



BMA Enterprise Agreement 2026

Employee bulletin #16

Wednesday 30 September 2026

Yesterday we held the **16th BMA Enterprise Agreement 2026 bargaining meeting**, continuing discussions with nominated employee and union representatives as we work to progress negotiations on a replacement Agreement as soon as possible.

To be clear, we want to move bargaining forward and our approach has remained clear and consistent from the start: we are seeking to keep what works, make practical improvements where needed, and avoid changes that create unnecessary complexity or make it harder for our teams to work productively and flexibly.

At yesterday's bargaining meeting:

- **BMA wants a deal done in 2026:** We were clear that we want to put a proposed Agreement to an employee vote before the end of 2026, so we can get a deal done.
- **More time at the table:** To keep momentum, BMA has scheduled back-to-back bargaining meetings on 13 and 14 October, with one day set aside to work through site schedules. The SBU has committed to providing its site schedule claims by 7 October.
- **Advancing wage claims:** BMA is ready to discuss wage claims at the next meeting and has asked the SBU to come prepared on their position. Having all claims from the SBU will help us move quickly towards a proposed Agreement.

Protected Action Ballot Orders

Separate from bargaining, the Fair Work Commission has made Protected Action Ballot Orders (PABOs) in response to applications lodged by the AMWU and ETU last week. This does not mean industrial action will occur. It allows eligible union members to vote on whether to take protected industrial action.

Our view is that industrial action does not resolve the issues on the bargaining table, and it does not change our goal. We remain focused on working through the outstanding issues and reaching a fair Agreement that gives you certainty, while keeping our operations safe and sustainable.

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 hope to meaningfully advance discussions on employee and union claims through consecutive bargaining meetings on **13 & 14 October 2026**. We will provide another update following those meetings.

Visit the EA2026 online Hub:

As we continue discussions, we are eager for your feedback. Please share your thoughts or questions with your leader, with our bargaining team [here](#), or by sending 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