



BMA Enterprise Agreement 2026 (EA2026)



Frequently Asked Questions

As at 24 June 2026

This document will be updated as needed throughout the bargaining process.

Questions	Answers
What is an Enterprise Agreement?	<p>An Enterprise Agreement (sometimes referred to as an 'EA' or 'EBA') is an agreement between an employer and a group of employees that sets minimum terms and conditions of employment that apply to that group of workers.</p> <p>EAs can provide terms and conditions for our employees that are better off overall than the conditions that are prescribed in relevant Modern Awards.</p>
When does the BMA Enterprise Agreement 2022 expire?	<p>The BMA Enterprise Agreement 2022 (EA2022) expired on 13 January 2026. It will continue to operate until a replacement Agreement is made.</p>
What is happening with the BMA Enterprise Agreement?	<p>BMA has commenced negotiations with the MEU, AMWU and ETU for the BMA Enterprise Agreement 2026 (EA2026) for EA covered employees at Goonyella Riverside, Peak Downs and Saraji mines.</p>
What are we seeking to achieve?	<p>BMA is seeking minimal changes to the EA2022 but is considering all claims advanced by all bargaining representatives.</p> <p>BMA is trying to achieve a sustainable outcome for employees and for the business in keeping with the challenging operating environment.</p>
What does this mean for current and future EA employees?	<p>For now, there is no change to your current terms and conditions of employment. EA2022 continues to apply to EA roles until a replacement Agreement is made.</p>
How long will the renewal process take?	<p>The timeframe is dependent on the progress of bargaining. The primary focus for BMA is always the safe execution of our operational plans and business priorities. We are focused on working respectfully and efficiently with our</p>

	employees and their representatives to achieve an agreement that continues to be mutually beneficial, as quickly as possible.
Which employees are involved?	All employees currently covered by EA2022.
Does this mean there is an opportunity to make changes to the terms and conditions within the current Agreement.	BMA is considering all claims, suggestions and ideas raised through the bargaining process. It is important that the new agreement reflects the market circumstances and continues to enable BMA to safely execute our operational plans and priorities.
Will there be a wage increase?	Wages and any increases during the term of the agreement are a matter for the bargaining process. We will keep you informed of any proposed wage increases as bargaining progresses.
How many people are involved in the bargaining process for the replacement Agreement?	The current agreement, EA2022, covers approximately 1880 employees. If you are a member of a union that is entitled to represent your industrial interests in relation to the work to be performed under the agreement, your union will be your default bargaining representative for the agreement unless you appoint yourself or another person as your representative, or you revoke the unions status as your representative.
How often are bargaining meetings held? What happens at these meetings?	Bargaining meetings are held regularly, currently on a two-to-three-week basis. At these meetings, the Company and union and employee representatives have an opportunity to discuss the proposed agreement and negotiate key clauses.
When is the ballot?	We will continue to keep you updated throughout the process and of the ballot dates when they are known. Your leaders will provide more details about the ballot process and the package on offer when BMA take steps to ballot EA2026.
When will I have the opportunity to vote on a replacement Agreement?	Once bargaining is finalised, you will have the opportunity to vote on a replacement Agreement by way of a ballot. You will be able to cast your vote electronically (phone or online) at any time during the ballot period. An external voting provider, CorpVote, will conduct the ballot. The ballot will be successful if a majority of valid votes cast are 'Yes' to the replacement Enterprise Agreement. All EA employees will be provided with how to vote instructions, a copy of the replacement Agreement and an explanation of the terms of the replacement Agreement. Your General Manager will provide more details to you about the ballot process. It is important that you understand the package on offer and ask any questions before you cast your vote.
How often will we be updated on progress?	We will continue to share an update with all EA employees after each bargaining meeting. When BMA takes steps to ballot EA2026, your leaders will provide more details about the ballot process and the package on offer.

How can I get a copy of the Notice of Employee Representational Rights?	<p>A copy of the Notice of the Employee Representational Rights (NERR) is available on the BMA EA website:</p> 
Where should I go if I have more questions?	<p>We are always eager for your thoughts and feedback. If you have any questions on the BMA EA bargaining process, please ask your leader directly or send an email to BMAEA2026@bhp.com at any stage.</p> <p>You can also access our feedback survey below:</p>  <p>A copy of all materials relating to the EA2026 process can also be found here.</p>