

SUMMARY OF SUBMISSIONS – TECHNICAL AND DRAFTING

This table is a summary of submissions on technical and drafting issues lodged for this award on or before 5.00pm on 22 February 2017.

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
1	AMWU	Sub-18/01/17	N/A	Use of examples Encourages use of examples as aids to comprehension.	Para 31	
	BusSA	ReplySub-22/02/17		Notes it does not share AMWU's enthusiasm for use of examples in awards. Refers to recent decision of Commission regarding plain language.	Paras 3.17; 3.22	
2	AIG	Sub-18/01/17	1.2	Title and commencement Sentence should read: This modern award commenced operation on 1 January 2010. The award has been varied since that date.	Para 55	This issue will be determined by the Award Stage–Group 3 Full Bench and applied generally.
3	AIG	Sub-18/01/17	2	Definitions: applicable rate of pay Oppose the introduction of this term, the definition proposed and its adoption in the clauses listed in the notes column. Notes the Commission is considering the same issue in AM2014/75 . Submits this item should be deferred until Commission issues decision in that matter.	Paras 140-144	13.1(b), 13.5, 20.2(f)(iv), 20.3, 22.9(b), 22.9(c), 22.12, 27.5(a), 34
	BusSA	Sub-18/01/17		Reserves right to make further submissions.	Para 3.1	Also adds: 13.4 to above
	AFEI	Sub-18/01/17		Opposes inclusion of 'applicable rate of pay'. Would amount to a substantive change.	Paras 25-27	13.5, 20.2(f)(iv), 22.12, 27.5(a)(i).

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	UV	ReplySub-22/02/17		Agrees with AIG that consideration of matter should be deferred. Asks that parties able to file submissions following decision.	Paras 3-4	
	AMWU	ReplySub-22/02/17		Submits appropriate to wait for outcome of AM2014/75.	Para 4.i	
4	AIG	Sub-18/01/17	2	Definitions: ordinary hourly rate Definition should be replaced with term previously determined by Commission in [2015] FWCFB 4685. Notes it does not include a reference to the minimum wages clause.	Paras 145-146	
	UV	ReplySub-22/02/17		Agrees with AIG. Proposes draft wording.	Para 5	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 28	
	AMWU	ReplySub-22/02/17		Opposes AIG variation.	Para 6.ii	
5	AMWU	Sub-18/01/17	2	Definitions: default fund employee Definition has been removed. Definition should be retained.	Paras 8-9	
	AWU	ReplySub-22/02/17		Agree with AMWU.	Para 4	
	AIG	ReplySub-22/02/17		Definition does not need to be retained.	Para 27	
	AFEI	ReplySub-22/02/17		Does not support AMWU's proposal.	Para 29	
6	AMWU	Sub-18/01/17	4	Coverage Sub-headings should be included in clause 4 as a whole. Provides proposed drafting.	Para 12	
	AIG	ReplySub-22/02/17		Does not consider proposed amendments necessary.	Para 28	
	ABI&NS WBC	ReplySub-22/02/17		Does not support AMWU's proposal.	Para 8.2	

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7	AMWU	Sub-18/01/17	4.2	Coverage Cl 4.2 should be removed. Definition of Food, Beverage and Tobacco Manufacturing should be re-located to clause 2.	Paras 10-12	
	AWU	ReplySub-22/02/17		Agrees with both elements of AMWU's submission.	Paras 5-6	
	AIG	ReplySub-22/02/17		Does not consider relocation necessary, but does not oppose it.	Para 29	
8	UV	Sub-16/12/16	7.2(a)	Facilitation by individual agreement Reference to cl.22.9 should be 22.9(d).	Para 3	
	AIG	Sub-18/01/17		Reference to cl.22.9 should be to 22.9(d).	Para 147	
	BusSA	Sub-18/01/17		Agrees with UV. Also proposes for references to occur in order of appearance in award.	Para 3.2	
	AMWU	Sub-18/01/17		Agrees with UV.	Para 13	
	AFEI	Sub-18/01/17		Reference to cl.22.9 should be to 22.9(d).	Para 28	
	AWU	ReplySub-22/02/17		Agrees with all parties' submissions above.	Paras 7-8	
	AIG	ReplySub-22/02/17		Does not oppose BusSA's submission. Agrees with submissions of AMWU, UV, AFEI and BusSA regarding reference.	Paras 30, 31	
	AMWU	ReplySub-22/02/17		Does not oppose BusSA's submission. Supports AFEI and AIG proposals.	Paras 4-6	
	BusSA	ReplySub-22/02/17		Agrees with AFEI, AIG, AMWU and UV submissions.	Para 3.1	
AFEI	ReplySub-22/02/17	Agrees with UV submission.	Para 31			

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9	AIG	Sub-18/01/17	7.2(a)	Facilitation by individual agreement Reference to cl.24.10 (Agreement to take annual leave in advance) should be deleted.	Paras 148-149	
	AWU	ReplySub-22/02/17		Disagrees with AIG.	Paras 9-10	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 30	
	AMWU	ReplySub-22/02/17		Disagrees with AIG.	Para 6.iv	
10	AIG	Sub-18/01/17	7.2(a)	Facilitation by individual agreement Reference to cl.24.13 (Agreement to cash out annual leave) should be deleted.	Paras 150-151	
	AWU	ReplySub-22/02/17		Disagrees with AIG.	Paras 9-10	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 30	
11	AIG	Sub-18/01/17	7.2(a)	Facilitation by individual agreement Notes that reference to cl 32 is a reference to cl 32.5.	Para 152	
	AMWU	ReplySub-22/02/17		Agrees with AIG.	Para 6.v	
12	AIG	Sub-18/01/17	7.2(a)	Facilitation by individual agreement Reference to cl.13.5 (Meal break) should be reinserted.	Para 153	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 3.2	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 31	
	AMWU	ReplySub-22/02/17		Agrees with AIG's submission.	Para 6.v	
13	UV	Sub-16/12/16	7.3(a)	Facilitation by majority or individual agreement Incorrectly references cl.10.6(f). Clause not applicable as it departs significantly from current award provision.	Paras 4; 6-10	
	AIG	ReplySub-22/02/17		Does not consider any difficulty arises from reference to cl.10.6(f).		

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14	UV	Sub-16/12/16	7.3(a)	Facilitation by majority or individual agreement Reference to cl.13.1 should be 13.1(b).	Para 5	
	AFEI	ReplySub-22/02/17		Agrees with UV's submission.	Para 31	
	AIG	ReplySub-22/02/17		Notes ED presently refers to cl 13.1(b).	Para 33	
15	AIG	Sub-18/01/17	7.3(a)	Facilitation by majority or individual agreement Reference to cl.12.5 should be replaced with cl.12.5(a).	Para 154	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 31	
	AMWU	ReplySub-22/02/17		Agrees with AIG's submission.	Para 6.v	
16	AIG	Sub-18/01/17	7.4(c)(i)	Facilitation by majority agreement- Additional safeguard Reference to cl.12.3(c) should be replaced with cl.12.3(d).	Para 155	
	AWU	ReplySub-22/02/17		Agrees with AIG.	Paras 11-12	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 31	
	AMWU	ReplySub-22/02/17		Agrees with AIG's submission.	Para 6.v	
17	AIG	Sub-18/01/17	7.4(c)(i)	Facilitation by majority agreement- Additional safeguard Reference to cl. 12.4(b) should be replaced with cl.12.4(c).	Para 156	
	AWU	ReplySub-22/02/17		Agrees with AIG.	Paras 11-12	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 31	
	AMWU	ReplySub-22/02/17		Agrees with AIG's submission.	Para 6.v	

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18	AMWU	Sub-18/01/17	8	Full-time employment Words 'in this award' should be re-inserted after 'unless otherwise specified'.	Paras 14-15	
	AWU	ReplySub-22/02/17		Agree with AMWU.	Para 13	
	AIG	ReplySub-22/02/17		Does not oppose AMWU's proposal.	Para 34	
	BusSA	ReplySub-22/02/17		Disagrees with AMWU's proposal.	Paras 3.3; 3.19	
19	AWU	Sub-20/01/17	8	Full-time employment Insert additional sentence: 'A full-time employee may be engaged for up to 38 ordinary hours per week.'	Para 10	
	AIG	ReplySub-22/02/17		Submits this would amount to a substantive change.	Para 36	Sub refers to clause 10.
	BusSA	ReplySub-22/02/17		Opposes AWU's submission. Would amount to a substantive change.	Paras 3.18-3.19	
	AFEI	ReplySub-22/02/17		Does not support AWU's proposal.	Para 32	
	ABI&NS WBC	ReplySub-22/02/17		Opposes AWU's submission.	Para 8.4	
20	AWU	Sub-20/01/17	9.3	Part-time employment Suggest insertion of new clause. Provides draft wording.	Paras 4-6	
	AIG	ReplySub-22/02/17		Opposes AWU's proposal. Submits it is a substantive change.	Para 35	
	BusSA	ReplySub-22/02/17		Disagrees with AWU's submission.	Para 3.4	
	AFEI	ReplySub-22/02/17		Does not support AWU's proposal.	Para 33	
	ABI&NS WBC	ReplySub-22/02/17		Opposes AWU's submission.	Para 8.1	

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21	AWU	Sub-20/01/17	9.3	Part-time employment Clauses 9.3(a) – (d) should also apply to full-time employment.	Para 7	
	AIG	ReplySub-22/02/17		Opposes AWU’s proposal. Submits it is a substantive change.	Para 35	
	AFEI	ReplySub-22/02/17		Does not support AWU’s proposal.	Para 33	
22	AMWU	Sub-18/01/17	9.3(c)	Part-time employment Term ‘start’ has replaced ‘commence’. Supports this but proposes consistent use throughout award.	Paras 16-17	Variation required in clauses 12.5, 23.1(b), 23.1(c), 23.5(c), 23.5(d) for consistency
	AWU	ReplySub-22/02/17		Supports AMWU’s submission.	Para 14	
	AIG	ReplySub-22/02/17		Does not consider necessary, but does not oppose in relation to clauses 12.5(a), 23.1(c), 23.1(b), 23.5(c), 23.5(d).	Paras 42, 53, 54, 55, 56.	
	AFEI	ReplySub-22/02/17		Agrees with AMWU. Does not oppose change from ‘commence’ to ‘start’.	Para 34	
23	AIG	Sub-18/01/17	9.9	Part-time employment Reference to cl.20.2(f)(iv) should be replaced with cl.23.5.	Para 157	
	AMWU	ReplySub-22/02/17		Agrees with AIG’s submissions.	Para 6.v	
24	AWU	Sub-20/01/17	10.1	Casual employment ‘...and works less than 38 ordinary hours per week’ to be inserted to end of sentence.	Paras 8-9	
	AIG	ReplySub-22/02/17		Opposes AWU’s proposal. Submits it is a substantive change.	Para 37	
	BusSA	ReplySub-22/02/17		Opposes AWU’s submission. Would amount to a substantive change.	Paras 3.5, 3.20	
	AFEI	ReplySub-22/02/17		Does not support AWU’s proposal.	Para 35	

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	ABI & NSWBC	ReplySub-22/02/17		Disagrees with AWU's submission.	Para 8.3	
25	AIG	Sub-18/01/17	10.2(a)	Casual employment Replace words 'ordinary hourly rate' with 'minimum hourly rate'.	Paras 158-159	
	UV	ReplySub-22/02/17		Amend clause to reflect casual loading is calculated from ordinary rate. Proposes draft wording.	Paras 6-7	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 3.6	
	AFEI	ReplySub-22/02/17		Supports AIG's proposal.	Para 36	
	AMWU	ReplySub-22/02/17		Opposes AIG's submission.	Para 6.vi	
26	UV	Sub-16/12/16	10.6	Casual conversion to full-time or part-time employment Current clause should be retained. Departs significantly from current award provision. Notes provision is the subject of claims made by the ACTU in AM2014/197-Casual employment.	Paras 6-7	
	AIG	Sub-18/01/17		Notes provision subject to common issue proceedings. Notes should FB determine not to vary provision that AIG may seek opportunity to make submissions.	Paras 160-161	
	BusSA	Sub-18/01/17		Notes clause may be effected by AM2014/197.	Para 3.3	
	AMWU	ReplySub-22/02/17		Notes AMWU will make submissions following outcome.	Para 4.iii	
	AIG	ReplySub-22/02/17		Refers to AIG's previous submission.	Para 38	

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27	AMWU	Sub-18/01/17	11	Apprentices New clause 11.2 should be included to recreate cl.15.10 of the <i>Manufacturing and Associated Industries Award 2010</i> . Proposes wording of new clause.	Paras 20	
	AWU	ReplySub-22/02/17		Agree with AMWU's submission and proposed wording.	Para 15	
	AIG	ReplySub-22/02/17		Does not oppose AMWU's proposed amendment.	Para 39	
28	AIG	Sub-18/01/17	12.1(b)	Hours of work Clause is new and unnecessary. Should be deleted.	Paras 162-163	
	AFEI	ReplySub-22/02/17		Supports AIG's submission.	Para 37	
	AMWU	ReplySub-22/02/17		Supports clause be retained but that clarification is necessary.	Para 6.viii	
29	UV	Sub-16/12/16	12.2	Ordinary hours of work—day workers <i>In response to question raised by the FWO</i> No need for definition. Clauses 12.3 & 12.4 are sufficient.	Paras 8-9	
	BusSA	Sub-18/01/17		No need for definition.	Para 3.4	
	AMWU	Sub-18/01/17		No need for definition.	Paras 21-22	
	AWU	Sub-20/01/17		No particular view, though if so, should be consistent with definition used in <i>Manufacturing and Associated Industries and Occupations Award 2010</i> .	Para 11	
	AIG	ReplySub-22/02/17		Agrees with AMWU, UV and BusSA – definition is not necessary.	Para 40	

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	AFEI	ReplySub-22/02/17		Agrees with BusSA and UV – not necessary to define shiftworker.	Para 38	
	AMWU	ReplySub-22/02/17		Agrees with BusSA.	Para 4.iv	
30	AWU	Sub-20/01/17	12.3(a)	Ordinary hours of work—continuous shiftworkers Typo on term ‘worked’. Should be ‘work’.	Para 3	
	AIG	ReplySub-22/02/17		Agrees with AWU’s submission.	Para 41	
	BusSA	ReplySub-22/02/17		Agrees with AWU’s submission.	Para 3.7	
	ABI&NS BC	ReplySub-22/02/17		Agrees with AWU’s submission.	8.5	
	AIG	Sub-18/01/17	12.3(d)	Ordinary hours of work—continuous shiftworkers Drafting error. Word ‘are’ in 3 rd line should be replaced with ‘is’.	Para 164	
31	AIG	Sub-18/01/17	12.5(d)	Methods of arranging ordinary working hours Drafting error. Words ‘a shift’ should be inserted after ‘work on’.	Para 165	
	AMWU	ReplySub-22/02/17		Agrees with AIG’s submission.	Para 6.ix	
32	AMWU	Sub-18/01/17	14	Minimum Wages and Classifications ‘Wage’ and ‘rate’ are used inconsistently within the wage tables. Consistent terminology should be applied: ‘minimum weekly wage’ and ‘minimum hourly rate’.	Paras 23-24	
	BusSA	ReplySub-22/02/17		Agrees with AMWU’s submission.	Para 3.8	

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33	AIG	Sub-18/01/17	14.1(a)	Adult employee minimum wages Insert '(full-time employee)' under 'minimum weekly wage' in table.	Paras 166-168	
	UV	ReplySub-22/02/17		Disagrees with AIG.	Para 8	
	AWU	ReplySub-22/02/17		Disagrees with AIG.	Para 16	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 3.9	
	AFEI	ReplySub-22/02/17		Does not oppose deletion of final column in the table or insertion of 'full-time employee'.	Para 39	Note: AIG does not propose deletion of final column in submission.
	AMWU	ReplySub-22/02/17		Agrees with AIG.	Para 6.ix	
34	BusSA	Sub-18/01/17	15.1	Apprentice minimum wages – table Stage 1, column 4 should be '\$15.67' not '\$15.66'.	Para 3.5	
	AWU	ReplySub-22/02/17		Agrees with BusSA.	Para 17	
	AMWU	ReplySub-22/02/17		Agrees with AIG.	Para 6.ix	
35	AMWU	Sub-18/01/17	20	Allowances and Special Rates Should be redrafted to group allowances under appropriate heading. Proposed drafting in Annexure B.	Paras 25-26	
	AIG	ReplySub-22/02/17		Does not consider amendments proposed by AMWU necessary.	Para 43	
36	AIG	Sub-18/01/17	20.1(e)	First aid allowance Drafting error. Word 'body' should be inserted after 'similar'.	Para 169	
	AMWU	ReplySub-22/02/17		Agrees with AIG.	Para 6.ix	

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37	AIG	Sub-18/01/17	20.2(d)	Damage to clothing, spectacles and hearing aids Clause is unnecessarily repetitive and should be redrafted. Provides wording.	Para 170	
	UV	ReplySub-22/02/17		Agree clause should be redrafted but provides its own draft wording.	Para 9	
	AWU	ReplySub-22/02/17		Agree with AIG's submission and proposed wording.	Para 18	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission. Proposes re-drafting, provides wording.	Paras 3.10;3.21	
	AMWU	ReplySub-22/02/17		AIG alteration not opposed if the word 'any' inserted following 'or soiling of...'	Para 6.x	
38	BusSA	Sub-18/01/17	20.1(f)(iii)	Hot places etc. Formatting of these clauses in the form of dot points should be replaced with a letter to identify them as a separate topic.	Para 3.6	20.1(f)(iv), 20.2(f)(i), 20.2(f)(ii)
	AIG	ReplySub-22/02/17		Does not oppose BusSA's submission in relation to all clauses.	Para 44	
	AMWU	ReplySub-22/02/17		Supports general reconsideration of drafting cl 20.	Para 4 .vi	
39	AFEI	Sub-18/01/17	20.3	Extra rates not cumulative Should be a stand-alone clause per current award.	Para 27	
	BusSA	ReplySub-22/02/17		Agrees with AFEI's submission.	Para 3.11	
	AIG	ReplySub-22/02/17		Agrees with AFEI's submission.	Para 48	
	AMWU	ReplySub-22/02/17		Does not oppose AFEI submission.	Para 5.ii	

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40	AIG	Sub-18/01/17	22.2(b)(i)	Unrelieved shiftwork on rostered day off 'continue' should be inserted before 'work' in the first line.	Paras 171-173	
	AFEI	Sub-18/01/17		Word 'be' appearing before 'required to work' should be removed.	Para 30	
	AIG	ReplySub-22/02/17		Agrees with AFEI's submission.	Para 49	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 3.12	
	AFEI	ReplySub-22/02/17		Does not oppose AIG's proposal.	Para 40	
	AMWU	ReplySub-22/02/17		Opposes AIG's submission. Agrees with AFEI's submission that typographical error be remedied.	Paras 5.v; 6.xi	
41	AFEI	Sub-18/01/17	22.2(b)(ii)	Unrelieved shiftwork on rostered day off Current cl.33.1(d) should be retained. Otherwise 'Clause 22.2(b)(i) does not apply when less than 7.6 hours' notice...' should be inserted to start of sentence.	Para 29	
	AIG	ReplySub-22/02/17		Does not oppose AFEI's submission.	Para 50	
	BusSA	ReplySub-22/02/17		Agrees with AFEI's submission.	Para 3.13	
	AMWU	ReplySub-22/02/17		Do not support retention of current cl 33.1(d) but do not oppose amendment sought by AFEI.	Para 5.iv	
42	AIG	Sub-18/01/17	22.4	Saturday work—day worker Proposes reinsertion of exemption in current award that 'except where the overtime is continuous with overtime commenced on the previous day' to the end of sentence.	Paras 174-176	

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	AMWU	Sub-18/01/17		Per clause 33.6 current award, 'except where the overtime is continuous with overtime commenced on the previous day' should be inserted.	Para 27	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 3.14	
	AFEI	ReplySub-22/02/17		Agrees with AIG and AMWU's proposals.	Para 41	
	AMWU	ReplySub-22/02/17		AIG submission not opposed.	Para 5.xii	
	AIG	ReplySub-22/02/17		Agrees with AMWU's submission.	Para 51	
43	AIG	Sub-18/01/17	22.11(a)	Call back Should be restructured and renumbered to be consistent with current clause 33.4.	Paras 177-178	
	AMWU	ReplySub-22/02/17		Opposes AIG's submission.	Para 5.xiii	
44	AMWU	Sub-18/01/17	22.13	Transport of employees Retain current award wording cl. 33.11.	Para 28	
	AWU	ReplySub-22/02/17		Agrees with AMWU.	Para 19	
	AIG	ReplySub-22/02/17		Agrees with AMWU's submission.	Para 52	
	BusSA	ReplySub-22/02/17		Agrees with AMWU's submission.	Para 3.15	
	AFEI	ReplySub-22/02/17		Does not oppose AMWU's proposal.	Para 42	
45	AIG	Sub-18/01/17	23.3(d)	Rates for shiftworkers Current clause 31.3(d) should be retained.	Paras 179-181	
	AWU	ReplySub-22/02/17		Disagrees with AIG.	Paras 20-22	
	BusSA	ReplySub-22/02/17		Agrees with AIG's submission.	Para 3.16	
	AFEI	ReplySub-22/02/17		Agrees with AIG's submission.	Para 43	
	AMWU	ReplySub-22/02/17		Disagrees with AIG.	Para 5.xix	

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46	AIG	Sub-18/01/17	24.4(c)	Payment for period of annual leave ED does not reflect recent variation to current award clause 34.4(c)(PR588653) and it should be incorporated. Suggests clause be redrafted. Provides wording.	Paras 182-183	
	AMWU	ReplySub-22/02/17		AIG submission is not opposed.	Para 5.xv	
47	UV	Sub-16/12/16	24.5	Annual leave loading <i>In response to question raised by the FWO</i> Comparison is over the entire period of leave.	Para 10	
	BusSA	Sub-18/01/17		Payment would be: the wages due including any penalties the employee would have received, if they had worked the entire period; or 17.5% of the ordinary hourly rate for the entire period, whichever is higher.	Para 3.7	
	AMWU	Sub-18/01/17		Comparison should be a daily one.	Para 30	
	AWU	Sub-20/01/17		Applies on a daily basis.	Paras 12-13	
	AIG	ReplySub-22/02/17		Agrees with submissions of UV and BusSA.	Para 57	
	AFEI	ReplySub-22/02/17		Agrees with BusSA. Opposes AMWU and AWU's submissions.	Para 44	
	AMWU	ReplySub-22/02/17		Supports UV and AWU submissions. Maintains that it applies on daily basis; disagrees with BusSA submission.	Paras 2-4	

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48	AIG	Sub-18/01/17	24.11	Annual close-down Drafting error. Reference to cl.24.6 should be replaced with cl.24.7.	Para 184	
	AMWU	ReplySub-22/02/17		Does not oppose AIG's proposal.	Para 5.xvi	
49	AIG	Sub-18/01/17	27.2	Public holidays Drafting error. Reference to cl.20.2(f)(iv) should be replaced with cl.23.5.	Para 185	
	AMWU	ReplySub-22/02/17		Does not oppose AIG's proposal.	Para 5.xvi	
50	AIG	Sub-18/01/17	Sch B.1.1	Summary of hourly rates of pay—Full-time and part-time adult employees—ordinary hourly rate Definition should be consistent with definition used in cl. 2.	Para 186	
	AFEI	ReplySub-22/02/17		Does not oppose AIG's proposal.	Para 45	
	AMWU	ReplySub-22/02/17		Oppose AIG's definition. Not opposed to a uniform definition	Para 5.xvii	
51	AIG	Sub-18/01/17	Sch B.1.5	Full-time and part-time shiftworkers—ordinary and penalty rates Second column 'minimum hourly rate' should be deleted.	Para 187	
	UV	ReplySub-22/02/17		Opposes AIG's proposal. Suggests note on interpretation to assist understanding table.	Para 10	
	AFEI	ReplySub-22/02/17		Does not oppose AIG's proposal.	Para 45	
	AMWU	ReplySub-22/02/17		Opposes AIG's proposal.	Para 5.xviii	

ITEM	PARTY	DOCUMENT	CLAUSE (exposure draft)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
52	AIG	Sub-18/01/17	Sch B.2.1	Casual adult employees Definition should be consistent with definition used in cl. 2.	Para 188	
	AFEI	ReplySub-22/02/17		Does not oppose AIG's proposal.	Para 45	
	AMWU	ReplySub-22/02/17		Oppose AIG's definition. Not opposed to a uniform definition.	Para 5.xix	
53	AIG	Sub-18/01/17	Sch B.2.3	Casual shiftworkers—ordinary and penalty rates Second column 'day shift' should be deleted.	Para 189	
	AFEI	ReplySub-22/02/17		Does not oppose AIG's proposal.	Para 45	
	UV	ReplySub-22/02/17		Oppose AIG's proposal.	Para 10	
	AMWU	ReplySub-22/02/17		Oppose AIG's proposal.	Para 5.xx	

List of abbreviations (in alphabetical order)

AFEI	Australian Federation of Employers and Industries
AIG	Australian Industry Group
AMWU	Australian Manufacturing Workers' Union
AWU	The Australian Workers' Union
BusSA	Business SA
ED	Exposure Draft
UV	United Voice