



## BMA Enterprise Agreement 2026

### Employee bulletin #17

Tuesday 13 October 2026

Today we met with nominated employee and union representatives for the **17<sup>th</sup> BMA Enterprise Agreement 2026 bargaining meeting**, continuing discussions to progress negotiations on a replacement Agreement as soon as possible.

BMA remains committed to reaching an Agreement by the end of the year. We came to today's meeting with a comprehensive package for the SBU to consider and were ready to work through it constructively and without delay. To make real progress, the SBU now needs to come prepared and follow through on what has been requested at previous meetings.

#### At today's bargaining meeting:

- **Wage claim now tabled:** BMA tabled a fair, market aligned salary position of **4%, 3% and 3%** annual increases over a three-year Agreement. The first-year increase of 4% would be payable upon the first full pay period after the commencement of the replacement Agreement.
- **We also tabled:**
  - A proposal to standardise salaries for some high frequency rosters across sites
  - Reinserting clause 30.6 (1:1 replacement of existing employees) for the life of the replacement Agreement.
- **We also provisionally agreed to the below SBU claims:**
  - Increasing the initial work clothing allocation to reflect the shifts per roster worked by employees (i.e. employees working a 7/7 roster to receive 7 shirts/ trousers, a 6/6 roster to receive 6 shirts/ trousers)
  - Fire brigade training in the main body of the Agreement (and to apply to all sites, including Goonyella, to which this entitlement currently doesn't apply)
  - Increasing overtime to two hours for attendance at Complex Lung Function Tests or High-Resolution CT scans in Brisbane / Mackay / Townsville
- **SBU not ready to discuss wages:** We said during the last bargaining meeting that we would bring a salary position and preferred compromise regarding the job security clauses in the existing Agreement, which were drafted to sunset on replacement or expiry of the Agreement. We requested the SBU to do the same. The SBU did not table any proposals at today's meeting but stated they would consider the Company's tabled positions.
- **Superannuation:** Both parties remain apart. Our proposal provides for superannuation at 12% in line with Superannuation legislation, with a legacy arrangement so no current employee goes backwards.

- **Workplace Delegates' Rights is still unresolved:** The SBU raised this again but didn't confirm an agreed SBU position. Instead, it plans to send a 4<sup>th</sup> version of its proposed wording which we understand will be more aligned to the Modern Award clause. The SBU has said it will use its 'best endeavours' to give us a position by the next meeting.
- **Legal compliance and payroll:** The package set out at today's meeting is subject to the Company's complete proposed changes to the Agreement, which includes claims to ensure the Agreement is simplified where possible (without changing the current operation of clauses) and legally compliant.
- **We're ready to keep moving.** We've responded to every SBU claim, with a handful still being considered, and we're ready to work through what's left now.

Our position has been clear and consistent from the start. We want to keep what works, make practical improvements where needed, and avoid changes that add complexity or make it harder for our teams to work productively and flexibly.

To keep things moving, we'll meet with the lodges and branches tomorrow to work through site schedules.

### **Protected Action Ballot outcome**

Following the Protected Action Ballot Orders (PABOs) made in response to applications lodged by the AMWU and ETU last month, we are now aware that a majority of eligible union members for both the AMWU and ETU voted in support of the option to take various forms of protected action as part of bargaining.

This means protected industrial action may occur where the AMWU and ETU give **BMA three business days' notice**. Any action must also start within 30 days of the ballot being known, unless the Fair Work Commission grants an extension.

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 look forward to continuing discussions on employee and union claims on Tuesday, 27 October 2026. We will provide another update following that meeting.

**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](mailto: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