BMA
BHP Mitsubishi Alliance

BMA Enterprise Agreement 2026

Employee bulletin

Tuesday 18 November 2025

Bargaining meetings for the *BMA Enterprise Agreement 2026* commenced today in Moranbah, with employee representatives and union representatives from the MEU, ETU and AMWU.

During this meeting, BMA representatives outlined to employee and union representatives the key outcomes we need to achieve in this bargaining round, noting that we are operating in a challenging financial environment. Market conditions, extreme royalties and a high-cost environment continue to create uncertainty across the industry, with BMA paying an effective tax rate of 67% and receiving a 1% return on capital employed.

In this round of bargaining, it is critical that BMA achieves:

1. Legal compliance and payroll improvements;
2. Cost control, increased productivity and preserved flexibility; and
3. A reduction in complexity.

Employee and union bargaining representatives are in the process of developing and compiling respective and joint logs of claims. BMA looks forward to reviewing and discussing employee and union bargaining representative claims next meeting.

Our next bargaining meeting is tentatively being held on Tuesday 9 December 2025. BMA will provide a further update to employees following this meeting.

Stay safe.

BMA Enterprise Agreement 2026 Bargaining Team