

Agreements and bargaining Timeline of changes

There have been changes to agreement and bargaining laws as part of the Secure Jobs, Better Pay and Closing Loopholes amendments to the Fair Work Act.



What are enterprise agreements?

Enterprise agreements are legal documents that cover certain employers and employees and set out minimum employment terms and conditions.

For more information see our [Agreements page](https://fairwork.gov.au/agreements) at fairwork.gov.au/agreements



What is enterprise bargaining?

Enterprise bargaining is the process of negotiating with the goal of making an enterprise agreement. This is generally between the employer or employers, their employees, and their bargaining representatives. There are rules about this process, including about starting bargaining, the content of enterprise agreements, and how an agreement is made and approved.

For more information including [the process to make an agreement](https://fwc.gov.au/agreements) visit fwc.gov.au/agreements



Who do the changes affect?

If you're covered by an enterprise agreement or looking to start bargaining, you might be affected by the changes to enterprise agreements and bargaining. You might also be affected by zombie agreements sunseting, which is explained in the below timeline. The new laws will also expand access to collective bargaining by introducing collective agreements for regulated workers.

The changes apply to all businesses, not just small businesses.



Where can I get help or more information?

The Fair Work Commission is the national workplace tribunal and regulator of registered organisations. Many of the changes to agreement-making and bargaining are administered by the Fair Work Commission.

For more information about the changes, including help understanding how they apply to you, visit the [Fair Work Commission website](https://fwc.gov.au) at fwc.gov.au

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These changes were made to improve access to agreements and bargaining. Our timeline provides an overview of what the changes are and when they start. You can find more detailed information on the [Fair Work Commission website](https://www.fwc.gov.au/agreements) at [fwc.gov.au/agreements](https://www.fwc.gov.au/agreements)

