

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 18 June 2009, 9.30am – 11:00am

Venue: Bray Centre, Meeting Room - N54_2.02 (Council Chambers) – Nathan Campus

Present:

University Management

Ken Greedy Associate Director (Employment Strategies) HRM
Graham McConnell HR Manager, Griffith Business School & Griffith International Division
Alarna Finucan HR Manager, Arts, Education and Law Division
Dino Varricchio HR Adviser (Employment Strategies) HRM

Union Industrial Officers

Valda Graham Australian Services Union (ASU)
Cathy Grant National Tertiary Education Union (NTEU)

Union Staff Representatives

Chris Butler Academic
Chris Weckerle General Staff
Robert Purdie General Staff
Lynda Davies General Staff
Tony Stafford General Staff

Observers:

Apologies:

Union Staff Representatives

Arthur Poropat Academic
Margaret Buckridge Academic

Union Industrial Officers

Aaron McLachlan Australian Services Union (ASU)
Brian Humphrey Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU)
Robert Petersen Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU)
Brian Mann Community Public Sector Union (CPSU)

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Agenda Item Number	Item Description	Outcome	Action Required
1.	Confirmation of notes from previous meeting	<ul style="list-style-type: none"> • Unions to provide comments on draft notes from 4 June 2009 Prepare draft meeting notes from 18 June 2009 to be sent out to all parties. 	<ul style="list-style-type: none"> • Negotiation team to receive draft notes from 18 June 2009 meeting on 7 July 2009.
2.	General update on progress – (i) casual employment, (ii) fixed-term employment and (iii) Academic Work @ Griffith.	<ul style="list-style-type: none"> • University Management briefed the Unions regarding University position • on the following – Casual employment – <ul style="list-style-type: none"> ○ Will not reject a 25% loading as claimed by the Unions, however financial modelling will be required before moving forward. ○ Will consider removing the threshold for casual employees of earning more than \$450 a month before qualifying for the 9% contribution to Accumulation Super. ○ University Management understands the Unions position on capping the use of casuals. Further review and analysis around this part of the claim is required before this claim can be properly considered. ○ University Management rejects the claim for increase in preparation time and separate payment for all marking for academic casual staff as this is already enforced in the University's Guidelines for Payment of Casual Academic Staff. ○ Incremental progression for casual academic staff rejected and current practices to remain. ○ University Management position on the conversion of casuals is already provided to general staff in the current agreement. The notion of different forms of employment opportunities through transitional process to allow potential career academics the opportunity to move from casual academics into other areas for example, the Early Career Development Fellowships that the University of Ballarat have introduced should be explored further. 	<ul style="list-style-type: none"> • University Management to further explore to firm up position before further negotiations take place.

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		<p>Fixed-term employment –</p> <ul style="list-style-type: none"> ○ University Management does not reject conditions of fixed-term employment in the HECE Award if translated into the new agreement. ○ However, this would need review of the current categories and discussion on possible new categories such as: start-up, phasing-out, Early Career Development for casual academics, Head Tutor. ○ University Management will need to analyse further into these categories and before further discussions can take place. ○ University management rejected including any restrictions on the ability to terminate the employment of fixed-term staff. <p>Academic Work @ Griffith –</p> <ul style="list-style-type: none"> ○ Reduction in the minimum cap for the academic work component of service from 20% to 10%. ○ By default that the teaching and research components of academic work could be up to 70% of total allocation with the maximum normally 60%. ○ Broadening the teaching intensive profiles to allow those who bring specific industry training like clinical supervision such as within the Schools of Dentistry, Physiotherapy, Psychology, Nursing and in GBS with Accounting. ○ Changing the definition of Teaching Profiles in specific areas such as QCA and QCGU, due to high level of one-on-one tuition. 	<ul style="list-style-type: none"> ● University Management to further explore to firm up position before further negotiations take place. ● University Management to further explore to firm up position before further negotiations take place.

Next Meeting	Date	Time	Location	Campus
Meeting No.15	Thursday 9 July 2009	9.30am – 1:00pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt Campus

Agenda	Topic
Item No. 1	Continue discussion on –

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Agenda	Topic
	(i) casual employment (ii) fixed-term employment, and (iii) Academic Work @ Griffith
Item No. 2	Consider first cut of draft clauses around Unions claims of return to pre-HEWRRs conditions.
Item No. 3	Salary offer
Item No. 4	Implications of operation of Fair Work Act
Item No. 5	Union Rights
Item No. 6	Indigenous Employment
Item No. 7	Nomenclature of General Staff