

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Wednesday 15 July 2009, 9.30am – 11:00am

Venue: Griffith Campus Club, N71 - Meeting Room (Cnr West & Science Roads) - Nathan Campus

Present:

University Management

Ken Greedy Associate Director (Employment Strategies) HRM

Dino Varricchio HR Adviser (Employment Strategies) HRM

Union Industrial Officers

Valda Graham Australian Services Union (ASU)

Aaron McLachlan 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

Chris Weckerle General Staff

Robert Purdie General Staff

Observers:

Apologies:

University Management

Graham McConnell HR Manager, Griffith Business School & Griffith International Division

Alarna Finucan HR Manager, Arts, Education and Law Division

Union Staff Representatives

Arthur Poropat Academic

Margaret Buckridge Academic

Chris Butler Academic

Lynda Davies General Staff

Tony Stafford General Staff

Union Industrial Officers

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

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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 from 4 June 2009 meeting were agreed and comments to be provided from the 18 June 2009 meeting. • Prepare draft meeting notes from 15 July 2009 to be sent out to all parties. 	<ul style="list-style-type: none"> • Negotiation team to receive draft notes from 15 July 2009 meeting.
2.	General update on progress – (i) casual employment, (ii) fixed-term employment and (iii) Academic Work @ Griffith.	<ul style="list-style-type: none"> • University Management briefed the Unions of their position to the following – <ul style="list-style-type: none"> Casual employment – <ul style="list-style-type: none"> ○ University Management requires further discussion around this part of the claim, in particular with the limitation of casuials with Academic and General Staff needs further analysis. ○ In addition, the concept of different forms of employment opportunities through transitional processes for career academics to pursue the opportunity to move from casual academics into other areas, requires further discussion. Fixed-term employment – <ul style="list-style-type: none"> ○ University Management are seeking input from University Administration Directors and Academic Group Managers, of the need to review current categories and also discuss possible new categories and how they will operate effectively. ○ University Management will need to analyse this feedback prior to further discussions taking place. Academic Work @ Griffith – <ul style="list-style-type: none"> ○ University Management informed the NTEU that separate discussions would be required with the Union regarding this part of claim. Further information will follow after the next meeting scheduled for the 23 July 2009. 	<ul style="list-style-type: none"> • University Management to further explore to firm up position before further negotiations take place. • University Management to further explore to firm up position before further negotiations take place. • University Management to further explore to firm up position before further negotiations take place.
3.	Draft clauses around Unions claims of return to pre-HEWRRs	<ul style="list-style-type: none"> • The Negotiating Team was sent a copy of draft clauses proposed by University Management around the Unions claims 	<ul style="list-style-type: none"> • Seeking feedback from Unions from draft clauses sent to them on 7 July 2009.

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	conditions.	to restore pre-HEWRR conditions on 7 July 2009. University Management asked Unions for their feedback regarding these clauses. <ul style="list-style-type: none"> • Further draft clauses not tabled in the communication sent out on the 7 July 2009 will also be forwarded to the Unions in due course. 	
4.	Salary offer and length of agreement	<ul style="list-style-type: none"> • University Management informed the Unions that further financial modelling is needed to establish what the University's position would be for equitable salary increases. • University Management clarified its position that it expected three year duration of agreements commencing from date of certification. 	<ul style="list-style-type: none"> • University Management need to finalise this modelling prior to further negotiations taking place.
5.	Implications of operation of Fair Work Act	<ul style="list-style-type: none"> • The Unions discussed with University Management their position regarding the notice of employee representation under the new <i>Fair Work Act 2009</i>. • University Management are current developing a draft statement that Unions will have an opportunity to comment on before this is communicated to all staff. 	<ul style="list-style-type: none"> • University Management to provide draft statement to Unions for comment.
6.	Union Rights	<ul style="list-style-type: none"> • University Management advised the Unions that there had been no progress on drafting. • NTEU to provide draft clause at next meeting. 	<ul style="list-style-type: none"> • University Management to further explore.
7.	Indigenous Employment	<ul style="list-style-type: none"> • The NTEU reiterate University Management what is their position regarding the status of the composition of the Monitoring Committee without any Union representation. • The NTEU noted that their claim on Indigenous Employment proposed a senior manager on a Monitoring Committee. • University Management discuss this concern with the Deputy Vice Chancellor (Academic). 	<ul style="list-style-type: none"> • University Management to meet with Deputy Vice Chancellor (Academic) regarding composition of the Monitoring Committee without any Union representation.
8.	Nomenclature of General Staff	<ul style="list-style-type: none"> • Unions expressed concerns to University Management about the nomenclature of General Staff as proposed and is opposed with part of the title being "and Support Staff". • University Management to pass on concerns of proposed 	

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		nomenclature with PVC (A) for consideration but do not consider this a negotiation claim and therefore is removed from the negotiation table.	
9.	Environmental Sustainability	<ul style="list-style-type: none"> University Management tabled to the negotiation team a communication sent from the Office of the Deputy Vice Chancellor (Research) on 10 July 2009 regarding the establishment of the Griffith Environmental Loan Fund. A copy of this email advice to be forwarded to all Negotiating team. 	<ul style="list-style-type: none"> Discussion to be facilitated through the General Staff Consultative Committee. A copy of this email advice to be forwarded to all Negotiating team on 16 July 2009.
10.	NTEU Log of Claims – Clarification and Updating of Current Claims – 15 July 2009	<ul style="list-style-type: none"> The NTEU tabled to the Negotiation Bargaining team an updated log of claims dated 15 July 2009. The NTEU asked University Management to review and comment on the revised log of claims. University Management accepted the updated log of claims and will publish this onto the bargaining website and remove the old document. 	<ul style="list-style-type: none"> University Management to review and comment on the revised log of claims. Dino Varricchio to update bargaining webpage to reflect new NTEU Log of Claims.

Next Meeting	Date	Time	Location	Campus
Meeting No.16	Thursday 23 July 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	Indigenous Employment