

**Collective Bargaining Meeting  
Notes from Meeting**

**Meeting date:** Thursday 17 September 2009, 9.30am – 11:00am

**Venue:** Bray Centre, Meeting Room - N54\_2.02 (Council Chambers), Nathan 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**

Margarita Cerrato University Staff Union (UNU)

**Union Staff Representatives**

Margaret Buckridge Academic  
Arthur Poropat Academic  
Lynda Davies General Staff  
Chris Weckerle General Staff  
Robert Purdie General Staff

**Apologies:**

**University Management**

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

**Union Industrial Officers**

Cathy Grant National Tertiary Education Union (NTEU)

**Union Industrial Officers**

Tony Stafford General Staff

## Collective Bargaining Meeting Notes from Meeting

Agenda Item Number	Item Description	Outcome	Action Required
1.	Confirmation of notes from previous meeting	<ul style="list-style-type: none"> <li>Notes from 20 August 2009 meeting agreed.</li> <li>Comments to be provided on the 3 September 2009 meeting.</li> <li>Prepare draft meeting notes from 17 September 2009 to be sent out to all parties.</li> </ul>	<ul style="list-style-type: none"> <li>Negotiation team to receive draft notes from 17 September 2009 meeting.</li> </ul>
2.	Collective Bargaining Position NTEU Claim to avert industrial action	<ul style="list-style-type: none"> <li>University Management informed the negotiating parties of the meeting that was held with the NTEU on the 14 September 2009. This meeting discussed the University's position with respect to the NTEU bargaining claims to avert industrial action.</li> <li>University Management tabled to the negotiating parties a copy of memo outlining the interim settlement points.</li> <li>University Management will forward electronically this memo.</li> </ul>	<ul style="list-style-type: none"> <li>Negotiation team to receive to copy of memo.</li> </ul>
3.	Fixed Term Employment	<ul style="list-style-type: none"> <li>University Management discussed with the negotiating parties updated draft clauses on Fixed Term employment for General Staff and Academic Staff.</li> <li>Copies of these clauses will be resent to the Unions to respond.</li> </ul>	<ul style="list-style-type: none"> <li>University Management to resend draft clauses on Fixed Term for General Staff and Academic Staff for Unions to comment.</li> </ul>
4.	Draft clauses around Unions claims of return to pre-HEWRRs conditions.	<ul style="list-style-type: none"> <li>University Management discussed with the negotiating parties the revised draft clause on Classification Review for General Staff.</li> <li>A copy of this revised draft will be sent out to the Unions to respond.</li> <li>University Management discussed Academic Workloads clause as part of the Academic claims. University Management will forward to the Unions a revised draft clause with comments/feedback.</li> <li>University Management discussed the draft Casual clause. University Management will be analysing data around this part of claim. Discussions will continue to explore further how this is best managed to the benefit of all parties before this claim can be properly considered.</li> </ul>	<ul style="list-style-type: none"> <li>University Management to send revised draft clause on Classification Review for General Staff to negotiating parties for comment.</li> <li>University Management to send revised draft clause on Academic Workloads to negotiating parties for comment.</li> <li>University Management to send draft clauses around the Unions claims of return to pre-HEWRRs conditions.</li> </ul>

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		<ul style="list-style-type: none"> <li>• University Management will be removing the threshold for casual employees of earning more than \$450 a month before qualifying for the 9% contribution to Accumulation Super.</li> <li>• University Management informed the negotiating parties that draft clauses around the Unions claims of return to pre-HEWRRs conditions will be distributed to all members for continued discussions.</li> <li>• The USU provided their verbal position relating to prioritised claims –               <ul style="list-style-type: none"> <li>○ Casual employment of general staff;</li> <li>○ Removal of junior wage rates;</li> <li>○ Job security – contracting in and out;</li> <li>○ Balancing life and work; and</li> <li>○ Restoration of employments rights and conditions – HEWRRS – Union Rights and Resources and Disputes settling procedures.</li> </ul> </li> <li>• The NTEU reiterated their verbal position pertaining to General Staff claims on improved and better career progression and classification.</li> </ul>	

Next Meeting	Date	Time	Location	Campus
Meeting No.21	Thursday 8 October 2009	9.30am – 1:00pm	Social Sciences Building, Meeting Room - M10_5.01	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	Classification/Moderation
Item No. 4	Fixed Term Employment