



**University of Melbourne Student Union**

**Meeting of the Students' Council**

**Agenda**

**Wednesday May 27, 12:00pm**

**Meeting 11(20)**

**Location: Zoom**

<https://unimelb.zoom.us/j/92551896210?pwd=bjh3b0FLaXpYZm04UHAXQTBKQIRRdz09>

Password: 004194

**Meeting opened at 12:09pm by Hannah Buchan**

**Hannah reminded everyone of the rules/conventions regarding Zoom meetings and voting**

**1. Procedural Matters**

**1.1. Election of Chair**

Motion 1: That Hannah Buchan be elected Chair

Mover: Hannah Buchan

Seconder: Hannah Krasovec

CARRIED

**1.2. Acknowledgement of Indigenous Custodians**

Acknowledged by Hannah Buchan

Hannah also acknowledged Sorry Day and National Reconciliation Week

**1.3. Attendance**

<b>2. Representatives on Students' Council</b>	<b>Full name</b>	<b>Attended?</b>	<b>Number of councils attended</b>
<b>Students of Colour Representative on Students' Council</b>	Allen Xiao	Y	7
<b>Students with Disabilities Representative on Students' Council</b>	Max Dowell	Y	7
<b>Queer Representative on Students' Council</b>	Andie Moore	Y	5
<b>International Student Representative on Students' Council</b>	Tejas Gandhi	Y	6
<b>Graduate Student Representative on Students' Council</b>	Hayley Kebbell	Y	6
<b>Students' Council (General Representative)</b>	Evelyn Ranogajec	Y	7
<b>Students' Council (General Representative)</b>	Joshua Bruni	Y	5
<b>Students' Council (General Representative)</b>	Christopher Melenhorst	Y	7
<b>Students' Council (General Representative)</b>	Nick Reich	Y	4

<b>Students' Council (General Representative)</b>	Lachlan Hinds	Y	7
<b>Students' Council (General Representative)</b>	Raiyaan Mahbub	Y	6
<b>Students' Council (General Representative)</b>	Felix Sharkey	Y	5
<b>Students' Council (General Representative)</b>	Amal Whebe	Y	1
<b>Students' Council (General Representative)</b>	Varaidzo Chipunza	Y	8
<b>Students' Council (General Representative)</b>	Hannah Krasovec	Y	5
<b>Students' Council (General Representative)</b>	Matthew Harper-Gomm	Y	7
<b>Students' Council (General Representative)</b>	Emma Dynes	Y	2
<b>Students' Council (General Representative)</b>	Nurul Juhria Binte Kamal	Y	4
<b>Students' Council (General Representative)</b>	Thonya Deverall	Y	7
<b>Students' Council (General Representative)</b>	Catriona Smith	Y	7
<b>Indigenous Committee</b>	Jess Ferrari-Thomas	Y	6

## Office Bearers

<b>Department</b>	<b>Full name</b>	<b>Attended?</b>	<b>Number of councils attended</b>
<b>President</b>	Hannah Buchan	Y	8
<b>General Secretary</b>	Jack Buksh	Y	8
<b>Activities Officer</b>	India Pinkney	Y	3
<b>Activities Officer</b>	Hayley Stanford	Y	4
<b>Clubs &amp; Societies Officer</b>	Jordan Di Natale	Y	7
<b>Creative Arts Officer</b>	Emily White	Y	5
<b>Creative Arts Officer</b>	Olivia Bell	Y	6
<b>Disabilities Officer</b>	Hue Man Dang	Y	7
<b>Disabilities Officer</b>	Srishti Chatterjee	N	5
<b>Education (Academic Affairs) Officer</b>	Joshua Munro	Y	7
<b>Education (Academic Affairs) Officer</b>	Georgia Walton Briggs	Y	7
<b>Education (Public Affairs) Officer</b>	Charlie Joyce	Y	4
<b>Education (Public Affairs) Officer</b>	Noni Bridger	N	3
<b>Environment Officer</b>	Olivia Sullivan	Y	6
<b>Environment Officer</b>	Sophie Kerrigan	Y	4
<b>Indigenous Officer</b>	Hope Kuchel	N	5
<b>Indigenous Officer</b>	Shanysa McConville	N	4
<b>Media Officer</b>	Bethany Cherry	Y	4
<b>Media Officer</b>	Amber Meyer	Y	5
<b>Media Officer</b>	Sarah Peters	Y	6
<b>Media Officer</b>	Tharidi Walimunige	Y	6
<b>People of Colour Officer</b>	Nicole Nabbout	Y	5
<b>People of Colour Officer</b>	Gurpreet Singh	Y	6

<b>Queer Officer</b>	Ciara O'Sullivan	Y	5
<b>Queer Officer</b>	A'bidah Zaid	Y	2
<b>Welfare Officer</b>	Declan Kerger	N	4
<b>Welfare Officer</b>	Natasha Guglielmino	Y	7
<b>Women's Officer</b>	Aria Sunga	Y	2
<b>Women's Officer</b>	Naomi Smith	Y	4
<b>Burnley Campus Coordinator</b>	Kaitlyn Hammond	Y	4
<b>VCA Campus Coordinator</b>	Hayden Williams	Y	6
<b>VCA Campus Coordinator</b>	Verity Crane	N	5

**2.1. Apologies**

*Office Bearers: Naomi Smith, Noni Bridger, Shanysa McConville Declan Kerger*

*Councillors:*

**2.2. Proxies**

None received

**2.3. Membership**

No change

**2.4. Adoption of Agenda**

Motion 3: To adopt the Agenda as presented

Mover: Hannah Buchan (Chair)

CARRIED

**3. Confirmation of Previous Minutes**

**2.1 Minutes 10(20)**

Motion 4: That the minutes of Meeting 10(20) be reflected as a true and accurate record

Mover: Hannah Buchan (Chair)

CARRIED

**4. Conflicts of Interest Declaration**

No conflicts declared

**5. Matters Arising from the Minutes**

No matters arising from the minutes

**6. Correspondence**

No correspondence received

**7. Office Bearer Reports**

President	Hannah Buchan	<i>Submitted</i>
General Secretary	Jack Buksh	<i>Submitted</i>
Activities	India Pinkney	<i>Submitted</i>
	Hayley Stanford	<i>Submitted</i>
Clubs and Societies	Jordan Di Natale	<i>Submitted</i>
Creative Arts	Emily White	<i>Submitted</i>
	Olivia Bell	<i>Submitted</i>
Disabilities	Hue Man Dang	<i>Submitted</i>

	Srishti Chatterjee	<i>Not submitted</i>
Education (Academic Affairs)	Georgia Walton Briggs	<i>Submitted</i>
	Joshua Munro	<i>Not submitted</i>
Education (Public Affairs)	Charlie Joyce	<i>Submitted</i>
	Noni Bridger	<i>Submitted</i>
Environment	Sophie Kerrigan	<i>Submitted</i>
	Olivia Sullivan	<i>Submitted</i>
Indigenous	Hope Kuchel	<i>Submitted</i>
	Shanysa McConville	<i>Submitted</i>
Media	Bethany Cherry	<i>Submitted</i>
	Amber Meyer	<i>Submitted</i>
	Sarah Peters	<i>Submitted</i>
	Tharidi Walimunige	<i>Submitted</i>
People of Colour	Gurpreet Singh	<i>Submitted</i>
	Nicole Nabbout	<i>Submitted</i>
Queer	Ciara O'Sullivan	<i>Submitted</i>
	A'Bidah Zaid	<i>Submitted</i>
Welfare	Natasha Guglielmino	<i>Submitted</i>
	Declan Kerger	<i>Not submitted</i>
Women's	Naomi Smith	<i>Submitted</i>
	Aria Sunga	<i>Submitted</i>
Southbank	Verity Crane	<i>Not submitted</i>
	Hayden Williams	<i>Submitted</i>
Burnley	Kaitlyn Hammond	<i>Submitted</i>

Hayden Williams asked to make an amendment to the report to remove references to staff members and replace them with the titles of the staff members instead. Jack Buksh asked him to send through the amended version for inclusion.

Hannah Buchan spoke to her report regarding the Town Hall meeting. Reply received from the Uni yesterday, DVC Kerri Lee would like to know what type of forum UMSU would like to run – if UMSU wants the uni to run it or run it ourselves. The uni would like to do it in semester 2, or just before Semester 2.

Anneke d'Emanuele said that she thought UMSU should facilitate the Town Hall – with speakers opposing the VC. It should be on UMSU's terrain, and UMSU should run it. Semester 2 timing is a cop out – the Uni is attacking staff now, it needs to happen soon.

Matt Harper declared he'd been elected to the GSA recently – forgot to say it earlier. Jack Buksh indicated that he'd note it as an ongoing conflict.

Charlie Joyce suggested there should have an UMSU facilitator, and that UMSU should run it. These changes effect students and staff, and UMSU needs to facilitate this meeting for everyone to grill the VC. UMSU should also push for it to be closer to nowq 5.

Emma Dynes agreed that the timing was a cop out – the uni has already gone on the attack, saying that staff should take a pay cut. It would be good to invite staff, and UMSU should facilitate. Should also push for the VC.

*Hannah Krasovec asked the Media Department how many people asked for magazines to be printed and how much they cost.*

Bethany Cherry replied, saying 187 asked for, \$880 to post.

*Max Dowell asked the Disabilities Office about their report – saying they've done a really good job at identifying issues, but haven't put any action points in – more a log of grievances.*

Hue Man Dang responded – the 2 social workers at Stop 1 has been a tough issue. Hue Man asked for interest regarding a joint statement to Stop 1. Regarding the Advocacy aspects, Jack and Hannah have been doing a great job, and Advocacy have been handling student issues as the Department has been referring them on.

Max suggested that the department report more on what they've been actively doing, and maybe looking at other departments and how they've been actively engaging.

*Tejas Gandhi asked Hue Man about issuing a statement – what format would this be in?*

Hue Man: originally Disabilities were going to do a joint statement, but will meet with OBs later today. If everyone agrees with the Disabilities statement that can be the Union one.

*Anneke asked Hannah if the Uni has signalled anything about course cuts?*

Hannah Buchan indicated they had not.

*Anneke asked for a report back on exams?*

Georgia Walton-Briggs confirmed that all exam notifications have gone out to students and the University has confirmed they're not using any proctoring services. Most exams will be through Zoom or through Canvas.

Joshua Munro said that all exams will be via a Zoom call and that the camera will need to point at your exam paper.

*Anneke asked if you have to show your Zoom around the room to say you won't have cheat sheets? How will the process work?*

Georgia confirmed there would be no showing the rooms. When students log on, they'll ID everyone and after that the camera will be pointed at the work. No scanning of rooms or anything like that.

Josh indicated that that nearly every exam was open book.

*Matt Harper asked about the Emergency Support funds and an update on the issues?*

Hannah – have met with University numerous times. Sounded great at the start, but there's a number of issues – students were told that they'd have a timeframe to receive funds, but it's well over a month for some students. Additionally UMSU was told the payments would be stipend payments, and now they're getting lump sum payments and there's no avenues to ask questions about what amount you've got. Hannah has raised it every day with the University and we're continuing to follow up.

Andie Moore thanked Ed Pub for their support for the NDA. Wanted to flag a follow up from Hue Man to start thinking about how staff cuts will relate to other departments and other departments of the Union. UMSU should be working with the NTEU to build campaigns on this. Should be a WoU Campaign, broad reaching. UMSU needs to get involved in activism and stunts, and give a lot of publicity to these cuts. If you're aware of these cuts, let Ed Pub and the NTEU know, as UMSU needs to know the extent of the cuts.

*Tonya Deverall congratulated Media on the most recent edition and asked what progress has been done on finding a Union approved printing company?*

Bethany Cherry responded, saying it wasn't a council directive, it was a suggestion. Media has contacted the OBs who brought it up. Media has not made any move to move companies due to COVID19. Media has asked for references as well from other OBs, and have done a bit of research.

*Justin Bare (UMSU CEO) said that UMSU has requested that the University have trial exams that people can try before their exams – so they can see how the exams work. He asked council for an indication if anyone has received practise exams?*

*Ryiannn asked Hannah if Academic Board had indicated how will classes roll out?*

Hannah said that as yet it was unknown. It's likely that students with pracs will be the first to roll out. There is no firm clear info, but the vibe is that it will only be essential course work on campus. There was no update on fee remissions. Campaign for fee remission is going through UMSU Legal at the moment.

*Jordan Di Natale – back to the Zoom exams – has anyone said what would happen if zoom goes down during the exam?*

Georgia indicated that nothing had come up about that yet.

*Catriona Smith asked about access reports for Canvas – the uni knows and is monitoring if/when you're logging in to Canvas and if you're watching lectures etc and the general appropriateness of this.*

*Hue Man asked about showing receipts for the emergency fund– she wanted to confirm that the receipt requirement is a thing – and if it is, UMSU should publicise it. Through Hue Man's channels, she's been getting comments about exams being harder - including people being tested on things they haven't done. She is concerned.*

Jack Buksh indicated that if OBs are getting this info, they need to pass it on to Jack, Hannah or Advocacy so UMSU can act on them.

*Josh Bruni said that he had a friend who was messaged by his tutor asking why they're not on the LMS. He also requested an update on the media figures for Radio Fodder?*

Sarah Peters had some listener numbers – Australia has 2574 listens. The program also breaks up the numbers by podcast. Will include in the next Media OB report.

Josh Bruni asked for an in depth report from Media on the Radio Listeners.

*Anneke indicated her support for a WoU campaign about the surveillance of students via Canvas. Also would like answers to the question about supplying receipts for the Emergency Fund.*

Justin Bare said that if a student has received the money that's it – there's no expectation as far as he's aware that there would be a need for receipts after the fact.

Motion 5: That Council direct the Media department to do an investigation about switching to a new printing company with a report back by the 1<sup>st</sup> council of Semester 2. It should include the new company they want to pick, as well as a quote for them.

Mover: Thonya Deverall                      Seconder: Josh Bruni

Sarah Peters wondered if there could be a different time frame.

Bethany Cherry requests reasons why people are unhappy with Print Graphics

Raiyaan said that it was really important that UMSU transitions to a union approved printer.

Max Dowell clarified that this is just an investigation and asked why it would take a long time. UMSU should not support scab shops.

Thonya further clarified the timeframe – she is obviously open to pushing back a week, but UMSU needs accountability and an endpoint.

Procedural Motion: To suspend Standing Orders to allow Varaidzo Chipunza to proxy to Joshua Bruni

Mover: Hannah Buchan (Chair)

CARRIED

Felix Sharkey said that PrintGraphics is a company with history of cutting wages, it's a position of UMSU to use unionised labour when making decisions about spending. UMSU needs to stand in solidarity with the union movement.

*Andie Moore agrees with the principal of this motion and asked if Media have been told that there are other options and asked if there are any union printers in Melbourne?*

Hannah Buchan indicated there was a discussion earlier in the year with a list of alternative print providers provided to the Media office

Hannah Krasovec said that AMWU produces a list – costs are a concern but often unionised ones are cheaper or the same price.

*Josh Bruni asked what other departments go with?*

Hannah Buchan said it was up to the individual department, but we can pass a motion for everyone

Sarah Peters said that Media are definitely here to do the research, she doesn't remember a list, but is more than happy to receive one.

Bethany Cherry said that Media never got a list. Media, as the department, should be the ones to do the research – but Media will pass it on to next year's OBs

Andie Moore asked if Communications had already done the research.

Gurpreet asked everyone to stop with the perception that union labour is more expensive than non union and that that's some Liberal Party bullshit. Skilled labour isn't cheap, cheap labour isn't skilled. There is a print division of the Union that we could contact. We would also have better quality paper as it would be made by union workers.

PROCEDURAL: To move to a vote

Mover: Hannah Krasovec                      Seconder: Jordan Di Natale

CARRIED

Motion 5: That Council direct the Media department to do an investigation about switching to a new printing company with a report back by the 1<sup>st</sup> council of Semester 2. It should include the new company they want to pick, as well as a quote for them.

Mover: Thonya Deverall                      Seconder: Josh Bruni

CARRIED

Procedural Motion: To suspend Standing Orders to allow Raiyaan Mahub to proxy to Juhria Nurul Binte Kamal

Mover: Hannah Buchan (Chair)

CARRIED

Catriona Smith said that she'd also heard that there was feedback about using CADMUS for online learning.

Motion 6: To accept the OBs reports en block

Mover: Hannah Buchan (Chair)

CARRIED

Procedural Motion: To suspend Standing Orders to allow Hannah to proxy to Evvie and Lachie to proxy to Hayley

Mover: Hannah Buchan (Chair)

CARRIED

**Raiyaan, Hannah and Lachie left**

**Quorum count requested - Council still maintains quorum**

Procedural motion: to move immediately to UMSU Sexual Assault and Harassment Taskforce Terms of Reference

Mover: Aria Sunga

Seconder: Chris Melenhorst

CARRIED

Aria indicated that the following motion had a content warning associated with it regarding Sexual Assault.

The framework is a result of work with Patrick Tidmarsh (UMSU's Sexual Harm Response Coordinator) – and is designed to assist change within the University. It is also designed to ensure UMSU practises what it preaches and that UMSU is able to prioritise student safety. The working group has contacted all departments as the composition of the committee and all departments of UMSU have expressed support.

Naomi spoke, saying UMSU needs to come together as different departments and make sure we continue that focus on sexual assault and violence.

Motion 7: to endorse the UMSU Sexual Assault and Harassment Taskforce Terms of Reference

Mover: Aria Sunga

Seconder: Naomi Smith

CARRIED

Procedural Motion: That Students' Council move in camera

Mover: Hannah Buchan (Chair)

CARRIED

**Council moved in camera at 1.22pm**

## **8. CEO Report**

During this time, Council discussed and accepted the CEO's report.

**Council moved out of camera at 1:28pm**

## **9. Motions on Notice**

### **9.1. Lack of 2020 Results Recognition**

*The University has recently announced drastic changes to how GPA calculations are to be made for entry into postgraduate Health Science courses (Medicine, Dentistry, Optometry). The changes mean that all grades obtained by students in 2020 will not count towards the entrance requirements to the Melbourne MD, Dentistry or Optometry courses.*

*Prior to this, grades in second and third year of an undergraduate degree were weighted twice as much, mitigating the impact of a poor performance in first year.*

*These changes also impact Honours students. Previously, Honours had to be completed by Semester 1 to be included in GPA calculations when applying for Medicine, while an ongoing Honours degree counted towards Optometry or Dentistry. Under the new policy, Honours at any stage of completion will not be included in GPA calculations, for any of the three degrees. In light of this, many Honours*

*students have had their projects amended, cancelled, or delayed. The removal of the Project Unit for Semester 1 means their FTE is capped at 25 credit points, with Universities not recognising 2020 grades if their FTE is below 37.5.*

*Overall, these changes disadvantage many aspiring undergraduate and Honours students who want to improve their standing for medical school applications this year. It exacerbates the financial and academic pressures already faced by students in 2020, and overturns the work UMSU have done in the WAM campaign. For Honours students especially, their tireless efforts have been made ineligible on a technicality. A complex matter such as standalone Honours degrees, which combines research with coursework, must be evaluated on a case by case basis.*

*Faculty clubs, including BSS, SSS, and ASHS- representing the majority of affected students- have since gathered personal testimonials from their members.*

*Other Australian medical schools such as Griffith University have introduced an optin system for grade calculations, in which 2020 grades can either be counted or omitted entirely from GPA calculations. We believe this is the fairest way to balance academic integrity with the need to recognise adverse circumstances faced by students. We hope the faculty of Medicine, Dentistry and Health Sciences (MDHS) are able to reconsider their stance and better support students in this time of crisis.*

*We therefore ask the Students' Council to:*

- 1. Stand in solidarity and publicly support students who are disadvantaged by this policy*
- 2. create and promote a petition to the MDHS faculty, advocating for*
  - a. an opt-in system for post-grad Medicine, Dentistry and Optometry applications, judged on a case-by-case basis, as detailed in the Preamble.*
  - b. a consistent approach to the Honours degree in all departments within MDHS, to minimise the impact of a reduced Semester 1 FTE.*
- 3. Sign the open letter to the Dean of Medicine on behalf of UMSU and affected students.*

**Moved: Andie Moore**

**Seconded: Hayley Stanford**

Andie spoke to their moving rights – they were approached by concerned students. WAM changes are amazing, and students have been given that choice which is also amazing but students need to be able to opt in or out.

Hayley spoke to her seconding rights – that students are stressed about this and it needs to change

Justin Bare clarified that there is an opt in and opt out for 2020 Semester 1 WAM. Students can't go down at all – if results go up, WAM can improve, if they go down, it won't. All that these medical students need is for this to apply – their WAM needs to be treated like everyone else's. UMSU is concerned that we don't know when this decision was made by the Academic Board but it does seem to be very flawed. Uni will hold a forum in June, but this doesn't help those students that are immediately affected.

A student attendee (*name revoked upon request*) spoke of his concern as a physiology student – most student's thesis projects have been cancelled, the cohort's FTE has gone down and because of

that if we want to apply to different uni's we're not able to because we're not full time students. He wanted to note that departments in the MDHS are not taking a standard approach.

Another student attendee (*name revoked upon request*) said that through the BioMed Student Society they've collected about 200 statements – most indicating mental health concerns and stresses about these decisions. This difference in treatment was announced after census date but two weeks before med school applications closed. Common themes in the statements included that many people take different pathways to get to med – some switch degrees, some have first year struggles. You have 3 years to develop your GPA and this is discounting one of them.

Max Dowell indicated he was unsurprised about the Unis' status on this. More broadly want to share his disappointment regarding people putting their name to this motion – we need to take a stand and change this. Would like to amend the motion to add

“UMSU acknowledges the way medical schools have traditionally entrenched and supported oppressive power structures and acknowledges that this policy stance is a reflection of this. It is clearly an effort to further disenfranchise those excluded from the medical profession which will impact the way already marginalised groups are medicalised and silenced more broadly.”

This is amenable to the mover and seconder.

Jordan Di Natale spoke saying that 2020 was such a different challenging year, and that this wasn't helping.

Procedural motion: To suspend Standing Orders to allow Christopher Melenhorst to proxy to Catriona Smith Mover: Hannah Buchan (Chair) CARRIED
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**Christopher Melenhorst left Council**

**Quorum count requested – still 12 voting members present.**

Hue Man asked if there has been any discussion about further years WAM's.  
Justin indicated that UMSU has received no info on that so far

Georgia said that she looks forward to helping the Biomed Students Society further – and that it's concerning that change is not clear, and that there's no info available on how it affects the future, or how the decision was made. We've received advice that the decision was made by Academic Board, but we've not seen it come through Academic Board - it may have gone through executive. She indicated alarm that such an important decision would go through this channel

Allen Xiao reiterated the significant emotional distress not only at decision but also at lateness of communication of decisions. No transparent announcement at all about this – all really dodgy.

Hayley asked to change the first item of the amendment to “consistent with the University WAM policy for GPZ calculation in which marks lower than a students' 2019 WAM do not contribute to the GPA”. This was amenable to the mover.

Motion 9: That UMSU Students' Council:

Stand in solidarity and publicly support students who are disadvantaged by this policy

Create and promote a petition to the MDHS faculty, advocating for

-consistency with the University WAM policy for GPZ calculation in which marks lower than a students' 2019 WAM do not contribute to the GPA

- a consistent approach to the Honours degree in all departments within MDHS, to minimise the impact of a reduced Semester 1 FTE.

Sign the open letter to the Dean of Medicine on behalf of UMSU and affected students.

**Moved: Andie Moore**

**Seconded: Hayley Stanford**

**CARRIED**

## 10. Motions Without Notice

Motion 9.1 and 9.4 were discussed together as their content was similar

### 10.1. UMSU Says: No Variations! No Staff Cuts, No Student Cuts!

On Monday, vice-chancellor Duncan Maskell emailed all University of Melbourne staff, announcing that the University would be seeking a variation to its Enterprise Agreement. Believing there to be a revenue shortfall of between \$260 million and \$320 million, largely due to a reduced student load, the University proposed changes to working conditions for staff, to save the University up to \$30 million. The proposal outlined:

- A permanent 2.2% cut in wages for everyone other than casuals, with a permanent impact on retirement income.
- Unfettered use of forced redundancies
- A "voluntary" redundancy process enabling individuals to be targeted, and with a "redundancy-lite" payment
- Consultation on change processes only after decisions have been made, and no recourse to arbitration for disputes.
- No employment protections for either casuals or fixed-term contract staff, including those who have already lost employment this year
- No enforceable protections against stand-downs
- No enforceable protections against increasing workloads for remaining staff
- No transparency regarding the University's financial position, or how the recent Victorian Government's higher education relief announcement will benefit the University, even though we have repeatedly asked for this information.

Not only do these changes offer little protection to University staff - they also constitute unprecedented attacks on hard-earned working conditions, won by unionised workers. Instead of drawing on its near \$4 billion in University reserves, or even taking a low-interest loan to ensure all staff retain guaranteed work, it has opted to attack the conditions of workers, and make overworked staff even more precarious. It is quite clear that during a pandemic, University staff cannot afford to foot the bill.

Regardless, all these changes must be put to a vote. All University of Melbourne staff are entitled to have their say on the variations, union and non-union, academic and professional, permanent and

casual staff. We have an opportunity, indeed a responsibility, as a union, to mobilise staff to vote down these changes, and reject cuts, and in favour of secure work, and decent working conditions.

**Actions:**

UMSU Students Council:

1. Condemns the University of Melbourne for seeking to alter the Enterprise Agreement and water down worker's rights, and calls them on to withdraw the variation;
2. Stands in solidarity with the University of Melbourne NTEU Branch, in calling all University staff to **vote no to variations to the enterprise agreement on June 9**
3. Directs all office-bearers to send communications, developed in liaison with NTEU student workers and the Education Public office urging workers to vote no to variations to the enterprise agreement;
4. Encourages Umsu office bearers to collaborate with the NTEU in promoting a no vote to the variation, advertising opportunities for students to get involved in their campaign;
5. Strongly recommends all University staff to join the National Tertiary Education Union (and for all students to join Umsu);
6. Resolves to defend every job, every subject and every student service;
7. Recognises the solidarity, is indeed, the best medicine.

**Moved: Andie Moore**

**Seconded: Charlie Joyce**

**9.4 Umsu opposes Duncan Maskell's cuts to staff and students**

On May 25, Vice-Chancellor Duncan Maskell wrote to staff calling on them to sacrifice their 2.2% pay rise that began on May 1. He argued that the university is facing an economic crisis, and that pay cuts are necessary to save jobs. Further, he outlined that a ballot of all staff would take place on June 9, and that if passed, pay cuts would begin on July 1.

Umsu completely opposes this attack - staff and students should not pay for the crisis. Melbourne University is an incredibly rich institution, and the wealthiest university in Australia. According to the latest government report, the university has \$7.6 billion in assets. Maskell's letter stated that the maximum revenue shortfall expected in 2020 is \$320 million. This is less than a tenth of the university's \$3.9 billion held as reserves. The university can easily afford to pay for this crisis, but has chosen to force the cost onto staff.

Further, it is clear this pay cut won't save jobs. Maskell admits that, even if the pay cut is implemented, "it is inevitable that jobs will be lost". This is a cynical attempt by the administration to coerce staff into voting to lower their pay in exchange for non-existent job security.

The people calling for these cuts are hardly feeling the crisis themselves. Even with a 20% pay cut, Maskell is earning well over a million dollars. Just 26 executives are collectively paid \$13 million a year. It is clear that, contrary to Maskell's statement, Melbourne University is not "first and foremost a community" with shared interests. It is an increasingly for-profit institution, run to fill the pockets of executives at the expense of students and staff.

One area that has already been hit hard is the Sustainable Campus program. As a result of budget cuts and casual job losses, all staff who work on sustainability have been stood down or had their hours reduced. Meanwhile the university continues to invest in fossil fuels, after having repeatedly ignored divestment campaigns from students and staff. The university should reverse all cuts to

sustainability, and end all investments in the fossil fuel industry as part of making up its revenue shortfall.

**Platform:**

- UMSU opposes the proposed pay cuts.
- UMSU rejects the notion that pay cuts save jobs.
- UMSU opposes all other cuts to staff and students, including budget cuts to the Sustainable Campus program.
- UMSU expresses solidarity with the rank-and-file NTEU campaign being run against cuts to universities.

**Moved: Lucas Brunning-Halsall**

**Seconded:**

Andie spoke to their moving rights. Staff conditions are being cut with no protections in return. It could mean that already overworked staff take further pay cuts, with less money for more work. No casual protections. No promises about cuts that aren't staff related. This is outside of union consultation. Uni is going to be throwing everything at this, UMSU needs to fight this.

Charlie spoke to moving rights – Duncan Maskall is a dog, this has no protections for staff, it's going to be a long campaign, UMSU needs to fight it and mobilise against this attack on our education.

Lucas said that this pandemic has made it clear how rich the University is - they have \$4billion in reserve – and they don't want to spend it to save jobs. Need a confrontational campaign. VCs are getting rich off our fees, they're making the cuts and they're putting the cost of this pandemic on to staff and students.

Procedural motion: to move speaking time to 60 seconds

Mover: Charlie Joyce

Secunder: Max Dowell

CARRIED

Procedural motion: to move speaking time to 120 seconds

Mover: Anneke d'Emmanuele

Secunder: Josh Bruni

MOTION FAILS

Nick Reich suggested that UMSU should publicly call for the "no" vote and get people to email their tutors to vote no.

Procedural motion: To suspend Standing Orders to allow Thonya to proxy to Matt and Felix to proxy to Max

Mover: Hannah Buchan (Chair)

CARRIED

Procedural motion: To move to a vote

Mover: Andie Moore

CARRIED

Thonya and Felix left Council

Motion 10 (9.1 and 9.4 en bloc): **That UMSU Students' Council:**

Condemns the University of Melbourne for seeking to alter the Enterprise Agreement and water down worker's rights, and calls them on to withdraw the variation;

Stands in solidarity with the University of Melbourne NTEU Branch, in calling all University staff to **vote no to variations to the enterprise agreement on June 9**

Directs all office-bearers to send communications, developed in liaison with NTEU student workers and the Education Public office urging workers to vote no to variations to the enterprise agreement;

Encourages UMSU office bearers to collaborate with the NTEU in promoting a no vote to the variation, advertising opportunities for students to get involved in their campaign;

Strongly recommends all University staff to join the National Tertiary Education Union (and for all students to join UMSU);

Resolves to defend every job, every subject and every student service;

Recognises the solidarity, is indeed, the best medicine.

That:

UMSU opposes the proposed pay cuts.

UMSU rejects the notion that pay cuts save jobs.

UMSU opposes all other cuts to staff and students, including budget cuts to the Sustainable Campus program.

UMSU expresses solidarity with the rank-and-file NTEU campaign being run against cuts to universities.

Mover: Andie Moore

Seconder: Lucas Brunning-Halsall

CARRIED

**10.2. UMSU Stands Against Course Cuts**

As a part of cost cutting procedures to restore profits, universities around the country are announcing cuts to subjects and courses.

At the University of Queensland, management have been discussing 30% course cuts across all faculties and 15% cuts in medicine. The University of Tasmania is planning to cut more than 75% of its courses.

The University of Sydney is cutting subjects in an attempt to make back \$93 million on staff budgets. The first announcements predicted a slashing of 30% of arts subjects- predominantly subjects exploring global inequality, racial oppression, gendered oppression, the environment, Indigenous oppression, Aboriginal and Torres Strait Islander history, democracy, and capitalism. Students in music courses have been asked to register for semester two subjects now to gauge interest, and are being told "if we do not get enough people wanting to do a unit of study, we will have to cancel it",

and all music education electives have been cut along with the improv music major. Those subjects not being cut are considering increasing tutorial sizes by as much as 20%, which will cost jobs and students' education.

While cuts of this nature have not been announced or openly considered at the University of Melbourne, given management's cutting of casual staff and attacks on wages and conditions of all staff, a similar approach should not be ruled out.

At USyd, staff organising and refusing to nominate subjects to cut saw a reduction in planned cuts from 30% to 8%. Students in the Education Action Group organised to support staff and fight against cuts to their education by hosting forums and rallies and getting as many students involved as possible in the campaign through tutorial announcements and motions. Students and staff are now pushing for a further reduction in course cuts from 8% to 0%!

**Motion 11:**

- UMSU lends its solidarity to staff and students at the University of Sydney fighting against course cuts, and to all staff and students across the country facing similar cuts.
- UMSU commits to fighting against any cuts to subjects or courses at the University of Melbourne, and opposes the increasing of class sizes as an alternative to subject cuts.
- UMSU recognises that it is only through the mobilisation of as many staff and students as possible that attacks on courses can be fended off.

**Moved: James Gallagher**

**Seconded: Andie Moore**

**CARRIED**

**10.3. UMSU Opposes Cuts to Student Unions**

In further attempts to restore lost profits, some universities are looking at reducing funding allocations for their student unions.

At Latrobe University, management have contacted the student union, LTSU, to notify them that their funding allocation for 2020 has been halved. Similarly, at RMIT, management have been considering cutting the student union funding to save costs.

These unions employ staff and represent students, and they should not be made to pay for universities' loss of profits. Rather than cut important student services and student organisations, management should be giving up their large salaries and selling off university investments.

Councillors spoke unequivocally in favour of this motion.

**Motion 12:**

- UMSU opposes cost cutting methods that sacrifice staff and student conditions.
- UMSU recognises that the purpose of student unions is to fight for student rights, and therefore views funding cuts as attacks on the ability for students to organise against further attacks.
- UMSU vows to oppose and fight against cuts to funding of all student services, particularly cuts to UMSU itself.
- UMSU recognises voluntary student unionism was an attack on student unions, and that SSAF is not an adequate solution to this political problem. University administrations should not control student funds. UMSU reiterates its support for Universal Student Unionism.

**Moved: James Gallagher**

**Seconded: Briana Symonds-Manne**

**CARRIED**

## 11. Other Business

### 10.1 UMSU Condemns Rio Tinto for Destroying Sacred Site

Rio Tinto has destroyed a 46,000 year old sacred Aboriginal site in Western Australia while expanding their iron ore mine. It is the only inland site in Australia to show signs of continual human occupation through the last Ice Age. Shamefully the company was given ministerial permission to go ahead with this vandalism by the government. Rio Tinto has been invited by the University of Melbourne to University career days and UMSU should stand against these vandals being allowed on campus.

Platform:

- UMSU condemns Rio Tinto for destroying this site.
- UMSU condemns the government for giving Rio Tinto the go ahead.
- UMSU will advocate for the University of Melbourne to cut all of its ties with Rio Tinto and other destructive fossil fuel and mining companies like them.
- UMSU stands in solidarity with Indigenous communities in regaining control of their land and pushing out environmentally destructive companies like Rio Tinto.

**Mover: Briana Symonds-Manne**

**Seconder: Anneke Demanuele**

Max Dowell asked if Briana had talked to the Indigenous OBs about this motion

Procedural Motion: To suspend the Standing Orders to extend the meeting of council past the 2 hour mark without having a break

Mover: Hannah Buchan

CARRIED

### 2:14 – Catriona Smith left the meeting – Quorum is lost.

*At this point the meeting can continue for 30 minutes but all motions will have to be ratified at the next meeting of Council.*

Briana said she had not had time to consult with the Indigenous OBs as she had just written the motion in the last 30 minutes.

### Motion 13

UMSU condemns Rio Tinto for destroying this site.  
UMSU condemns the government for giving Rio Tinto the go ahead.  
UMSU will advocate for the University of Melbourne to cut all of its ties with Rio Tinto and other destructive fossil fuel and mining companies like them.  
UMSU stands in solidarity with Indigenous communities in regaining control of their land and pushing out environmentally destructive companies like Rio Tinto.

**Mover: Briana XXXXX**

**Seconder: Anneke Demanuele**

CARRIED

### 10.2 Press Releases

Motion 14: UMSU Students Council directs the UMSU President Hannah Buchan to release a press release in support of motions 10.1, 10.2 and 10.4. In light of public sentiment moving towards extending govt. benefits to University staff and casuals, UMSU should stand in solidarity. The Government has found a 60 billion dollar shortfall. We should use some of this money to support casuals and University staff.

Action.

UMSU directs Hannah Buchan to issue a press release in support of motions 9.1 and 9.4

Mover: Josh Bruni

Secunder: Charlie Joyce

CARRIED

### **10.3 UMSU to endorse the change.org motion**

Allen Xiao asked if UMSU could also sign the Change.org petition about WAM at other Universities as well. Jack and Hannah said that they could as part of the already voted on motion.

### **12. Next Meeting**

Will be June – expect a WhenIsGood later today

### **13. Close**

**Meeting closed at 2:19pm**