



A•S•U

ASU in Education GRIFFITH UNIVERSITY

Australian Services Union Central and Southern Queensland Branch

AUSTRALIAN SERVICES UNION • EDUCATION UPDATE

Griffith University Bulletin No. 1354

21 April 2009

Bargaining Update

- Preliminary meetings 3rd & 17th December 2008 to discuss commitment to engage in Bargaining and to establish future meeting dates.
- At that stage the University flagged to us that they perceived the agreement staying the same apart from legislative changes and the removal of AWA clauses; remove any typo's and insert new flexibility clause.
- We have agreed to approaching negotiations within the framework of a single bargaining unit (SBU) to establish and maintain two separate agreements covering one for General Staff and one for Academic Staff.
- Your ASU Bargaining Representatives are ASU Delegate, Chris Weckerle of Gold Coast Campus and ASU Organiser, Valda Graham.
- Management have in recognition that the existing agreement expired 31 December 2008 passed on a 4 % administrative increase effective 1 January 2009.
- Management explained that any further monetary values cannot be discussed or delivered until after the June budget is handed down.

Management are also waiting on the Federal Government to determine how it will hand down recommendations from the Bradley and Cutler Review's and what will this mean for the University?

- Management agreed however, that other claim items submitted by the unions can be dealt with in the meantime in stark contrast to another university in Brisbane.

- Management have committed to developing a Website for Bargaining, which will be used to update staff through out the process. The Website will detail who your bargain representatives are and highlight contact details for your convenience

For your information

Managements Log of Claims is as follows:

Griffith University seeks the following in relation to settlement of new Collective Agreements for both General and Academic staff for the period 2009 – 2012.

1. Length of Agreements

Both the General Staff and Academic Staff Collective Agreements are each for a period of three years commencing from date of certification.

2. Academic Work @ Griffith

- Revisit minimum percentages of each aspect of academic work in relation to work allocation. For example Service component currently has a minimum requirement of 20%, believe that through experience of application that this should be a minimum of 10%.
- Broaden the teaching intensive definition and application from what exists in the current Agreement.
- Review Work Allocation formulae, with a view of simplification.

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Griffith University Bargaining Update cont'd

3. Type of Appointment

Introduce a new category of employment for alternatively funded fixed term staff of "continuing (contingent funded) employment".

4. Teaching Calendar

Review Agreement around greater flexibility to accommodate full three semester teaching calendar or "whole year" courses

5. Redundancy

Revisit redundancy provisions and processes as well as basis for calculation of benefits for voluntary and compulsory redundancy.

6. General Staff – Classification Process

Streamlining the classification/ reclassification process.

Further to the above, the University would note that there may be further matters arising from discussion around specific subsets of Campus Life (Child Care and Food Services) and Griffith International (Language Instructors) and therefore the University would reserve its rights to revisit this log at a later time.

Negotiation meetings have been held on 5/2/09; 19/2/09; 5/3/09; 19/3/09; 2/4/09

EMPLOYER CLAIM	STATUS
1. Length of Agreement	<p>Management want a three year agreement from the time it takes to complete the agreement and forward to the new Authority.</p> <p>Unions want the agreement to operate to 30 June 2011.</p>
3.Type of Appointment – New Category	<p>Only brief discussion in regards to this so far. Management have cherry picked this from the ANU agreement which specifically deals with placing fixed term Research Assistants on continuing appointments so long as funding continues.</p> <p>The ASU had hoped that this might be extended to internally funded fixed term general staff, but Management say No.</p>
6.General Staff – Classification Process	<p>Management wish to remove the role of the moderator from the reclass process. Management believe the role doubles the timing of the process.</p> <p>Unions continue to explore this with Management</p>

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Griffith University Bargaining Update cont'd

The Single Bargaining Unit has been discussing the following items from union's claims as follows:

UNION CLAIM	STATUS
<p>6.3 more flexible support for staff involved in Bargaining negotiations and that they are able to participate in paid time and that this includes the ability to report back to other workers across all campuses</p>	<p>Unions and Management worked towards establishing a framework for bargaining negotiations. Principles which underpin your bargain process and enables Delegates to participate and report back in paid time.</p>
<p>Restoration of employment rights and conditions lost due to HEWWRs {Worst Choices}</p>	<p>Lengthy ongoing discussions to date. So far, Management are not prepared to return those policies which currently sit outside of the agreement that gives management the right to veto or is not directly related to employment.</p> <p>An example of what might be in is:</p> <ul style="list-style-type: none"> • Casual conversion • Leave policies • Flexible work year • Redeployment/Redundancy <p>An example of what they are not interested in is:</p> <ul style="list-style-type: none"> • Performance management • Restrictions on fixed term employees (not interested in returning provisions from HECE Award) • Individual Grievance <p>Management still to provide a clear indication in relation to what they will restore.</p> <p>Management still wish to exclude Awards.</p> <p>Management agree to removing reference to AWA's & ITEA's but will want to put in Modern Award flexibility clause which allows for local arrangements to be made where mutually agreed, which is already possible under the existing agreement.</p>
<p>9. That the parties review, Trade area wage relativities to ensure that Griffith University can continue to retain suitably experienced and qualified staff in these vital roles.</p>	<p>Management have agreed to review this to determine whether the job descriptors and relativities are aligned appropriately. Happy to explore further.</p> <p>Dates have been set for this to be evaluated through the establishment of a working party comprising of Management; QPSU & ASU. Outcomes will be reported back to the Single Bargaining Unit.</p>

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Celebrate **LABOUR DAY** Monday **MAY 4, 2009**



A Great Day of Family Fun!

Celebrate the Return of Fairness in Our IR System March on Labour Day May 4, 2009

WHEN: Monday 4 May

WHERE: Assemble at the Corner
of Wharf & Turbot Streets,
Brisbane City

TIME: 10.00am SHARP.

Bring a fold-up chair or blanket! Enjoy a free BBQ, entertainment, rides and fun for all the family at the RNA Showgrounds on Oval 2 until 4.00 pm.

Please RSVP info@qld.asu.net.au your interest in attending. Don't forget to wear your "Meeting the Challenge" T-Shirt!

Come and Celebrate Labour Day with Your Union!

**FREE! • Balloons • Childrens Rides
• Face Painting • Teen Activities •
BBQ & Refreshments • Softdrinks**

Take it easy and catch the train to Central Station!