

**Collective Bargaining Meeting  
Notes from Meeting**

**Meeting date:** Thursday 29 October 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  
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  
Chris Weckerle General Staff

**Apologies:**

**University Management**

Alarna Finucan HR Manager, Arts, Education and Law Division

**Union Industrial Officers**

Arthur Poropat Academic  
Lynda Davies General Staff  
Robert Purdie General Staff  
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"> <li>Comments to be provided on the 8 October and 15 October 2009 meeting notes.</li> <li>Preparing draft meeting notes from 22 October and 29 October 2009 to be sent out to all parties.</li> </ul>   | <ul style="list-style-type: none"> <li>Negotiation team to receive draft notes from 22 October and 29 October meeting.</li> </ul>   |
| 2.                 | Academic Workload  | <ul style="list-style-type: none"> <li>The NTEU tabled to University Management an indicative table showing variations in student contact hours and associated teaching for different situations.</li> <li>University Management will review this model and hold discussions with Senior University Management to establish a position on this matter and then respond accordingly.</li> <li>The NTEU will also forward a copy of the calculations table to the University Management.</li> </ul> | <ul style="list-style-type: none"> <li>NTEU to forward copy of the indicative table re: teaching loads.</li> <li>University Management will discuss with Senior University Management and to provide an update.</li> </ul>                |
| 3.                 | Casual Academic  | <ul style="list-style-type: none"> <li>The NTEU will forward redraft of the Marking rates as per the draft clause.</li> <li>University Management will send the draft clause – Casual Academic (Unions v11.0 (U)) to the NTEU.</li> </ul>   | <ul style="list-style-type: none"> <li>The NTEU will forward redraft of the Marking rates as per the draft clause.</li> <li>University Management will send out to the NTEU draft clause – Casual Academic (Unions v11.0 (U)).</li> </ul> |
| 4.                 | Fixed-Term Employment – General Staff and Academic – Termination on Unsatisfactory Performance | <ul style="list-style-type: none"> <li>University Management advised the Union negotiating parties that its position on the issue of terminating for unsatisfactory performance during a fixed term contract remains unchanged.</li> </ul>  |   |
| 5.                 | Draft General Staff Agreement (Unions claims of return to pre-HEWRRs conditions.)              | <ul style="list-style-type: none"> <li><b>Clause 5 – Operation of Agreement</b> – University Management to amend renegotiations part of clause.</li> <li><b>Clause 6 – Award Relationship and Replacement of Agreements</b> – USU will provide proposed wording.</li> <li><b>Clause 14 - Work Allocations</b> – University Management advised the Union negotiating parties that the draft clause (Unions v7.0) had been updated with Union comments, but needs further work.</li> </ul>          | <ul style="list-style-type: none"> <li>University Management to amend.</li> <li>USU to provide proposed wording.</li> <li>University Management to update and send out the draft Work Allocations clause (Unions v7.0).</li> </ul>        |

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|--------------------|-------------------------------------|--|--|
|                    |                                     | <ul style="list-style-type: none"> <li>• <b>Clause 16 – Dispute Avoidance and Settlement Procedures</b> – University Management will require further discussions with Senior University Management on its position.</li> <li>• Unions reiterated their position of the Unions having the right to raise a dispute.</li> <li>• University Management will review this draft clause as per comments provided.</li> <br/> <li>• <b>Clause 24.4 – Higher Duties Allowances</b> – University Management advised the Unions they will also review this clause by providing comments.</li> <br/> <li>• <b>Clause 28 – Linked Classification</b> – University Management will forward this clause to the unions.</li> <br/> <li>• <b>All Leave Clauses</b> – University Management to forward to the negotiating parties a variety of leave clauses for comment.</li> <br/> <li>• <b>Clause 37 – Family, Bereavement, Cultural Obligations and Other Special Circumstances</b> – The Union negotiating parties requested to have bereavement leave as a separate entitlement.</li> <li>• University Management to discuss further with PVC (A).</li> <br/> <li>• <b>Clause 38 – Parental Leave</b> – University Management will discuss with PVC (A) and DVC (A) around the parental leave entitlement for a partner who is the primary care-giver leave.</li> </ul> | <ul style="list-style-type: none"> <li>• University Management will respond following discussions with Senior University Management.</li> <br/> <li>• University Management to update draft clause.</li> <li>• University Management to respond with an update.</li> <br/> <li>• University Management will forward this clause to the unions.</li> <li>• University Management to a variety of leave clauses to the unions.</li> <li>• University Management to discuss further with PVC (A).</li> <br/> <li>• University Management to discuss with PVC (A) and DVC (A) regarding “partner” arrangements.</li> </ul> |
| 6.                 | Balancing Life and Work - Workloads | <ul style="list-style-type: none"> <li>• The USU advised University Management regarding the draft clause on Balancing Life and Work – Workloads, that it will provide further information around their part of the claim on "home-based work policy".</li> <li>• University Management to forward copies of the University’s –</li> </ul>   | <ul style="list-style-type: none"> <li>• University Management to forward copies of the University’s – Working from Home Guidelines and Working from Home Self Assessment.</li> </ul>  |

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|--------------------|---|--|-----------------|
|                    |   | Working from Home Guidelines and Working from Home Self Assessment.  |                 |
| 7.                 | General Staff Classification and Career Progression | <ul style="list-style-type: none"> <li>• USU sought a position regarding their part of claim under USU 6.1 to undertake a joint review of the position classification descriptors during the life of the new agreement.</li> <li>• USU will provide further information to University Management regarding their claim.</li> </ul> |                 |

| Next Meeting  | Date                      | Time            | Location  | Campus            |
|---------------|---------------------------|-----------------|---|-------------------|
| Meeting No.24 | Thursday 12 November 2009 | 9.30am – 2:00pm | 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 | Academic Workload  |
| Item No. 3 | Casual Academic  |
| Item No. 4 | Balancing Life and Work - Workloads  |