



List of exhibits

No.	From	Exhibit Title
1	Construction, Forestry, Mining and Energy Union – Construction and General Division (CFMEU – C & GD)	The CFMEU's submission to the Royal Commission into the Building and Construction Industry (the Royal Commission) headed <i>Illegitimate Subcontracting in the Construction Industry</i> regarding 'Working Arrangements, Tax Evasion etc' 18 July 2002.
2	CFMEU – C & GD	Speech of John Sutton, National Secretary of the CFMEU (C &GD) to the Australian Taxation Office (ATO) Building and Construction Industry Forum, 28 November 2003.
3	CFMEU– C & GD	<i>For Fairness and Services: Restoring the Integrity of the Taxation System</i> , jointly compiled by the CFMEU and Australian Council of Social Service, August 2004.
4	CFMEU – C & GD	The CFMEU's submission to the Senate Economics Committee, Review of the New Tax System (Alienation of Personal Services Income) Bill 2000 and two related bills, May 2000.
5	CFMEU – C & GD	Hansard extract of evidence given by John Sutton (National Secretary, CFMEU– C & GD), Raoul Wainwright (National Legal/Research Officer, CFMEU– C & GD) and Ralph Willis to the Senate Economics Legislation Committee, 23 May 2000.

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| 6 | CFMEU - C & GD | The CFMEU's submission to the Review of Business Taxation, June 1999. |
| 7 | CFMEU - C & GD | Hansard extract of evidence given by John Sutton (National Secretary, CFMEU- C & GD), Raoul Wainwright (National Legal/Research Officer, CFMEU- C & GD) and Dan Murphy (Director, Fugen Holdings) to the Senate Select Committee on a New Tax System, 5 March 1999. |
| 8 | CFMEU - C & GD | The CFMEU's submission to the Senate Select Committee on a New Tax System, January 1999. |
| 9 | CFMEU - C & GD | The CFMEU's submission to the Inquiry into the Structure and Distributive Effects of the Australian Taxation System. |
| 10 | CFMEU - C & GD | <i>Union Experience of Labour Hire in the Industry</i> , document prepared by the CFMEU for the ATO's 'Cash Economy and Tax Evasion Subcommittee', July 2004. |
| 11 | CFMEU - C & GD | Final Report of the NSW Government Labour Hire Task Force, 2001. |
| 12 | CFMEU - C & GD | Submission of the Labor Council of NSW (in conjunction with the CFMEU- C & GD, NSW Branch) to the NSW Government Labour Hire Task Force, 14 September 2000. |
| 13 | CFMEU - C & GD | Submission of the Australian Council of Trade Unions (ACTU) to the NSW Government Labour Hire Task Force, September 2000. |
| 14 | CFMEU - C & GD | Submission of the ACTU to the Inquiry into Labour Hire Employment in Victoria, December 2003. |
| 15 | CFMEU - C & GD | 'Inquiry into independent contracting', <i>Stawell Times News-Ararat Advertiser</i> , 11 February 2005. |
| 16 | CFMEU - C & GD | ATO's written response to questions posed by the CFMEU during the Royal Commission into the Building and Construction Industry headed 'Response to CFMEU Questions', 2002. |

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| 17 | CFMEU - C & GD | ATO's Submission to the Royal Commission into the Building and Construction Industry, June 2002. |
| 18 | CFMEU - C & GD | <i>The New Business Tax System: Stage 2 Response</i> , Media Release of Treasurer Peter Costello, No. 74, 11 November 1999. |
| 19 | CFMEU - C & GD | Newspaper clippings headed; 'Irish link in major Oz cash laundering scam', 'Sydney link to \$11m crime cash', 'Corkman to face extradition hearing', 'Crime authorities crack down on budding bodgie', 'Foreign workers preferred' and 'Jobs racket claimed'. |
| 20 | CFMEU - C & GD | Letter from the CFMEU to the Minister for Immigration and Multicultural Affairs, 18 May 1999, with attachments. |
| 21 | Association of Professional Engineers, Scientists and Managers Australia (APESMA) | <i>Connect 2004 Survey of Independent Contractors and Consultants</i> . |
| 22 | APESMA | APESMA feedback on PSI legislation. |
| 23 | Australian Rail Tram and Bus Industry Union | International Labour Organisation: <i>C181 Private Employment Agencies Convention</i> , 1997. |
| 24 | Australian Lawyers Alliance | National Research Centre for OH&S Regulation: Working Paper No. 3. <i>The legal concept of work-related injury and disease in Australian OH&S and Workers Compensation Systems</i> , April 2002. |
| 25 | Department of Employment and Workplace Relations (DEWR) | <i>DEWR Discussion Paper: Proposals for Legislative Reforms in Independent Contracting and Labour Hire Arrangements</i> , March 2005. |
| 26 | Recruitment & Consulting Services Association (RCSA) | Brennan, L, Vales, M and Hindle, K, <i>On-hired works in Australia: Motivations and Outcomes</i> , RMIT University, Swinburne University and Customer Focus Research, 2003. |

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| 27 | Independent Contractors of Australia | DVD Introduction for Independent Contractors of Australia. |
| 28 | SKILLED Group | Presentation of Introduction SKILLED Group. |
| 29 | CFMEU, Mining and Energy Division | Brozovsky, J, Mason, J and O'Neal, C, Independent contractors: A look at the consequences, <i>Management Accounting</i> , Vol. 78, No. 2, p.18,1996. |
| 30 | CFMEU, Mining and Energy Division | Employer's Supplemental Tax Guide (USA) Department of The Treasury, Internal Revenue Service, 2005. |
| 31 | CFMEU, Mining and Energy Division | Determination of Worker Status for Purposes of Federal Employment Taxes and Income Tax Withholding, Department of The Treasury, Internal Revenue Service, 2005. |
| 32 | Unions NSW | Affidavit of Professor Richard Hall provided to the NSW Secure Employment Test Case. |
| 33 | Unions NSW | Laplagne, P, Glover, M and Fry, T, <i>The Growth of Labour Hire Employment in Australia</i> , Productivity Commission Staff Working Paper, Canberra, 2005. |
| 34 | Unions NSW | Kruger, T, Parliamentary Research Library Note on <i>Casual Employment Trends and Characteristics</i> , 2004. |
| 35 | Unions NSW | Unions NSW Opening Submission to the NSW Secure Employment Test Case. |
| 36 | Unions NSW | Copy of correspondence sent by William Parker to The Honourable Jackie Kelly, Member for Lindsay highlighting the disadvantages he faces as a Labour Hire casual. |
| 37 | Unions NSW | Copy of letter sent by parents; copy of advertisement place in local newspapers; advice by the company to the vendors re minors and independent contracting. |
| 38 | Unions NSW | Correspondence from an independent contractor re changes to legislation regarding independent contracting, 2001. |

39	Unions NSW	Executive Summary of <i>NSW Labour Hire Taskforce Final Report 2001</i> and recommendations.
40	Master Builders Australia Inc	The Master Builders of Australia submission to the DEWR on the <i>Discussion Paper: Proposals for Legislative Reforms in Independent Contracting and Labour Hire Arrangements</i> , (Forwarded with Sub 22).
41	Confidential	
42	Chamber of Commerce and Industry of Western Australia (Inc)	Chamber of Commerce and Industry of WA submission to the DEWR <i>Discussion paper: Proposals for Legislative Reforms in Independent Contracting and Labour Hire Arrangements</i> .
43	Housing Industry Association	Period Trade Contract Conditions, provided by G. Simpson.
44	DEWR on behalf of Ms Robin Bremers	Submission by R.Bremers in response to DEWR <i>Discussion Paper :Proposal for Legislative Reform in Independent Contracting and Labour Hire Arrangements</i> .
45	DEWR on behalf of Australian Manufacturing Workers Union (AMWU)	Submission by the AMWU in response to DEWR Discussion Paper.
46	DEWR on behalf of Textile, Clothing & Footwear Union of Australia (TCF UA))	Submission by the TCF UA in response to DEWR Discussion Paper.
47	DEWR on behalf of Australian Business Limited (ABL)	Submission by ABL in response to DEWR Discussion Paper.
48	DEWR on behalf of CEPU	Submission by the CEPU in response to DEWR Discussion Paper.
49	DEWR on behalf of Civil Contractors Federation (CCF)	Submission by the CCF in response to DEWR Discussion Paper.

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| 50 | DEWR on behalf of Australian Industry Group (Ai Group) | Submission by the Ai Group in response to DEWR Discussion Paper. |
| 51 | DEWR on behalf of Adecco | Submission by Adecco in response to DEWR Discussion Paper. |
| 52 | DEWR on behalf of Equal Opportunity Commission (EOC) Victoria | Submission by the EOC Victoria in response to DEWR Discussion Paper. |
| 53 | DEWR on behalf of Transport Workers Union (TWU) of NSW | Submission by the TWU of NSW in response to DEWR Discussion Paper. |
| 54 | DEWR on behalf of Queensland Government | Submission by the Queensland Government in response to DEWR Discussion Paper. |
| 55 | DEWR on behalf of TWU Victorian/Tasmanian Branch | Submission by the TWU Victorian/Tasmanian Branch in response to DEWR Discussion Paper. |
| 56 | DEWR on behalf of New South Wales Taxi Industry Association (NSWTIA) | Submission by the NSWTIA in response to DEWR Discussion Paper. |
| 57 | DEWR on behalf of Mr Marcus Anderson | Submission by M. Anderson in response to DEWR Discussion Paper. |
| 58 | DEWR on behalf of APESMA | Submission by APESMA in response to DEWR Discussion Paper. |
| 59 | DEWR on behalf of the Government of Western Australia | Submission by the Government of Western Australia in response to DEWR Discussion Paper. |
| 60 | DEWR on behalf of Direct Selling Association of Australia Inc (DSAA) | Submission by the DSAA in response to DEWR Discussion Paper. |
| 61 | DEWR on behalf of | Submission by the CFMEU – C & GD in response |

	CFMEU – C & GD	to DEWR Discussion Paper.
62	DEWR on behalf of Rio Tinto	Submission by Rio Tinto in response to DEWR Discussion Paper.
63	DEWR on behalf of the Master Plumbers & Mechanical Contractors Association	Submission by the Master Plumbers & Mechanical Contractors Association in response to DEWR Discussion Paper.
64	DEWR on behalf of TWU of Australia	Submission by the TWU of Australia in response to DEWR Discussion Paper.
65	DEWR on behalf of Labour Force Australia Pty Ltd	Submission by Labour Force Australia Pty Ltd in response to DEWR Discussion Paper.
66	DEWR on behalf of Rowley Patrick Pty Ltd	Submission by Rowley Patrick Pty Ltd in response to DEWR Discussion Paper.
67	DEWR on behalf of Master Builders Association of Western Australia	Submission by Master Builders Association of Western Australia in response to DEWR Discussion Paper.
68	DEWR on behalf of the Australian Institute of Interpreters and Translators Inc (AUSIT).	Submission by the AUSIT in response to DEWR Discussion Paper.
69	DEWR on behalf of Independent Contractors of Australia	Submission by the Independent Contractors of Australia in response to DEWR Discussion Paper.
70	DEWR on behalf of Australian Chamber of Commerce & Industry (ACCI)	Submission by the ACCI in response to DEWR Discussion Paper.
71	DEWR on behalf of Unions WA	Submission by Unions WA in response to DEWR Discussion Paper.
72	DEWR on behalf of NSW State Government	Submission by the NSW Government in response to DEWR Discussion Paper.

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| 73 | DEWR on behalf of Australian Services Union | Submission by the Australian Services Union in response to DEWR Discussion Paper. |
| 74 | DEWR on behalf of Australian Public Service Commission | Submission by the Australian Public Service Commission in response to DEWR Discussion Paper. |
| 75 | DEWR on behalf of Newmont Australia Limited | Submission by Newmont Australia Limited in response to DEWR Discussion Paper. |
| 76 | DEWR on behalf of Recruitment & Consulting Services Association (RCSA) | Submission by RCSA in response to DEWR Discussion Paper. |
| 77 | DEWR on behalf of Media, Entertainment and Arts Alliance | Submission by Media, Entertainment and Arts Alliance in response to DEWR Discussion Paper. |
| 78 | DEWR on behalf of the Law Society of NSW | Submission by Law Society of NSW in response to DEWR Discussion Paper. |
| 79 | DEWR on behalf of Toll Transport | Submission by Toll Transport in response to DEWR Discussion Paper. |
| 80 | DEWR on behalf of K.M. Corke and Associates | Submission by K.M. Corke and Associates in response to DEWR Discussion Paper. |
| 81 | DEWR on behalf of Information Technology Contract & Recruitment Association | Submission by Information Technology Contract & Recruitment Association in response to DEWR Discussion Paper. |
| 82 | DEWR on behalf of Unions NSW | Submission by Unions NSW in response to DEWR Discussion Paper. |
| 83 | DEWR on behalf of SKILLED Group | Submission by SKILLED Group in response to DEWR Discussion Paper. |
| 84 | DEWR on behalf of ACT Government | Submission by the ACT Government in response to DEWR Discussion Paper. |
| 85 | DEWR on behalf of Australian Taxi Industry | Submission by ATIA in response to DEWR Discussion Paper. |

	Association (ATIA)	
86	DEWR on behalf of Mr Allan Viney	Submission by A. Viney in response to DEWR Discussion Paper.
87	DEWR on behalf of National Farmers' Federation (NFF)	Submission by NFF in response to DEWR Discussion Paper.
88	DEWR on behalf of Victorian Automobile Chamber of Commerce	Submission by Victorian Automobile Chamber of Commerce in response to DEWR Discussion Paper.
89	DEWR on behalf of Housing Industry Association (HIA)	Submission by the HIA in response to DEWR Discussion Paper.
90	DEWR on behalf of Mr William Barker JP	Submission by W. Barker in response to DEWR Discussion Paper.
91	DEWR on behalf of Courier and Taxi Truck Association	Submission by the Courier and Taxi Truck Association in response to DEWR Discussion Paper.
92	DEWR on behalf of Australian Council of Trade Unions (ACTU)	Submission by ACTU in response to DEWR Discussion Paper.
93	DEWR on behalf of Mr Peter McPhillimy	Submission by P. McPhillimy in response to DEWR Discussion Paper.
94	DEWR on behalf of EOC Western Australia	Submission by the EOC Western Australia in response to DEWR Discussion Paper.

