

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 21 May 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
Graham McConnell HR Manager, Griffith Business School & Griffith International Division
Dino Varricchio HR Adviser (Employment Strategies) HRM

Union Industrial Officers

Cathy Grant National Tertiary Education Union (NTEU)

Union Staff Representatives

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

Observers:**Apologies:****University Management**

Alarna Finucan HR Manager, Arts, Education and Law Division

Union Industrial Officers

Valda Graham 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)

Union Staff Representatives

Arthur Poropat Academic

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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 agreed from 7 May 2009 meeting. Prepare draft meeting notes from 21 May 2009 to be sent out to all parties by 1 June 2009 	<ul style="list-style-type: none"> Negotiation team to receive draft notes from 21 May 2009 meeting on 1 June 2009.
2.	Memo to release staff to undertake negotiations for the collective agreement	<ul style="list-style-type: none"> Prepare memo for Mr Duncan Frewin, Language Instructor, Griffith English Language Institute (GELI) to be sent to the Director, GELI 	<ul style="list-style-type: none"> Memo to be finalised with University Management.
3.	Draft web page on Collective Bargaining 2009	<ul style="list-style-type: none"> Website now operational. Intranet site: https://intranet.secure.griffith.edu.au/employment/collective-bargaining. Public website: http://www.griffith.edu.au/collective-bargaining 	<ul style="list-style-type: none"> Web pages now operational. To be removed from the agenda.
4.	Updating Collective Bargaining document register	<ul style="list-style-type: none"> Ensure that document register is updated and clearly tracked with relevant Management or Union version numbering. 	
5.	Discussion of Higher Education Workplace Relations Requirements (HEWRRs) information	<ul style="list-style-type: none"> University Management continued discussions with the Unions in relation to restrictions on fixed-term employment. University Management advised the Unions that the position paper exploring possible further employment categories will be discussed with senior management and to Executive Group to progress this claim. University Management advised the Unions that once the management position is confirmed, a paper will be circulated to the Negotiating Team University Management noted three management position papers have to be confirmed to progress negotiations further – <ul style="list-style-type: none"> (i) position of the University in regards to fixed-term employment (ii) casual employment, and (iii) Academic Work @ Griffith. The NTEU asked University Management to revisit this part of claim on casual academic payments in particular to lecturing, tutoring and marking to be expanded. University Management 	<ul style="list-style-type: none"> University Management will provide feedback to the Unions regarding the three management position papers prior to the 4 June 2009.

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		will investigate further with the Unions claim.	
6.	General Staff – Classification Relativities	<ul style="list-style-type: none"> • The Working Party met on 16 April 2009 to discuss the analysis of information required of certain relativities as denoted in the General Staff Position Classification Standards. • No formal response in relation to the analysis was provided by the Working Party. • University Management asked if the CPSU Industrial Officer could liaise with Ken Greedy regarding the scope of work to undertake when researching the relativity against the Australian Quality Training Framework. 	<ul style="list-style-type: none"> • University Management asked if the CPSU Industrial Officer could liaise with Ken Greedy.
7.	Union Rights	<ul style="list-style-type: none"> • University Management informed the Unions, further consideration of this claim is required before a position is reached. 	<ul style="list-style-type: none"> • University Management to develop first draft.
8.	Discussion on Continuing (Contingent Funded) Employment	<ul style="list-style-type: none"> • Ken Greedy advised the Negotiating Team that further discussion is required around this agenda item. 	<ul style="list-style-type: none"> • For further discussion to occur.
9.	Academic at Work @ Griffith	<ul style="list-style-type: none"> • University Management informed the NTEU that a preliminary draft will be forwarded to them for consideration. 	<ul style="list-style-type: none"> • University Management to forward this information to the NTEU at the next meeting.
10.	GELI Language Instructor Negotiations	<ul style="list-style-type: none"> • University Management advised the NTEU, that a separate meeting was held on 14 May 2009 with GELI management to discuss the NTEU claims and including a management position for negotiations. • The GELI Negotiating Team will comprise of – <ul style="list-style-type: none"> ○ one member from GELI management; ○ two members from the current University Management negotiating team (one as lead negotiator and one as secretary); ○ the NTEU Industrial Officer, and ○ one nominated NTEU staff representative from GELI. 	<ul style="list-style-type: none"> • Further information to progress when negotiations occur about this claim.
11.	Campus Life – Food Services and Child Care negotiations	<ul style="list-style-type: none"> • University Management informed the Negotiating Team that a meeting was held with Campus Life management 15 May 2009 to discuss the arrangement for negotiations. 	<ul style="list-style-type: none"> • Further information to progress when negotiations occur about this claim.

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		<ul style="list-style-type: none"> University Management also met with the Brian Humphrey, LHMU Industrial Officer and Robert Petersen, LHMU to discuss their preliminary claims for Food Services and Child Care staff on 15 May 2009. The LHMU clarified their claims and position with University Management. 	
12.	Indigenous Employment	<ul style="list-style-type: none"> The NTEU asked University Management to clarify the University's position regarding the Indigenous Employment Strategy in particular to the Unions claim. The NTEU is seeking a commitment to its continued implementation and improvement in line with the Strategy. The NTEU wants to establish an Indigenous Australian Employment Monitoring Committee, to include NTEU representatives to oversee the implementation of the Strategy including the fulfilment of the employment targets. The NTEU also want to establish a senior Indigenous position within the University reporting directly to the DVC (Academic) to be responsible for Indigenous matters. 	<ul style="list-style-type: none"> University Management to respond to the NTEU regarding their claim.
13.	LHMU – Feedback from University Management regarding the contract for Security Officers with the University	<ul style="list-style-type: none"> University Management advised Robert Purdie, Union Staff Representative for LHMU, that the replacement of Griffith directly employed security officers, will either be directly employed, or via contract, security officers would be determined by Campus Life and on an individual case-by-case basis as if occurs. 	<ul style="list-style-type: none"> To be removed from the agenda.
14.	Nomenclature of General Staff	<ul style="list-style-type: none"> University Management discussed the proposal of descriptor for General Staff to be Professional and Support Staff. Unions expressed concerns to University Management about the nomenclature of General Staff as proposed and is opposed with part of the title being "and Support Staff". University Management to discuss this further with senior management about the Unions concerns with this proposal. 	<ul style="list-style-type: none"> University Management to respond to Unions concerns over the nomenclature of General Staff.

**Collective Bargaining Meeting
Notes from Meeting**

Next Meeting	Date	Time	Location	Campus
Meeting No.13	Thursday 4 June 2009	9.30am – 1:00pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt Campus

Agenda	Topic
Item No. 1	Discussion of Higher Education Workplace Relations Requirements (HEWRRs) information
Item No. 2	Union Rights
Item No. 3	University management response on Unions' claims re casual employees and casual employment
Item No. 4	Academic Work @ Griffith – Feedback from University Management of preliminary draft.
Item No. 5	Discussion on redrafting of Union Representation, Role and Resources
Item No. 6	Indigenous Employment - NTEU
Item No. 7	On-Call provisions regarding to HEWRRs - NTEU