safe,

Dan Iliffe  
General Manager  
Blackwater Mine

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