

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 23 July 2009, 9.30am – 11:30am

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

Present:

University Management

Graham McConnell HR Manager, Griffith Business School & Griffith International Division
Dino Varricchio HR Adviser (Employment Strategies) HRM

Union Industrial Officers

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

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

Observers:

Union Industrial Officers

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

Apologies:

University Management

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

Union Industrial Officers

Valda Graham Australian Services Union (ASU)

Union Staff Representatives

Arthur Poropat Academic
Chris Butler 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 from 18 June 2009 meeting were agreed and comments to be provided on the draft notes from the 15 July 2009 meeting. Prepare draft meeting notes from 23 July 2009 to be sent out to all parties. 	<ul style="list-style-type: none"> Negotiation team to receive draft notes from 23 July 2009 meeting. Unions to provide comments on draft notes of 15 July meeting
2.	Split of Status of Bargaining Negotiations Claims Table	<ul style="list-style-type: none"> Performed the split of the Status of Bargaining Negotiations Table from one table to three tables – <ul style="list-style-type: none"> General Claims – Academic and General Staff; Claims – General Staff; and Claims – Academic Staff. The NTEU provided feedback regarding the split of these tables via email on the 20 July 2009. 	<ul style="list-style-type: none"> Update last Status of Bargaining Negotiations Overview document and forward to all parties before 6 August 2009; Update the three separated Status of Bargaining Negotiation Tables with comments provided by the NTEU and forward to all parties before 6 August 2009.
3.	Draft clauses around Unions claims of return to pre-HEWRRs conditions.	<ul style="list-style-type: none"> The NTEU tabled at the meeting comments regarding to the draft clauses proposed by University Management around the Unions claims to restore pre-HEWRR conditions on 7 July 2009. These clauses were discussed and it was agreed that Unions will provide draft clauses, including leave clauses incorporating Unions claims and current policy aspects the Unions seek to incorporate in the Agreement. The draft clause on Managing Concerns of Ill-Health was discussed and Management intent regarding provision of medical evidence was clarified. 	<ul style="list-style-type: none"> The NTEU will provide an electronic version of this document so it can be registered. Unions will provide draft clauses The Unions will provide a redraft of this draft clause. Update register of NTEU feedback on draft clauses.
4.	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.
5.	Salary offer	<ul style="list-style-type: none"> The Unions clarified their position regarding this part of the claim and seeks a formal salary offer. 	<ul style="list-style-type: none"> University Management to provide an update to the Unions at the next meeting on 6 August 2009.

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6.	Union Rights	<ul style="list-style-type: none"> The NTEU tabled a draft clause on Union Recognition, Role and Resources. 	<ul style="list-style-type: none"> The NTEU will provide an electronic version of this document so it can be registered. University Management will need to consult on this draft clause and provide feedback to the NTEU.
7.	Indigenous Employment	<ul style="list-style-type: none"> The NTEU asked University Management what is the status of the composition of the Monitoring Committee, currently without any Union representation. The NTEU noted that their claim on Indigenous Employment proposed a senior manager on a Monitoring Committee. 	<ul style="list-style-type: none"> University Management to discuss this matter with the Deputy Vice Chancellor (Academic) and respond with advice on proposed action.
8.	Campus Life – Food Services and Child Care negotiations	<ul style="list-style-type: none"> The LHMU confirmed a meeting with Campus Life management for Monday 3 August 2009 to discuss the financial position on Child Care staff regarding their preliminary claims. 	<ul style="list-style-type: none"> Meeting scheduled with Negotiating Team and Campus Life management for Monday 3 August 2009.
9.	General Staff – Classification Relativities	<ul style="list-style-type: none"> The Unions confirmed with University Management to continue discussions with the Working Party analysis of information required of certain relativities as denoted in the General Staff Position Classification Standards. The Unions proposed that the LHMU be included on the Working Party as they could provide further input regarding the scope of work to undertake when researching the relativity against the Australian Quality Training Framework. 	<ul style="list-style-type: none"> Meeting to be arranged. University Management to consider the LHMU request to be included on the Working Party and recommence discussions around this part of the claim.
10.	General Staff Classification and Career Progression	<ul style="list-style-type: none"> The Unions expressed concern that there was as yet no further progress from previous meetings. University Management advised the Unions that the position regarding to the introduction of Broadbanding and the expansion of the Linked Classifications Scheme would not progress. Further discussions on the personal classification and the classification review process claims will occur when the management position is finalised. 	<ul style="list-style-type: none"> University Management to discuss further and provide comment and draft clauses to the Unions.
11.	Allowance – Human Body materials	<ul style="list-style-type: none"> The Unions advised they would provide proposed allowance(s) rates and arrangements in a draft clause. 	<ul style="list-style-type: none"> Unions to provide proposal for allowance rates and arrangements

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12.	Junior Rates	<ul style="list-style-type: none"> The Unions clarified their position regarding removal of junior rates. 	<ul style="list-style-type: none"> University Management to discuss further and provide comment back to the Unions.
13.	General Staff Hours of Work	<ul style="list-style-type: none"> University Management acknowledged that the ASU had provided a draft clause relating to this part of claim. 	<ul style="list-style-type: none"> University Management will review the ASU draft clause and provide comment back to the Unions.

Next Meeting	Date	Time	Location	Campus
Meeting No.17	Thursday 6 August 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
Item No. 4	Balancing Life and Work – General Staff Claim
Item No. 5	Proper Implementation of Conditions – General Staff Claim
Item No. 6	Recruitment and Selection Procedures – General Staff Claim and Draft Clauses from ASU