

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 15 October 2009, 9.30am – 5:00pm

Venue: Bray Centre, N54 - Room 2.01 (Meeting Room), Nathan Campus

Present:

University Management

Janine Walker	Director, Human Resource 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
Arthur Poropat	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

Robert Purdie	General Staff
Tony Stafford	General Staff

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Agenda Item Number	Item Description	Outcome	Action Required
1.	Draft clauses around Unions claims of return to pre-HEWRRs conditions.	<ul style="list-style-type: none"> • University Management tabled draft clauses in response to the Unions claims for the return to pre-HEWRR conditions. • Outlined below are the relevant clauses that require further action or redrafting from either the Unions or University Management. • Clause 16 - Dispute Avoidance and Settlement Procedures - will compare with the clauses from the 2003-2006 agreements; also check with FWA legislation of union to raise dispute in own right; • Clause 26.3 - Superannuation - check what changes if any have been made to the Trust Deed to allow this to happen; • Clause 28 - Linked Classification - Unions asked if the reinsertion of the Linked Classification Guidelines into this clause; • Clause 34.2.2 - Recreation Leave - USU requested University Management to insert a clause for "Extra Leave for Shift Workers". NTEU raised concerns with University Management over the wording "deemed" and whether this is still possible under current and proposed legislation; • Clause 50.5 - Redundancy /Redeployment - will compare with the clauses from the 2003-2006 agreements and may consider inserting procedures; • Clause 52 - Local Area Agreement - to revisit this clause for clarification as discussed by the Unions; 	<ul style="list-style-type: none"> • University Management to check clauses from 2003-2006 Agreement; and • Check <i>Fair Work Australia</i> legislation; • University Management to check Deed of Trust (UniSuper); • University Management to review Linked Classification Policy and Procedures to determine what should go into the Agreement; • University Management to consider insert only a clause for Extra Leave for Shift Workers; • University Management to review term "deemed" in light of current legislation. • University Management to compare clauses from 2003-2006 agreements and consider inserting procedures; • University Management to revisit this clause for clarification;

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		<ul style="list-style-type: none"> • Clause 58 - Staff Representation and Consultation - requires further discussion with PVC (A) and review this clause following Union discussions. • Clause 4.2.16 - USU indicated they will check FWA legislation regarding signatories; • Clause 11 - NTEU indicated they will provide a draft clause for their claim - Renegotiation Clause; • Clause 14 - Work Allocations - USU & NTEU to respond; • Clause 18 - GSCC - NTEU to provide wording around the composition and purpose of the committee and similarly with the ASCC; • Clause 21 - Contracting Out - USU to provide draft clause; • Clause 24.1 - First Aid Allowance - USU will provide response to this clause; • Clause 24.2 - Travel and Subsistence Allowance - NTEU to respond and provide comments with this clause; • Clause 24.4 - HDA - NTEU advised they would like to review this clause by providing comments; • Clause 25.4 - Salary Packaging - NTEU asked University Management to change association fees to Unions fees; • Clause 29.6 - On-Call - USU and NTEU to provide information around this clause, including USU claim for 4 hours minimum call-out for trades people; 	<ul style="list-style-type: none"> • University Management to discuss with PVC (A); • USU to check <i>Fair Work Australia</i> legislation; • NTEU to provide draft clause; • Unions to provide draft clause; • NTEU to provide wording; • USU to provide draft clause; • USU will respond with further information; • NTEU to respond with further information; • NTEU will review this clause; • University Management to amend; • Unions to provide further information around this clause; • USU to respond to claim for 4 hours

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		<ul style="list-style-type: none"> • Clause 37 - Family, Bereavement, Cultural Obligations and Other Special Circumstances - NTEU and USU will provide comments around this clause as part of their claims; • Clause 40.4 - Workplace Relations Training Leave - NTEU will provide comment to rewording this clause other than "including trade union training leave"; • Clause 44 - Unsatisfactory Work Performance - NTEU to provide comments to this clause; • Clause 45 - Dealing with Misconduct/Serious Misconduct - NTEU to provide comments to this clause. 	<p>minimum call-out for trades people;</p> <ul style="list-style-type: none"> • Unions to provide further information around this clause; • NTEU to respond with further information; • NTEU to respond with further information; • NTEU to respond with further information;
2.	Fixed Term Clause – Academic and General Staff	<ul style="list-style-type: none"> • University Management discussed the Fixed-Term Clauses. It was suggested that further discussion will be required with DVC (A) in relation to the categories of fixed term employment. • University Management will respond with revised draft Fixed-Term Clauses for Academic and General Staff. • The Unions discussed the draft Fixed-Term Clauses on Academic and General Staff, and will provide wording to University Management around the issue of unsatisfactory performance which could be considered serious dereliction of duties. 	<ul style="list-style-type: none"> • University Management will discuss with the DVC (A). • University Management will respond with a revised draft Fixed-Term Clauses for Academic and General Staff. • The Unions to provide wording to University Management around unsatisfactory performance which could be considered serious dereliction of duties (Academic and General Staff).
3.	Casual Academic	<ul style="list-style-type: none"> • Discussion between the negotiating parties over Casual Academic draft clause, to consider appropriate name for previously discussed Early Career Development Fellowships and payment for casual marking other than contemporaneous. • University Management will discuss this with the DVC (A) and will respond back to the negotiating team. 	<ul style="list-style-type: none"> • University Management will discuss with the DVC (A).

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		<ul style="list-style-type: none"> Discussion over other claims in relation to casual staff, including the claim to increase the loading to 25% 	
4.	Parental Leave	<ul style="list-style-type: none"> Discussion between the negotiating parties over Parental Leave. University Management to discuss with PVC (A) and DVC (A) around the entitlement of partners to the primary caregiver leave. 	<ul style="list-style-type: none"> University Management to discuss with PVC (A) and DVC (A).
5.	Classification Review	<ul style="list-style-type: none"> Discussion between the negotiating parties over Classification Review. University Management will discuss with the PVC (A) on adding final clause to current management proposal <i>"if the application is unsuccessful, the supervisor will discuss the outcome with applicant and where necessary, review the position description"</i>. 	<ul style="list-style-type: none"> University Management will discuss with the PVC (A).
6.	Balancing Life and Work - Workloads	<ul style="list-style-type: none"> The USU discussed with University Management over the draft clause on Balancing Life and Work – Workloads, to establish what University's position to on "home-based work policy". University Management expressed concern over "policy" as this not an entitlement. Prepared to discuss further and suggested USU might submit a propose clause. 	<ul style="list-style-type: none"> University Management will discuss further. USU to respond with further information around part of the claim.
7.	Academic Workload	<ul style="list-style-type: none"> The NTEU tabled part revised draft (Unions v10.4 (U) to this meeting for discussion. University Management will discuss with DVC (A) about the Unions concerns over percentage of workloads and work profile around Teaching Intensive; and contact hours. 	<ul style="list-style-type: none"> University Management will discuss with DVC (A).
8.	Enterprise Flexibility	<ul style="list-style-type: none"> The Unions tabled a draft Enterprise Flexibility clause for discussion. A copy of this draft clause will be sent electronically. 	<ul style="list-style-type: none"> Unions to forward copy of draft clause Enterprise Flexibility.
9.	Food Services and Childcare Staff	<ul style="list-style-type: none"> The USU expressed concern at what they considered the lack of action and information in relation to the claims for these staff 	<ul style="list-style-type: none"> University management to arrange a meeting to discuss.

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Next Meeting	Date	Time	Location	Campus
Meeting No.22	Thursday 22 October 2009	9.30am – 1:00pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt Campus

Agenda	Topic
Item No. 1	Consider first cut of draft clauses around Unions claims of return to pre-HEWRRs conditions.
Item No. 2	Union Rights
Item No. 3	Classification Review Clause
Item No. 4	Fixed Term Employment – Academic and General Staff
Item No. 5	Academic Workload
Item No. 6	Casual Academic