

Appendix 1

Submissions received

Sub no.	Submitter
1	Mr Paul Meyers
2	Sex Workers Union, NSW
3	Payroll Matters Pty Ltd
4	United Services Union, NSW
5	Victorian Trades Hall Council
6	Mr Martin Willoughby-Thomas, VIC
7	Alex Falconer, WA
8	Workplace and Corporate Law Research Group, Monash University, VIC
9	Motor Trades Association of Australia, ACT
10	National Farmers' Federation, ACT
11	Textile, Clothing and Footwear Union of Australia
12	Shop, Distributive and Allied Employees' Association (National Office), VIC
13	Australian Council of Trade Unions (ACTU)
14	Unions Tasmania, TAS
15	The Western Australian Farmers Federation Industrial Association, WA
16	Government of Western Australia, WA
17	Adjunct Senior Lecturer Richard B Sappey, NSW
18	Institute for Private Enterprise, VIC
19	Name Withheld
20	Chamber of Commerce NT, NT
21	Yum! Restaurants Australia Pty Ltd, NSW

- 22 Business SA, SA
- 23 Queensland Nurses' Union, QLD
- 24 Employment Law Centre of Western Australia, WA
- 25 Australasian Convenience and Petroleum Marketers Association
- 26 Australian Retailers Association, VIC
- 27 UnionsACT, ACT
- 28 BHP Billiton Ltd, VIC
- 29 The Hon. Neil Brown QC, VIC
- 30 Enterprise Initiatives
- 31 Queensland Working Women's Service Inc, QLD
- 32 Dr Michael Lyons and Dr Meg Smith, NSW
- 33 Housing Industry Association (HIA)
- 34 Ms Alexandra Heron, NSW
- 35 Federation of Ethnic Communities' Council of Australia, ACT
- 36 Law Society of NSW, NSW
- 37 Australian Higher Education Industrial Association (AHEIA), VIC
- 38 Australian Services Union (QLD), QLD
- 39 Local Government Association of Queensland, QLD
- 40 Stella Maris Seafarers Centre Melbourne, VIC
- 41 Australian Catholic Council for Employment Relations, VIC
- 42 Australian Meat Industry Council, NSW
- 43 Queensland Council of Unions, QLD
- 44 Carers Australia, ACT
- 45 Communication Workers' Union, VIC
- 46 Unions NSW, NSW
- 47 Fairwear SA, SA

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- 48 Ms Anna Chapman, Centre for Employment and Labour Relations Law,
Melbourne University, VIC
- 49 Fairwear QLD
- 50 Jobs Australia
- 51 Colonial First State, NSW
- 52 Electrical and Communications Association, QLD
- 53 Australian Manufacturing Workers' Union, NSW
- 54 Rio Tinto
- 55 Investment and Financial Services Association, NSW
- 56 Australian Services Union (National), VIC
- 57 National Electrical and Communications Association, NSW
- 58 Australian Chamber of Commerce and Industry, VIC
- 59 Law Council of Australia, ACT
- 60 Australian Business Industrial, NSW
- 61 Australian Nursing Federation, VIC
- 62 Institute of Public Affairs, VIC
- 63 Department of Education, Employment and Workplace Relations, ACT
- 64 Master Builders Australia Inc, ACT
- 65 Students' Representative Council, University of Sydney, NSW
- 66 Chamber of Commerce and Industry Western Australia, WA
- 67 Victorian Automobile Chamber of Commerce, VIC
- 68 Independent Contractors of Australia, VIC
- 69 Shop, Distributive and Allied Employees' Association (VIC), VIC
- 70 Unions WA, WA
- 71 Liquor, Hospitality and Miscellaneous Union (National Office), NSW
- 72 Restaurant and Catering Australia, NSW

- 73 Maritime Union of Australia, NSW
- 74 Liquor, Hospitality and Miscellaneous Union (QLD), QLD
- 75 IRIQ, QLD
- 76 Financial Planning Association, NSW
- 77 CPSU- State Public Services Federation Group, NSW
- 78 South Australian Wine Industry Association Inc, SA
- 79 Australian Services Union (VIC Private Sector Branch), VIC
- 80 Mr Dan Dwyer, NSW
- 81 Australian Workers' Union, NSW
- 82 Chamber of Commerce and Industry (QLD), QLD
- 83 Community and Public Sector Union (CPSU-PSU Group), NSW
- 84 The Association of Professional Engineers, Scientists and Managers Australia, VIC
- 85 Media, Entertainment and Arts Alliance, NSW
- 86 National Pay Equity Coalition and Women's Electoral Lobby Australia, VIC
- 87 Job Watch, VIC
- 88 Transport Workers Union, NSW
- 89 The Independent Education Union of Australia (the IEUA), ACT
- 90 Fair Wear VIC, VIC
- 91 Queensland Workplace Rights Ombudsman, QLD
- 92 Justice and International Mission Unit, VIC
- 93 ING Australia
- 94 Recruitment and Consulting Services Association
- 95 Australian Education Union, VIC
- 96 Australian Mines and Metals Association, VIC
- 97 Telstra, VIC

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- 98 Professor Andrew Stewart, SA
- 99 Michael Rawling, College of Law, Australian National University, ACT
- 100 Australian Hotels Association (AHA), ACT
- 101 Law Institute of Victoria, VIC
- 102 NSW Office of Industrial Relations
- 103 Australian Services Union of NSW
- 104 The Chamber of Minerals and Energy of Western Australia
- 105 National Tertiary Education Union, VIC
- 106 National Association of Community Legal Centres Employment Network, NSW
- 107 Police Federation of Australia, ACT
- 108 MLC and NAB
- 109 Communications, Electrical and Plumbing Union
- 110 Asian Women at Work, NSW
- 111 National Union of Workers Combined NSW, WA, QLD, SA Branch
- 112 CSL Australia, NSW
- 113 Cochlear, VIC
- 114 Rail, Tram and Bus Union, NSW
- 115 Combined Small Business Alliance of WA Inc
- 116 Business Council of Australia, VIC
- 117 Electrical Trades Union (ETU) (Vic Branch)
- 118 Australian Industry Group
- 119 Minerals Council of Australia, ACT
- 120 National Aquaculture Council, ACT
- 121 SA Unions, SA
- 122 Mr Chris White

- 123 Seaborne Clothing Manufacturers Pty Ltd
- 124 Post Office Agents Association Limited (POAAL)
- 125 News Limited, NSW
- 126 Mercer Pty Ltd, VIC
- 127 Civil Contractors Federation, VIC
- 128 Australian Constructors Association, NSW
- 129 Professor Emeritas Harry Glasbeek
- 130 Construction, Forestry, Mining and Energy Union (CFMEU), NSW
- 131 Associate Professor Beth Gaze, Melbourne Law School, University of Melbourne, VIC
- 132 Professor David Peetz, QLD
- 133 Vietnamese Community in Australia, NSW
- 134 Tasmanian Chamber of Commerce and Industry, TAS
- 135 Ms Anna Chapman, Centre for Employment and Labour Relations Law, Melbourne Law School
- 136 Centre for Employment and Labour Relations Law, Melbourne University, VIC
- 137 Australian Human Rights Commission, NSW
- 138 Australian Government Office of the Privacy Commissioner
- 139 National Bulk Commodities Group, NSW
- 140 Shipping Australia, NSW
- 141 Electrical Trades Union of Employees Queensland
- 142 Inco Ships, NSW
- 143 The Industrial Relations Research Centre, University of New South Wales, NSW
- 144 Australian Ship Owners Association, VIC
- 145 AMP Financial Services
- 146 United Fire Fighters Union of Australia

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- 147 Australian Institute of Marine and Power Engineers
- 148 Australian Institute of Employment Rights
- 149 Mr Peter Whitelaw, WA
- 150 Dr John Buchanan, Director, Workplace Research Centre, Faculty of
Economics and Business, University of Sydney
- 151 The Group of Eight, VIC
- 152 Australian Privacy Foundation, NSW
- 153 Stooke Consulting Group
- 154 TasBuild Limited, TAS

