



MONASH University
Business and Economics

Workplace and Corporate Law Research Group

Working Paper No. 20

September 2013

Complexity and Simplicity in Australian Enterprise Agreements: Coding Framework, List of Agreements and Chi Square Tables

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The Workplace and Corporate Law Research Group (WCLRG) is a research concentration within the Department of Business Law & Taxation, Faculty of Business & Economics, at Monash University. It has been in operation since March 2008, having previously operated as the Corporate Law and Accountability Research Group (CLARG) since November 2005.

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Complexity and Simplicity in Australian Enterprise Agreements Coding Framework, List of Agreements and Chi Square Tables

Summary of the project

This project maps the evolution of enterprise agreements in Australia through the lens of complexity/simplicity. Drawing on Peter Schuck's four features of complexity - technicality, density, differentiation and uncertainty - the project develops a multi-dimensional framework to categorise the complexity of enterprise agreements.

The empirical study uses content analysis techniques to assess enterprise agreements made within the federal workplace relations system between 1993 and 2011 in the higher education and fast food sectors. The aim is to evaluate the effectiveness of the policy of simplicity by examining the extent to which these enterprise agreements have changed over the period of enterprise bargaining across the four categories of complexity. The study also explores some of the legislative and non-legislative factors that have contributed to the shifts in complexity and simplicity in these agreements.

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The purpose of this document is to provide further information about the empirical study to allow other researchers to replicate or build on this work.

The document contains three parts:

Part A: The coding framework that was used to assess technicality, density, differentiation and uncertainty in enterprise agreements;

Part B: A list of the enterprise agreements that were included in the sample for coding purposes; and

Part C: Cross-tabulation tables for the purposes of the chi-square tests that are reported in the publications.

Publications that draw on this coding framework:

Carolyn Sutherland, 'Mapping Complexity in Australian Enterprise Agreements: A Multi-Dimensional Approach' (2013) 26 *Australian Journal of Labour Law* 50

Carolyn Sutherland, 'The Elusive Quest for Simplicity: Measuring and Assessing the Readability of Enterprise Agreements, 1993 to 2011' (2013) 35 *Sydney Law Review* 149

Publications that explain the legal framework for enterprise bargaining:

Carolyn Sutherland, 'Making the 'BOOT' Fit: Reforms to Agreement-making from Work Choices to Fair Work' in Anthony Forsyth and Andrew Stewart (eds), *Fair Work: The New Workplace Laws and the Work Choices Legacy* (Federation Press, Sydney, 2009) 99

Carolyn Sutherland, 'All Stitched Up? The 2007 Amendments to the Safety Net' (2007) 20 *Australian Journal of Labour Law* 245

Carolyn Sutherland, 'First Steps Forward (with Fairness): A Preliminary Examination of the Transition Legislation' (2008) 21 *Australian Journal of Labour Law* 137

Carolyn Sutherland, 'Agreement-making under Work Choices: The Impact of the Legal Framework on Bargaining Practices and Outcomes' (Report for the Victorian Office of the Workplace Rights Advocate, Department of Innovation, Industry and Regional Development, September 2007)

PART A: CODING FRAMEWORK

Table 1: An outline of each of the measures of complexity and the method used to apply each measure to enterprise agreements

Measure of complexity	Description	Method of assessment	
A. TECHNICALITY (language is difficult to read)			
Use of specialised, technical language	Assessment of frequency of use of technical language.	Frequency of use of technical words (from a pre-determined list) in agreements is tested using an automated software program (Yoshikoder). The technical word list, generated by the author for use by the program, is set out in Table 3 in this Part.	
Readability	Assessment of linguistic/structural features of text.	Readability is tested by applying the Flesch reading ease formula and the Flesch-Kincaid Reading grade level formula to agreement texts, using an automated software program (Readability Plus) (both are based on sentence length and numbers of syllables in words).	
B. DENSITY (high level of detail)			
Level of detail	Number of words per subject matter	Computerised calculation of density = length divided by the number of matters covered by the agreement.	
		Length: Number of words in agreements [used for calculation of density above].	Automated word count in Microsoft Word.
		Comprehensiveness: Number of matters covered by the agreement [used for calculation of density above].	Count the number of topics which are dealt with in the agreement (from a set list of 21 topics set out in Table 2 of this Part).

Measure of complexity	Description and coding instructions	Additional coding guidance	Re-coding instructions to create the data in the form presented in the thesis
C. DIFFERENTIATION (multiple layers of regulation)			
Displacement of awards	<p>Does the agreement displace awards or add a new layer? 1 = silence (no reference to the award) (this will be re-coded as ‘2’ or ‘4’ depending on the interaction rules which apply) 2 = the entire award is displaced, eg, ‘the award shall cease to apply’ 3 = the award is attached as a schedule¹ 4 = the award continues to operate (in whole or in part; either in its own right or because it has been incorporated into the agreement)</p>	<p>Use ‘find’ function in Microsoft word to locate references to awards. Any reference to the agreement operating in conjunction with the award, or the award continuing to operate in its own right, or being incorporated, would also be coded as ‘4’. Work Choices agreements: -if protected award conditions are expressly displaced, code ‘2’ since remainder of award is automatically displaced.</p>	<p>Stage One: Due to the interaction rules: silence (‘1’) is re-coded as ‘4’ for all legislative periods up to and including the <i>2007 WR Act</i>;² under the <i>2008 WR Act</i> and <i>FW Act</i>, silence (‘1’) is re-coded as ‘2’ since awards are automatically displaced by agreements under these provisions.³ Stage Two: To create data in binary form (where ‘0’ means the agreement allows the award to continue operating in some form and ‘1’ means the agreement displaces the award), recode ‘2’ as ‘1’ and ‘3’ and ‘4’ as ‘0’.</p>

¹ There were very few agreements that fell within this category, and the category was ultimately subsumed into a broader category at the re-coding stage.

² For the *1992* and *1993 IR Acts* and *1996 WR Act*, the agreement prevails over the award only to the extent of any inconsistency; for the *2005 WR Act*, protected award conditions in the award continue operating where the agreements does not expressly extinguish or modify those conditions.

³ With limited exceptions.

Part A: Coding Framework

Measure of complexity	Description and coding instructions	Additional coding guidance	Re-coding instructions to create the data in the form presented in the thesis
Displacement of earlier statutory collective agreements	<p>Does the agreement displace earlier agreements or add a new layer?</p> <p>1 = silence (no reference to earlier agreements) (this will be re-coded as 2 or 4 depending on the interaction rules which apply)</p> <p>2 = earlier agreement(s) are displaced entirely, eg, ‘the ABC Agreement shall cease to apply’</p> <p>3 = the earlier agreement(s) are attached in a schedule.⁴</p> <p>4 = the earlier agreement(s) continue to operate (whether in their own right under the <i>1996 WR Act</i> rules or as a term of the agreement; and whether in whole or in part)</p>	<p>Use ‘find’ function to locate references to earlier statutory collective agreements.</p> <p>If the agreement says it consolidates these earlier agreements, code as ‘2’.</p> <p>For agreements made under the <i>1996 WR Act</i> onwards: don’t code agreements as ‘4’ unless they explicitly incorporate earlier agreements (since the interaction rules otherwise make it clear that earlier agreements will cease to operate once the new agreement comes into effect).</p>	<p>Stage One: Due to the interaction rules during all legislative periods: silence (‘1’) is re-coded as ‘2’ since a new agreement automatically displaces an old agreement.⁵</p> <p>Stage Two: To create data in binary form (where ‘0’ means the agreement allows the award to continue operating in some form and ‘1’ means the agreement displaces the award), recode ‘2’ as ‘1’ and ‘3’ and ‘4’ as ‘0’.</p>

⁴ There were very few agreements that fell within this category, and the category was ultimately subsumed into a broader category at the re-coding stage.

⁵ It was assumed for the sake of expediency in this re-coding exercise that the nominal expiry date of the earlier agreement had passed by the time the new agreement came into operation. The specific rules that applied to the interaction of certified agreements and enterprise flexibility agreements under the *1993 IR Act* did not need to be applied to this sample of agreements since no enterprise flexibility agreements were made in either sector according to the data collected for the study.

Measure of complexity	Description and coding instructions	Additional coding guidance	Re-coding instructions to create the data in the form presented in the thesis
D. UNCERTAINTY (ambiguous, indeterminate rules)			
<p>Ambiguity about the legal status of the award</p>	<p>Is it clear whether the award is incorporated as a term of the agreement or whether it operates in its own right? 1 = silence (no reference to the award) 2 = expressly displaces the entire award, eg, ‘the award shall cease to apply’ 3 = recognises continuing operation of the award and is clear that the award operates in its own right and not as a term of the agreement, eg, ‘the award shall continue to apply but is not incorporated into this agreement’. 4 = expressly incorporates the award (or part of it) as a term of the agreement, eg, ‘the award is incorporated into this agreement’, ‘ 5 = recognises continuing operation of the award but is ambiguous about whether the award is incorporated, eg, ‘this agreement operates in conjunction with the award’</p>	<p>Review the references to awards (identified for the purposes of coding for ‘displacement’ above) and then code for ‘ambiguity’.</p>	<p>Stage One: For agreements made prior to the <i>2008 WR Act</i>: silence (‘1’) is re-coded as ‘3’ since awards will have some continuing effect in their own right where the agreement is silent on this issue; from the <i>2008 WR Act</i> onwards, silence (‘1’) is recoded as ‘2’ since the interaction rules mean the award is entirely displaced.</p> <p>Notes regarding presentation of findings: The findings in the thesis report only on the proportion of agreements that scored ‘5’ in the coding exercise (since this reflects the highest level of ambiguity with respect to the legal status of the award). The data with respect to the proportion of agreements that are silent with respect to this issue is also noted in the findings. The remaining data did not ultimately produce findings of any significance.</p>

Part A: Coding Framework

Measure of complexity	Description and coding instructions	Additional coding guidance	Re-coding instructions to create the data in the form presented in the thesis
<p>Ambiguity about legal ordering between the new agreement and the award</p>	<p>Is the legal ordering clear between the agreement and the award? 1 = agreement is silent about awards (will be re-coded as ‘2’ or ‘3’ depending on the interaction rules) 2 = the entire award is displaced 3 = the agreement specifies (or the interaction rules specify) that it will prevail over any continuing award provisions to the extent of any inconsistency 4 = the agreement specifies that any continuing award provisions will prevail over the agreement to the extent of any inconsistency 5 = the agreement specifies that some award provisions will prevail and some agreement provisions will prevail (eg, the pay rates in the award prevail if they become higher than the agreement rates, but the conditions in the agreement otherwise prevail over the award) 6 = the agreement refers to awards but does not specify how any continuing award provisions will interact with the provisions of the agreement</p>	<p>Review the references to awards (identified for the purposes of coding for ‘displacement’ above) and then code for ‘ambiguity’.</p>	<p>Stage One: For agreements made prior to the <i>2005 WR Act</i>: silence (‘1’) is re-coded as ‘3’ since awards will have some continuing effect but only to the extent they are not inconsistent with the provisions of the new agreement; under the <i>2005 WR Act</i>, silence ‘1’ is recoded as ‘4’ since the interaction rules indicate that continuing ‘protected award conditions’ will prevail over the agreement; from the <i>2008 WR Act</i> onwards, silence (‘1’) is recoded as ‘2’ since the interaction rules mean the award is entirely displaced. Notes regarding presentation of findings: The findings in the thesis report only on the proportion of agreements that scored ‘6’ in the coding exercise (since agreements in this category are clearly ambiguous). The data with respect to the proportion of agreements that are silent (‘1’) with respect to this issue is also noted in the findings. The data with respect to the remaining categories did not ultimately produce findings of any significance.</p>

Part A: Coding Framework

Measure of complexity	Description and coding instructions	Additional coding guidance	Re-coding instructions to create the data in the form presented in the thesis
<p>Ambiguity about the legal status of earlier agreements</p>	<p>Is it clear whether the earlier agreement(s) are incorporated as a term of the new agreement or whether they operate in their own right? 1 = silence (no reference to earlier agreements) 2 = expressly displaces earlier agreements entirely 3 = recognises continuing operation of the earlier agreement(s) and is clear that the earlier agreement(s) operate in their own right and not as a term of the agreement, eg, ‘the earlier agreement(s) shall continue to apply but are not incorporated into this agreement’. 4 = expressly incorporates the earlier agreement(s) (or part of them) as a term of the agreement, eg, ‘the earlier agreement(s) is incorporated into this agreement’, ‘clause 11 of the earlier agreement shall apply as a term of this agreement’ 5 = recognises continuing operation of the earlier agreement(s) but is ambiguous about whether the earlier agreement(s) are incorporated, eg, ‘this agreement operates in conjunction with the earlier agreement(s)’.</p>	<p>Review the references to earlier agreements (identified for the purposes of coding for ‘displacement’ above) and then code for ‘ambiguity’. Where the agreement partly specifies legal ordering but only for limited provisions of an award, code as ‘6’</p>	<p>Stage One: Due to the statutory rules: silence (‘1’) is re-coded as ‘2’ since, in all legislative periods, silence means the new agreement displaces any earlier (statutory collective) agreements. Notes regarding presentation of findings: The findings in the thesis report only on the proportion of agreements that scored ‘5’ in the coding exercise (since agreements in this category are clearly ambiguous with respect to the legal ordering between the earlier agreement and the new agreement). The data with respect to the proportion of agreements that are silent (‘1’) with respect to this issue are also noted in the findings. The data with respect to the remaining categories did not ultimately produce findings of any significance.</p>

Part A: Coding Framework

Measure of complexity	Description and coding instructions	Additional coding guidance	Re-coding instructions to create the data in the form presented in the thesis
<p>Ambiguity about legal ordering between the new agreement and earlier statutory collective agreements</p>	<p>Is the legal ordering clear between the agreement and earlier agreement(s)? 1 = agreement is silent about operation of earlier agreements (will be automatically re-coded as 2 or 3 depending on interaction rules) 2 = earlier agreement(s) are displaced entirely 3 = the agreement specifies (or interaction rules specify) that it will prevail over any continuing earlier agreement provisions to the extent of any inconsistency 4 = the agreement specifies that any continuing earlier agreement provisions will prevail over the new agreement to the extent of any inconsistency 5 = the agreement specifies that some earlier agreement provisions prevail and some new agreement provisions prevail 6 = the agreement refers to earlier agreements but does not specify how any continuing earlier agreement provisions will interact with the provisions of the agreement</p>	<p>Review the references to earlier agreements (identified for the purposes of coding for ‘displacement’ above) and then code for ‘ambiguity’.</p>	<p>Stage One: Due to the statutory interaction rules: silence (‘1’) is re-coded as ‘2’ since, in all legislative periods, silence means the new agreement displaces any earlier (statutory collective) agreements. Notes regarding presentation of findings: The findings in the thesis report only on the proportion of agreements that scored ‘6’ in the coding exercise (since agreements in this category are clearly ambiguous with respect to the legal ordering between the new agreement and the earlier agreement). The data with respect to the proportion of agreements that are silent (‘1’) with respect to this issue are also noted in the findings. The data with respect to the remaining categories did not ultimately produce findings of any significance.</p>

Part A: Coding Framework

Measure of complexity	Description	Method of assessment
Use of uncertain words	Tests frequency of occurrences of uncertain words, eg, practicable, reasonable.	Frequency of use of technical words in agreements is tested using an automated software program (Yoshikoder). The dictionary list of uncertain words, generated by the author for use by the program, is set out in Table 4 of this PART.

Table 2: Types of provisions that indicate a matter is covered by an enterprise agreement

Matter	The matter is covered by the agreement where the agreement contains at least one of the following types of provisions:⁶
1. Type of employment	Any provision relating to contract labour; probation; part-time; casual or fixed term employment; seasonal employment; job sharing; home based work; proportion of juniors, apprentice, trainees; provision for, or exclusion of, Australian Workplace Agreements. Includes: pay rates and loadings applicable to employees in particular types of employment; limits on proportions of trainees. Excludes: job sharing that is limited to the accommodation of family responsibilities (included under item 14 below).
2. Long service leave	Any provision relating to long service leave.
3. Annual leave	Any provision relating to annual leave including 48/52 arrangements and to take a career break.
4. Personal/carer's leave	Any provision relating to personal/carer's leave including all arrangements for taking leave for illness or to look after family members or for bereavement.
5. Parental leave	Any provision relating to leave associated with child birth or adoption including maternity/primary carer's and paternity/secondary carer's leave.
6. Public holidays	Any provision relating to public holidays including variation of holidays, union picnic days, annual closedown.
7. Salary and allowances	Any provision relating to salary including annualised salary, loaded hourly rate (incorporating penalties, allowances etc), salary packaging.
8. Superannuation	Any provision relating to superannuation including employee contributions, choice of funds, or the employer's contributions.
9. Employee representation	Any provision relating to employee representation including trade union training leave or business leave, union preference, union encouragement, right of entry.
10. Termination, change and redundancy ('TCR')	Any provision relating to termination, change and redundancy including redundancy schemes, notice of termination and consultation about changes leading to redundancy.
11. Consultation	Any consultation provision other than TCR clauses.
12. Occupational health and safety	Any provision relating to occupational health and safety including general commitment to occupational health and safety, reference to relevant State legislation, occupational health and safety training, protective clothing and top-up pay and workers' compensation.

⁶ Note: a matter was not coded as being covered by the agreement where the agreement merely recorded that the matter in question is regulated by some other instrument or law.

Part A: Coding Framework

Matter	The matter is covered by the agreement where the agreement contains at least one of the following types of provisions:⁶
13. Equity issues	Any provision relating to equity in the workplace including an individual grievance procedure for dealing with unfair or discriminatory treatment; promotion of equal employment opportunity for women and members of disadvantaged groups; recognition of particular circumstances of Aboriginal and Torres Strait Islander people; affirmative action, anti-discrimination; commitment or a program to ensure pay equity; extended definition of family (same-sex couples, indigenous kinship systems); cultural or ceremonial leave; recognition of needs of people with disabilities; training for part-time, casual or seasonal workers; training in literacy, numeracy or the English language.
14. Family responsibility	Any provision whose objective is to provide, or consider, measures that allow employees to better balance family and work responsibilities including employer based or funded childcare arrangements; work and family provisions including breastfeeding policies; job share/hours of work provisions to accommodate family responsibilities. Excludes: leave to accommodate family responsibilities (included at item 4).
15. Overtime	Any provision relating to overtime including time off in lieu; penalty rates for overtime.
16. Hours of work	Any provision relating to hours of work including specified weekly hours, average weekly hours, make-up time, arrangements for ordinary hours, compressed week, flexible start and finish times, flexitime, rostered days off, time off in lieu for working on a rostered day off, breaks. Excludes: hours of work decided by a majority decision (included at item 21).
17. Shift work	Any provision relating to shift work including shift penalties.
18. Work organisation	Any provision relating to work organisation or performance indicators including benchmarking, new or revised classification structure, or multi-skilling/flexible deployment of labour.
19. Training	Any provision relating to training including wages and other provisions relating to trainees and apprentices; general training arrangements, skills assessment; recognition of prior learning, training leave, training plan. Excludes: trade union training leave (included under item 9).
20. Dispute resolution	Any provision relating to a method of resolving disputes which arise under the agreement. Excludes: individual grievance procedures dealing with unfair or discriminatory treatment (included under item 13).
21. Flexibility clause	Any provision which allows the parties to adjust the arrangements under the agreement including individual flexibility arrangements, facilitative arrangements or other arrangements agreed by one or more employees. These may relate to matters such as hours of work, leave or salary arrangements.

Table 3: List of technical words⁷

conciat	*justiciable	ab
above*award	absentee*	absentia
accouchement	actuarial	affidavit*
alia	all-in	annualis*
annualiz*	appellant*	appellate
arbiter*	arbitral	arbitrat*
black*ban*	bona	boycott*
brownfield*	bundy	call*back
call*in	cessat*	claw*back
codetermin*	codif*	contract*out
cooling*off	crib	de*skill*
decisis	demarc*	derogat*
dues	estop*	ex
ex*gratia	ex*patriat*	extant
extrajudicial	extrinsic*	facie
fide*	flow*on	forma
formas	functus	furlough
gain*shar*	gainshar*	gazetted
grandparented	gratia	gratuity
greenfield*	gross	hallmark*
head*hunter	herein*	hereof
hereto	hereunto	hereupon
hoc	indenture*	initio
injunct*	inter	interlocutor*
intermedia*	invigilat*	judicata

⁷ Note: The lists in Tables 3 and 4 contain words that are ‘stemmed’ for the purpose of automated coding as indicated by an asterisk (*). This allows all versions of the targeted word to be detected in the text. For example, the term ‘leap*frog*’ will pick up ‘leapfrog’, ‘leap frog’, ‘leap-frog’ and ‘leap frogging’.

Part A: Coding Framework

jurisdiction*	labour*hire	lay*off
leap*frog*	lieu	lock*out*
multi*skill*	negotiab*	nepotis*
nomenclat*	nominal*	novat*
obverse*	officio	out*work*
over*award	parte	partes
perquisite*	picket*	piecework
prerogative*	prima	priori
privity	pro	pro*forma
pro*rata	promulgat*	quid
quo	quorum	quota
rata	ratio	rationes
repetiteur*	repudiat*	res
resciss*	resumptive*	rope*in
roping*in	sabbatical	salaried
sectoral	severance	spill*over
stand*down	subsum*	superannuable
supernumer*	superordinate	telecommut*
telework*	tem	theretofor
tort	tortious*	triparti*
vicissitud*	viz	wildcat

Part A: Coding framework

Table 4: List of uncertain words

acceptabl	*adequate*	*advantage*
appropriate	*competent	*foreseeabl*
*foreseen	*justif*	*justifiabl*
*justly	*lawful*	*likely
*necessary	*reasonabl*	*satisfactor*
significant	*substantial*	*sufficient*
suitabl	adverse*	discretion*
efficacious*	equitab*	equivalen*
exceptional*	excessive*	expeditious*
extra*ordinar*	feasibl*	genuine*
improper*	meaningful*	practicabl*
practical	prevail*	proper
timely		

PART B: LIST OF AGREEMENTS

This Part lists the agreements that were included in the Higher Education and Fast Food Agreements databases. These agreements are available at: Fair Work Commission, *Find An Agreement* (2013) <<http://www.fwc.gov.au>>.

Table 5: List of agreements contained in the Higher Education Agreements database

University of Central Queensland Structural Efficiency and Classification Structure Agreement 1993
University of Wollongong - Enterprise Bargaining Agreement - 1993
University of Technology, Sydney, General Staff, Salaries and Classification Agreement 1993
University of Southern Queensland Enterprise Agreement (General Staff) 1993
University of South Australia General Staff Enterprise Bargaining Agreement 1995
University of South Australia General Staff Award Restructuring Agreement 1993
University of Queensland Enterprise Agreement (General Staff) 1993, The
University of Newcastle, General Staff Award Restructuring Agreement, November 1993
University of New England - Orange Agricultural College - Award and Classification Restructuring Agreement - Incorporating the National Framework Agreement on Enterprise Bargaining (General Staff) 1993
University of New England - Northern Rivers - Award and Classification Restructuring (National Framework) Agreement - 1993, The
University of New England - Armidale - Award and Classification Restructuring Agreement - 1993
University of Central Queensland Enterprise Agreement (General Staff) 1993
University of Canberra Second Award and Classification Restructuring Agreement 1993
University of Adelaide General Staff Enterprise Agreement 1993
University College, ADFA General Staff Agreement 1993
Royal Melbourne Institute of Technology General Staff Award Restructuring Agreement 1993
Queensland University of Technology Enterprise Agreement (General Staff) 1993
Northern Territory University General Staff Award Restructuring Agreement 1993
Monash University General Staff Award Restructuring Agreement 1993
James Cook University of North Queensland Enterprise Bargaining Agreement 1993
Griffith University Structural Efficiency Classification Structure and Enterprise Bargaining Agreement 1993
Flinders University of South Australia Award and Classification Restructuring Agreement 1993
Charles Sturt University General Staff Award and Classification Restructuring Agreement 1993
Australian National University General Staff Agreement 1993
Swinburne University of Technology General Staff Award Restructuring Agreement, 1993
Macquarie University General Staff Enterprise Agreement 1993
University of Western Australian General Staff Agreement (Award Restructuring & Enterprise Bargaining) 1994, The

Part B: List of Agreements

University of South Australia General Staff Award Restructuring Agreement 1994
University of Melbourne General Staff Enterprise Agreement - 1993, The
Murdoch University (General Staff) Salaries, Allowances and Conditions Agreement, 1994
Latrobe University College of Northern Victoria Structural Efficiency and Classification Structure Agreement 1994
Edith Cowan University General Staff Award Restructuring Agreement - 1994
Curtin University of Technology General Staff Award Restructuring and Enterprise Agreement (1994)
Australian Maritime College Agreement 1993
La Trobe University Academic Staff Leave Agreement 1993
Deakin University Framework Agreement on Enterprise Bargaining (Academic Staff) 1994
Northern Territory University Vocational Education and Training Enterprise Bargaining Agreement 1995
Victoria University of Technology Enterprise Agreement 1995
University of Queensland Enterprise Agreement (General Staff) 1995, The
University of Technology Sydney Enterprise Agreement (Academic Staff) 1995
University of Southern Queensland Enterprise Bargaining Agreement (Academic Staff) 1995, The
University of South Australia (Academic Staff) Enterprise Agreement 1995
University of Queensland Enterprise Agreement (Academic Staff) 1995
University of New South Wales (Academic Staff) Enterprise Agreement 1995
Southern Cross University Development Agreement (Academic Staff) 1995
Northern Territory University (Higher Education Academic Staff) Enterprise Bargaining Agreement 1995
Macquarie University Academic Staff Enterprise Agreement 1995
James Cook University of North Queensland Enterprise Agreement 1995
Flinders University of South Australia (Academic Staff) Enterprise Agreement 1995
Edith Cowan University Academic Staff Certified Agreement 1995
Charles Sturt University (Academic Staff) Enterprise Agreement 1995
Australian Catholic University Academic Staff Enterprise Agreement 1995
Deakin University Supported Wage System Agreement 1996
University of Southern Queensland Enterprise Bargaining Agreement 1995
University of Melbourne Enterprise Agreement 1995
University of Canberra Enterprise Agreement 1995
Swinburne University of Technology Enterprise Agreement 1995
Royal Melbourne Institute of Technology (RMIT) Enterprise Agreement 1996
Monash University Enterprise Agreement 1995
Deakin University Enterprise Bargaining Agreement 1995
University of Wollongong (General Staff) Enterprise Agreement 1995
University of Western Sydney (General Staff) Enterprise Agreement 1996
University of Western Australia General Staff Agreement 1996, The
University of Technology, Sydney Enterprise Agreement (Support Staff) 1996, The
University of Newcastle (General Staff) Enterprise Agreement 1995
University of New South Wales Enterprise Agreement For General Staff 1996

Part B: List of Agreements

University of New England and General Staff Unions Industrial Agreement for Hours of Work, 1996, The
Southern Cross University Enterprise Bargaining Development Agreement (General Staff) 1996
Queensland University of Technology Enterprise Bargaining Agreement (General Staff) 1995
Northern Territory University General Staff Enterprise Bargaining Agreement 1996
Murdoch University Enterprise Bargaining Agreement 1996 (General Staff)
James Cook University of North Queensland (General Staff) Enterprise Bargaining Agreement 1995
Griffith University Enterprise Bargaining Agreement (General Staff) 1995
Flinders University of South Australia General Staff Enterprise Agreement 1995
Curtin University of Technology General Staff Agreement 1996
Charles Sturt University (General Staff) Enterprise Agreement 1996
Central Queensland University General Staff Enterprise Bargaining Agreement 1995
University of Wollongong (Academic Staff) Enterprise Agreement, 1995
University of Western Sydney (Academic Staff) Enterprise Agreement 1995
University of Western Australia Academic, Academic Research and Related Staff Agreement 1995, The
University of Tasmania as A Single Enterprise - General Staff Agreement 1996
University of Newcastle (Academic Staff) Enterprise Agreement 1995
University of New England (Academic Staff) Enterprise Agreement 1995
University of Adelaide Academic Staff Enterprise Bargaining Agreement 1996, The
Queensland University of Technology Enterprise Bargaining Agreement (Academic Staff) 1995, The
Murdoch University (Academic Staff) Enterprise Agreement 1995
Macquarie University General Staff Enterprise Agreement 1996
Griffith University Enterprise Bargaining Agreement (Academic Staff) 1995
Curtin University of Technology Agreement on Enterprise Bargaining (Academic Staff) 1995
Central Queensland University Academic Staff Enterprise Bargaining Agreement 1995
University of Sydney (Farms Hours of Work) Industrial Agreement, 1996
University of South Australia Security and Ground Staff Enterprise Bargaining Agreement 1997
University of New England (Heads of Colleges) Certified Agreement 1997
Swinburne University of Technology, Operations (Maintenance, Security and Cleaning Staff) Certified Agreement 1997
Monash University Enterprise Agreement (Trades & Services General Staff) 1997
Monash University Apprentice Terms and Conditions of Employment Agreement 1996
Victoria University of Technology Enterprise Bargaining Agreement 1997
University of Southern Queensland Certified Agreement 1997-1999
University of South Australia Academic and General Staff Enterprise Bargaining Agreement 1997
University of Melbourne Enterprise Agreement 1997
University of Canberra Enterprise Agreement 1996-1999
University of Adelaide Enterprise Certified Agreement 1997 - 1999, The
University College, The University of New South Wales, Australian Defence Force Academy, Enterprise Certified Agreement 1996
Northern Territory University Enterprise Agreement 1997

Part B: List of Agreements

La Trobe University Enterprise Agreement 1997
James Cook University Enterprise Bargaining Agreement 1997
Flinders University of South Australia Certified Agreement 1997-1999, The
Deakin University Enterprise Bargaining Agreement 1997-99
Central Queensland University QOLN Staff Enterprise Bargaining Agreement 1997
University of Wollongong (General Staff) Enterprise Agreement, 1996 to 1999
University of Western Australia General Staff Agreement 1997, The
University of Technology, Sydney Enterprise Agreement (Support Staff) 1997
University of Queensland Enterprise Agreement (General Staff) 1997
University of Newcastle (General Staff) Enterprise Agreement 1997
University of New South Wales (General Staff) Enterprise Agreement 1997
University of New England General Staff Enterprise Bargaining Agreement, 1996, The
Queensland University of Technology Enterprise Bargaining Agreement (General Staff) 1997
Murdoch University General Staff Enterprise Agreement 1997
Griffith University Enterprise Bargaining Agreement (General Staff) 1997
Edith Cowan University General Staff Certified Agreement - 1997
Charles Sturt University (General Staff) Enterprise Agreement 1997-1999
Central Queensland University General Staff Enterprise Bargaining Agreement 1997
Australian Catholic University General Staff Enterprise Consolidated Agreement 1996
University of Wollongong (Academic Staff) Enterprise Agreement, 1996-1999
University of Western Sydney (Academic Staff) Enterprise Agreement 1997
University of Western Australia Elicos Teachers Agreement 1997
University of Western Australia Academic, Academic Research and Related Staff Agreement 1997
University of Technology, Sydney Enterprise Agreement (Academic Staff) 1997
University of Queensland Enterprise Agreement (Academic Staff) 1997
University of Newcastle (Academic Employees) Enterprise Agreement 1997
University of New South Wales (Academic Staff) Enterprise Agreement 1997 - 1998
University of New England (Academic Staff) Enterprise Agreement 1997, The
Swinburne University of Technology, General and Academic Staff (Excluding Maintenance, Security and Cleaning Staff) Certified Agreement 1997
Southern Cross University Enterprise Agreement (Academic Staff) 1997
Queensland University of Technology Enterprise Bargaining Agreement (Academic Staff) 1997-1999
Murdoch University (Academic Staff) Enterprise Bargaining Agreement 1997
Macquarie University General Staff Enterprise Agreement 1997
Macquarie University Academic Staff and English Language Teachers Enterprise Agreement 1997
Griffith University Enterprise Bargaining Agreement (Academic Staff) 1997
Edith Cowan University Academic Staff Certified Agreement 1997
Charles Sturt University (English Language Teachers) Enterprise Agreement 1997
Charles Sturt University (Academic Staff) Enterprise Agreement 1997-1999
Central Queensland University Academic Staff Enterprise Bargaining Agreement 1997
Royal Melbourne Institute of Technology Trades and Services Staff Enterprise Agreement 1997

Part B: List of Agreements

Curtin University of Technology Kalgoorlie Campus Vocational, Education and Training Sector Academic Staff Enterprise Agreement 1997
Charles Sturt University (Hospitality, Security, Trades and Related Staff) Enterprise Agreement 1997-1999
Monash University Enterprise Agreement (Academic and General Staff) 1998
University of Western Sydney (General Staff) Enterprise Agreement 1997
University of New England General Staff Enterprise Agreement 1998/1999
Queensland University of Technology Enterprise Bargaining Agreement (General Staff) 1998-1999
Curtin University of Technology General Staff Enterprise Agreement 1997
Australian Catholic University General Staff Enterprise Agreement 1997
University of New England Language Training Centre (Language Instructors) Certified Agreement 1998
Curtin University of Technology Agreement on Enterprise Bargaining (Academic Staff) 1997
Australian Catholic University Academic Staff Enterprise Consolidated Agreement 1997
University of Sydney Camperdown/Darlington Campus Traffic Information Officers Agreement 1999, The
University of New England (Information Technology Officers) On-Call Conditions Agreement 1999/2002
Queensland University of Technology Certified Agreement (Senior Staff) 1999-2001
University of Western Australia General Staff Agreement 1999
University of Queensland Enterprise Agreement (General Staff) 1999
University of Ballarat Tafe "General Staff" Agreement 1998
Victoria University of Technology Enterprise Bargaining Agreement 2000-2003
University of South Australia Academic and General Staff Enterprise Agreement 2000
University of Canberra Enterprise Agreement 2000 - 2003
University College, The University of New South Wales, Australian Defence Force Academy Enterprise Certified Agreement 2000
James Cook University Enterprise Bargaining Agreement 2000
Australian National University Enterprise Agreement 2000-2003, The
University of Wollongong (General Staff) Enterprise Agreement 2000 to 2003
University of Technology, Sydney Enterprise Agreement (Support Staff) 2000
University of Newcastle (General Staff) Enterprise Agreement 2000
University of New South Wales (General Staff) Enterprise Agreement 2000
University of New England General Staff Enterprise Agreement 2000/2003
Queensland University of Technology Enterprise Bargaining Agreement (General Staff) 2000-2003
Murdoch University (General Staff) Enterprise Agreement 2000
Griffith University General Staff Certified Agreement 2000-2003
University of Wollongong (Academic Staff) Enterprise Agreement 2000-2003
University of Western Australia Elicos Teachers Agreement 2000, The
University of Western Australia Academic Staff Agreement 2000, The
University of Technology, Sydney Enterprise Agreement (Academic Staff) 2000
University of Queensland Enterprise Agreement (Academic Staff) 2000
University of Newcastle (Academic Staff) Enterprise Agreement 2000, The

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University of New South Wales (Academic Staff) Enterprise Agreement 2000
Griffith University - Academic Staff, Certified Agreement 2000-2003
Edith Cowan University Academic Staff Certified Agreement 2000
Charles Sturt University (Academic Staff) Enterprise Agreement 2000-2003
Batchelor Institute of Indigenous Tertiary Education Academic Staff Enterprise Agreement 2000
Australian Maritime College (AMC) Enterprise Bargaining (Academic Staff) Agreement 2000
Victoria University of Technology (TAFE Teachers) Certified Agreement 2000
Victoria University of Technology (Industrial Skills Instructors) Certified Agreement 2001
University of South Australia Security and Grounds Staff Enterprise Agreement 2001
University of Ballarat TAFE Teaching Staff Certified Agreement 2000-2003
Royal Melbourne Institute of Technology, General (Trades and Services) Staff Enterprise Agreement 2000
Charles Sturt University (Hospitality, Security, Trades and Related Staff) Enterprise Agreement 2000-2003
University of Melbourne Enterprise Agreement 2001
University of Ballarat Enterprise Agreement for Academic and General Staff 2000-2003
University of Adelaide Enterprise Certified Agreement 2000-2003, The
Swinburne University of Technology, General & Academic Staff (Excluding Maintenance, Cleaning, Security and TAFE Teaching Staff) Certified Agreement 2000
Southern Cross University Enterprise Bargaining Agreement 2000
Royal Melbourne Institute of Technology Academic and General Staff (PACCT) Enterprise Agreement 2000
Monash University Enterprise Agreement (Academic and General Staff) 2000
Macquarie University Enterprise Agreement 2000-2003
La Trobe University Enterprise Bargaining Agreement 2001
Flinders University Enterprise Certified Agreement 2000-2003
Deakin University Enterprise Bargaining Agreement 2000-2003
University of Western Sydney General Staff Enterprise Agreement 2001-2003
University of Western Australia General Staff Agreement 2001
Edith Cowan University General Staff Certified Agreement 2000
Curtin University of Technology General Staff Certified Agreement 2000-2003
Charles Sturt University (General Staff) Enterprise Agreement 2000-2003
Central Queensland University (General Staff) Enterprise Bargaining Agreement 2000
Australian Catholic University Limited General Staff Enterprise Agreement 2000
University of Western Sydney Academic Staff Enterprise Agreement 2001-2003
University of Tasmania English Language Centres Agreement 2000-2001
University of Tasmania Academic Staff Agreement 2000-2003
University of New England (Academic Staff) Enterprise Agreement 2001-2003
Edith Cowan University ELICOS Teachers Certified Agreement 2001
Curtin University of Technology Academic Staff Certified Agreement 2000-2003
Charles Sturt University (English Language Teachers) Enterprise Agreement 2001-2003
Central Queensland University (Academic Staff) Enterprise Bargaining Agreement 2000

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Bond University (English Language Institute) Enterprise Agreement 2001
Australian Catholic University Limited Academic Staff Enterprise Agreement 2000
Swinburne University of Technology Operations (Excluding Academic Staff, TAFE Teaching Staff and General Staff) Agreement 2000
Queensland University of Technology Certified Agreement (Senior Staff) 2002-2004
Monash University Enterprise Agreement (Trades and Services Staff - Catering and Retail, Cleaning and Caretaking, and Miscellaneous Services Staff) 2000
La Trobe University Language Centre Enterprise Bargaining Agreement 2002
University of the Sunshine Coast Enterprise Bargaining Agreement (EBA) 2001-2003
Northern Territory University Enterprise Agreement 2001
Bond University General Staff Certified Agreement 2002-2004
Batchelor Institute of Indigenous Tertiary Education General Staff Enterprise Agreement 2001
Australian Maritime College (AMC) Enterprise Bargaining (General Staff) Agreement 2002
University of Tasmania Senior Managers Agreement 2003
Monash University Enterprise Agreement (Trades and Services Staff - Building and Metal Trades Staff and Grounds and Gardening Staff) 2000
Curtin University of Technology Vocational Education and Training Certified Agreement 2001-2003
University College, The University of New South Wales, Australian Defence Force Academy, Enterprise Agreement 2003
Batchelor Institute of Indigenous Tertiary Education Enterprise Agreement 2003
University of New South Wales (General Staff) Enterprise Agreement 2003
University of Newcastle ELICOS, Foundation Studies and Conservatorium Non-Tertiary Music Teachers Agreement 2003
University of New South Wales (Academic Staff) Enterprise Agreement 2003
University of New England Language Training Centre Enterprise Agreement 2003-2006
Queensland University of Technology Enterprise Bargaining Agreement (Academic Staff) 2000 - 2003
Bond University (English Language Institute) Enterprise Agreement 2003
University of Technology, Sydney Certified Agreement (Senior Staff Group) 2004
Swinburne University of Technology Trades (excluding Academic Staff, TAFE Teaching Staff, General Staff, Operations and Security Staff) Agreement 2003
Royal Melbourne Institute of Technology and Liquor, Hospitality and Miscellaneous Union Enterprise Agreement 2004
Monash University Enterprise Agreement (Trades and Services Staff - Building and Metal Trades Staff and Grounds and Gardening Staff) 2003
University of South Australia (Academic and General Staff) Enterprise Agreement 2004
University of Melbourne Enterprise Agreement 2003
Flinders University Enterprise Agreement 2004-2006
Australian National University Enterprise Agreement 2003-2006
University of Technology, Sydney Enterprise Agreement (Support Staff) 2004
University of Sydney General Staff Agreement 2003-2006
Murdoch University (General Staff) Enterprise Agreement 2004
University of Technology, Sydney Enterprise Agreement (Academic Staff) 2004
University of Sydney Academic and Teaching Staff Agreement 2003-2006
Swinburne University of Technology, General & Academic Staff (Excluding Maintenance, Cleaning,

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Security and TAFE Teaching Staff) Certified Agreement 2004-6
Murdoch University (Academic Staff) Enterprise Agreement 2004
University of Tasmania Senior Managers Interim Agreement 2005
University of South Australia Security and Grounds Staff Enterprise Agreement 2005
University of South Australia Grounds and Security Enterprise Agreement 2008
University of South Australia Document Services Enterprise Agreement 2004
University of Newcastle Teachers Enterprise Agreement 2005, The
Swinburne University of Technology Operations & Security (Excluding Trades, Academic staff, TAFE Teaching Staff and General Staff) Agreement 2005
Royal Melbourne Institute of Technology Senior Staff Enterprise Agreement 2004
Queensland University of Technology Certified Agreement (Senior Staff) 2005-2008
Monash University Enterprise Agreement (Trades and Services Staff - Catering and Retail, Cleaning and Caretaking, and Miscellaneous Services Staff) 2005
Monash University Enterprise Agreement (Trades and Services Staff - Building and Metal Trades Staff and Grounds and Gardening Staff) 2005
Victoria University (Academic and General Staff) Enterprise Bargaining Agreement 2005
University of the Sunshine Coast Certified Agreement 2004-2008
University of Southern Queensland Certified Agreement 2005-2008
University of Canberra Enterprise Agreement 2004-2006
University of Adelaide Enterprise Certified Agreement 2005-2006, The
Southern Cross University Enterprise Bargaining Agreement 2005
Royal Melbourne Institute of Technology Academic and General Staff Enterprise Agreement 2005
Monash University Enterprise Agreement (Academic and General Staff) 2005
Melbourne University Private Ltd Enterprise Agreement 2005
Macquarie University Enterprise Agreement 2003-2006
La Trobe University Enterprise Bargaining Agreement 2004-2008
James Cook University Enterprise Bargaining Agreement 2004
Deakin University Enterprise Bargaining Agreement 2005-2008
Charles Sturt University Enterprise Agreement 2005-2008
Charles Darwin University Enterprise Agreement 2005
Batchelor Institute of Indigenous Tertiary Education Enterprise Agreement 2005
Australian National University Enterprise Agreement 2005-2008
Australian Catholic University Staff Enterprise Agreement 2005-2008
The Varied Australian National University Enterprise Agreement 2005-2008
University of Wollongong (General Staff) Enterprise Agreement 2005
University of Western Sydney General Staff Enterprise Agreement 2005-2008
University of Western Australia General Staff Agreement 2004
University of Queensland Enterprise Agreement (General Staff) 2005
University of Newcastle (General Staff) Enterprise Agreement, 2004, The
University of New England (General Staff) Enterprise Agreement 2003-2006
Queensland University of Technology Enterprise Bargaining Agreement (Professional Staff) 2005-2008
Griffith University General Staff Certified Agreement 2003-2006

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Edith Cowan University General Staff Certified Agreement 2003
Curtin University of Technology General Staff Agreement 2005-2008
Central Queensland University Enterprise Bargaining Agreement (General Staff Employees) 2005 (EBA4)
Australian Maritime College (Non-Academic Employees) Certified Agreement 2005-2008
University of Wollongong (Academic Staff) Enterprise Agreement 2005
University of Western Sydney Academic Staff Enterprise Agreement 2005-2008
University of Western Australia ELICOS Agreement 2005
University of Western Australia Academic Staff Agreement 2004
University of Tasmania General Staff Agreement 2005-2008
University of Tasmania General Staff Agreement 2000-2003
University of Tasmania English Language Centres Agreement 2005-2008
University of Tasmania Academic Staff Agreement 2005-2008
University of Queensland Enterprise Agreement (Academic Staff) 2005
University of Newcastle (Academic Staff) Enterprise Agreement 2004, The
University of New England (Academic Staff) Enterprise Agreement 2003-2006
Queensland University of Technology Enterprise Bargaining Agreement (Academic Staff) 2005 - 2008
Griffith University Academic Staff Certified Agreement 2003-2006
Edith Cowan University Academic Staff Certified Agreement 2003
Curtin University of Technology Academic Staff Certified Agreement 2005-2008
Central Queensland University Enterprise Bargaining Agreement (Academic Employees) 2005 (EBA4)
Australian Maritime College (AMC) Enterprise Bargaining (Academic Staff) Agreement 2004
University of South Australia Senior Staff Collective Agreement 2006
University of South Australia Document Services Collective Agreement 2006
University of Newcastle Teachers workplace agreement 2006
University of Canberra executive staff workplace agreement 2006_8
Swinburne University of Technology Trades Agreement 2006-8
Royal Melbourne Institute of Technology Senior Staff Executive Agreement 2006
Royal Melbourne Institute of Technology Security Services Enterprise Agreement 2006
University of South Australia Academic and Professional Staff Collective Agreement 2006
University of Melbourne Enterprise Agreement 2006
University of Canberra academic, general and UCELI staff agreement 2006 - 2008
University of Ballarat Union Collective Agreement 2006-8
University of Ballarat Enterprise Agreement 1997 - 1999
The University of New England Workplace Agreement 2006-2008
Swinburne University of Technology Academic and General Staff Certified Agreement 2006-2008
Macquarie University Enterprise Agreement 2006-2009
James Cook University Union Collective Agreement 2006
Flinders University Collective Workplace Agreement 2006-2008
Charles Darwin University Union Collective Agreement 2006
UNSW (General Staff) Enterprise Agreement 2006

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University of Western Sydney General Staff Agreement 2006 - 2008
University of Western Australia General Staff Agreement 2006
University of Technology Sydney Support Staff Agreement 2006
University of Sydney General Staff Agreement 2006-2008
University of Newcastle General Staff workplace agreement 2006
University of Adelaide Collective Agreement 2006 to 2008
Murdoch University General Staff Collective Workplace Agreement 2006
Griffith University General Staff Union Collective Agreement 2006-2008
Edith Cowan University General Staff Union Enterprise Agreement 2006
UNSW Academic Staff Enterprise Agreement 2006
University of Western Sydney Academic Staff Agreement 2006 - 2008
University of Western Australia Academic Staff Agreement 2006
University of Technology Sydney Academic Staff Agreement 2006
University of Tasmania General Staff Agreement 2006-2008
University of Sydney Academic Staff Agreement 2006-2008
University of Queensland Enterprise Agreement 2006
University of Newcastle Academic Staff workplace agreement 2006
Murdoch University Academic Staff Collective Workplace Agreement 2006
Griffith University Academic Staff Union Collective Workplace Agreement 2006-2008
Edith Cowan University Academic Staff Union Enterprise Agreement 2006
Australian Maritime College (Academic Employees) Union Collective Agreement 2006 - 2008
UTS Senior Staff Agreement 2007
Central Queensland University Union Collective Agreement (General Staff Employees) 2007
Central Queensland University Union Collective Agreement (Academic Employees) 2007
University of Ballarat Union Collective Agreement 2008-9
Curtin University of Technology Early Childhood Centre Employee Collective Agreement 2009
University of Sydney Enterprise Agreement 2009-2012
University of New England General Staff and ELC Teachers Collective Agreement 2009 – 2012
University of Canberra Academic, General and UCELI Enterprise Agreement 2009-2012
La Trobe University Collective Agreement 2009
Charles Darwin University Union Collective Agreement 2009
University of Western Australia General Staff Agreement 2009
Edith Cowan University General Staff Certified Union Collective Agreement 2009
University of Western Australia Academic Staff Agreement 2009
Monash Trades and Services 2009
Victoria University (Academic & General Staff) Enterprise Agreement 2009
University of Southern Queensland Enterprise Agreement 2010-2013
University of Ballarat Union Collective Agreement 2010-2012
The University of Melbourne Collective Agreement 2010
The Australian National University Enterprise Agreement 2010-2012
Swinburne University of Technology Academic and General Staff Enterprise Agreement 2009

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Southern Cross University Enterprise Agreement 2010
Monash University Enterprise Agreement (Academic and Professional Staff) 2009
Macquarie University Enterprise Agreement 2010
James Cook University Enterprise Agreement 2010
Deakin University Enterprise Agreement 2009-2012
Charles Sturt University Enterprise Agreement 2010 - 2012
Central Queensland University Enterprise Agreement 2009
University of Western Sydney General Staff Agreement 2009 - 2012
University of Western Australia Professional and General Staff Agreement 2010
University of Tasmania Professional Staff Agreement 2010
University of New South Wales (Professional Staff) Enterprise Agreement 2010
Queensland University of Technology Enterprise Agreement (Professional Staff) 2010 - 2012
Murdoch University General Staff Enterprise Agreement 2010
Griffith University General Staff Enterprise Agreement 2009 - 2012
Curtin University of Technology General Staff Enterprise Agreement 2009-2012
University of Western Sydney Academic Staff Agreement 2009-2012
University of Western Australia Academic Staff Agreement 2010
University of Technology Sydney Academic Staff Agreement 2010
University of Tasmania English Language Centres Agreement 2010
University of Tasmania Academic Staff Agreement 2010
University of New England Academic Staff - Union Collective Agreement 2010-2012
Queensland University of Technology Enterprise Agreement (Academic Staff) 2010 - 2012.
Murdoch University Academic Staff Enterprise Agreement 2010
Griffith University Academic Staff Enterprise Agreement 2009 - 2012
Edith Cowan University Academic Staff Union Collective Agreement 2009
Curtin University of Technology Academic Staff Enterprise Agreement 2009-2012
Victoria University (Academic & General Staff) Enterprise Agreement 2011
University of South Australia Enterprise Agreement 2011
University of Queensland Enterprise Agreement 2010 -2013
University of Adelaide Enterprise Agreement 2010-2013
Flinders University Enterprise Agreement 2010 to 2013
Australian Catholic University Limited Staff Enterprise Agreement 2010 - 2013
University of Wollongong (General Staff) Enterprise Agreement 2010
University of Newcastle General Staff Enterprise Agreement 2010
University of Newcastle Teachers Enterprise Agreement 2010
University of Newcastle Academic Staff Enterprise Agreement 2010

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The full list of agreements in Table 6 represents Fast Food Agreements database 1. Agreements that are in **bold** are also included in Fast Food Agreements database 2.

Table 6: List of agreements contained in Fast Food Agreements databases 1 and 2

SDA Hungry Jacks (South Australia and Northern Territory) Certified Agreement [1994]
Pizza Hut Australia Employee Relations Agreement 1994
SDA Pizza Hut (Delivery) Agreement [1994]
KFC Employees, SDA Enterprise Agreement 1996, The
SDA Competitive Foods (Trading as KFC) Certified Agreement (Northern Territory) [1995]
Silvio's Dial-A-Pizza Western Australia Agreement [1995]
SDA Hungry Jack's ACT Agreement 1996
SDA Hungry Jack's New South Wales Agreement 1996
Red Rooster Foods Agreement 1997
Eagle Boys Pizza Ashgrove Certified Agreement 1997
Eagle Boys Pizza Mermaid Beach Certified Agreement 1997
KFC Employees (NT)/SDA Enterprise Agreement 1997
KFC National Enterprise Agreement 1997
Pizza Hut - SDA National Employee Relations Agreement 1997
Mobil Fast Food Berrimah Workplace Agreement 1998
Eagle Boys Pizza Townsville Certified Agreement 1998
Eagle Boys Pizza Albury Certified Agreement 1998
Eagle Boys Pizza Atherton Certified Agreement 1998
Eagle Boys Pizza Bribie Island Certified Agreement 1998
Eagle Boys Pizza Casino Certified Agreement 1998
Eagle Boys Pizza Centenary Park Certified Agreement 1998
Eagle Boys Pizza Coorparoo Certified Agreement 1998
Eagle Boys Pizza Dalby Certified Agreement 1998
Eagle Boys Pizza Gunnedah Certified Agreement 1998
Eagle Boys Pizza Hervey Bay Certified Agreement 1998
Eagle Boys Pizza Leeton Certified Agreement 1998
Eagle Boys Pizza Lithgow Certified Agreement 1998
Eagle Boys Pizza Mitchelton Certified Agreement 1998
Eagle Boys Pizza Noosa Certified Agreement 1998
Eagle Boys Pizza Orange Certified Agreement 1998
Eagle Boys Pizza Southport Certified Agreement 1998
Eagle Boys Pizza Tamworth/Muswellbrook Certified Agreement 1998
Eagle Boys Pizza Umina Certified Agreement 1998
Eagle Boys Pizza Yeppoon Certified Agreement 1998
Eagle Boys Pizza Young/Cootamunda Certified Agreement 1998
Pizzaman Pty Ltd Enterprise Agreement 1998

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Food and Beverage Industry - McDonald's - Australian Capital Territory - Certified Agreement 1998
Diab Pty Limited Certified Agreement 1999
Eagal Boys Pizza Nelson Bay Certified Agreement 1999
Eagle Boys Pizza Cessnock Certified Agreement 1999
Eagle Boys Pizza Cowra Certified Agreement 1999
Eagle Boys Pizza Kirwan Certified Agreement 1999
Eagle Boys Pizza Maitland Certified Agreement [1999]
Eagle Boys Pizza Singleton Certified Agreement [1999]
Eagle Boys Pizza Wodonga Certified Agreement [1999]
Hungry Jack's Victoria Agreement 1999, SDA The
Red Rooster Foods Agreement 2000
SDA & Dunn Burger Pty Ltd Agreement 2000
Eagle Boys Pizza Beerwah Certified Agreement 2000
Pizzaman Pty Ltd Enterprise Agreement 2000
A S & L Pty Ltd Certified Agreement 2001
CSK40 Pty Ltd Agreement 2001
Farzer Corporation Pty Ltd Certified Agreement 2001
Finnco Pty Ltd Certified Agreement 2001
Kulum Pty Ltd Agreement 2001
Pembroke Investments (Qld) Pty Ltd Agreement 2001
Rixcorp Pty Ltd Certified Agreement 2001
SDA - Domino's Pizza Agreement 2001
Seabreak Pty Ltd Certified Agreement 2001
Subway Cardinale Certified Agreement 2001
Suncoast Clothing Co. Pty Ltd Agreement 2001
Tarinvoc Pty Ltd Agreement 2001
Touchwood Pty Ltd Certified Agreement 2001
Cyber Repairs Pty Ltd Certified Agreement 2001
Demlands Pty Ltd Certified Agreement 2001
Pizza Hut - SDA National Employee Relations Agreement 2001
Pizzaman Pty Ltd Enterprise Agreement 2001
Pizza Central Capalaba Pty Ltd Agreement 2001
McDonald's Employees, SDA Agreement 2001
V and R Whelan Pty Ltd Certified Agreement 2001
Mijan Holdings Pty Ltd Certified Agreement 2002
SDA - Domino's Pizza Agreement No 4 2001
SDA - Domino's Pizza Agreement No.7 2002
SDA - Domino's Pizza Agreement No.9 2002
KFC National Enterprise Agreement 2002
McDonald's & SDA - Australian Capital Territory - Certified Agreement 2001

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Capesun Pty Ltd Certified Agreement 2003
Charbel CJ - Certified Agreement 2003-2006
Choker Kyriacou Pty Ltd - Certified Agreement 2003-2006
Mahesh Business Pty Ltd and Mahendra Business Pty Ltd - Certified Agreement 2003-2006
Mikrijess Pty Ltd - Certified Agreement 2003 - 2006
MJ Kazzi Pty Ltd - Certified Agreement 2003 - 2006
SDA-Domino's Pizza Agreement No 14 2003
SDA-Domino's Pizza Agreement No. 15 2003
SDA-Domino's Pizza Agreement No 16 2003
SDA-Domino's Pizza Agreement No 17 2003
SDA-Domino's Pizza Agreement No.18 2003
SDA - Domino's Pizza Agreement No.19 2003
Subway Pakenham Pty Ltd Certified Agreement 2003
TPF Restaurants (Hungry Jacks) National Certified Agreement 2003
Vanade Pty Ltd - Certified Agreement 2003 - 2006
Vissub Certified Agreement 2003
McDonald's Broome, SDA Agreement 2003
“Chicken” Kingsley's Chicken Certified Agreement 2003
R & B Restaurants Pty Ltd Certified Agreement [2003] PDF
3 BMW Pty Ltd Certified Agreement 2003
Bavs Coffee Pty Ltd Certified Agreement 2004
Boxus Pty Ltd Certified Agreement 2004
Brie's Coffee Pty Ltd Certified Agreement 2004
Briskie Holdings Pty Ltd Certified Agreement 2003
Citibrook Pty Ltd Certified Agreement 2004
CSK40 Pty Ltd Certified Agreement 2004
CSR Enterprises Pty Ltd Certified Agreement 2004
D & I Pilgrim Pty Ltd Certified Agreement 2004
D J Swag Pty Ltd Certified Agreement 2004
Danison Pty Ltd Certified Agreement 2004
Duck's Nuts Enterprise Agreement 2003
Ensing Enterprises Pty Ltd Certified Agreement 2004
Fincco Pty Ltd Certified Agreement 2004
Floose Pty Ltd - Certified Agreement 2004-2007
Fresh for Life Pty Ltd - Certified Agreement 2004-2007
Gray Sub Pty Ltd Certified Agreement 2004
J.I.K International Pty Ltd Certified Agreement 2004
Jate Pty Ltd Certified Agreement 2004
Jayquad Pty Ltd Certified Agreement 2004
Jimbarose Pty Ltd Certified Agreement 2004
Joneslean Pty Ltd Certified Agreement 2004

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Keiwa Holdings Pty Ltd Certified Agreement 2004
KHA Investments Pty Ltd - New South Wales Employees - Certified Agreement 2004-2007
Kulum Pty Ltd Certified Agreement 2004
KVP Pty Ltd Certified Agreement 2004
Lateresa Pty Ltd Certified Agreement 2004
Meiklejohn Investments Pty Ltd Certified Agreement 2004
Mijaka Pty Ltd - Certified Agreement 2003 - 2006
Nascof Pty Ltd Certified Agreement 2004
Nasser Holdings Pty Ltd Certified Agreement 2004
Packapigs Pty Limited - Certified Agreement 2004-2007
Parmak Pty Ltd Certified Agreement 2004
Red EB Pty Ltd Certified Agreement 2004
Samy Pty Ltd Certified Agreement 2004
Schnert Dert Pty Ltd Certified Agreement 2004
SDA-Domino's Pizza Agreement No.10 2002
SDA-Domino's Pizza Agreement No. 21 2004
SJM Elite Pty Ltd Certified Agreement 2004
SJM Investments (NQ) Pty Ltd Certified Agreement 2004
Stop Kaz Holdings Pty Ltd Certified Agreement 2004
Subway Murray Bridge Pty Ltd Certified Agreement 2004
T & PL Webster Pty Ltd Certified Agreement 2004
Tomjam Pty Ltd Certified Agreement 2004
V and R Whelan Pty Ltd Certified Agreement 2004
Wilscot Pty Ltd Certified Agreement 2004
Yakyak Pty Ltd Certified Agreement 2004
Pizza Hut - SDA National Employee Relations Agreement 2004
McDonald's & SDA - Australian Capital Territory - Certified Agreement 2004
McDonald's (SA & NT) Certified Agreement
The McDonald's Employees - SDA Agreement 2003
A S & L Pty Ltd Certified Agreement 2005
Amsam Pty Ltd Certified Agreement 2005
ANG Sydney Pty Ltd Certified Agreement 2005
Asilbor Pty Ltd Certified Agreement 2005
Assav Pty Limited Certified Agreement 2004-2007
B.G. & D.M. Tonge Pty Ltd Certified Agreement 2005
Cafe Snowline Certified Agreement 2005
Carindale Footlongs Pty Ltd Certified Agreement 2005
Dean Enterprises & Assocs. Pty Ltd Certified Agreement 2005
Defiant Corporation Pty Ltd Certified Agreement 2005
Demlands Pty Ltd Certified Agreement 2004
Farzer Corporation Pty Ltd Certified Agreement 2005

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Gallah Pty Ltd t/as Gloria Jeans Coffee Agreement 2004
Grason Pty Ltd Certified Agreement 2005
Harbourside Food Services Pty Ltd Certified Agreement 2005
Healthy Choices CQ Pty Ltd Certified Agreement 2005
Healthy Food Employment Services Pty Ltd Certified Agreement 2004
Hungry Jack's New South Wales/ACT Agreement 2004
J.A.C.K & Associates Pty Ltd Certified Agreement 2004
Jyeroc Pty Ltd Certified Agreement 2005
L & R Subway Pty Ltd Certified Agreement 2005
Machri Pty Ltd & Pavlidis Investments Pty Ltd & Art Jarvis Pty Ltd & Fine Thanks Pty Ltd (In Partnership - ABN 80262 830048) Certified Agreement 2005
MJ & R Kazzi Pty Limited - Certified Agreement 2005 - 2008
Noofga Enterprises Pty Ltd Certified Agreement 2005
Overpass Pty Ltd Certified Agreement 2005
P & K L Transport Pty Ltd Certified Agreement 2005
Paypacket Pty Ltd Certified Agreement 2005
Pinky's Pizza Ribs On the Run Agreement 2005
Pizzarina Pty Ltd Certified Agreement 2004
Quadbox Pty Ltd Certified Agreement 2005
Rezonate Pty Ltd Certified Agreement 2005
Rod Mellor Consulting Pty Ltd Certified Agreement 2005
Royal Copenhagen Circular Quay Pty Limited Certified Agreement 2005
Rusty Velvet Pty Ltd - Certified Agreement 2005 - 2008
Salsa's Mexican Grill Certified Agreement 2005
SDA Hungry Jack's New South Wales/ACT Agreement 2004
Stuyvenstar Pty Ltd Certified Agreement 2005
Subs Pty Ltd Certified Agreement 2005
Subway Airlie Beach Pty Ltd Certified Agreement 2005
Subway Investments Pty Ltd Certified Agreement 2005
Subway Robina Food Court Pty Ltd Certified Agreement 2005
Tammylyn Pty Ltd Certified Agreement 2005
Tasty Trucks Workplace Agreement 2005
The Trustee For Gavz Trust & The Trustee For Dinz Trust Certified Agreement 2005
Tuwazi Pty Ltd Certified Agreement 2005
Vision Plus Pty Ltd Certified Agreement 2005
Wilmill Pty Ltd Certified Agreement 2005
Wisser Pty Ltd Certified Agreement 2005
Wok in a Box Australia Pty Ltd - Certified Agreement 2004-2007
Wyren Investments Pty Ltd Certified Agreement 2005
KFC National Enterprise Agreement 2005
Pizza Hut Victoria [911 Enterprises] Agreement 2004

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Pizza Haven/SDA Agreement 2005
Madonna's Pizza & Spaghetti Bar Pty Ltd Certified Agreement 2005
Donut King Orana, Donut King City Centre and Juice Fusion City Centre Certified Agreement 2005
2Sadfish Pty Ltd Certified Agreement 2006
Alexander Lea Pty Limited Certified Agreement 2006
Alle Advance Pty Ltd Certified Agreement 2006
AMS Technologies Pty Limited Employee Collective Agreement 2006-2011
Brooks Bagels Pty Ltd Certified Agreement 2006
Brownbeanz Pty Limited Certified Agreement
Competitive Employment (North Qld) Collective Agreement 2006
Competitive Employment (S.E. QLD) Collective Agreement 2006
Competitive Employment (VIC) Collective Agreement 2006
Davris Investments Pty Ltd Certified Agreement 2006
Declia Pty Ltd Certified Agreement 2006
Dega Holdings Pty Ltd Certified Agreement 2006
Delish Delosh Pty Ltd Certified Agreement 2005
ED Corp Investments Pty Ltd Certified Agreement 2006
Forglow Pty Ltd Certified Agreement 2006
Gildemead Pty Ltd Certified Agreement 2006
Healthy Habits Myer Centre Pty Ltd Greenfields Agreement 2006
Kaiser Butterworth Pty Ltd Collective Agreement 2006
Kick 4 Mudgee Pty Ltd Certified Agreement 2006
Lam & Doan Development Pty Ltd Certified Agreement 2006
Malachite Manor Pty Ltd Certified Agreement 2006
Mama (NSW) Pty Ltd [Qld] Employee Collective Agreement 2006
Mama (NSW) Pty Ltd [WA] Employee Collective Agreement 2006
Manin Pty Ltd Certified Agreement 2006
Mikrijess Pty Ltd Employee Collective Agreement 2006-2011
R & B Restaurants Pty Ltd Certified Agreement 2006
Redean Pty Ltd Certified Agreement 2005
Rough Family Trust Certified Agreement 2006
Staccem Pty Ltd Certified Agreement 2006
Subway Picton Workplace Agreement 2006 - 2011
Subway Toowoomba Certified Agreement 2006
Subway Yamba Pty Ltd Certified Agreement 2006
Subway Canberra Brand Depot 2006-2011
Subway Canberra Pty Ltd Employee Collective Agreement 2006
Subway Employee Collective Agreement 2007
Sumo Salad (Imperial Arcade) Pty Ltd Employee Collective Agreement 2006
Sumo Salad (Liverpool Street) Pty Ltd Employee Collective Agreement 2006

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Sumo Salad Victoria Pty Ltd Certified Agreement 2006
Swish Foods Melbourne Pty Ltd Certified Agreement 2006
Vision Plus Pty Ltd Employee Collective Agreement 2006
Delaware North Pty Ltd Hungry Jack's Greenfields Agreement Southern Cross Station
Pizza Hut - SDA Cessnock Employee Relations Agreement 2006
Spit Roast Shop Pty Ltd Employee Collective Agreement 2006 - 2011
Earth - N' - Sea Pizza Coolangatta Collective Agreement 2006
Employer Greenfields Agreement - Domino's Pizza at Hampton Park
Employer Greenfields Agreement - Domino's Pizza at Mill Park
The Fish Bowl Employer Greenfields Agreement 2006
Donut King Seaford 2006 Greenfield Agreement
Donut King Stud Park Employee Collective Agreement 2006
3 BMW Pty Ltd Employee Collective Agreement 2007
Boost "Get on the Juice" Agreement 2005
Cyber Repairs Pty Ltd Certified Agreement 2004
DVM Enterprises Pty Ltd Employee Collective Agreement 2007
Farzer Corporation and QSR Outlet Employees' Collective Agreement 2007
Goddard Administration Pty Ltd Employee Collective Agreement 2007
Healthy Habits Knox Collective Agreement 2007
Howchi Pty Ltd Employee Collective Agreement
Oporto On Crown Pty Ltd Employer Greenfields Agreement 2007 - 2008
Feze Pty Ltd t/a Aussie Pizza Cafe Collective Agreement 2007
Subway Sutherland Workplace Agreement
Subway Taren Point Road Pty Limited Agreement 2006-2011
Subway Woy Woy
Subway Eagle Vale Agreement 2007-2012
Subway Employee Collective Agreement
Subway Employee Collective Agreement
Subway Emuplains Employee Collective Agreement 2007-2012
Tammylyn Collective Agreement (2007)
D And I Pilgrim Pty Limited Employee Collective Agreement 2007
Pabala Pty Ltd (Hungry Jacks) Enterprise Agreement 2007
Wodonga Charcoal Chicken Collective Workplace Agreement 2007-2010
Mt Pritchard Pizza Pty Ltd - Dominos Pizza Mt Pritchard - Employer Greenfields Agreement
Restaurant & Catering Vic Employee Collective Agreement Pizza Verde V4 September 2007
Donut King Endeavour Hills Employer Greenfields Agreement (2007)
Donut King Munno Para Collective Agreement 2007
Mahesh Australasia Pty Ltd Workplace Agreement 2008
Hell Pizza Queensland Employer Greenfields Agreement 2008
Subway Employee Collective Agreement 2008
Hungry Jack's Heatherton Employee Collective Agreement 2008

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Hungry Jack's Southland Employee Collective Agreement 2008
Wildwood Pty Ltd Employee Collective Agreement 2008
Bavs Coffee Pty Ltd Employee Collective Agreement 2007
BDS Systems Pty Ltd Enterprise Agreement 2009
Black And White (Qld) Pty Ltd
Capesun Pty Ltd Employee Collective Agreement 2007
Carindale Footlongs Pty Ltd Employee Collective Agreement 2007
Ellematt Pty Ltd Employee Collective Agreement 2007
Four Camels Pty Ltd Employee Collective Agreement
Four Camels Pty Ltd Employee Collective Agreement
Gr8 Coffee Pty Ltd Employee Collective Agreement 2008
Grason Pty Ltd Employee Collective Agreement 2008
Grason Pty Ltd Employee Collective Agreement 2008
K.V.P. Pty Ltd Employee Collective Agreement 2008
Molege Pty Ltd Employee Collective Agreement 2008
Outyonda Pty Ltd Employee Agreement 2008
Overpass Pty Ltd Employee Collective Agreement 2007
Hell Pizza Queensland Employer Collective Agreement 2009
Darling Downs Fast Foods Pty Ltd Employee Collective Agreement 2009
Italian Pizza House Collective Agreement 2008
Parmak Pty Ltd Employee Collective Agreement 2007
Subway Investment Pty Ltd Employee Collective Agreement 2008
Subway Management Pty Ltd Agreement 2009-2014
Subway Kawana
Subway Shoreline Employee Collective Agreement
Subway Yamba
Tully Pty Ltd Employee Collective Agreement 2008
Wozzie-Trading Pty Ltd T/A Chooks Fresh and Tasty Employee Collective Agreement 2009
Dega Holdings Pty Ltd Employee Collective Agreement 2009 PDF
Grill'd Fountain Gate Greenfields Agreement 2008
Grill'd Robina Greenfields Agreement 2009
Grill'd Southland Greenfields Agreement 2009
Grill'd South Melbourne Greenfields Agreement 2009
Hungry Jacks (Coolangatta Airport) Employer Greenfield Collective Agreement 2009
KFC Queensland Team Members' Collective Agreement Collins Restaurants Management Pty Ltd 2009 - 2012
Chooks Fresh and Tasty PTY LTD T/A Chooks Fresh and Tasty Employee Collective Agreement
D'Artagnan Ventures Pty Ltd T/A CHOOKS fresh and tasty Employee Collective Agreement 2009
The Choking The Chicken Pty Ltd Employee Collective Agreement 2008
Burger Fuel Australia Collective Workplace Agreement 2009

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The Hiro International Trading Pty Ltd (Takeaway) Employee Collective Agreement 2008
2 Sadfish Pty Ltd Enterprise Agreement 2009
Adperry Enterprise Agreement 2009
Ali Baba Enterprise Agreement 2009
Ali Baba/Uncle Tony's Kebabs Queensland Agreement 2009
Arbejo Pty Ltd as trustee for the Liversidge Family Trust Enterprise Agreement
Ausdansk Pty Ltd Enterprise Agreement 2010
Babylon Enterprises (Vic) Pty Ltd - Enterprise Agreement 2010-2014
BAJD Pty Ltd Enterprise Agreement 2009
Chicken treat Employees, SDA Agreement 2009
CSSB Pty Ltd & CSSBH Pty Ltd - Enterprise Agreement 2010-2014
D & D Sidhu Enterprise Agreement 2010
D & V Ashton Pty Ltd Enterprise Agreement
Damstreet Pty Ltd as trustee for the Menkens Family Trust & Jormika Pty Ltd as trustee for the Valton Trust & G Byrnes as trustee for the Garry Byrnes Discretionary Trust Enterprise Agreement
Eagle People Pty Ltd Enterprise Agreement
Ezy Group Enterprise Agreement 2009
Guns 'R' Us Pty Ltd as trustee for the In God We Trust Enterprise Agreement
Healthy Habits Carindale Enterprise Agreement
Hell Pizza Queensland Enterprise Agreement 2009
IPCA (Western Australia) Enterprise Agreement 2010
James and Bernadine Stewart Enterprises Pty Ltd Enterprise Agreement 2010
Javenn Pty Ltd as trustee for Mallard Family Trust Enterprise Agreement
Kelly Investments (Aust) Pty Ltd Enterprise Agreement
Madders Brothers Ice Creams Pty Ltd Enterprise Agreement 2009
Milbag Pty Ltd Enterprise Agreement
Mobile Food Vans Enterprise Agreement 2009
Mounatrath Holdings Pty Ltd Enterprise Agreement
Narjim Pty Ltd Enterprise Agreement 2009
Newtrends International Enterprise Agreement 2009
Oporto (Franchising) Pty Limited - Enterprise Agreement 2010-2014
P & A Securities Pty Ltd as trustee for the D'Agostino Family Trust Enterprise Agreement
Robbies NSW Pty Ltd Enterprise Agreement
S&D Cannon Pty Ltd as trustee for the Cannon Family Trust Enterprise Agreement
SDA - Pine Rivers Food Services Pty Ltd and Its Store Employees Collective Agreement
SDA - Sunstate Foods Pty Ltd and Its Store Employees Collective Agreement 2009-2012
SDA-Domino's Pizza Agreement 2009
SDA-Domino's Pizza Agreement 2009 (Competitive Dudes Pty Ltd)
SDA-Domino's Pizza Agreement 2009 (Natliff Investments Pty Ltd)
SDA-Domino's Pizza Agreement 2009 (Wilbe Pty Ltd)
Southclose Pty Ltd as trustee for the Macphil Unit Trust Enterprise Agreement

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Staccem Pty Ltd T/A Noodle Box Cairns
Stojko Pty Ltd Enterprise Agreement
SWK Enterprise Agreement 2009
Tanmick Pty Ltd Enterprise Agreement
Tasty Trucks Van Staff Enterprise Agreement 2010
The Carpenter Enterprise Agreement
The Gilt Enterprises Agreement
The Herdsman and Blah Blah Bar Staff Multi Enterprise Agreement 2010 (WA)
The Wambat Pty Ltd (The Retailers Association Single Enterprise Agreement 2009)
Timbs Hospitality Enterprise Agreement 2010
Tomnee Pty Ltd Enterprise Agreement
Wheelbarra Pty Ltd (The Retailers Association) Single Agreement 2009
Williams Family Trust Enterprise Agreement
Hungry Jack's Western Australia Employee Collective Agreement 2009
KFC National Enterprise Agreement 2010
Pizza Hut - SDA National Employee Relations Agreement 2009
Ruby's Pizza and Pasta Restaurant Enterprise Agreement 2010
2727 Pty Ltd Enterprise Agreement
Boost 'Love Life' Enterprise Agreement 2010
Serenity Cove Cafe and Convenience Store Enterprise Agreement 2010
The Lok Family Trust Enterprise Agreement 2010
The Subway Dernancourt Enterprise Bargaining Agreement 2010
The Subway Tea Tree Plaza Enterprise Bargaining Agreement 2010
Timtin Pty Ltd Enterprise Agreement 2009
Bondi Pizza Pty Ltd Enterprise Agreement 2010-2014*
SDA Hungry Jacks Panthers Certified Agreement 1997
Eagle Boys Pizza Browns Plains Certified Agreement 1997
Eagle Boys Pizza Jindalee Certified Agreement 1997
Eagle Boys Mareeba Certified Agreement 1998
Eagle Boys Pizza Cairns Certified Agreement 1998
Eagle Boys Pizza Ayr Certified Agreement 1998
Eagle Boys Pizza Bathurst Certified Agreement 1998
Eagle Boys Pizza Boondall Certified Agreement 1998
Eagle Boys Pizza Brisbane City Certified Agreement 1998
Eagle Boys Pizza Bundaberg Certified Agreement 1998
Eagle Boys Pizza Chermside Certified Agreement 1998
Eagle Boys Pizza Cleveland Certified Agreement 1998
Eagle Boys Pizza Dubbo Certified Agreement 1998
Eagle Boys Pizza Gladstone Certified Agreement 1998
Eagle Boys Pizza Ipswich Certified Agreement 1998
Eagle Boys Pizza Kempsey Certified Agreement 1998

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Eagle Boys Pizza Mackay Certified Agreement 1998
Eagle Boys Pizza Maroochydore/Coolum Certified Agreement 1998
Eagle Boys Pizza Mount Isa Certified Agreement 1998
Eagle Boys Pizza Murwillumbah Certified Agreement 1998
Eagle Boys Pizza Nambour Certified Agreement 1998
Eagle Boys Pizza Port Macquarie Certified Agreement 1998
Eagle Boys Pizza Rockhampton Certified Agreement 1998
Eagle Boys Pizza Smithfield certified Agreement 1998
Eagle Boys Pizza Sunnybank Certified Agreement 1998
Eagle Boys Pizza Wagga Wagga Certified Agreement 1998
Eagle Boys Pizza Warwick Certified Agreement 1998
KFC Employees (WA)(NT)/SDA Enterprise Agreement 1998
KFC National Enterprise Agreement 1998
Pizza Haven - SDA Agreement 1998
Chicken Treat Employees (SA), SDA Agreement 1999
Chicken Treat Employees, SDA Agreement 1998
Mobile Food Vans Enterprise Agreement [1999]
SDA Hungry Jack's New South Wales/ACT Agreement 1999
SDA Hungry Jacks (South Australia and Northern Territory) Certified Agreement 1999
SDA - Domino's Pizza Connolly Dial - A Pizza Agreement 1998
SDA - Domino's (WA) Dial-A-Pizza Agreement 1998
Eagle Boys Pizza Ballina Certified Agreement 1999
Eagle Boys Pizza Glen Innes Certified Agreement [1999]
Eagle Boys Pizza Lake Haven Certified Agreement 1999
Eagle Boys Pizza Morayfield Certified Agreement 1999
Eagle Boys Pizza Tumut Certified Agreement 1999
Eagle Boys Pizza Wynnum Manly Certified Agreement 1999
Eagle Boys Adamstown Certified Agreement 2000
Eagle Boys Pizza Armidale Certified Agreement 2000
Eagle Boys Pizza Grafton Certified Agreement 2000
Eagle Boys Pizza Hillcrest Certified Agreement 2000
Aropal Pty Ltd Certified Agreement 2001
Chicken Treat Employees, SDA Agreement 2001
Dotd Pty Ltd Agreement 2001
Fast Food Options Pty Ltd Certified Agreement 2001
Go 4 It Fast Food Pty Ltd Trading as Microeasy - National Union of Workers Enterprise Agreement 2001
Gorsen Pty Ltd Agreement 2001
Jimbarose Pty Ltd Certified Agreement 2001
Mad Mex Fresh Mexican Grill Pty Ltd Enterprise Agreement
Meiklejohn Investments Pty Ltd Agreement 2001

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Mossco Pty Ltd Certified Agreement 2001
Pinky's Pizza Ribs On The Run Agreement 2001
Samy Pty Ltd Agreement 2001
SDA - Domino's Pizza Agreement No. 2 2001
SDA - Domino's Pizza Agreement No 3 2001
SJM Investments (NQ) Pty Ltd Certified Agreement 2001
Subway Airlie Beach Pty Ltd Certified Agreement 2001
Subway Enoggera Pty Ltd Certified Agreement 2001
Tooshay Pty Ltd Certified Agreement 2001 trading as Eagle Boys Pizza Bendigo
Hungry Jacks Employees, SDA Enterprise Agreement 2001
KFC Employees (WA)(NT)/SDA Enterprise Agreement 2001
McDonald's (SA & NT) Certified Agreement 2001
Donut King Orana & City Centre Certified Agreement 2001
Mobil Fast Food Berrimah Workplace Agreement 2002
SDA-Domino's Pizza Agreement No. 11 2002
SDA - Domino's Pizza Agreement No 5 2002
SDA - Domino's Pizza Agreement No.6 2002
SDA - Domino's Pizza Agreement No.8 2002
Pizza Hut - SDA South Australia Employee Relations Agreement 2001
Pizza Haven/SDA Agreement 2001
Big Bun Bakery & Takeaway Certified Agreement [2002]
AMS Technologies Pty Ltd - Certified Agreement 2003-2006
Capesun Pty Ltd Certified Agreement
Davander Pty Ltd Certified Agreement 2003
Eagle Claw Holdings Pty Ltd Certified Agreement 2003
Four Camels Pty Ltd Certified Agreement 2003
Hutt Nominees Pty Ltd Certified Agreement 2003
John Canilho Motor Trimmers Pty Ltd Certified Agreement 2003 - 2006
Marvelwich Pty Ltd Certified Agreement 2003
Mobile Food Vans Enterprise Agreement 2003
Oporto Chicken and Burgers Pty Limited - Certified Agreement 2003 - 2006
Pyramid Foods Pty Limited Certified Agreement
Red Rooster Agreement 2003
Red Rooster Agreement 2008
SDA - Domino's Pizza Agreement No. 12 2002
SDA-Domino's Pizza Agreement No.13 2003
W & D Whitten Pty Limited - Certified Agreement 2002-2005
Two Guys, A Girl and a Pizza Shop Certified Agreement 2003
Abitron Pty Ltd - Certified Agreement 2004-2007
Aropal Pty Ltd Certified Agreement 2004
Brace Holdings Pty Ltd Certified Agreement 2004

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Castlefox Pty Limited - Certified Agreement 2004-2007
Cinnabon Australia - Certified Agreement 2004-2007
De La France Warringah Mall Certified Agreement [2004]
DP & TR Wain Investments Pty Ltd Certified Agreement 2004
Dunn Burger Pty Ltd Certified Agreement 2004
Duntree Holdings Pty Ltd Certified Agreement 2003
Dutton Family Holdings Pty Ltd Certified Agreement 2003
Each Way Services Pty Ltd Certified Agreement
Gatecorp Pty Ltd Certified Agreement 2004
Geekarni - Certified Agreement 2004-2007
Goddard Administration Pty Ltd Certified Agreement 2004
Gorsen Pty Ltd Certified Agreement 2004
Hira Pty Ltd - Certified Agreement 2004-2007
JND Russell Pty Ltd Certified Agreement 2004
KHA Investments Pty Ltd - Victorian Employees - Certified Agreement 2004-2007
LMJ Cafes Pty Ltd Certified Agreement 2004
M & A Developments Pty Ltd Certified Agreement 2004
M & N Singh Family Partnership Certified Agreement 2004
Marge Pty Ltd Certified Agreement 2004
Mossco Pty Ltd Certified Agreement 2004
Pembroke Investments (Qld) Pty Ltd Certified Agreement 2004
Progressive Capital Pty Ltd Certified Agreement 2003
Pukron Pty Ltd Certified Agreement 2004
Red 78 Pty Ltd - Certified Agreement 2004-2007
Redander Holdings Pty Ltd Certified Agreement 2004
Rixcorp Pty Ltd Certified Agreement
SDA Domino's Pizza Agreement No.20 2004
Seabreak Pty Ltd Certified Agreement 2004
Suncoast Clothing Co Pty Ltd Certified Agreement 2004
Tooshay Pty Ltd Certified Agreement 2004
Touchwood Pty Ltd Certified Agreement 2004
TPN Pty Ltd Certified Agreement 2004
KFC Employees, (WA)(NT)/SDA Enterprise Agreement 2004
Ainsworth Certified Agreement 2005
Aristocrat Developments Pty Ltd Certified Agreement 2005
Austin & Associates Pty Ltd Certified Agreement 2005
Bazjes Pty Ltd Certified Agreement 2005
Black and White (Qld) Pty Ltd Certified Agreement 2005
Brevort Pty Limited Certified Agreement 2006
CBN Azzuri Pty Ltd Certified Agreement 2005
Chicken Treat Employees, SDA Agreement 2004

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DJGH Pty Ltd Certified Agreement 2005
Dodt Pty Ltd Certified Agreement 2005
DVM Enterprises Pty Ltd Certified Agreement 2004
Ellematt Pty Ltd Certified Agreement 2005
Euro Enterprises (VIC) Pty Ltd Certified Agreement 2005
Four Camels (W.A.) Certified Agreement 2005
Garib's Food Pty Ltd Certified Agreement 2004
GR8 Coffee Pty Ltd Certified Agreement 2005
GS & LS Enterprises Pty Ltd Certified Agreement 2005
Healthy Habits Australia Pty Ltd Certified Agreement 2005
Howchi Pty Ltd Certified Agreement 2005-2008
Jaxland Pty Ltd Certified Agreement 2005
Jikima Pty Ltd Certified Agreement 2004
Joalvi Pty Ltd Certified Agreement 2005
Kayun Pty Ltd Certified Agreement 2005
King Family Futures Pty Ltd as trustee for the King Family Trust Certified Agreement 2005
Kissma Pty Ltd Certified Agreement 2005
Lopwin Pty Ltd Certified Agreement 2005
M K Red Group Pty Ltd - Certified Agreement 2005-2008
M.B.D. Group Pty Ltd Certified Agreement 2005
Macguffin Pty Limited - Certified Agreement 2005 - 2008
Machri Pty Ltd Certified Agreement 2005
MGM Enterprise Pty Ltd Certified Agreement 2005-2008
Mijan Holdings Pty Ltd Certified Agreement 2005
Milburn Corporation Pty Ltd Certified Agreement 2005
Mjet Pty Ltd Certified Agreement 2005
Molege Pty Ltd Certified Agreement 2004
Ooday Pty Ltd Certified Agreement 2005
Outyonda Pty Ltd Certified Agreement 2005
Parry Developments Pty Ltd Certified Agreement 2005
PBD Trading Pty Ltd - Certified Agreement 2005-2008
Petoria International Pty Ltd Certified Agreement 2005
Phyllisbird Pty Ltd Certified Agreement 2005
Port Food Group Services Pty Limited - Certified Agreement 2004-2007
R & A Meddings Pty Ltd - Certified Agreement 2005-2008
R K Canberra Pty Ltd - Certified Agreement 2005-2008
Royal Copenhagen The Rocks Pty Limited Certified Agreement 2005
SDA Hungry Jack's New South Wales / ACT Agreement 2004
SDA Hungry Jack's New South Wales/ACT Agreement 2004
SDA-Domino's Pizza Agreement 2005
Sleeper Pty Ltd - Certified Agreement 2004-2007

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Subway Mackay Pty Ltd Certified Agreement 2005
Subway Northern Beaches Pty Ltd Certified Agreement 2005
Tarinvoe Pty Ltd Certified Agreement 2004
Tosfri Pty Ltd t/as Gloria Jeans Coffee Agreement 2005
Trikel Pty Ltd Certified Agreement 2004
Wildwood Pty Ltd Certified Agreement 2005
Windtune Pty Ltd Certified Agreement 2004
Grill'd Certified Agreement 2005
Pizza Hut Victoria Employment Agreement 2004
Pizza Hut Victoria [Four J's] Agreement 2004
Pizza Hut Victoria [Tarrenlea Ridge] Agreement 2004
2GENR8 Subs Pty Ltd Certified Agreement 2005
A Team Enterprise (NSW) Pty Limited Certified Agreement 2005-2008
Bapinba Pty Ltd Certified Agreement 2005
Bella Enterprises Australia Pty Ltd Certified Agreement 2006
Caringbah Holdings Pty Limited Certified Agreement 2006
Competitive Employment (W.A.) Collective Agreement 2006
Copious Jel Unit Trust Certified Agreement [2006]
Dimech Pty Ltd Certified Agreement 2006
Dipper Pty Ltd Certified Agreement 2006
Dream Beans Pty Ltd Certified Agreement 2006
Fat Brown Dog Pty Ltd Certified Agreement 2006
Floppy Dog Pty Ltd Certified Agreement 2006
Grason Pty Ltd Employer Greenfields Agreement 2006
Hira Pty Ltd - Employer Greenfields Agreement 2006-2007
In Control Accounting Pty Ltd Certified Agreement 2006
J.A.C.K and Associates Pty Ltd Employee Collective Agreement 2006
JLM Diamond Pty Ltd Diam Nominees Pty Ltd and Vasilikos Pty Ltd Certified Agreement 2006
JP Subway Enterprises Pty Ltd Certified Agreement 2005
Kiaaron Pty Ltd Certified Agreement 2006
Ky Subs Pty Ltd Certified Agreement 2005
Life's Great Adventures Pty Ltd Certified Agreement 2005
Lynpaul Pty Ltd Certified Agreement 2005
M & D Nominees Pty Ltd Certified Agreement 2005
M1 Storage Pty Ltd Certified Agreement 2006
Maveric Pty Ltd Certified Agreement 2005-2008
Narjim Pty Ltd Certified Agreement 2006
Oporto ACT Employee Collective Agreement 2006-2011
Plumms Pty Ltd Certified Agreement 2006
Prown and Mavree Kota Certified Agreement 2005
Renishaw Pty Ltd Certified Agreement 2006

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Sands Brisbane Pty Ltd Certified Agreement 2006
Sobczak Investments Pty Ltd Certified Agreement 2006
Subway Maroubra - Employer Greenfield Agreement 2006-2007
Subway Neutral Bay Employee Collective Agreement 2006-2009
Subway Victoria Gardens - Greenfields Agreement 2006
Subway Banno Agreement
Subway Fyshwick Pty Ltd Employee Collective Agreement 2006
Swish Foods Pty Ltd Certified Agreement 2006
The Trustee For D & RJ Lunn Family Trust Certified Agreement 2006
Tully Pty Ltd Certified Agreement 2006
Kingsley's Chicken Employees Collective Agreement 2006
Hungry Jacks Employees, SDA Enterprise Agreement 2006
Genesis (WA) Pizza Hut Team Members' Agreement (2006)
Pizza Hut - SDA National Employee Relations Agreement No. 2 2005
Pizza Hut - SDA National Employee Relations Agreement No. 3 2006
Pizza Hut - SDA South Australia Employee Relations Agreement 2006
Kingsley's Chicken Employees Collective Agreement 2006
Grason Pty Ltd Employee Collective Agreement 2007
Healthy Habits Warrnambool Collective Agreement 2007
MJET Collective Agreement (2007)
Oporto Queensland Employee Collective Agreement 2006 - 2011
Oporto New South Wales Employee Collective Agreement 2006 -2011
Subway Novotel Employee Collective Agreement 2007-2012
Subway Ringwood Collective Agreement (2007)
Subway Sydney Airport Agreement 2006-2011
Subway Westpoint Employee Collective Agreement 2007-2012
Subway-Your Way Pty Ltd 2007-2012
Subway Bayswater and Subway Boronia Collective Agreement (2007)
Subway Bentleigh Collective Agreement (2007)
Subway Darwin Employee Collective Agreement
Subway Employee Collective Agreement (AC304328)
Subway Employee Collective Agreement (AC304918)
Subway Employee Collective Agreement (AC306899)
Trikel Pty Ltd Employee Collective Agreement 2007
Delaware North Greenfields Agreement Hungry Jack's Melbourne International Airport
Pizza Hut - Moreemakk Pty Ltd ATF Provest Family Trust Employee Relations Agreement 2007
Mona Pizza Pty Ltd Greenfields Agreement
The Fishmonger's Wife - Retail Staff Collective Agreement 2006-2009
Fish Frenzy Burnie Casual Employees Collective Agreement 2006
Fish 'n' Chips Employee Collective Agreement
Boost Juice (Mitchell Centre) And Casuarina Square

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Parry Developments Pty Ltd Employee Collective Agreement 2008
Royal Copenhagen Circular Quay Pty Limited Employee Collective Agreement 2008
Royal Copenhagen The Rocks P/L Employee Collective Agreement 2008
Subway Robina Food Court Pty Ltd Employee Collective Agreement 2008
Subway (Big Time Services) Workplace Agreement 2008
Title Investments Pty Ltd Certified Agreement 2005
VarleyACT Enterprises Pty Ltd Certified Agreement 2006
Grill'd Coolangatta Greenfields Agreement 2008
Grill'd Elsternwick Greenfields Agreement 2007
Grill'd Newcastle Greenfields Agreement 2008
Grill'd QV Greenfields Agreement 2008
Grill'd Rosalie Greenfields Agreement 2008
Spit Roast Chicken Employee Collective Agreement 2008 - 2013
Fishy Business Employee Collective Agreement 2008
Donut King Northgate Employee Collective Agreement 2007
2GENR8 Subs Pty Ltd Employee Collective Agreement 2008
Ainsworth Employee Collective Agreement 2008
Boost Juice (Mitchell Centre) and Casuarina Square
Joalvi Pty Ltd Employee Collective Agreement
Lynpaul Pty Ltd Employee Collective Agreement 2009
Malachite Manor Pty Ltd Employee Collective Agreement 2008
Mijan Holdings Pty Ltd Employee Collective Agreement
Nicholas 4 Pty Ltd Employee Collective Agreement 2007
Noodle Box Dianella Employer Greenfields Agreement 2007
Hell Pizza Queensland Employer Greenfields Agreement 2009
Hell Pizza Queensland Employer Greenfields Agreement 2009
Pawwzco Pty Ltd Enterprise Agreement 2009
Redean Pty Ltd Employee Collective Agreement 2008
Subway Agreement (AC324720)
Subway Agreement (AC324668)
Subway Management Pty Ltd Agreement 2009-2014
Subway South Strathfield Pty Ltd Agreement 2008-2013
Subway South Tweed Employee Collective Agreement
Subway Artarmon
Subway (Bentons Square) Greenfields Agreement 2009
Subway Dubbo
Sumo Salad Sydney Central Plaza Employee Collective Agreement 2008
SumoSalad MLCSCP
Tuwazi Pty Ltd Employee Collective Agreement 2008
Wyren Investments Pty Ltd ATF Wyren Family Trust Collective Agreement 2009-2014
PDS Matthews Group Pty Ltd T/A Chooks Fresh And Tasty Employee Collective Agreement 2009

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Grill'd Watergardens Greenfields Agreement 2009
Hungry Jack's Queensland Employee Collective Agreement 2009
Hungry Jack's Tasmania Employee Collective Agreement 2009
KFC Managers Collective Agreement 2009 - 2014
KFC Employees WA, SDA Enterprise Agreement 2009
KFC National Enterprise Agreement 2009
Wendtrev Pty Ltd T/A Chooks Fresh and Tasty Employee Collective Agreement 2009
South West Foods Pty Ltd trading as CHOOKS fresh and tasty Employee Collective Agreement 2009
Crust Gourmet Pizza Newport Pty Ltd Employee Collective Agreement
Donut King (Cat and Fiddle Arcade, Channel Court)
Donut King Express Albany Creek (The Retailers Association) Employee Collective Agreement 2009
Donut King Mirrabooka Sq 2008 - 2013
Ambitious Journey Pty Ltd Enterprise Agreement 2009
Asilbor Pty Ltd and Maude & Sons Pty Ltd Enterprise Agreement
Asilbor Pty Ltd Enterprise Agreement
Bumble Bee Takeaway Enterprise Agreement 2010
Country Station Pty Ltd Enterprise Agreement
CRR Enterprise Agreement 2009
DJ Swag Pty Ltd Enterprise Agreement
Davjen Pty Ltd Enterprise Agreement 2009
Dolan Agencies Pty Ltd Employee Enterprise Agreement
Ducks Nuts Custom Fishing Rods Pty Ltd Enterprise Agreement
Dynamic Envision Pty Ltd Enterprise Agreement
Espresso Elements Enterprise Agreement 2010
Fish n Chicks Enterprise Agreement 2009
Floeric Pty Ltd trading as Health Habits Logan Hyperdome Enterprise Agreement 2009
Four Sure Pty Ltd Enterprise Agreement 2009
Grill'd Darlinghurst Enterprise Agreement 2010
Healthy Habits Helensvale Enterprise Agreement 2009
IAMSAM Pty Ltd Enterprise Agreement 2009
Jam Jam Enterprises Pty Ltd as trustee for the EB Noosa Trust Enterprise Agreement
JP Subway Enterprises Pty Ltd Enterprise Agreement 2009
Macrhan Pty Ltd as trustee for the McDonald Family Trust Enterprise Agreement
Maude & Sons Pty Ltd Enterprise Agreement
Noodle Box (Fairfield and West End) Enterprise Agreement 2009
O'Brien Clan Pty Ltd Enterprise Agreement
OOBI Trust Enterprise Agreement
Or-Tak Pty Ltd Enterprise Agreement 2010
P & KL Transport Pty Ltd Enterprise Agreement 2010
Parvenue Pty Ltd Enterprise Agreement
Peninsula Barista Pty Ltd Enterprise Agreement 2010

Part B: List of Agreements

Pogue Mahone Holdings Pty Ltd as Trustee for the Calcamine Patch Trust trading as Chooks Fresh & Tasty Beechboro
Prattz Pty Ltd Enterprise Agreement 2009
Racaja Pty Ltd (The Retailers Association) Single Enterprise Agreement 2009
Rakel Pty Ltd Enterprise Agreement 2009
Red Rooster Agreement 2009
Reona Pty Ltd Enterprise Agreement 2009
Rough Family Trust Enterprise Agreement 2010
Rye Enterprises Pty as trustee for the Rye Family Trust Enterprise Agreement
Sabar Gold Traders Pty Ltd Enterprise Agreement
Saiyuki Pty Ltd - Enterprise Agreement 2010-2014
Samsub Pty Ltd Enterprise Bargaining Agreement 2010
SDA - Dominos Pizza Agreement 2009 (AV Staff Pty Ltd)
SDA-Domino's Pizza Agreement 2009 (Illawarra Fast Foods Pty Ltd)
Sound Entertainment Pty Ltd Enterprise Agreement
Stacborn Pty Ltd Enterprise Agreement
Subway (Kingaroy) Enterprise Agreement 2010
Subway (Mackay) Enterprise Agreement 2009
Subway Harrington Street Enterprise Agreement 2010
Tasty Trucks Production Enterprise Agreement 2010
The Hollyberry Group Pty Ltd Enterprise Agreement 2010
The Lida ACMI Pty Ltd Enterprise Agreement 2010
The Loaded Aces Pty Ltd Employees Enterprise Agreement 2009
Wowcow Pty Ltd - Enterprise Agreement 2010-2014
Pizza Hut - SDA National Employee Relations Agreement 2010
McDonald's Australia Enterprise Agreement 2009
Pogue Mahone Holdings Pty Ltd as Trustee for the Calcamine Patch Trust trading as Chooks Fresh & Tasty Beechboro
D.A Kennedy & S.A Kennedy Enterprise Agreement
Each Way Services Pty Limited Enterprise Agreement 2010
M&S Foods Pty Ltd - Enterprise Agreement 2010-2014
Salsa's Pty Ltd Enterprise Agreement 2010-2014
The Subway Norwood & Parade Central Enterprise Bargaining Agreement
Woodgate Beach General Store Enterprise Agreement 2010

PART C: CROSS-TABULATION TABLES

Cross-tabulation tables have been generated by SPSS statistics software in order to perform the Chi-square tests. These tests assess the statistical significance of the relationship between the variables. The cross-tabulation tables summarise the data according to the categories that were used to perform the statistical tests.

Table 7: Cross-tabulation tables of the association between legislative periods and various aspects of complexity in higher education agreements

		Applicable legislation				
		IR Act	WR Act	Work Choices	FW Act	Total
Technicality						
Percentage of technical words	<0.25%	49	66	4	18	137
	0.25-0.31%	18	78	22	19	137
	0.32+%	24	78	21	13	136
	Total	91	222	47	50	410
Reading ease	<46	32	68	10	6	116
	46-50	30	81	21	14	146
	51+	29	73	16	30	148
	Total	91	222	47	50	410
Reading grade level	<8.4	32	52	10	29	123
	8.4-9.6	46	66	19	16	147
	9.7+	13	104	18	5	140
	Total	91	222	47	50	410

Part C: Cross-tabulation Tables

		Applicable legislation				
		IR Act	WR Act	Work Choices	FW Act	Total
Density						
Agreement length (total number of words)	<16,820	71	55	10	0	136
	16,820-30703	11	85	25	16	137
	30,704+	9	82	12	34	137
	Total	91	222	47	50	410
Number of matters	<16	71	38	5	0	114
	16-20	18	104	18	18	158
	21+	2	80	24	32	138
	Total	91	222	47	50	410
Number of words per matter	<1084	53	66	16	1	136
	1084-1591	22	78	21	16	137
	1592+	16	78	10	33	137
	Total	91	222	47	50	410
Differentiation						
Displacement of awards	Not displaced	91	144	6	0	241
	Displaced	0	78	41	50	169
	Total	91	222	47	50	410
Displacement of agreements	Not displaced	51	38	0	0	119
	Displaced	40	184	47	50	291
	Total	91	222	47	50	410

Part C: Cross-tabulation Tables

		Applicable legislation				
		IR Act	WR Act	Work Choices	FW Act	Total
Uncertainty						
Percentage of uncertain words	<0.6%	48	72	12	4	136
	0.6-0.7%	25	82	10	20	137
	0.8+%	18	68	25	26	137
	Total	91	222	47	50	410
Uncertainty about the legal status of awards	Not uncertain	8	109	41	50	208
	Uncertain	83	113	6	0	202
	Total	91	222	47	50	410
Uncertainty about the legal status of earlier collective agreements	Not uncertain	56	195	47	50	348
	Uncertain	35	27	0	0	62
	Total	91	222	47	50	410
Uncertainty about legal ordering with awards	Not uncertain	49	187	42	50	328
	Uncertain	42	35	5	0	82
	Total	91	222	47	50	410
Uncertainty about legal ordering with earlier collective agreements	Not uncertain	52	212	47	50	361
	Uncertain	39	10	0	0	49
	Total	91	222	47	50	410

Part C: Cross-tabulation Tables

Table 8: Cross-tabulation tables of the association between occupational coverage of higher education agreements and density

		Academic only	Administrative only	Both academic and administrative	Total
Density					
Number of words per subject matter	<1084	46	36	18	100
	1084-1591	48	52	27	127
	1592+	35	39	58	132
	Total	129	127	103	359

Table 9: Cross-tabulation tables of the association between legislative periods and various aspects of complexity in fast food sector agreements

		Applicable legislation			
		WR Act	Work Choices	FW Act	Total
Technicality					
Percentage of technical words	<0.24%	151	53	47	251
	0.24-0.33%	93	45	115	253
	0.34+%	176	43	27	246
	Total	420	141	189	750

Part C: Cross-tabulation Tables

		Applicable legislation			
		WR Act	Work Choices	FW Act	Total
Reading ease	<60	119	55	36	210
	60-64	97	61	91	249
	65+	204	25	62	291
	Total	420	141	189	750
Reading grade level	<6.1	158	26	54	238
	6.1-6.6	120	45	80	245
	6.7+	142	70	55	267
	Total	420	141	189	750
Density					
Agreement length (total number of words)	<3899	150	69	33	252
	3899-6854	151	49	52	252
	6855+	119	23	104	246
	Total	420	141	189	750
Number of matters	<13	76	12	9	97
	13-14	75	36	42	153
	15+	54	27	44	125
	Total	205	75	95	375

Part C: Cross-tabulation Tables

Number of words per matter	<291	67	41	19	127
	291-559	72	30	26	128
	560+	66	4	50	120
	Total	205	75	95	375
Differentiation					
Displacement of awards	Not displaced	94	27	28	149
	Displaced	111	48	67	226
	Total	205	75	95	375
Displacement of agreements	Not displaced	8	2	5	15
	Displaced	197	73	90	360
	Total	205	75	95	375
Uncertainty					
Percentage of uncertain words	<0.47%	204	16	27	247
	0.47-0.63%	108	67	75	250
	0.64+%	108	58	87	253
	Total	420	141	189	750
Uncertainty about the legal status of awards	Not uncertain	115	51	71	237
	Uncertain	90	24	24	138
	Total	205	75	95	375

Part C: Cross-tabulation Tables

Uncertainty about the legal status of earlier collective agreements	Not uncertain	197	73	90	360
	Uncertain	8	2	5	15
	Total	205	75	95	375
Uncertainty about legal ordering with awards	Not uncertain	197	74	79	350
	Uncertain	8	1	16	25
	Total	205	75	95	375
Uncertainty about legal ordering with earlier agreements	Not uncertain	202	75	95	372
	Uncertain	3	0	0	3
	Total	205	75	95	375

Table 10: Cross-tabulation tables of the association between template sources and various aspects of complexity in fast food sector agreements

		Template sources					
		Consultant	Employer association	Unknown source	No template	Union	Total
Density							
Number of words per subject matter	<291.5	99	0	17	11	0	127
	291.5-559.1	28	1	68	31	0	128
	559.2+	3	18	35	39	33	128
	Total	130	19	120	81	33	383

Part C: Cross-tabulation Tables

		Template sources					
		Consultant	Employer association	Unknown source	No template	Union	Total
Uncertainty							
Percentage of uncertain words	<0.47%	9	0	172	49	22	252
	0.47-0.63%	57	9	79	68	40	253
	0.64+%	184	28	10	31	0	253
	Total	250	37	261	148	62	758

Table 11: Cross-tabulation tables of the association between union involvement in agreement-making and various aspects of complexity in fast food sector agreements

		Non-union	Union	Total
Density				
Number of words per subject matter	<291.5	125	2	127
	291.5-559.1	126	12	128
	559.2+	66	62	128
	Total	317	66	383
Displacement of awards	Not displaced	121	35	156
	Displaced	196	31	227
	Total	317	66	383

Part C: Cross-tabulation Tables

		Non-union	Union	Total
Displacement of earlier agreements	Not displaced	5	13	18
	Displaced	312	53	365
	Total	317	66	383
Uncertainty				
Percentage of uncertain words	<0.47%	100	27	127
	0.47-0.63%	95	38	133
	0.64+%	122	1	123
	Total	317	66	383
Uncertainty about the legal status of awards	Not uncertain	200	40	240
	Uncertain	117	26	143
	Total	317	66	383
Uncertainty about the legal status of earlier collective agreements	Not uncertain	312	53	365
	Uncertain	5	13	18
	Total	317	66	383

Part C: Cross-tabulation Tables

		Non-union	Union	Total
Uncertainty about legal ordering with awards	Not uncertain	303	48	351
	Uncertain	14	18	32
	Total	317	66	383
Uncertainty about legal ordering with earlier agreements	Not uncertain	316	61	377
	Uncertain	1	5	6
	Total	317	66	383