

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 12 November 2009, 9.30am – 12:00pm

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
Alarna Finucan	HR Manager, Arts, Education and Law 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
Robert Purdie	General Staff
Chris Weckerle	General Staff

Apologies:

Union Staff Representatives

Tony Stafford	General Staff
---------------	---------------

**Collective Bargaining Meeting
 Notes from Meeting**

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 and 29 October 2009 meeting notes. • Preparing draft meeting notes from 12 November 2009 to be sent out to all parties. 	<ul style="list-style-type: none"> • Negotiation team to receive draft notes from 12 November meeting.
2.	Schedule for Childcare and Food Services – Wages and Superannuation	<ul style="list-style-type: none"> • The USU discussed with University Management the need to meet again with Campus Life management and University Management, to press their claim for salary increases are aligned with other General Staff. • University Management advised the USU that it will respond to their request formally. 	<ul style="list-style-type: none"> • University Management to respond formally to USU.
3.	Fixed-Term Employment – General Staff and Academic – Termination on Unsatisfactory Performance	<ul style="list-style-type: none"> • The Unions expressed their concern over the Deputy Vice Chancellor (Academic) and Pro Vice Chancellor (Administration) email of 5 November 2009 and what they considered misrepresentation of the unions' position in relation to this matter. 	
4.	Draft clauses from General Staff Working Draft Enterprise Agreement	<ul style="list-style-type: none"> • Clause 4.2.2 – Allowances – Union to consider the University Management draft response to inclusion of First Aid and Defibrillator. • University Management to clarify if there is a difference on First Aid Certificates with a Defibrillator or Senior First Aid Certificate. • Clause 5 – Operation of Agreement – The NTEU suggested an amendment. • Clause 6 – Award Relationship and Replacement of Agreements – USU asked University Management to consider inclusion of savings provisions. • Clause 8 – AWA's – The NTEU suggested a clause for the right of the staff member to move into the new agreement from 	<ul style="list-style-type: none"> • University Management to consider. • USU to provide draft clause. • NTEU to draft clause. • University Management to review the NTEU

**Collective Bargaining Meeting
Notes from Meeting**

Agenda Item Number	Item Description	Outcome	Action Required
		<p>a current AWA.</p> <ul style="list-style-type: none"> • Clause 12.2.1 (e) – Fixed term contract employment subsidiary to studentship – NTEU expressed concerns over broadening of this clause. • Clause 12.2.1 (g) – New area of activity – USU proposed inclusion of conversion if new area of activity becomes continuing. • Clause 12.3 – Casual Employment – The NTEU asked University Management to check the clause 13.3.3 from the 2003-2006 Agreement • Clause 14 - Work Allocations – University Management asked the Unions to provide comments on draft clause (Unions v7.0). • The Unions asked University Management to consider a better definition of Work Unit or Element when describing the workload allocations. • Clause 21 – Contracting Out – University Management to consider draft clause tabled by the Unions • Clause 24.4 – Higher Duties Allowances – The USU asked University Management to consider USU Claim to have Higher Duties superannuable. • Clause 26.3 – Superannuation – NTEU advised University Management that they considered the part of its claim regarding contributions for fixed term staff has not been met and requires further discussion. • Clause 27 – Classification Process – Unions to provide 	<p>suggestion.</p> <ul style="list-style-type: none"> • University Management to consider. • University Management to consider. • University Management to review. • University Management asked the Unions to provide comments on draft clause (Unions v7.0). • Unions to provide comments regarding the use of Work Unit or Element when defining the workload allocations. • University Management to consider. • University Management to respond to the USU claim. • University Management to seek further clarification around application with Trust Deed. • Unions to provide comments.

**Collective Bargaining Meeting
 Notes from Meeting**

Agenda Item Number	Item Description	Outcome	Action Required
		comments. <ul style="list-style-type: none"> • Clause 28 – Linked Classification – Union negotiating party clarified with University Management the process as to how the proposal is raised. • University Management will amend the draft clause. • Clause 29.6 – On-call – The USU reiterated request for 4-hour minimum call-out for tradespeople. • Clause 50.5 – Redundancy/Redeployment – University Management asked the Union negotiating team to provide comment to this clause. • Long Service Leave – University management proposed a further flexibility of removing minimum period for taking long service leave. 	<ul style="list-style-type: none"> • University Management to amend clause. • University Management will investigate this further as this was negotiated in the previous Industrial Agreement and will respond to the union negotiating parties with a position. • Union negotiating team to provide comment to this clause. • Unions to respond.

Next Meeting	Date	Time	Location	Campus
Meeting No.24	Thursday 19 November 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	Academic Workload
Item No. 3	Casual Academic