

**Collective Bargaining Meeting  
Notes from Meeting**

**Meeting date:** Thursday 4 March 2010, 9.30am – 12:30 pm

**Venue:** Science Education Building, Meeting Room - M15\_1.13, Mt Gravatt Campus

**Present:**

**University Management**

Ken Greedy	Associate Director (Employment Strategies) HRM
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
Tony Stafford	General Staff
Robert Purdie	General Staff
Chris Weckerle	General Staff

**Apologies:**

**University Management**

Graham McConnell	HR Manager, Griffith Business School & Griffith International Division
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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 4 February and 18 February 2010 meeting notes.</li> <li>• Preparing draft meeting notes from 4 March 2010 to be sent out to all parties.</li> </ul>	<ul style="list-style-type: none"> <li>• Negotiation team to receive draft notes from 4 March 2010 meeting notes.</li> </ul>
2.	Schedule for Childcare	<ul style="list-style-type: none"> <li>• The USU expressed their concerns at what they considered the lack of action what was offered in relation to the claims for their childcare staff.</li> <li>• University Management have noted the USU concerns.</li> </ul>	<ul style="list-style-type: none"> <li>• University management to liaise with the negotiating management team over USU concerns.</li> </ul>
3.	Draft Clause – Redundancy/Redeployment Clause – General Staff	<ul style="list-style-type: none"> <li>• University Management discussed the draft clause v19.0 (U) – Union Bargaining Team – Redundancy/Redeployment Clause and provided its position.</li> </ul>	
4.	Draft clause – Workload Clause – General Staff	<ul style="list-style-type: none"> <li>• University Management discussed the draft clause v7.2 (U) – General Staff – Workload Allocation – Draft and provided the Union Negotiating Team of its position – <ul style="list-style-type: none"> <li>○ University Management will respond formally regarding this draft clause.</li> <li>○ Union negotiation team asked University Management to consider the recognition for staff who are part of a recognised University committee (e.g. General Staff Consultative Committee) when workloads are considered.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• University Management will respond formally to the union negotiating parties.</li> </ul>
5.	Draft clause – Academic and General Staff Agreements – Australian Workplace Agreement (AWAs)	<ul style="list-style-type: none"> <li>• University Management discussed the draft clause Unions v20.0 (U) – Australian Workplace Agreement (AWAs), and provided the Union Negotiating Team of its position – <ul style="list-style-type: none"> <li>○ University Management will respond formally to the union negotiating parties regarding this draft clause.</li> <li>○ University Management will undertake a scan on the number of AWAs/ITEAs that would be captured by this</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• University Management will respond formally to the union negotiating parties regarding this draft clause.</li> </ul>

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		<p>clause as believe number so small not worth considering.</p>	
6.	<p>Draft clauses from General Staff Working Draft Enterprise Agreement</p>	<ul style="list-style-type: none"> <li>• <b>Clause 12.2. – Fixed term Employment</b> – University Management will respond to the Union Negotiating Team on its position.</li> <li>• <b>Clause 16 – Dispute Avoidance and Settlement Procedures</b> – University Management will respond to the Union Negotiating Team on its position.</li> <li>• <b>Clause 19 – Indigenous Australian Employment Strategy</b> – University Management will respond to the Union Negotiating Team on its position.</li> <li>• University Management advised the Union Negotiating Team that a recommendation will be forwarded to Executive Group with regards to the composition of monitoring committee, to include one nominated Union representative to be part of this committee.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management will respond to the Union Negotiating Team on its position.</li> <li>• University Management will respond to the Union Negotiating Team on its position.</li> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>
7.	<p>Draft Clause - Anatomical Specimen Allowance – General Staff Working Draft Enterprise Agreement</p>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause Anatomical Specimen Allowance – General Staff Working Draft Enterprise Agreement tabled a draft clause to be considered.</li> <li>• Union Negotiating Team proposed draft clause on Anatomical Specimen Allowance – staff members who are required to undertake duties in relation to working with and preparing human body materials and related duties will be paid an allowance of \$2000 per year.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to be considered.</li> <li>• Record draft clause into the document register.</li> </ul>
8.	<p>Draft clause – Part 5 – Leave (General Staff)</p>	<ul style="list-style-type: none"> <li>• <b>Clause 36 – Long Service Leave</b> – University Management will respond to the Union Negotiating Team on its position.</li> <li>• University Management advised the Union Negotiating Team</li> </ul>	<ul style="list-style-type: none"> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>

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		<p>that it will consider the inclusion from the <i>Industrial Relations Act (Qld) 1999</i>, pertaining to Part 3 Section 43, into this draft clause.</p> <ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to University Management to be considered.</li> <li>• Union Negotiating Team asked University Management to consider that staff members be entitled to payment of pro-rata long service leave, regardless of length of service if the staff member's employment ceases through voluntary redundancy, retrenchment, voluntary early retirement or ill-health.</li> <li>• <b>Clause 37 – Family, Bereavement, Cultural Obligations and Other Special Circumstances Leave</b> – University Management will respond to the Union Negotiating Team on its position to separate bereavement leave from other circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to be considered.</li> <li>• Record draft clause into the document register.</li> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>
9.	Draft Clause – Working Overseas – General Staff and Academic Agreements	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to University Management to be considered.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to be considered.</li> <li>• Record draft clause into the document register.</li> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>
10.	Draft Clause – Pre-retirement Employment Arrangements – General Staff and Academic Agreements	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to University Management to be considered.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to be considered.</li> <li>• Record draft clause into the document register.</li> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>

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11.	Draft clauses from General Staff Working Draft Enterprise Agreement	<ul style="list-style-type: none"> <li>• <b>Clause 26.3 – Superannuation</b> – University Management to clarify level of contributions for fixed term staff on 12-month contract.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management to seek further clarification and respond.</li> </ul>
12.	Draft Clause – Flexibility – General Staff Working Draft Enterprise Agreement	<ul style="list-style-type: none"> <li>• University Management will respond to the Union Negotiating Team on its position relating to v14.0 (U) – Union Bargaining Team Draft Without Prejudice – Griffith University Collective Bargaining Negotiations 2009 – Enterprise flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>
13.	Discussion on Continuing (Contingent Funded) Employment	<ul style="list-style-type: none"> <li>• The NTEU asked University Management that they table a clause for discussion.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management to prepare.</li> </ul>
14.	Draft Clause – Professional Membership Fees – General Staff and Academic Agreements	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause on Professional Membership Fees to University Management to be considered.</li> <li>• Union Negotiating Team asked University Management to consider that where a staff member is required to be a member of a professional association or other body in order to perform the duties of their position, the University will pay the full membership fees.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to be considered.</li> <li>• Record draft clause into the document register.</li> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>
15.	Draft Clause – Continuing Professional Development – General Staff and Academic Agreements	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause on Continuing Professional Development Costs to University Management to be considered.</li> <li>• Union Negotiating Team asked University Management to consider that where a staff member has to undertake Continuing Professional Development as a requirement of their position, the University will pay the full cost of that Continuing Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to be considered.</li> <li>• Record draft clause into the document register.</li> <li>• University Management will respond to the Union Negotiating Team on its position.</li> </ul>
16.	Draft Clause – Environmentally Sustainable – General Staff and Academic Agreements	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause on Environmentally Sustainable to University Management to be considered.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team tabled a draft clause to be considered.</li> <li>• Record draft clause into the document register.</li> </ul>

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			<ul style="list-style-type: none"> <li>University Management will respond to the Union Negotiating Team on its position.</li> </ul>
17.	Draft Clause – Academic Work – Academic Agreement	<ul style="list-style-type: none"> <li>University Management tabled to the NTEU a revised draft on v10.10 (U) – Academic Workload</li> </ul>	<ul style="list-style-type: none"> <li>NTEU will respond to the University Management with comments on this draft clause</li> </ul>
18.	Draft Clause – Casual Academic – Academic Agreement	<ul style="list-style-type: none"> <li>University Management tabled to the NTEU a revised draft on v21.1 (Mgt) – Casual Academic</li> </ul>	<ul style="list-style-type: none"> <li>NTEU will respond to the University Management with comments on this draft clause</li> </ul>

Next Meeting	Date	Time	Location	Campus
Meeting No.31	Thursday 1 April 2010	9.30am – 12:30 pm	Science Education Building, Meeting Room - M15_1.13	Mt Gravatt

Agenda	Topic
Item No. 1	Draft clause – Part 5 – Leave (General Staff)
Item No. 2	Discussion of NTEU Claim Items