

**Collective Bargaining Meeting
Notes from Meeting**

Meeting date: Thursday 7 May 2009, 9.30am – 11:30am

Venue: Bray Centre, Council Chambers - N54_2.02 – Nathan Campus

Present:

University Management

Ken Greedy Associate Director (Employment Strategies) HRM
Graham McConnell HR Manager, Griffith Business School & Griffith International Division
Alarna Finucan HR Manager, Arts, Education and Law Division
Dino Varricchio HR Adviser (Employment Strategies) HRM

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
Lynda Davies General Staff
Robert Purdie General Staff

Observers:

Union Industrial Officers

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

Apologies:

Union Staff Representatives

Arthur Poropat Academic
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"> Notes agreed from 23 April 2009 meeting. Prepare draft meeting notes from 7 May 2009 to be sent out to all parties by 19 May 2009 	<ul style="list-style-type: none"> Negotiation team to receive draft notes from 7 May 2009 meeting on 19 May 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. Finalising site location on the portal and web access. 	<ul style="list-style-type: none"> Web pages to be released on the University website on the 15 May 2009.
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. Added working draft document "<i>Without Prejudice - Griffith University – Draft Clauses – Professional and Support Staff Collective Agreement</i>" from University Management and recorded as Management 7.0 Included the register of – "<i>NTEU Without Prejudice - Griffith University Collective Bargaining Agreement Negotiations 2009 – Union Claim: Restoration of Employment rights lost due to HEWRRs and WorkChoices - Table</i>" and recorded as Unions 5.0 Included the register of – "<i>ASU Without Prejudice - Griffith University Collective Bargaining Agreement Negotiations 2009 – Union Claim: Restoration of Employment rights lost due to HEWRRs and WorkChoices – Table</i>" and recorded as Unions 6.0 All parties to receive current copy of the register via email. 	<ul style="list-style-type: none"> Document register updated and copy sent via email on 19 May 2009.
5.	Discussion of Higher Education Workplace Relations Requirements (HEWRRs) information	<ul style="list-style-type: none"> University Management continued discussions with the Unions in relation to restrictions on fixed-term employment. University Management are exploring possible further employment categories, however discussions are required with senior management to progress this claim. 	<ul style="list-style-type: none"> University Management will provide feedback to the Unions on its position regarding the restrictions on fixed-term employment and casual employment by 21 May 2009.

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		<ul style="list-style-type: none"> • University Management advised the Unions that this claim is not rejected outright, but will not accept restoration of HECE as such and wish to explore other possible appropriate alternatives. • The Unions asked University Management to consider what is the position of the University in regards to termination and severance to fixed-term employment and this claim. • The Unions asked University Management's position in relation to restrictions on casual employment for academics. • The Unions position on this item was on capping the number of casuals either by percentage of budget or percentage of proportion of staff. • University Management advised the Unions that further discussion required with senior management, before this can be progressed. • University Management asked the Union what is their position on this part of the claim. The Unions stated they are wanting the University to focus on – <ul style="list-style-type: none"> ○ Resourcing issues; ○ proportion of teaching undertaken by casuals; ○ job security; ○ would like the Vice-Chancellor's position on the amount of teaching undertaken by casuals in this university; and ○ enhanced conditions for casual employment. • The Unions asked University Management what is their position on the claim regarding the increase on casual loading from 23% to 25% as per the <i>Higher Education Industry – Academic Staff – Award 2010</i>. • University Management will provide feedback to the Unions on its position regarding the restrictions on fixed-term employment and casual employment by 21 May 2009. 	
6.	General Staff – Classification Relativities	<ul style="list-style-type: none"> • The Working Party met further analysis of information required of certain relativities as denoted in the General Staff Position Classification Standards and will provide feedback to the 	<ul style="list-style-type: none"> • Report back from working party of preliminary examination by the 21 May 2009.

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		Negotiating Party by meeting of the 21 May 2009.	
7.	Union Rights	<ul style="list-style-type: none"> University Management informed the Unions, further consideration of this claim is required before a position is reached. 	<ul style="list-style-type: none"> University Management to develop first draft.
8.	Discussion on Continuing (Contingent Funded) Employment	<ul style="list-style-type: none"> Ken Greedy advised the Negotiating Team that further discussion is required around this agenda item. 	<ul style="list-style-type: none"> For further discussion to occur.
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 at the next meeting.
10.	GELI Language Instructor Negotiations	<ul style="list-style-type: none"> Ken Greedy advised that a separate meeting will be arranged shortly with the NTEU to discuss the arrangements for negotiations. 	<ul style="list-style-type: none"> Meeting to be arranged between NTEU and University Management.
11.	Campus Life – Food Services and Child Care negotiations	<ul style="list-style-type: none"> University Management will be meeting with Campus Life management to discuss the arrangement for negotiations. 	<ul style="list-style-type: none"> Meeting held with Campus Life management on 15 May 2009.

Next Meeting	Date	Time	Location	Campus
Meeting No.12	Thursday 21 May 2009	9.30am – 1:00pm	Social Sciences Building, Meeting Room - M10_5.01	Mt Gravatt Campus

Agenda	Topic
Item No. 1	Discussion of Higher Education Workplace Relations Requirements (HEWRRs) information
Item No. 2	Union Rights
Item No. 3	University management response on Unions' claims re casual employees and casual employment
Item No. 4	LHMU – Feedback from University Management regarding the contract for Security Officers with the University
Item No. 5	Academic at Work @ Griffith – Feedback from University Management of preliminary draft.
Item No. 6	Discussion on redrafting of Union Representation, Role and Resources
Item No. 7	Nomenclature of General Staff