



BMA Enterprise Agreement 2026

Employee bulletin #11

Thursday 11 June 2026

Tuesday, 9 June 2026 marked the **11th BMA Enterprise Agreement 2026 bargaining meeting**, where the SBU confirmed their consolidated outline of claims in writing for the first time. We have been upfront and clear from the start about what we're proposing and what it means – with a focus on maintaining and building on what is already working well, instead of introducing significant change.

At the last meeting, the SBU asked for more time to prepare their claims. Despite time being provided at the end of the 26 May bargaining meeting for the SBU to align on these claims, they only presented their written claims ahead of Tuesday's session - delivering an extensive and wide-ranging outline for consideration.

While this came later than expected, we're hopeful having all their claims on the table should provide clarity and support discussions as we move forward on the key topics.

At today's bargaining meeting:

- The SBU tabled a detailed outline of claims touching on over 30 clauses. Within this, they have proposed that any percentage salary increase only be negotiated once all other matters are resolved.
- BMA is now reviewing several new matters that would significantly change the existing Agreement. Given the scope and number of claims, BMA will require time to fully consider and respond.
- Major suggested changes to Starting and Finishing Places, Functional Work Areas and Roster clauses by the SBU were also discussed. If implemented, these may significantly reduce flexibility for BMA.
- BMA presented a draft of a clearer Career Structure and targeted Higher Responsibility Allowance clause for discussion. The amendments to the Career Structure are minor in their intent and aimed at maintaining how it operates today. The SBU has taken away both items for consideration ahead of the next bargaining meeting.

As we continue to engage with nominated employee and union representatives to achieve an agreement between parties as quickly as possible, **our key objectives for EA 2026 remain:**

1. **Legal compliance and payroll improvements:** Ensuring the Agreement is compliant with all current laws, and making targeted improvements so payroll is accurate and easier to administer day to day.

2. **Cost control, increased productivity and preserved flexibility:** Managing costs responsibly while improving how efficiently we work and maintaining enough flexibility in the Agreement so BMA can respond to changing conditions on site and across the industry. Safety and reliability will remain at the centre of everything we do.
3. **A reduction in complexity:** Simplifying the Agreement so it's easier for employees and leaders to understand and apply, reducing unnecessary complexity and ambiguity.

Next steps

We look forward to continued discussions on employee and union claims at the next meeting on Tuesday, 23 June 2026. We will provide another update following that meeting.

Share your thoughts

As we progress into more detailed discussions, we are eager for your feedback. Please share your thoughts or questions with your leader or send an email to BMAEA2026@bhp.com.

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team