

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 3 December 2009, 10.00am – 1:00pm (Academics Only)

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

Present:

University Management

Ken Greedy Associate Director (Employment Strategies) HRM

Graham McConnell HR Manager, Griffith Business School & Griffith International Division

Teri McKay HR Adviser (Employment Strategies) HRM

Dino Varricchio HR Adviser (Employment Strategies) HRM

Union Industrial Officers

Cathy Grant National Tertiary Education Union (NTEU)

Union Staff Representatives

Margaret Buckridge Academic

Arthur Poropat Academic

Apologies:

University Management

Alarna Finucan HR Manager, Arts, Education and Law Division

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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 to be provided from the 8 October, 15 October, 22 October, 29 October 2009, 12 November 2009 and 19 November 2009 meeting notes. • Preparing draft meeting notes from 3 December 2009 (Academics Only) to be sent out to all parties. 	<ul style="list-style-type: none"> • Negotiation team to receive draft notes from 3 December 2009 (Academics Only) meeting.
2.	Update from previous meeting 19 November 2009	<ul style="list-style-type: none"> • Clause 16 – Dispute Avoidance and Settlement Procedures – this clause is currently with Senior Management for consideration. • Clause 19 – Indigenous Australian Employment Strategy – University Management will revise clause in respect to new strategy and composition of monitoring committee. • Part 5 Leave – University Management forwarding discussion paper to Senior Management for consideration on the following. <ul style="list-style-type: none"> • Primary care giver leave access to remainder of 26-weeks • Parental leave – Proposed Federal Government changes • Cessation of pregnancy duration of leave • Partner leave • Bereavement leave (Compassionate) to separate out • Continuing contingent funded employment – University Management will continue discussions around its position and will provide further information. 	<ul style="list-style-type: none"> • University Management to respond. • University Management to respond. • University Management to respond. • University Management to respond.
3.	Draft clause – Fixed Term Employment – Academic	<ul style="list-style-type: none"> • University Management circulated a revised draft clause for Fixed Term Employment – Academic on 1 December 2009. This now listed on the document register as Mgt v15.2 (M). • Further revisions are to be considered with this clause; they include – <ul style="list-style-type: none"> ○ 1(d) – Recent professional practice required – the NTEU position is that must be a 2yr term as per the 	<ul style="list-style-type: none"> • Update document register. • University Management will discuss further and respond.

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		<p>Award.</p> <ul style="list-style-type: none"> ○ University Management will require discussion with Griffith Business School and will respond accordingly. ○ 1(f) – Fixed term contract employment subsidiary to studentship – the NTEU considers wording should be as per Modern Award. ○ University Management to explore this further and respond. ○ 1(g) – New Area of Activity – the NTEU is seeking further information from University Management as to what will happen to the individual should the position become ongoing (conversion). ○ 1(h) – Phasing Out of Activities – the NTEU clarified with University Management the delegation for approval at the DVC level. ○ University Management advised the NTEU that the appropriate delegations for approval would be at the Group PVC's rather than the DVC's. ○ 1(i) – Casual Academic Transition Fellowships – University Management to discuss further and will respond with more information. ○ Conversion process – NTEU provided comments ○ Termination of fixed-term appointments – issue still unresolved 	<ul style="list-style-type: none"> ● University Management to explore this further and respond. ● University Management to discuss and consider. ● University Management to discuss and consider. ● University Management to discuss further and will respond with more information.
4.	Draft clause – Casual Academic	<ul style="list-style-type: none"> ● University Management circulated a draft clause for Casual Academic on 1 December 2009. This now listed on the document register as Mgt v21.0 (M). 	<ul style="list-style-type: none"> ● Update document register.

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		<ul style="list-style-type: none"> NTEU provided comments and University Management to consider and revise. University Management will forward revised draft clause to the Unions. The NTEU asked University Management to consider under s12.3.7 – Academic Transition Fellowship of the draft clause the inclusion of plans submitted by the Faculties/Groups to determine the types of academic employment required. University Management will respond to the NTEU's comment. 	<ul style="list-style-type: none"> University Management to forward revised draft clause.
5.	Draft clause – Academic Work	<ul style="list-style-type: none"> The negotiating team discussed the draft clause on Academic Work. The Union provided comments to University Management to consider. University Management will assess the comments provided and forward revised draft clause accordingly. 	<ul style="list-style-type: none"> University Management to revise draft clause.

Next Meeting	Date	Time	Location	Campus
Meeting No.28	Thursday 10 December 2009	9.30am – 2:00pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt Campus

Agenda	Topic
Item No. 1	Draft clause from General Staff Working Draft Enterprise Agreement
Item No. 2	Fixed Term Employment – Academic
Item No. 3	Academic Workload
Item No. 4	Casual Academic