

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 18 March 2010, 9.30am – 11:30 am

Venue: Science Education Building, Meeting Room - M15_1.13, 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)
Margarita Cerrato	University Staff Union (USU)

Union Staff Representatives

Margaret Buckridge	Academic
Arthur Poropat	Academic
Lynda Davies	General Staff
Tony Stafford	General Staff
Robert Purdie	General Staff

Apologies:

University Management

Alarna Finucan	HR Manager, Arts, Education and Law Division
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Union Staff Representatives

Tony Stafford	General Staff
Chris Weckerle	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 to be provided from the 4 February 2010, 18 February 2010 and 4 March 2010 meeting notes. Preparing draft meeting notes from 18 March 2010 to be sent out to all parties. 	<ul style="list-style-type: none"> Negotiation team to receive draft notes from 18 March 2010 meeting notes.
2.	Draft Clause – Academic Work – Academic Agreement	<ul style="list-style-type: none"> University Management advised the NTEU that it will forward the revised draft on v10.10 (U) – Academic Workload, following the comments received. 	<ul style="list-style-type: none"> University Management to forward revised draft clause.
3.	Draft Clause – Casual Academic – Academic Agreement	<ul style="list-style-type: none"> University Management advised the NTEU that it will forward the revised draft on v21.1 (Mgt) – Casual Academic, following the comments received. 	<ul style="list-style-type: none"> University Management to forward revised draft clause.
4.	Draft Clause – Flexibility – General Staff Working Draft Enterprise Agreement	<ul style="list-style-type: none"> University Management responded on its position relating to draft Enterprise flexibility submitted on the 15 October 2009. University Management tabled a management proposed Enterprise Flexibility Clause on the 17 March 2010. This is recorded in the document register as – Mgt v24.0 (M) – University Management – Enterprise Flexibility. Discussion held between the parties of the pros and cons of each proposed draft clause. 	<ul style="list-style-type: none"> University Management tabled on 17 March 2010 – Mgt v24.0 (M) – University Management – Enterprise Flexibility. USU to respond with further draft.
5.	Draft clauses from General Staff Working Draft Enterprise Agreement – Dispute Avoidance and Settlement Procedures	<ul style="list-style-type: none"> University Management tabled a Management Proposal of their Dispute Avoidance and Settlement Procedures Clause on the 17 March 2010. This is recorded in the document register as – Mgt v25.0 (M) – Disputes Clause. University Management summarised their position that the Unions claim is to return to pre-HEWRR (2003-2006) type clause which allowed a union to basically raise a dispute in its own right. University Management agreed in-principle to that 	<ul style="list-style-type: none"> University Management tabled on 17 March 2010 – Mgt v25.0 (M) – Disputes Clause.

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		<p>on the condition that the complete intent of that clause is returned, that is arbitration can only occur on agreement of the parties, which the University maintained was the intent of the 2003-2006 Agreement.</p> <ul style="list-style-type: none"> • Union Bargaining Team disagreed that this was the intent and would like the University to seek a legal opinion. 	<ul style="list-style-type: none"> • University Management to seek legal opinion over the reference of “may empower the Commission” and to respond to the Union Bargaining Team.
6.	Draft clause – Part 5 – Leave (General Staff)	<ul style="list-style-type: none"> • Clause 36 – Long Service Leave 	<ul style="list-style-type: none"> • University Management will respond to the Union Negotiating Team on its position.
7.	Draft clause – Academic and General Staff Agreements – Australian Workplace Agreement (AWAs)	<ul style="list-style-type: none"> • University Management advised that the number of staff who are on AWAs/ITEAs that would possibly be affected by this clause are 6 – Academic Staff, and 7 – General Staff all of which will expire by December 2010. • Union Bargaining Team requested that the university offer those staff who are on AWAs/ITEAs the opportunity to be covered by the relevant agreement. • The Union Bargaining Team discussed with University Management of capturing any ad-hoc types of employment conditions that operate within the university to be covered by the new agreements, i.e. Dental Technicians. University Management will respond to the Unions of their position. 	<ul style="list-style-type: none"> • University Management will respond to the request to staff who are on AWAs/ITEAs to opt to covered under the new agreements.
8.	Draft Clause – Pre-retirement Employment Arrangements – General Staff and Academic Agreements	<ul style="list-style-type: none"> • University Management discussed with the Union Bargaining Teams of the proposal from Griffith Business School to roll out workshops for staff who are considering pre-retirement options. Union Bargaining Teams supported this proposal. 	<ul style="list-style-type: none"> • University Management do not consider this matter the subject of a draft clause in the agreements.

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9.	Draft Clause - Anatomical Specimen Allowance – General Staff Working Draft Enterprise Agreement		<ul style="list-style-type: none"> University Management will respond to the Union Negotiating Team on its position.
10.	Draft Clause – Continuing Professional Development – General Staff and Academic Agreements		<ul style="list-style-type: none"> University Management will respond to the Union Negotiating Team on its position.
11.	Draft Clause – Professional Membership Fees – General Staff and Academic Agreements		<ul style="list-style-type: none"> University Management will respond to the Union Negotiating Team on its position.
12.	Draft Clause – Working Overseas – General Staff and Academic Agreements		<ul style="list-style-type: none"> University Management will respond to the Union Negotiating Team on its position.
13.	Draft Clause – Environmentally Sustainable – General Staff and Academic Agreements	<ul style="list-style-type: none"> University Management advised the Union Negotiating Team that it is of the opinion, that their draft clause on Environmentally Sustainable should not be considered as part of negotiations and is the responsibility with the University's overall strategy. 	<ul style="list-style-type: none"> University Management will discuss further on its position.
14.	Matters for Discussion at the next meeting –	<p>Univeristy Management agreed that that further discussions are required around the following –</p> <ul style="list-style-type: none"> Draft clauses from General Staff Working Draft Enterprise Agreement – <ul style="list-style-type: none"> Clause 12.2. – Fixed term Employment – University Management will respond to the Union Negotiating Team on its position. Clause 19 – Indigenous Australian Employment Strategy – University Management will respond to the Union Negotiating Team on its position. Clause 26.3 – Superannuation – University Management to clarify level of contributions for fixed term staff on 12- 	<ul style="list-style-type: none"> University Management to discuss further.

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		month contract. <ul style="list-style-type: none"> • Continuing (Contingent Funded) Employment. • Workload Clause – General Staff. • Union Bargaining Team requested with University Management that at the next meeting, the status of negotiations table and log of claims should be reconciled to consider each status. 	

Next Meeting	Date	Time	Location	Campus
Meeting No.31	Thursday 1 April 2010	9.30am – 12:30 pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt

Agenda	Topic
Item No. 1	Discussion of Status of Bargaining Negotiations
Item No. 2	