



BMA Enterprise Agreement 2026

Employee bulletin #7

Wednesday 15 April 2026

We had another productive day of discussions with nominated employee and union bargaining representatives. At yesterday's meeting:

- Written confirmation of the parties' positions on claims to date was shared.
- The SBU presented draft clauses relating to the use of Step-Up Supervisors and Public Holidays for BMA's consideration.
- The parties exchanged respective clauses related to Workplace Delegates' Rights (a new mandatory term).
- The parties generally discussed and responded to proposals that have been tabled to date.

These conversations are taking place while we are working hard to reset our cost base across BMA. This means becoming more efficient, and more disciplined in how we operate and spend. This approach is essential to ensuring we remain sustainable while keeping safety and reliability at the centre of everything we do.

Key objectives

Since we began negotiations, we have been clear on our bargaining objectives. Below we have taken the time to expand on these objectives.

What do we mean by cost control, increased productivity and preserved flexibility?

Managing costs while being more effective and keeping enough flexibility in how we work so we can respond to changing conditions on site and across the industry. This includes giving effect to the sunsetting 1 for 1 replacement and minimum resourcing obligations and the 'no forced redundancies' due to OS deployments, which were agreed for a fixed period to address perceived employees' concerns regarding labour mix at that time, among other matters. The Agreement currently contains a number of other clauses that require the Company to preference BMA employees over other forms of labour in workforce decisions.

What does reducing complexity in the Agreement and payroll improvement mean?

We want to simplify the Agreement so it's easier to understand and apply day to day. To this end, for ease of payroll configuration and accurate superannuation payment, the Company is proposing that all employees will receive no less than 12% aligned to

the Superannuation Guarantee (Administration) Act 1992 (Cth), rather than current fixed superannuation with manual top-ups.

It also means maintaining the intent and operation for our BMA employees, of the Career Structure through drafting improvements to assist interpretation and application.

Can you explain what legal compliance is?

Ensuring the Agreement meets all legal requirements, including complying with new laws and laws that have changed since the last negotiation. This means that we clearly spell out how new Workplace Delegates Rights operate in the context of our Agreement which contains comprehensive Employee Representatives' provisions.

Some of your questions answered

We have received several questions from employees and have provided responses to the most common ones below.

How long is this going to take?

Whilst we have already held seven meetings, bargaining is a detailed process with a lot to work through. We are focused on progressing discussions as quickly as possible, and we'll keep sharing updates as negotiations continue.

When can I expect a pay rise?

Given the progress made to date, and the shared objective of reaching agreement, the Company considers that continuing to work through the broader package is the most constructive approach, with remuneration matters to be addressed as part of that.

Next steps

The Company is keen to reach agreement with our employees. We have proposed a tentative schedule for the next few meetings to ensure negotiations progress at a steady rate. The next bargaining meeting is scheduled for Tuesday 28 April 2026.

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team