



## BMA Enterprise Agreement 2026

### Employee bulletin #12

Wednesday 24 June 2026

Yesterday marked the **12<sup>th</sup> BMA Enterprise Agreement 2026 bargaining meeting**, where we continued our efforts to engage with nominated employee and union representatives, and achieve an agreement as quickly as possible.

As we shared in the last bulletin, we've now received a consolidated outline of the SBU's claims. **To support transparency and highlight where time is being spent during bargaining, we have attached the full list to this update.** The list covers 30+ clauses, including several new matters which would significantly change how the Agreement operates today.

We have been clear from the start – our aim is to make practical changes to keep what works well, improves where it's needed, and avoids adding unnecessary complexity that could delay our path to an agreement.

#### At yesterday's bargaining meeting:

- BMA revisited several items previously tabled as part of bargaining, including drafting to make the Agreement clearer and easier to understand. The discussion also covered the new claims tabled by the SBU shortly before Meeting 11, along with others raised earlier.
- To keep negotiations moving, we are reviewing these claims as a priority. We have already responded to some, but others need more time due to the level of detail, cost considerations and operational complexity involved. BMA will continue to work through these items and update the SBU at future meetings.
- The group made progress on improvement opportunities proposed by BHP earlier, including Career Structure and Higher Responsibilities Allowance.

#### Our key objectives for EA 2026 remain:

1. **Legal compliance and payroll improvements:** Ensuring the Agreement is compliant with all current laws, including new Workplace Delegates' Rights, 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.

2. **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, 14 July 2026. We will provide another update following that meeting.

To support steady progress, we have also proposed a tentative schedule for the following three bargaining meetings:

- Tuesday 28 July
- Tuesday 18 August
- Tuesday 1 September.

### **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](mailto:BMAEA2026@bhp.com).

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team