



BMA Enterprise Agreement 2026

Employee bulletin #13

Friday 17 July 2026

Tuesday marked the **13th BMA Enterprise Agreement 2026 bargaining meeting**, where we continued to engage with nominated employee and union representatives, working to progress negotiations for a replacement agreement as quickly as possible.

We have been clear and consistent from the start – our focus is on keeping what works, making practical improvements where needed, and avoiding unnecessary complexity or changes that will impact productivity or flexibility for the business.

We have also been ready and willing to progress discussions on all claims. Despite this, we continue to wait on further detail from the SBU on several key clauses, such as the roster change process, start and finishing places and times, and functional work areas. We're still seeking to fully understand the intent of the SBU's claims to progress discussions further.

At Tuesday's bargaining meeting:

- We continued to work through the large number of claims put forward by the SBU last month – including several that would significantly change the existing terms of the Agreement. We have provided our position on a number of these, including Personal Carers' Leave, Compassionate Leave and Parental Leave.
- BMA and the SBU progressed some clauses toward agreement, including the payment frequency of Bonuses for Trainees, and preservation of previous Blackwater and Emerald Accommodation Agreement entitlements.
- The SBU also provided feedback on clauses related to career structure and committed to providing their updated position for discussion at the next bargaining meeting. They will also provide feedback on payroll simplification clauses as bargaining progresses. Discussions on these topics will continue, with more work needed to reach alignment.

Our key objectives for EA2026 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.
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, 28 July 2026. We will provide another update following that meeting.

New EA2026 online Hub:

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. You can also find all previous bulletins and other materials related to bargaining so far here: [BMA Enterprise Agreement 2026](#).

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team