BMA
BHP Mitsubishi Alliance

BMA Enterprise Agreement 2026

Employee bulletin #19

Thursday 12 November 2026

Bargaining for a replacement BMA Enterprise Agreement continued on Tuesday, with our **19th bargaining meeting** held with nominated employee and union representatives. After 12 months, we've been clear we want to work towards an employee vote as soon as possible. The SBU hasn't made any major concessions on its extensive claims and plans to table even more.

At the bargaining meeting:

- **No real progress was made:** We've made key in-principle concessions on a number of SBU claims, but after 19 meetings, we're still apart on several issues. The SBU has also given no indication it will support a vote this year.
- **We responded to SBU claims and discussed the outstanding issues, including:**
    - **Rosters, and starting and finishing times:** The SBU tabled new proposed roster change and starting and finishing times clauses which could significantly limit opportunities to improve productivity at a time when the business returned just 2% on investment. We're not seeking to change the current provisions, with the existing rosters clause already allowing for employees to have their say on any changes.
    - **Accommodation Agreements:** We want to reach an agreement as soon as possible and bargaining for new Accommodation Agreements now would delay that for everyone. We're continuing to explore options to negotiate them separately.
- **More claims are still to come:** Twelve months in, the SBU says it will table more new claims at the next meeting. Each new claim the SBU tables slows progress towards an agreement.

Yesterday, we met with lodges and branches to continue working through Site Schedules and keep things moving.

Protected Industrial Action update

The AMWU and ETU continue to pursue protected industrial action as part of bargaining. We still believe that bargaining, not industrial action, is the best way to resolve the issues that remain. We are ready to keep working to reach a fair Agreement as soon as possible, giving you certainty and 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, 1 December 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