

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 3 September 2009, 9.30am – 12:00pm

Venue: Science Education Building, Meeting Room - M15_1.13, Mt Gravatt Campus

Present:

University Management

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

Union Industrial Officers

Margarita Cerrato Representing the Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU), Australian Services Union (ASU) and Community Public Sector Union (CPSU)
Cathy Grant National Tertiary Education Union (NTEU)

Union Staff Representatives

Margaret Buckridge Academic
Arthur Poropat Academic
Chris Weckerle General Staff
Robert Purdie General Staff

Apologies:

University Management

Teri McKay HR Adviser (Employment Strategies) HRM

Union Staff Representatives

Tony Stafford General Staff
Lynda Davies General Staff

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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"> • Notes from 6 August 2009 meeting agreed. • Comments provided on the 20 August 2009 meeting with amendments. • Prepare draft meeting notes from 3 September 2009 to be sent out to all parties. 	<ul style="list-style-type: none"> • Negotiation team to receive draft notes from 3 September 2009 meeting.
2.	Employee Representation Notification	<ul style="list-style-type: none"> • University Management advised the negotiating parties that the University will post a copy of the Notice of Employee Representational Rights, for Griffith Agreements on the web-site. • Once on the website an article will be out in Griffith News Online with a link to the notice, thus satisfying requirements of the Act. 	<ul style="list-style-type: none"> • Negotiation team to receive to copy of the Notice of Employee Representational Rights.
3.	Salary Offer	<ul style="list-style-type: none"> • University Management advised the negotiating parties that the University is in a position to make salary offer. • Upon successful conclusion of negotiations, the University is prepared to provide salary increases of 4% per annum through to 2012 on the following schedule – <ul style="list-style-type: none"> ○ 4% first pay period after 1 January 2009 (already paid administratively) ○ 4% first pay period after 1 January 2010 ○ 4% first pay period after 1 January 2011 ○ 4% first pay period after 1 January 2012 • University Management advised that this will be communicated to all University staff members. 	<ul style="list-style-type: none"> • University to release communication to all staff; • Forward copy to communication to Unions.
4.	Draft clauses around Unions claims of return to pre-HEWRRs conditions.	<ul style="list-style-type: none"> • University Management discussed with the Unions their position and reiterated that the University will review pre-HEWRR clauses and discuss the suitability of the clauses for reinsertion into the agreement. • University Management will continue to forward a number of clauses to be discussed with the Unions before the next meeting. 	<ul style="list-style-type: none"> • University Management to continue discussions and forward revised pre-HEWRR clauses to Unions. • FGSU will review and prioritised their claims and provide an updated document. • The NTEU to forward response on University Management's draft clause on

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		<ul style="list-style-type: none"> University Management informed the Unions representing the Academic claims only, that further discussion is required regarding the Workloads clause. The FGSU will review and prioritised their claims and provide the negotiating team with an updated document. The NTEU tabled to a response to University Management's draft clause on Classification Review. A copy of this document to be sent electronically. 	Classification Review.
5.	Fixed Term Employment	<ul style="list-style-type: none"> University Management discussed with the negotiating parties draft clauses on Fixed Term employment for General Staff and Academic Staff. The Unions to respond. 	<ul style="list-style-type: none"> Unions to provide response to University Management to draft clauses on Fixed Term for General Staff and Academic Staff.

Next Meeting	Date	Time	Location	Campus
Meeting No.20	Thursday 17 September 2009	9.30am – 1:00pm	Bray Centre, Meeting Room - N54_2.02 (Council Chambers)	Nathan Campus

Agenda	Topic
Item No. 1	Consider first cut of draft clauses around Unions claims of return to pre-HEWRRs conditions.
Item No. 2	Union Rights
Item No. 3	Indigenous Employment
Item No. 4	Classification/Moderation
Item No. 5	Fixed Term Employment