

# IR OMNIBUS BILL – FACT SHEET



## Greenfields Agreements

### **"Major Projects" and Greenfields Agreements**

- Employers and unions can enter into greenfields agreements on projects where the total expenditure of a capital nature is at least \$500 million ("major project") or the Minister makes a declaration that a project is a major project, with a maximum nominal term of eight years instead of four ensuring certainty of terms and conditions for employees and preventing strike action during construction.
- Where a greenfields agreement has a nominal expiry date more than 4 years, the agreement must contain a term for annual pay increases for the nominal life of the agreement.
- In determining whether to make a declaration that the project is a "major project", the Minister must take into account:
  - The national significance (if any) of the project;
  - The regional significance (if any) of the project;
  - The contribution the project is expected to make to job creation;
  - Any other matter the Minister considers relevant.
- Similarly, agreements that apply to the construction of major projects can be varied, provided that the agreement as varied would not specify a nominal expiry date which is more than 8 years after the day on which the agreement came into operation.

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