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PRESIDENT  
Sharan Burrow  
SECRETARY  
Greg Combet

19 November 2004

The Hon. Justice Giudice  
President  
Australian Industrial Relations Commission  
Nauru House  
80 Collins Street  
MELBOURNE VIC 3000

Fax No: (03) 9650 3354

Dear Justice Giudice,

**Re: Work and Family Test Case C2003/4198 and others**

Please find attached the ACTU submission filed in accordance with the Directions of the Commission of 14 September 2004.

Hard copies are being filed in the Registry on Monday 22<sup>nd</sup> November 2004.

Yours sincerely

Cath Bowtell  
Industrial Officer