

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 2 April 2009, 9.30am – 11:45pm

Venue: Science Education Building, Meeting Room - M15_1.13 – Mt Gravatt Campus

Present:

University Management

Ken Greedy Associate Director (Employment Strategies) HRM
Dino Varricchio HR Adviser (Employment Strategies) HRM
Alarna Finucan HR Manager, Arts, Education and Law Division

Union Industrial Officers

Valda Graham Australian Services Union (ASU)
Brian Humphrey Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU)
Brian Mann Community Public Sector Union (CPSU)
Cathy Grant National Tertiary Education Union (NTEU)

Union Staff Representatives

Margaret Buckridge Academic
Chris Weckerle General Staff
Tony Stafford General Staff
Lynda Davies General Staff
Robert Purdie General Staff

Observers:

Union Industrial Officers

Robert Petersen Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU)

Apologies:

Union Industrial Officers

Scott Wilson Communications Electrical Plumbing Union (CEPU)

University Management

Graham McConnell HR Manager, University Administration Division
Kaye Dillon HR Adviser (Employment Strategies) HRM

Union Staff Representatives

Arthur Poropat Academic

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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"> Notes to be agreed from meeting 19 March 2009. Prepare draft meeting notes from 2 April 2009 to be sent out to all parties by 3 April 2009 	<ul style="list-style-type: none"> Dino Varricchio – to send members the draft notes of meeting from 19 March and 2 April 2009. Emailed on 3 April 2009.
2.	Memo to release staff to undertake negotiations for the collective agreement	<ul style="list-style-type: none"> Prepare memo for Mr Duncan Frewin, Language Instructor, Griffith English Language Institute (GELI) to be sent to the Director, GELI 	<ul style="list-style-type: none"> Memo to be finalised with University Management.
3.	Draft web page on Collective Bargaining 2009	<ul style="list-style-type: none"> Web and Content Management Services have developed the draft web page, pending approval web pages will be released on the University's website. Advise all parties of timeframe and updates. 	<ul style="list-style-type: none"> Dino Varricchio – to update members of timeframes of the web pages.
4.	Updating Collective Bargaining document register	<ul style="list-style-type: none"> Ensure that document register is updated and clearly tracked with relevant Management or Union version numbering. All parties would like a current copy of the register to be forwarded via email. 	<ul style="list-style-type: none"> Dino Varricchio - Document register updated and copy sent via email on 3 April 2009.
5.	Discussion of Higher Education Workplace Relations Requirements (HEWRRs) information	<ul style="list-style-type: none"> The Unions stated that they would like identified which clauses were considered by University Management for reinstatement in this document. University Management informed the Unions that the clauses that were considered related to employment matters, such as leave, redeployment and redundancy to be reinstatement into the new collective agreement, and update Unions on which clauses the University is not interested in and which need to be further discussed. University Management will be forwarding drafts of clauses for feedback to the parties before the next meeting scheduled on 23 April 2009. Unions sought to clarify from University Management around the flexibility clause wording that the University would be seeking in the new Agreements. University Management reaffirmed to the Unions that it has no 	<ul style="list-style-type: none"> University Management to continue discussions with the Unions on the HEWWR clauses. University Management will forward to the Negotiation Bargaining team the draft clauses prior to the next meeting on the 23 April 2009. University Management will provide response to the Flexibility clause prior to the meeting of the 23 April 2009.

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		intention in reinserting clauses that restrained flexibility around fixed-term employment.	
6.	General Staff – Classification Process	<ul style="list-style-type: none"> Ken Greedy tabled to the Negotiating Team the data on reclassification approvals - (Mgt v6.0). From this data analysed, it appears that very few applications for reclassification were required to be moderated. Therefore the University proposed to remove the moderation process completely to streamline the overall classification process. The Unions restated their position in relation to an appeal/review process. All parties agreed to consider further a possible different process where there may not be moderation, but may involve a review process instead. Parties should be in a position to discuss by the 7 May 2009. Brian Mann, CPSU asked Ken Greedy when will the Working Party meet up to examine certain relativities as denoted in the General Staff Position Classification Standards against the AQF's. The CPSU confirmed the initial Working Party will consist of the CPSU, ASU and one person from the University Management team. Both the CPSU and LHMU noted that the current descriptors applied in the university appeared out of date. The Working Party will meet on 15 April 2009 for preliminary assessment and provide feedback back to the Negotiating Team by the next meeting for 23 April 2009. 	<ul style="list-style-type: none"> Update document register of Mgt v6.0 – Classification/Moderation Process data analysis. All parties to report back to the Negotiation Team of their respective position in relation to possible change in the classification process by 7 May 2009. Report back from working party of preliminary examination of the relativities as denoted in the General Staff Position Classification Standards against the AQF's by the 23 April 2009.
7.	Union Rights	<ul style="list-style-type: none"> University Management informed the Unions with their claim, further investigation is required before a firm position is reached. 	<ul style="list-style-type: none"> University Management to develop first draft by the next meeting – 23 April 2009.
8.	Discussion on Continuing (Contingent Funded) Employment	<ul style="list-style-type: none"> Ken Greedy advised the Negotiating Team that this form of employment type relates to fixed-term appointments predominantly within research areas and are externally funded. Continuing (Contingent Funded) Employment is when a fixed 	<ul style="list-style-type: none"> University Management to provide feedback by the next meeting – 23 April 2009.

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		term staff member appointed to a position funded by external funding, and who is likely to be appointed to subsequent contracts, shall be employed on a continuing (contingent funded) contract of employment. <ul style="list-style-type: none"> Ken Greedy advised the Negotiating Team that further discussion is required around this agenda item. 	
9.	Academic at Work @ Griffith	<ul style="list-style-type: none"> University Management informed the NTEU that a preliminary draft will be forwarded to them for feedback. 	<ul style="list-style-type: none"> University Management to forward this information to the NTEU prior to the next meeting - 23 April 2009.

Next Meeting	Date	Time	Location	Campus
Meeting No.10	Thursday 23 April 2009	9.30am – 1:00pm	Bray Centre, Council Chambers - N54_2.02	Nathan Campus

Agenda	Topic
Item No. 1	Discussion of Higher Education Workplace Relations Requirements (HEWRRs) information
Item No. 2	General Staff – Classification Process
Item No. 3	Union Rights
Item No. 4	Discussion on Continuing (Contingent Funded) Employment