



BMA Enterprise Agreement 2026

Employee bulletin #4

Tuesday 10 February 2026

Today we had the fourth bargaining meeting for *the BMA Enterprise Agreement 2026 (EA2026)* in Moranbah. These conversations are happening alongside recovery efforts from recent wet weather and a broader business focus on being more deliberate and disciplined about cost and how we spend.

Company representatives met with employee and union representatives from the MEU, ETU and AMWU, who are bargaining together as a Single Bargaining Unit (**SBU**).

BMA's key objectives for EA2026 remain:

1. Cost control, increased productivity and preserved flexibility;
2. Reducing complexity in the Agreement; and
3. Legal compliance and improving payroll processes.

Each party raised matters that were important to them. Topics covered included employee representatives' rights, job security and redundancy, public holidays, annual leave, and personal/carer's leave.

BMA also received feedback from the SBU on the proposed drafting presented on 20 January 2026 in relation to several key clauses that intend to achieve legal compliance, and 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 11 March 2026. We will provide another update following that meeting.

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team