BMA
BHP Mitsubishi Alliance

BMA Enterprise Agreement 2026

Employee bulletin #18

Wednesday 28 October 2026

Discussions on a replacement **BMA Enterprise Agreement** continued yesterday at our **18th bargaining meeting** with nominated employee and union representatives. Our focus remains on reaching an Agreement as quickly as possible. Progress requires genuine engagement and a willingness to find a way through the issues that remain.

At the last bargaining meeting, we put forward a comprehensive proposed package for the SBU's consideration, including salary increases of **4%, 3% and 3%** over a three-year Agreement. Today, we came ready to work through that package, resolve the outstanding issues and **make meaningful progress towards an employee vote**.

We're ready to move forward

BMA is ready to progress bargaining towards an employee vote, but we cannot do it alone.

We have been bargaining for almost 12 months and been clear about wanting to work towards an employee vote in 2026. We have continued to meet regularly, made in-principle concessions and developed draft Agreements in an effort to move bargaining forward.

After 18 bargaining meetings, we believe you deserve a clear pathway towards an outcome and are working towards a ballot before Christmas. We are unsure if the SBU will support this timeframe. BMA remains ready to do the work to reach an outcome and get to a point where you can consider the complete proposal and have your say.

Slow progress on bargaining:

- **We made our position clear on the key issues the Unions say are outstanding:**
  - **Superannuation:** Our proposal provides for superannuation at 12% in line with Superannuation legislation, with a legacy arrangement so no current employee goes backwards from the current EA.
  - **Rosters:** Employees currently have and will retain the ability to vote on any proposed roster changes, including the ability to vote them down.
  - **Job Security:** BMA has proposed to reinstate 1:1 replacement provisions, which, together with existing redundancy protections, provide employees with comprehensive job security protections and favours BMA employees over labour hire and contractors in the event of restructures.

- **We continued to narrow the issues that remain:** After 18 bargaining meetings, BMA has made **several key concessions,** agreed in-principle to a number of SBU claims and **tabled** a second draft of the proposed Agreement incorporating its proposed **package**. We have provided clear reasons where we have rejected certain SBU claims – often to ensure the business retains operational flexibility and can simplify payroll processes. Our focus is now on working through the issues that genuinely stand between us and an Agreement.
- **The SBU tabled 26 new Site Schedule claims:** Following bargaining meeting 17, we held a dedicated session to discuss Site Schedules in the EA. The SBU raised 26 claims across the three Site Schedules, which will need to be considered and worked through as part of bargaining. This will take time, with a further Site Scheule meeting confirmed for 11 November 2026.
- **The SBU tabled a new Workplace Delegates' Rights clause:** The SBU tabled a fourth proposed Workplace Delegates' Rights clause, which BMA will also have to work through and consider where the parties remain apart on this.

Protected Industrial Action update

The AMWU and ETU have chosen to pursue protected industrial action as part of bargaining. Our priority continues to be resolving the remaining issues through bargaining, rather than industrial action. We remain ready to do the work required to reach a fair Agreement as soon as possible, giving you certainty while supporting safe, sustainable operations.

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, 10 November 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.

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