

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 20 August 2009, 9.30am – 12:00pm

Venue: Social Sciences Building, Meeting Room - M10_5.01, 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
Lynda Davies	General Staff
Chris Weckerle	General Staff
Robert Purdie	General Staff

Apologies:

University Management

Alarna Finucan	HR Manager, Arts, Education and Law Division
Teri McKay	HR Adviser (Employment Strategies) HRM

Union Staff Representatives

Tony Stafford	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 23 July 2009 meeting were agreed and verbal Comments provided on the draft notes from the 6 August 2009 meeting. Prepare draft meeting notes from 20 August 2009 to be sent out to all parties. 	<ul style="list-style-type: none"> Negotiation team to receive draft notes from 20 August 2009 meeting.
2.	Discussion of University Position of All Staff Union Claims	<ul style="list-style-type: none"> University Management updated their position in relation to all staff union claims and will revise and send the updated document. The discussion outcomes will be updated against each of the Bargaining Negotiations Overview documents for Academic, General Staff and All Staff claims. 	<ul style="list-style-type: none"> Updated each of the Bargaining Negotiations Overview documents for Academic, General Staff and All Staff claims.
3.	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 reinserted into the agreement. 	<ul style="list-style-type: none"> University Management to continue discussions on review of pre-HEWRR clauses.
4.	Union Rights	<ul style="list-style-type: none"> University Management advised the Unions that further discussions regarding this part of claim are needed. University Management not prepared to go beyond those rights outlined in the 2003-2006 Agreements. University Management to respond on the draft NTEU clause. 	<ul style="list-style-type: none"> University Management to comment.
5.	Indigenous Employment	<ul style="list-style-type: none"> The NTEU advised University Management that they will and provide a draft revised clause. The NTEU are seeking Terms of Reference (ToR) for the Implementation Monitoring Committee and report back at the next meeting. 	<ul style="list-style-type: none"> NTEU to redraft this clause. Investigate ToR for the Implementation Monitoring Committee.
6.	Classification/Moderation	<ul style="list-style-type: none"> The Unions to respond to University Management draft clause on Classification and Review. The Unions advised that further discussion is required with University Management regarding the Classification Scheme. 	<ul style="list-style-type: none"> Unions to respond to University Management draft clause on Classification and Review.
7.	Fixed Term Employment	<ul style="list-style-type: none"> University Management advised the Unions that the conditions 	<ul style="list-style-type: none"> Unions to respond to University

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		bound on fixed-term employment by HECE still requires further enhancement and will advise the Unions of their proposed expanded categories. <ul style="list-style-type: none"> University Management made it clear that it does not agree with the Unions claim not to terminate employment of fixed-term staff during their period of contract employment subject to unsatisfactory performance. 	Management position.
8.	Disputes procedure	<ul style="list-style-type: none"> University management to reconsider their stated position on this and respond. 	<ul style="list-style-type: none"> University management to respond

Next Meeting	Date	Time	Location	Campus
Meeting No.19	Thursday 3 September 2009	9.30am – 1:00pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt 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