

**Collective Bargaining Meeting  
Notes from Meeting**

**Meeting date:** Thursday 15 April 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  
Graham McConnell HR Manager, Griffith Business School & Griffith International Division  
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  
Robert Purdie General Staff  
Chris Weckerle General Staff

**Apologies:**

**University Management**

Alarna Lane-Mullins HR Manager, Arts, Education and Law Division

**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 4 February 2010, 18 February 2010, 4 March 2010, 18 March 2010 and 1 April 2010 meeting notes.</li> <li>Preparing draft meeting notes from 15 April 2010 to be sent out to all parties.</li> </ul>	<ul style="list-style-type: none"> <li>Negotiation team to receive draft notes from 15 April 2010 meeting notes.</li> </ul>
2.	Draft clauses from General Staff Working Draft Enterprise Agreement – Fixed term Employment	<ul style="list-style-type: none"> <li>University Management discussed the revised draft on v16.2 (Mgt) – Casual General Staff with the negotiating team.</li> <li>Union Negotiating Team will provide feedback to University Management regarding to Part 1(g) – New area of activity.</li> </ul>	<ul style="list-style-type: none"> <li>Unions to provide feedback to University Management.</li> </ul>
3.	Draft clauses from General Staff Working Draft Enterprise Agreement – Indigenous Australian Employment Strategy	<ul style="list-style-type: none"> <li>University Management tabled their management proposal of this clause to the negotiating team</li> <li>Document register – v26.0 (Mgt) – Indigenous Australian Employment Strategy – Management Proposal</li> <li>Union Negotiating Team reiterated that their position that employment targets and a commitment to continued implementation and improvement was not outlined in this proposal.</li> <li>The NTEU stated that their position regarding the representation through the establishment of the Monitoring Committee, had not been addressed and also their claim for a senior University Management representative to chair this Committee is not included into the management proposal.</li> <li>Union Negotiating Team will provide University Management with a response to the management proposal through a revised draft claim to be considered.</li> </ul>	<ul style="list-style-type: none"> <li>University Management tabled their management proposal – v26.0 (Mgt) – Indigenous Australian Employment Strategy</li> <li>Unions to provide feedback to University Management.</li> </ul>
4.	Draft Clause – General Staff and	<ul style="list-style-type: none"> <li>University Management stated this was not required in an</li> </ul>	

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	Academic Agreements - Continuing Professional Development; - Professional Membership Fees	industrial agreement as this happened as a matter of course.  <ul style="list-style-type: none"> <li>• Union Negotiating Team disagreed that fees and professional development required as an intrinsic part of the job were covered as a matter of course.</li> <li>• University Management requested the Union Negotiating Team to provide specific evidence for University Management to consider its position.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team to provide feedback to University Management.</li> </ul>
5.	Draft clause – Part 5 – Leave (General Staff)	<ul style="list-style-type: none"> <li>• University Management discussed the following clause – <b>Clause 37 – Family, Bereavement, Cultural Obligations and Other Special Circumstances Leave</b> – as it is still considering complete separation of bereavement leave in this clause.</li> <li>• University Management will need to analyse the information regarding this type of leave, before it can inform the Union Negotiating Team of its position.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management to advise of its position.</li> </ul>
6.	Draft Clause – Casual Academic – Academic Agreement	<ul style="list-style-type: none"> <li>• University Management discussed the draft clause (Mgt v21.1 (M)) Casual Academic with the Academic Negotiating team.</li> <li>• <b>Clause 12.3.3</b> – University Management confirmed with the Academic Negotiating Team that the term used on “short-term, ad-hoc arrangements to meet unexpected circumstances” was too restrictive in application and would need to consider further.</li> <li>• <b>Clause 12.3.5</b> – University Management to update and revise wording.</li> <li>• <b>Clause 12.3.7</b> – Academic Negotiating Team sought clarification with this clause over the length of time resources may be available to casual Academics.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Academic Negotiating Team to provide further wording around <b>Clause 12.3.3</b></li> <li>• University Management to update and revise wording.</li> <li>• University Management to revisit this clause.</li> </ul>

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		<ul style="list-style-type: none"> <li>• <b>Clause 12.3.8 – Academic Transition Fellowships</b> – University Management to finalise and provide feedback to the NTEU with this clause.</li> <li>• Academic Negotiating Team raised the question with University Management over the application of recognition of service towards LSL for casual academics.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management to update/finalise.</li> <li>• University Management to respond.</li> </ul>
7.	Draft Clause – Academic Work – Academic Agreement	<ul style="list-style-type: none"> <li>• University Management discussed the draft (Mgt v10.10 (M)) on Academic Workload with the Academic Negotiating team.</li> <li>• <b>Clause 14.3 – Faculty Work Allocation Model</b> – University Management to respond over the required naming convention of this clause in determining the use of Schools/Groups or Faculties.</li> <li>• In Clause 14.3 – the NTEU reiterated its position specifically in this case that the representative cross section of the Faculty includes a NTEU Staff Representative to part of the working group.</li> </ul>	<ul style="list-style-type: none"> <li>• University Management to respond.</li> <li>• University Management to respond.</li> <li>• University Management to provide an updated draft clause.</li> </ul>
8.	Draft Clause – Redundancy – Academic Agreement	<ul style="list-style-type: none"> <li>• NTEU advised University Management that it will forward a copy electronically of their draft clause titled Redundancy.</li> </ul>	<ul style="list-style-type: none"> <li>• NTEU to forward draft clause – Redundancy – Academic Staff.</li> </ul>
9.	Draft Clauses – Classification Review – General Staff Working Draft Enterprise Agreement	<ul style="list-style-type: none"> <li>• University Management discussed the draft on Mgt v13.5 (M) – Draft Classification Review Clause, with the Union Negotiating team.</li> <li>• <b>Clause 27.3</b> – University Management advised the Union Negotiating team, that its position over the maximum time line of 8 weeks as previously discussed will be 6 weeks.</li> <li>• Union Negotiating Team agreed with the suggested 6 week maximum time line, providing University Management removes the wording of “unsupported” in the same clause.</li> </ul>	<ul style="list-style-type: none"> <li>• Union Negotiating Team – agreed in-principle favouring 6 weeks.</li> <li>• University Management to strike wording of</li> </ul>

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			"unsupported" within <b>Clause 27.3</b>
10.	Draft Clauses – General Staff – Clauses – Clause 14 Workload Allocation – <b>Management response to Union Bargaining Team</b>	<ul style="list-style-type: none"> <li>University Management discussed their Management Proposal of Unions v7.3 (M) Clauses 14 Workload Allocation with the Union Negotiating Team.</li> <li>USU suggested that minor wording to be amended as discussed in the draft clause.</li> <li>University Management advised the Union Negotiating Team, that under the heading of Workload Allocation Review Process, it does not agree to apply the use of Dispute Avoidance and Settlement Procedures and initiate the University individual grievance process instead.</li> </ul>	<ul style="list-style-type: none"> <li>University Management to update draft clause.</li> </ul>

Next Meeting	Date	Time	Location	Campus
Meeting No.35	Friday 7 May 2010	9.30am – 12:30 pm	Bray Centre - N54_2.02 (Council Chambers)	Nathan

Agenda	Topic
Item No. 1	Draft clause – Disputes Clause (University Management)
Item No. 2	Draft clauses from General Staff Working Draft Enterprise Agreement – Casual (University Management)
Item No. 3	Professional Membership Fees – General Staff and Academic Agreements (Union)
Item No. 4	Continuing Professional Development– General Staff and Academic Agreements (Union)
Item No. 5	Anatomical Specimen Allowance (Union)
Item No. 6	Academic Staff – Redundancy (NTEU – Union Negotiating Team)
Item No. 7	General Staff – Redundancy (NTEU/USU – Union Negotiating Team)
Item No. 8	Draft clauses from General Staff Working Draft Enterprise Agreement – Fixed-term (University Management)
Item No. 9	Working Draft of Academic Staff Agreement (University Management)
Item No. 10	Status Table of General and Academic Staff(University Management)