



**National Tertiary  
Education Union**  
Let's aim higher

# **National Tertiary Education Industry Union**

## **PROGRAM NATIONAL COUNCIL MEETING**

**Thursday 6, Friday 7 and Saturday 8 October, 2022**

**Novotel Melbourne on Collins  
270 Collins St, Melbourne**

## THURSDAY 6 OCTOBER

Registration commences at 10.00 am

*Note: Briefing for New Councillors at 10.15 am in main meeting room.*

## FIRST DAY OF COUNCIL COMMENCES AT 11.00 AM

### A. OPENING OF NATIONAL COUNCIL

*Welcome to delegates, Life Members and Observers by National President and house-keeping.*

#### WELCOME TO LAND (*Aunty Janet Galpin*)

#### A. Machinery Motion

1. Accepts the notified apologies.
2. Notes the distributed list of proxies.
3. Adopts the Agenda and late business as notified.
4. Subject to the call of the President, grants speaking rights to the Assistant Secretary of the Victorian and NSW Divisions and to members of the National Tertiary Casuals Committee in attendance as observers and to the invited guest speakers.
5. Accepts the Minutes of the 2021 National Council Meeting and instructs the President to deal with any notified matters arising within the agenda of the meeting.
6. Asserts the Union's Intellectual property rights in any recording of the Council and prohibits the recording of all or part of the meeting by any person other than as directed by the General Secretary for administrative purposes.
7. Adopts the Standing Orders as presented.

**11.30 AM**

### C. ABORIGINAL AND TORRES STRAIT ISLANDER MATTERS

#### C1★ A&TSI PC Report (*See also NTEU Annual Report*)

***Presentation by Adam Frogley, Director Aboriginal and Torres Strait Islander Team***

**11.40 AM**

**C2 Motions on Notice**

- C2a NTEU 10 Point Plan for a Post-Treaty Union (Sharlene Leroy-Dyer – Chair Aboriginal and Torres Strait Islander Policy Committee/Lachlan Clohesy – ACT Division Secretary)
- C2b Indigenous Student Success Program Investigation Project
- C2c Uluru Statement – NTEU Aboriginal and Torres Strait Islander Caucus Affirmation of Position
- C2d United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and Ownership of Cultural Properties and Knowledges.

**12.30 PM – 12.40 PM**

**G. GOVERNANCE, FINANCE AND ADMINISTRATION**

**NTEU Code of Conduct: Introduction by National Assistant Secretary**

**12.40 PM – 1.10 PM**

**NTEU Rules: Introduction by Ken McAlpine (National Industrial Officer – Projects and Research)**

**1.10 PM – 2.10 PM LUNCH BREAK**

## 1.15 PM – 2.00 PM: COUNCIL WORKSHOPS

WORKSHOP 1: *NTEU Rules*

WORKSHOP 2: *Code of Conduct*

## COUNCIL RESUMES 2.10 PM

### E. MEMBERSHIP, EDUCATION, CAMPAIGNS AND COMMUNICATIONS

E1 Campaigns Report (*See NTEU Annual Report*)

## 2.10 PM – 2.20 PM

E2 Membership Report (*See also NTEU Annual Report*)

*Presentation by Dom Rowe, Director Campaigns and Organising.*

## 2.20 PM - 2.25 PM

E5 Nominations for Life Membership - *To be moved pro forma*

E5a	Tim Battin	(UNE Branch)
E5b	Ute Mueller	(ECU Branch)
E5c	Michael Brunger	(Andrew Miller SA Division Secretary/Kate Berniz - Flinders Branch Secretary)
E5d	Patrick O'Leary	(Mathew Abbott -Federation University Branch)
E5e	Bill Franzsen	(ACU Branch)
E5f	Cathy Rytmeister	(Macquarie Branch)
E5g	Martin Stebbing	(Leah Kaufmann ACU Branch)
E5hv2	Ray Hingst	Andrea Lamont-Mills- USQ Branch/Michael McNally QLD Division Secretary)
E5i	Matthew McGowan	(National Executive)

## 2.25 PM – 3.25 PM (E7a – E7f)

E7 Motions on Notice

E7iv2	Branch Resourcing (Leah Kaufmann - ACU Branch/Julie Kimber – Swinburne Branch)
E7av2	Disability and NTEU Member Data Collection (Sarah Atfield -UTS Branch/Matilda Fay – UTS Branch)
E7b	National Week of Action (Damien Cahill - NSW Division Secretary/Dani Cotton – USyd Branch)
E7c	Collective Strategic Enforcement Campaign (Damien Cahill - NSW Division Secretary/Sarah Roberts – Acting VIC Division Secretary)
E7d	Reforming Corporatised University Governance (Damien Cahill - NSW Division Secretary/Sarah Roberts – Acting VIC Division Secretary)
E7e	Setting Casual Fee Brackets Equitably (James Ansell – ANU Branch)
E7f	Creation of an Internal Management and Supervisory Designation for NTEU Members (Mathew Abbott – Federation University) <b>WITHDRAWN</b>

## 3.25 PM – 3.45 PM AFTERNOON/TEA/COFFEE

**3.45 PM -5.00 PM**

**DEBATE RESUMES ON MOTIONS (E7g -E7k)**

- E7g Access to Member Lists (David Kelly – RMIT Branch) (Held over to Other Business)
- E7h Refusing to Work for Free: A Sector-Wide Approach to Understanding and Addressing Academic Workloads (Leah Kaufmann – ACU Branch/Ben Eltham – Monash Branch/Jennifer Hamilton and Sophie Rudolph NSW Division)
- E7j Research is Just Work (Leah Kaufmann - ACU Branch/Michael Callaghan – Deakin Branch)
- E7kV2 Replacing ‘Delegate’ with ‘Workplace Union Representative’ and/or ‘Workplace Rep’ and/or ‘Union rep’ (Queensland Division)

**5.00 PM – 5.20 PM**

**Database Training for Branch Presidents and Division Secretaries**

**D. HIGHER EDUCATION POLICY AND RESEARCH**

**5.00 PM –5.10 PM**

**D1 Policy and Research Report (See also NTEU Annual Report)**

*Presentation by Terri MacDonald, Director Policy and Research.*

**5.10 PM – 5.30 PM**

**D2★ Motions on Notice**

- D2a Call on Federal Government to Reverse JRG Changes (UQ Branch)
- D2b Call for the Recommendations of the Respect@Work Report to be Fully Implemented (Alison Barnes – National President/Sharlene Leroy-Dyer, Chair Aboriginal and Torres Strait Islander Policy Cttee)

**FIRST DAY OF COUNCIL CONCLUDES AT 5.30 PM**

## FRIDAY 7 OCTOBER - SECOND DAY OF COUNCIL – MEETING RESUMES AT 9.30AM

9.30AM – 10.00 AM

Guest Speaker: ACTU Secretary, Sally McManus

### G. GOVERNANCE, FINANCE AND ADMINISTRATION

10.00 AM – 10.30 AM PM (G3a – G3c)

#### G3★ Motions on Notice

- G3a National Officer Salaries (Jonathon Mckay –UOW Branch)
- G3b Policy on Outstanding Actions from Previous National Council Meetings (Nick Warner – Adelaide Branch)
- G3c Review of 2019 NTEU National Staffing Framework (Nick Warner – Adelaide Branch)

10.30 AM – 10.45 AM – MORNING TEA/COFFEE BREAK

### G. GOVERNANCE, FINANCE AND ADMINISTRATION

10.45 – 11.30 AM (G3d – G3g)

- G3d Report on Usage of Funds from NTEU Defence Fund (Jonathon Mackay – UOW Branch/Anastasia Kanjere - La Trobe Branch)
- G3e Amendments to NTEU Policy Manual (National Assistant Secretary)
- G3fV2 Updating Committee Terms of Reference (Pan Karanikolas – LTU Branch/ Sara Motta – Newcastle Branch)
- G3f (Amendment) Updating Committee Terms of Reference (General Secretary)
- G3g Encouraging Member Engagement with National Council Meetings (Andrew Tjea – ECU)

NOTE:

11.00 AM CALL FOR NOMINATIONS FOR NATIONAL EXECUTIVE

### F. INDUSTRIAL

11.30 AM – 11.40 AM

F1 Industrial Report (*See also NTEU Annual Report*)

*Presentation by Kelly Thomas, Director Legal and Industrial Unit.*

11.40 AM – 1.00 PM

#### F2 Motions on Notice

- F2aV2 Casual Representation for Bargaining (Kate Rowe -UQ Branch/Emily Foley - LTU Branch)
- F2bV2 Payment of Casual Representation for Attendance at and Preparation for Bargaining (Emily Foley - LTU Branch)

- F2d Continuing Employment as the Norm in Higher Education (Sarah Roberts – Acting VIC Division Secretary/Joo-Cheong Tham – UniMelb Branch)
- F2e Mandatory Minimum Pay Claim (Dani Cotton- USyd Branch/Annette Herrera- UniMelb Branch)
- F2f Mandatory Bargaining Items are Minima (Sinead Wilson- ANU Branch/ Matthew Abbott– Federation University Branch)

## **NOTE: VOTING FOR NATIONAL EXECUTIVE 1.00 PM – 2.30 PM**

### **1.00 PM – 2.00 PM – LUNCH BREAK**

### **1.10 PM – 2.00 PM COUNCIL WORKSHOPS**

**WORKSHOP 1: NTEU National Bargaining Strategy**

**WORKSHOP 2: Bargaining Campaign Planning**

### **COUNCIL RESUMES 2.00 PM**

### **2.00 PM – 2.10 PM**

**B1 President’s Report (See also NTEU Annual Report)**

## **H. SOCIAL, ECONOMIC AND CULTURAL**

### **2.10 PM – 3.15 PM**

#### **H2★ Motions on Notice**

- H2c Establishing a National Migrant and Multicultural Advisory Group (Annette Herrera and David Gonzalez UniMelb Branch/Bernard Keo Monash Branch)
- H2c Amendment - Establishing a National Migrant and Multicultural Advisory Group (Rajeev Sharma – NT Division Secretary)
- H2d UniSuper Divestment Campaign 2023 (Annette Herrera – UniMelb Branch/David Gonzalez – UniMelb Branch)
- H2eV2 Amendment to Policy Manual: NTEU Support of Rights of People of Diverse Sexualities and Genders (Michael McNally -QLD Division Secretary)

### **3.15 PM – 3.30 PM AFTERNOON/TEA/COFFEE**

- H2a Changes to NTEU Policy Manual: NTEU Support of Rights of People of Diverse Sexualities and Genders (Amy Sargeant/Pan Karanikolas)
- H2b Outstanding Actions from 2021 QUTE NCM Motion (Amy Sargeant/Pan Karanikolas)

### **3.30 PM – 5.00 PM**

**Plenary: Ensuring a Strong Future for Tertiary Education**

### **THE 2<sup>nd</sup> DAY OF COUNCIL CONCLUDES AT 5.00 PM**

**6.30 PM PRE-DINNER DRINKS AND 7.00 PM DINNER (VENUE: ZINC, FEDERATION SQUARE)**

## **SATURDAY 8 OCTOBER - THIRD DAY OF COUNCIL COMMENCES AT 9.30 AM**

### **I. INTERNATIONAL**

**9.30 AM - 9.40 AM**

**Guest Speaker presentation via video: Sandra Grey, National Secretary, Tertiary Education Union NZ)**

**9.40 AM 10.00 AM**

#### **I2 Motions on Notice**

I2aV2 NTEU Position on Palestine (David Gonzalez – UniMelb Branch/Andrew Tjea – ECU Branch)

I2b Late Motion – Call for Release of Professor Sean Turnell (Niki Balhave- National Executive Member/Alison Barnes – National President)

**10.00 AM – 10.30 am**

#### **G1 2021/2022 Financial Outcomes and 2022-2023 Budget Papers**

*Presentation by General Secretary including questions from the floor.*

**10.30 AM – 10.40 AM**

#### **G2 Report on Ransomware Attack**

*Presentation by Peter Summers, Executive Manager.*

**10.40 AM – 10.50 AM**

#### **B3 National Assistant Secretary's Report (See also NTEU Annual Report)**

**10.50 AM – 11.05 AM – MORNING TEA/COFFEE BREAK**

### **G. GOVERNANCE, FINANCE AND ADMINISTRATION**

**11.05 AM – 11.15 PM**

G3h The Development of a National Code of Conduct for NTEU (Gabe Gooding - National Assistant Secretary)

### **J. RULE CHANGES**

**11.15 PM – 12.30 PM**

#### **J1★ Rule Changes**

J1b Emails to voters during contested elections



- J1c Rule Change Seek Further Candidate, Option A **(withdrawn)**
- J1d Rule Change Seek Further Candidate, Option B **(withdrawn)**
- J1e Attendance at, and advice of, National, Division and Branch meetings.
- J1f Reform the NTCC to give Casual Workers a representative voice at National and Division level.
- J1g OHS designated person in Victoria
- J1h HDR Membership Proposal
- J1i Hardship Membership Proposal 1 of 3
- J1j Hardship Membership Proposal 2 of 3
- J1k Hardship Membership Proposal 3 of 3
- J1k Amendment
- J1l Internal Grievance Procedure
- J1m Scheduling Elections/Terms of Office to not clash with NCM
- J1n Rule Change - Election Timeline Transparency
- J1o Requirements for rule changes (transparency) 1 of 3
- J1p Process for rule changes to be considered by ballot of National Council members 2 of 3
- J1q Process for rule changes (eligibility rule, etc.) to be considered by National Council 3 of 3

### **12.30 PM – 1.30 PM LUNCH**

### **Database Training for Branch Presidents and Division Secretaries**

### **COUNCIL RESUMES 1.30 PM**

## **K. OTHER BUSINESS**

### **2.00 PM – 2.45 PM**

#### **K1 Motions**

- K1a Motion of Condolence: Emeritus Professor Raymond Arthur Markey
- K1b Motion of Condolence: Ted Murphy
- K1c Motion of Condolence: Emeritus Professor Michael Brunger

#### **K2 Ted Murphy Scholarship**

### **2.45 PM – any outstanding business**

- E7GV3 Access to Member Lists (David Kelly – RMIT Branch)
- F2cv2 Open Bargaining [Previously titled Big Bargaining] (Annette Herrera – UniMelb Branch / Ben Nunquam – Federation Branch)