

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 23 April 2009, 9.30am – 11:00am

Venue: Bray Centre, Council Chambers - N54_2.02 – Nathan Campus

Present:

University Management

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

Union Industrial Officers

Valda Graham Australian Services Union (ASU)
Brian Humphrey Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU)
Brian Mann Community Public Sector Union (CPSU)

Union Staff Representatives

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

Observers:

Union Industrial Officers

Robert Petersen Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU)

Apologies:

Union Industrial Officers

Cathy Grant National Tertiary Education Union (NTEU)

University Management

Kaye Dillon 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 to be agreed from meeting 19 March and 2 April 2009. Prepare draft meeting notes from 23 April 2009 to be sent out to all parties by 24 April 2009 	<ul style="list-style-type: none"> Dino Varricchio – to send members the draft notes of meeting from 23 April 2009. Emailed on 24 April 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"> Web and Content Management Services have developed the draft web page. Finalising site location on the portal and web access. 	<ul style="list-style-type: none"> Dino Varricchio – Web pages to be released on the University website before the week ending 15 May 2009 or earlier.
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. All parties to receive current copy of the register via email. 	<ul style="list-style-type: none"> Dino Varricchio - Document register updated and copy sent via email on 6 May 2009.
5.	Discussion of Higher Education Workplace Relations Requirements (HEWRRs) information	<ul style="list-style-type: none"> University Management informed the Unions that a number of clauses that were considered related to employment matters, such as leave, redeployment and redundancy to be reinstatement into the new collective agreement pertaining to General Staff will be sent out on 24 April 2009. Feedback from the parties regarding the draft clauses can be provided by the next meeting scheduled on 1 May 2009. Unions sought to clarify from University Management around the flexibility clause wording that the University would be seeking in the new Agreements. University Management reaffirmed to the Unions that it has no intention in reinserting clauses that restrained flexibility around fixed-term employment. 	<ul style="list-style-type: none"> University Management to continue discussions with the Unions on the HEWRR clauses. University Management will forward to the Negotiation Bargaining team the draft clauses for General Staff on the 24 April 2009.
6.	General Staff – Classification Relativities	<ul style="list-style-type: none"> The Working Party met on 16 April 2009 for preliminary assessment of certain relativities as denoted in the General Staff Position Classification Standards against the AQF's. Further analysis of information required and will provide feedback to the Negotiating Party by meeting of the 7 May 2009. 	<ul style="list-style-type: none"> All parties to report back to the Negotiation Team of their respective position in relation to possible change in the classification process by 7 May 2009. Report back from working party of preliminary examination of the relativities as

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			denoted in the General Staff Position Classification Standards against the AQF's by the 7 May 2009.
7.	Union Rights	<ul style="list-style-type: none"> University Management informed the Unions with their claim, further investigation is required before a firm position is reached. 	<ul style="list-style-type: none"> University Management to develop first draft by the next meeting – 7 May 2009.
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 feedback. 	<ul style="list-style-type: none"> University Management to forward this information to the NTEU prior to the next meeting – 21 May 2009.
10.	GELI Language Instructor Negotiations	<ul style="list-style-type: none"> Ken Greedy advised that a separate meeting will be arranged shortly with the NTEU to discuss the arrangements for these negotiations 	<ul style="list-style-type: none"> Meeting to be arranged of NTEU and University management.

Next Meeting	Date	Time	Location	Campus
Meeting No.11	Thursday 7 May 2009	9.30am – 1:00pm	Bray Centre, Council Chambers - N54_2.02	Nathan 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