



## BMA Enterprise Agreement 2026

### Employee bulletin

**Tuesday 20 January 2026**

Today we had the third bargaining meeting for the BMA Enterprise Agreement 2026 (EA 2026) in Moranbah. Company representatives met with employee and union representatives from the MEU, ETU and AMWU, who agreed to bargain as a Single Bargaining Unit (SBU) at our last meeting.

BMA representatives reiterated the importance of achieving its key outcomes in this bargaining round whilst operating in a challenging financial environment, including extreme royalties and a high-cost environment. In FY25 alone, BMA had an effective tax rate of 67% and returned 1% on capital employed.

Key objectives for EA2026 remain:

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

We had constructive discussions today around what's important to all parties. The SBU discussed a range of topics, including disciplinary processes, TOIL, superannuation, higher responsibilities allowance, career development and progression, rosters and Individual Flexibility Arrangements (IFA), amongst others.

In the absence of a written log of claims and at the SBU's request, a preliminary review of the current Agreement's clauses was also undertaken to gain an understanding of what's important to employees.

BMA shared with the SBU, for their consideration, proposed drafting on several key clauses that intend to achieve legal compliance, payroll and general drafting improvements under a replacement Agreement.

#### **Next steps**

We look forward to continued discussions on employee and union claims at the next meeting on Tuesday 10 February 2026. We will provide another update following that meeting.

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team

