

**Collective Bargaining Meeting  
Notes from Meeting**

**Meeting date:** Thursday 10 December 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  
Teri McKay HR Adviser (Employment Strategies) HRM  
Dino Varricchio HR Adviser (Employment Strategies) HRM

**Union Industrial Officers**

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:**

**University Management**

Graham McConnell HR Manager, Griffith Business School & Griffith International Division  
Alarna Finucan HR Manager, Arts, Education and Law Division

**Union Industrial Officers**

Cathy Grant National Tertiary Education Union (NTEU)

**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"> <li>• Comments to be provided from the 3 December (Academic Only) meeting notes.</li> <li>• Preparing draft meeting notes from 10 December 2009 to be sent out to all parties.</li> </ul>	<ul style="list-style-type: none"> <li>• Negotiation team to receive draft notes from 10 December 2009 meeting.</li> </ul>
2.	Update from previous meeting from 19 November and 3 December 2009	<ul style="list-style-type: none"> <li>• <b>Clause 16 – Dispute Avoidance and Settlement Procedures</b> – this clause is currently with Senior Management for consideration.</li> <li>• <b>Clause 19 – Indigenous Australian Employment Strategy</b> – University Management will revise clause in respect to new strategy and composition of monitoring committee. Will forward draft clause to the negotiating team for comment.</li> <li>• <b>Part 5 Leave</b> – University Management forwarding discussion paper to Senior Management for consideration on the following.               <ul style="list-style-type: none"> <li>• Primary care giver leave access to remainder of 26-weeks</li> <li>• Parental leave – Proposed Federal Government changes</li> <li>• Cessation of pregnancy duration of leave</li> <li>• Partner leave</li> <li>• Bereavement leave (Compassionate) to separate out</li> </ul> </li> <li>• <b>Wages and Superannuation outcomes for Schedules 4 and 5</b> - University Management provided the USU with formal response on 4 December and 9 December 2009, regarding analysis of agreements in relation to Child Care areas.</li> <li>• University Management and USU to discuss the analysis of information as per the correspondence.</li> <li>• USU also confirmed with University Management that they would like to hold separate meetings regarding Child Care and Food Services.</li> <li>• University Management advised the USU, that meetings can be arranged to include Campus Life management and representatives from Child Care areas and the USU.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management to respond.</li> <li>• University Management to respond.</li> <li>• University Management to respond.</li> <li>• University Management responded to USU on 4 December and 9 December 2009.</li> <li>• USU to inform University Management of preferred dates to meet to discuss the analysis of agreement comparison for Child Care areas.</li> </ul>

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3.	Draft clause – Work Allocation (General Staff)	<ul style="list-style-type: none"> <li>• Discussion on Unions draft clause and agreed that further discussions should be deferred until the next meeting for January 2010.</li> <li>• University Management advised that further discussion around a number of areas of this clause, in particular to the Workload Allocation Review Process, where by an instance that requires Disputes Avoidance and Settlement Procedures to be applied if resolution of a work load matter cannot be resolved at the GSCC or if the decision was inadequate, that the aggrieved can pursue via Fair Work Australia.</li> <li>• University Management will review this draft clause and will provide comments back to the Union negotiating party at the first meeting in January 2010.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management will review draft clause and provide feedback at the first meeting in January 2010.</li> </ul>
4.	Draft clause – Redundancy/Redeployment Clause – General Staff	<ul style="list-style-type: none"> <li>• The Union Bargaining Team tabled a draft clause on Redundancy/Redeployment for General Staff.</li> <li>• University Management advised the Union Bargaining Team that further discussions are required around the area with this draft clause – <ul style="list-style-type: none"> <li>○ CI 50.3 – needs further discussion</li> <li>○ CI 50.4 – needs further discussion</li> <li>○ CI 50.6 – needs further discussion</li> <li>○ Voluntary Redundancy Process – University Management does not agree with its position in the draft provided.</li> <li>○ Early Separation – University Management does not support the figure of “lump sum of 30 weeks” as suggested by the Unions.</li> <li>○ Retrenchment – University Management does not agree with Unions’ position.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Update document register - Unions v19.0 (U) – Union Bargaining Team Draft Without Prejudice – Griffith University Collective Bargaining Negotiations 2009 – Redundancy/Redeployment Clause – General Staff</li> <li>• University Management to confer with Senior Management on Voluntary Redundancy Process</li> <li>• University Management will respond accordingly.</li> <li>• University Management will respond accordingly.</li> </ul>
5.	Draft clause – Academic and General Staff Agreements – Australian Workplace Agreement (AWAs)	<ul style="list-style-type: none"> <li>• The Union Bargaining Team tabled a draft clause on Australian Workplace Agreement (AWAs) for the Academic and General Staff Agreements.</li> </ul>	<ul style="list-style-type: none"> <li>• Update document register - Unions v20.0 (U) – Union Bargaining Team Draft Without Prejudice –Academic and General Staff Agreements – Australian Workplace</li> </ul>

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		<ul style="list-style-type: none"> <li>University Management agreed that further discussions should be deferred until the next meeting for January 2010.</li> <li>University Management will undertake a scan on the number of AWAs/ITEAs that exist within the university that could possibly be affected by this clause before considering.</li> </ul>	Agreement (AWAs). <ul style="list-style-type: none"> <li>University Management will review draft clause and provide feedback at the first meeting in January 2010.</li> </ul>

Next Meeting	Date	Time	Location	Campus
Meeting No.29	Thursday 4 February 2010	9.30am – 2:00pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt

Agenda	Topic
Item No. 1	Draft clause from General Staff Working Draft Enterprise Agreement
Item No. 2	Draft clause – Work Allocation
Item No. 3	Draft clause – Redundancy/Redeployment Clause – General Staff
Item No. 4	Draft clause – Academic and General Staff Agreements – Australian Workplace Agreement (AWAs)