

Collective Bargaining Meeting
Notes from Meeting

Meeting date: Thursday 8 October 2009, 9.30am – 11:00am

Venue: Social Sciences Building, Meeting Room - M10_5.01, Mt Gravatt Campus

Present:

University Management

Ken Greedy Associate Director (Employment Strategies) HRM
Teri McKay HR Adviser (Employment Strategies) HRM
Dino Varricchio HR Adviser (Employment Strategies) HRM

Union Industrial Officers

Cathy Grant National Tertiary Education Union (NTEU)
Margarita Cerrato University Staff Union (UNU)

Union Staff Representatives

Margaret Buckridge Academic
Lynda Davies General Staff
Chris Weckerle General Staff

Apologies:

University Management

Alarna Finucan HR Manager, Arts, Education and Law Division
Graham McConnell HR Manager, Griffith Business School & Griffith International Division

Union Industrial Officers

Arthur Poropat Academic
Robert Purdie General Staff
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"> • Comments were provided on the draft notes from 3 September 2009 and changes were agreed. • Comments to be provided on the 17 September 2009 meeting. • Prepare draft meeting notes from 8 October 2009 to be sent out to all parties. 	<ul style="list-style-type: none"> • Negotiation team to receive draft notes from 8 October 2009 meeting.
2.	Update of Status Table	<ul style="list-style-type: none"> • University Management informed the negotiating team that an updated status table summarising all logs of claim items and actions will be forwarded to all members. • The previous status table will roll-up the separate Academic, General Staff and All Staff document back into one table. • To include University Staff Unions (USU) revised log of claims into the summarised Status Table. 	<ul style="list-style-type: none"> • Negotiation team to receive to copy of the updated Status Table.
3.	Draft clauses around Unions claims of return to pre-HEWRRs conditions.	<ul style="list-style-type: none"> • University Management discussed with the negotiating parties that a draft document tabling De-HEWRRised clauses are being prepared and will be sent out for comment. • Discussion on University management revised draft fixed-term clauses. 	<ul style="list-style-type: none"> • University Management to send out draft document on De-HEWRRised clauses to negotiating parties for comment. • University management to revise draft fixed-term clauses
4.	Draft Classification Review Clause	<ul style="list-style-type: none"> • University Management discussed the Draft Classification Review Clause. • The union negotiating party wanted University Management to consider the proposal that the maximum time line of 8 weeks to be adopted to enable the Head of Element to consider and comment on a request for a review of a classification, be reduced to 4 weeks. • Another proposal from the union negotiating team for Senior Management consideration, was the changes to the assessor or review panel that where the job is classified at Level 7 or below, the assessor or Review Panel will make a recommendation to the Director, Human Resource Management who will decide the final outcome having regard 	<ul style="list-style-type: none"> • University Management to respond to negotiating parties regarding Senior Management consideration to proposal with the Draft Classification Review Clause.

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		<p>to the recommendation. Where a job is classified at Level 8 or above, the assessor or Review Panel will make a recommendation to the Pro Vice Chancellor (Administration) who will decide the final outcome, having regard to the recommendation. The union negotiating party was seeking that valid reasons be given if the application is unsuccessful and that the supervisor will discuss the outcome to the applicant and make changes to the Position Description where necessary.</p> <ul style="list-style-type: none"> University Management respond back to the negotiating parties with feedback. 	
5.	Union Rights	<ul style="list-style-type: none"> University Management discussed with the union negotiating parties the draft clause Union Recognition, Role and Resources. University Management will respond to the Unions with comments/feedback. 	<ul style="list-style-type: none"> University Management to respond to the Unions with comments regarding draft clause Union Recognition, Role and Resources
6.	Collective Agreement Full Day Negotiation – Thursday 15 October 2009	<ul style="list-style-type: none"> University Management advised the union negotiating team that it is making arrangements to hold a full negotiation day on Thursday 15 October 2009 to attempt to gain agreement in principle on a range of outstanding claim items. Arrangements will be advised via email to all members following this meeting. 	<ul style="list-style-type: none"> Update Negotiating Team of Collective Agreement Full Day Negotiation – Thursday 15 October 2009.
7.	GELI Negotiations	<ul style="list-style-type: none"> NTEU representatives noted that they considered union claims could not be resolved unless the employer agreed to resource the centre with what they considered appropriate numbers, in order to reduce levels of casual employment. 	<ul style="list-style-type: none"> University management representatives to consult.

Next Meeting	Date	Time	Location	Campus
Meeting No.21(a)	Thursday 15 October 2009	9.30am – 5:00pm	Bray Centre, N54 - Room 2.01 (Meeting Room)	Nathan Campus

Agenda	Topic
Item No. 1	Consider first cut of draft clauses around Unions claims of return to pre-HEWRRs conditions.

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Notes from Meeting**

Agenda	Topic
Item No. 2	Union Rights
Item No. 3	Classification/Moderation
Item No. 4	Fixed Term Employment – Academic and General Staff
Item No. 5	Academic Workload
Item No. 6	Classification Review Clause
Item No. 7	Casual Academic