

<b>BARGAINING STREAMS</b>	<b>Single enterprise agreement</b>	<b>Single enterprise agreement (greenfield)</b>	<b>Supported bargaining agreement</b>	<b>Single interest employer agreement</b>	<b>Cooperative workplace agreement</b>
<b>Overview</b>	Made by one or two or more of related employers who are employed at the time and who will be covered by the agreement.	Made by one or two or more of related employers and each relevant employee organisation that the agreement is expressed to cover in relation to a genuine new enterprise. Employers are related employers if engaged in a joint venture or common enterprise or related bodies corporate.	A type of multi-enterprise agreement where a supported bargaining authorisation was in operation. This type of multi-enterprise agreement replaces the low-paid bargaining stream. Supported bargaining agreements are made with support by the FWC, to assist employers and employees who have had difficulty bargaining at the single-enterprise level and other employees who face barriers to bargaining.	A type of multi-enterprise agreement where a single interest employer authorisation was in operation. A single-interest employer agreement may be made with multiple employers with common interests or that are franchisees.	A type of multi-enterprise agreement where there was no supported bargaining authorisation or single interest employer authorisation in operation in relation to the agreement immediately before the agreement was made. A cooperative workplace agreement covers multiple employers who have agreed to bargain together.
<b>When does bargaining commence?</b>	When one of the following occurs: <ul style="list-style-type: none"> <li>• The employer agrees to bargain or initiates bargaining.</li> <li>• A majority support determination comes into operation.</li> </ul>	When the employer, who is a bargaining representative, gives written notice to each employee organisation that is a bargaining representative for the agreement setting the starting date (of the sixth of	When the supported bargaining authorisation comes into operation. An application can be made by a bargaining representative or employee organisation that is entitled to	When the single-interest employer authorisation comes into operation. An application for a single-interest employer authorisation can be made by the employers or a by a bargaining	When a group of employers decide to bargain together.

	<ul style="list-style-type: none"> <li>• A scope order comes into operation.</li> <li>• A bargaining representative makes a request to bargain to the employer and the bargaining is for a single enterprise agreement to replace one that has passed its nominal expiry date within the past five years.</li> </ul>	the month) notified negotiation period.	represent the industrial interests of an employee in relation to work to be performed under the agreement. The FWC must be satisfied that it is appropriate for the employers and employees to bargain together, having regard to certain matters. The FWC must not make a supported bargaining authorisation if an application has been made and the Minister has made a declaration in respect of the industry, occupation, or sector in which the employees are employed.	representative of an employee who will be covered by the proposed agreement. The FWC must make the single-interest authorisation if satisfied that certain criteria are met, including that the employers are certain franchisees or have clearly identifiable common interests, and, if the latter the making the authorisation is not contrary to the public interest.	
<b>Small business included?</b>	Yes	Yes	Yes	Small businesses (less than 20 employees) only included by consent	Yes, provided they consent, as all employers must agree to participate in the cooperative workplaces stream.
<b>Must an employee organisation be involved?</b>	No	Yes	Yes. To make a supported bargaining authorisation the FWC must be satisfied	Yes. To make a single interest employer authorisation the FWC	Yes

			that at least some employees who will be covered are represented by an employee organisation.	must be satisfied that at least some employees who will be covered are represented by an employee organisation.	
<b>Protected industrial action</b>	Available. If a protected action ballot order (PABO) is made, conciliation by the FWC is mandatory.	Not available	Available. If a protected action ballot order (PABO) is made, conciliation by the FWC is mandatory. 120 hours' notice must be given before taking protected industrial action.	Available. If a protected action ballot order (PABO) is made, conciliation by the FWC is mandatory. 120 hours' notice must be given before taking protected industrial action.	Not available
<b>Bargaining orders</b>	Available	Available, but only if the six-month notified negotiation period has not ended.	Available	Available	Not available
<b>Bargaining disputes</b>	A bargaining representative can apply for the FWC to deal with a bargaining dispute.	A bargaining representative can apply for the FWC to deal with a bargaining dispute.	A bargaining representative can apply for the FWC to deal with a bargaining dispute.	A bargaining representative can apply for the FWC to deal with a bargaining dispute.	A bargaining representative may only apply for the FWC to deal with a bargaining dispute if all the bargaining representatives for the proposed cooperative agreement have agreed to the making of the application.
<b>Intractable bargaining declarations</b>	Available. The FWC must be satisfied that it has dealt with the dispute	Not available	Available. The FWC must be satisfied that it has dealt with the dispute	Available. The FWC must be satisfied that it has dealt with the dispute	

	under s. 240 and the applicant participated in the FWC processes to deal with the dispute there is no reasonable prospect of agreement being reached without the declaration and it is reasonable in all the circumstances to make the declaration taking into account the views of the bargaining agents.		under s. 240 and the applicant participated in the FWC processes to deal with the dispute there is no reasonable prospect of agreement being reached without the declaration and it is reasonable in all the circumstances to make the declaration taking into account the views of the bargaining agents.	under s. 240 and the applicant participated in the FWC processes to deal with the dispute there is no reasonable prospect of agreement being reached without the declaration and it is reasonable in all the circumstances to make the declaration taking into account the views of the bargaining agents.	
<b>Variations to add employers/employees</b>	Not available	Not available	A supported bargaining agreement can be varied to cover additional employers and employees upon joint application by employers and employees to be added, or an application by an employee organisation entitled to represent the interests of the employees to be covered.	A single interest employer agreement can be varied to cover additional employers and employees upon joint application by employers and employees to be added, or an application by an employee organisation entitled to represent the interests of the employees to be covered.	

			The FWC must be satisfied that a majority of the employees support the variation.	The FWC must be satisfied that a majority of the employees support the variation.	
--	--	--	---	---	--