



SENATE MEETING MINUTES

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| MEETING DATE: | 30th May 2018 |
| MEETING TIME: | 4pm – 6pm |
| MEETING LOCATION: | JO31.447 |

1.0 - ATTENDANCE

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| President | Stewart Lee |
| General Secretary | Greg Warren |
| Vice President (Academic) | Sarah Cavanough |
| Vice President (Equity & Diversity) | Vesh Arumugam |
| Vice President (Social Activity) | Caitlin Gibbs |
| Environmental Sustainability Officer | Harrison Gray |
| International Officer | Shariq Ahmed |
| Postgraduate Officer | Joel Coyle - Absent |
| South West Officer | Rebecca Joyce - Absent |
| General Senator | Modjadji Mokoto |
| General Senator | Faizan Akram |
| General Senator | Abishek Mehta |
| General Senator (SW) | Nicole Maskell |

2.0 – APOLOGIES

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| Joel Coyle- proxied to Vesh |
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3.0 – PRELIMINARY MATTERS

3.1 - Acknowledgement of Country

"I would like to acknowledge that we are meeting on Wadjuk Nyoongar land, and I would also like to acknowledge their elders, both past and present. We recognise that the land was stolen and never ceded, and it always was and always will be Aboriginal land."

3.2 - Approval of Previous Senate Meeting Minutes

Due to time constraints caused by the difficulties of minuting confidential matters in an open office plan, the need to transcribe a large portion of the meeting due to the contentious nature of the topics discussed and due to a plethora of other issues in the last month – Greg has not completed the minutes of last month's Senate meeting.

He would like to reiterate that having to write up Senator reports in minutes (when those same reports should be tabled in written form) is massively time consuming. Greg went on to point out that providing

written reports for Senate meetings is a Constitutional requirement of all Senators not a choice, and that Greg shouldn't have to transcribe the 45 minutes to 1 hour of oral reports provided by Senators who fail to provide written reports every single month.

3.3 - Declaration of Conflict of Interest

None declared.

3.4 – Circular Motions

3.3.1 CM1805/01 Motion that a Special General Meeting be held from 1 PM on Friday 1st June 2018 and that the motion discussed at the SGM will be “that the membership approve of any changes to the Guild Election Procedures, unanimously passed by members at the Guild’s 2018 AGM, being added to the Guild’s Constitution, as required by Statute 11. And that this occurs in principle, with authority for President and General Secretary to negotiate with University committees in amending any element of the proposed changes as long as those amendments don’t change the intent of the proposed changes”.

Moved by Stewart Lee

Seconded by Greg Warren

Motion carried with 9 yes votes and 4 abstentions

3.3.2 CM1805/02 Motion that the Guild, as the employer, do the following:

- 1. Remove a Seek ad advertising a full-time GSA position as soon as possible.**
- 2. That Jesse Williams be offered a permanent part-time (pro rata) contract in their current role for 2 days each week before the expiry of their current fixed-term contract.**
- 3. That Caitie Terhort be offered a permanent part-time (pro rata) contract in their current role for 3 days each week before the expiry of their current fixed-term contract.**

Moved: Stewart Lee

Seconded: Greg Warren

Motion carried with 10 yes votes and 3 abstentions (Sarah Cavanough, Vesh Aramugam, Faizan Akram)

3.3.3 CM1805/03 Motion that, pursuant to clause 35(4) of the Guild Constitution, the Senate rescind delegation HR_DA07 until such as a time as the current GSA matter can be resolved.

Preamble/Definitions

HR_DA07 is a delegation to the CEO to approve salaried employment contracts.

Clause 35 of the Constitution states that:

- (1)** The Senate may by resolution passed by Special Majority delegate its powers under this Constitution to:
 - a. any member of the Senate;
 - b. any Department or Committee which has at least one member of the Senate as a member; or
 - c. Operational Executive.
- (2)** A power delegated under Clause 35(1) may not be further delegated.
- (3)** The Senate may impose any conditions on a delegation of its powers pursuant to Clause 35(1) as it sees fit.
- (4)** The Senate may by resolution passed by a Simple Majority revoke a delegation given under this section and no delegation so given prevents the exercise or discharge by the Senate of any of its powers, authorities, duties or functions.
- (5)** All delegations and revocations of authority pursuant to Clause 35(1) shall be updated in the Register of Delegations & Authorities by the General Secretary.

Reasoning

Legal advice has indicated that the Senate may, pursuant clause 35(1) of the Constitution, delegate responsibility for certain things in the Guild to the Operational Executive, as it has done with the approval of employment contracts, but that such a delegation co-exists with the power of the Senate, pursuant to clause 35(4). This means that, while the CEO can sign employment contracts for employees, so can the Senate, contrary to what <redacted> has been saying.

<redacted> has indicated in his latest email that he is following a Senate directive to ensure that Mt Lawley has 5-day GSA coverage but if you recall, this was not the directive. The directive was to remove an online advertisement and offer two (2) part-time (pro rata) contracts. This was to ensure compliance with the EBA, but it is being blatantly ignored. As has also been pointed out in the legal advice, the current situation means the Guild is contravening its obligations under the Fair Work Act 2009 and is liable for up to \$63,000 for each contravention. Currently, there is one (1) confirmed breach and another that I have sought clarification on.

As the Senate has motioned it, I will sign these employment contracts on the Guild's behalf but fear that, in the meantime, <redacted> undermines the actual directive and goes ahead and does his own thing anyway. I am of the view that, until we can get this issue sorted, we rescind the delegation to sign contracts. This will give us extra time to sort the entire thing without that added risk.

This motion, if it passes, will mean that no one person has the authority to sign employment contracts but that it must be passed by the Secretariat until this matter is resolved.

Motion

Motion that, pursuant to clause 35(4) of the Guild Constitution, the Senate rescind delegation HR_DA07 until such as a time as the current GSA matter can be resolved.

Moved: Stewart Lee

Seconded: Greg Warren

Motion Carried with 7 yes Votes, one no vote (Sarah Cavanough), 5 abstentions

3.3.4 Motion to run SGM at 1 PM on Friday 1st June 2018.

Stewart: My apologies for issuing a circular motion just days before a scheduled Senate meeting but this is a matter of urgency.

At our AGM, Guild Members unanimously passed changes to the election procedures, with the intention of providing these to the university. However, the University has responded today by saying that certain sections of the procedures must instead be added to the Guild's Constitution, as per Statute 11. Greg and I asked if we could move these sections into the Constitution because they had already been passed by Members. We were told that this may be possible but that we should hold an SGM as protection in case that did not hold.

SGMs must be held during teaching periods and can be held without the normally-required five (5) days' notice if the matter is urgent. Since this is the last teaching week and keeping in mind these changes must be provided to the University by June 28, the only way to ensure these changes get passed before the end of the year is to have an SGM to do it.

It's important that these changes get through because they've got important eligibility changes with regards to the discipline process, police checks etc. Happy to run through these changes again if you can't remember.

If this circular motion passes, an SGM will be held this Friday. I understand it's short notice but we have no choice, unfortunately.

CM1805/04 Motion that a Special General Meeting be held from 1 PM on Friday 1st June 2018 and that the motion discussed at the SGM will be "that the membership approve of any changes to the Guild Election Procedures, unanimously passed by members at the Guild's 2018 AGM, being added to the Guild's Constitution, as required by Statute 11. And that this occurs in principle, with authority for President and General Secretary to negotiate with University committees in amending any element of the proposed changes as long as those amendments don't change the intent of the proposed changes".

Moved: Stewart Lee

Seconded: Greg Warren

Motion failed to carry due to the lack of response before the cut-off date.

3.5 - Announcements

3.6 - Office Bearers Reports

3.6.1 - President – Stewart

Has been in discussion with Uni regarding bottled water – they have a 5-page plan. Stewart ran the Senate through the particulars, however, as most food outlets on campus had recently renewed their leases this plan will likely take several years to properly begin and up to 5 years to complete, as they cannot force leaseholders to change terms of their lease (without agreement of both parties).

The University have invited the Senate to participate on their working group on plastic water bottle motion. Stewart, Harry, Sarah, and members of the screen academy who started the campaign have been invited.

Stewart ran through the main points in the student housing policy of the 3 major political parties, based on the report he tabled for the meeting.

Stewart explained he had been working with other WA Guild's to run a by-election debate with all candidates invited.

Stewart has also been involved in planning a drug policy debate over the last month.

Stewart also attended the SSAF steering committee, along with Shariq Quadri. Peter Kihui submitted questions, over 25. There is a mandatory feedback period from the Guild, so Stewart and Greg will be preparing that response over the coming weeks.

3.6.2 - General Secretary – Greg

Over the last month, I've been quite busy.

As Senators may remember at the previous Senate meeting Stewart & I raised concerns about Brett's plans to terminate Jesse & Caity, worrying this may be both a breach of terms of the EA, and also that this action may expose the Guild to legal liability for adverse action. As a result, the Senate resolved that this action should be stopped and that both Jesse and Caity should be offered permanent roles, and directed Brett to enact this.

Later in the month Brett indicated that he intended to refuse to comply with this instruction from the Senate (along with other lawful instructions provided to him) and the Senate was forced to rescind his delegated authority to act on behalf of the Guild to enter into permanent employment contracts. Since this breakdown of relations between Brett and the Senate, we have been involved in a HR dispute which has taken up a fair amount of my time.

Stewart & I met with the manager of the Childcare at Mt Lawley to discuss the provision of their services and how the Guild could help our Members with childcare needs. This was a preliminary meeting, but it was really helpful and gave us a lot more knowledge about the services currently being provided for students.

I've been working with Joel to set up the Postgraduate Studies Department and get his student delegates for each School on board. This involved finding out who the delegates are (they are elected by each School's postgrad students in an election), then set up systems and forms to help facilitate getting these reps to take part in the Department, and also providing information packs to the delegates to help them understand how the Guild can help them.

Stewart & I met with Kathryn Clark regarding changes to the Constitution and election rules. We were shocked to discover that both changes would be rejected, for the same reason they had been rejected last year which was that Senator eligibility criteria need to be put into the Constitution and not into a policy which can be changed without Member approval (which makes sense if you think about it). This is not what Brett advised us as to what the reason for the block to changes were. He told us that we'd simply need a motion of support from the Members for the changes for them to be accepted. As a result, we have tried to hold a new SGM to correct the issues, but most Senators didn't bother responding to the circular, so now we can't hold an SGM until second semester.

We've had multiple meetings with Kathryn Clark and Elham Saunders from Governance to correct these issues, at this point it looks like we will need to totally rewrite both documents and run through the entire process again. Elham has also advised us that the changes to the Discipline rules will likely be rejected due to conflicting with Statute 11. She agreed that our rules are much more procedurally fair, but said that Statute 11 would have to be amended to allow them. This would take considerable time, so the new rules on Discipline likely can't be introduced till the next term of the Senate.

I've also been on the Student Appeals Committee on multiple occasions this month.

I attended the VC's Student Advisory Forum, where a number of issues were raised by students. Many of these related to the long waits for ethics approvals for postgraduate students and the impact this was having on times for data collection and writing. There was also discussion about problems with large numbers of students

I attended the SBL's SCTL meeting where the issues of contract cheating being raised with a lot of discussion as to how to prevent students buying assignments from external agencies.

3.6.3 – Vice President (Academic) – Sarah

While much of the last month has been concerned with the on-going HR and governance issues currently experienced by the Guild, I am pleased to say that one of the more pleasing aspects of my role has been supporting and attending academic club events such as the ECU Nutrition Hub, and ECU Aviators. There has also

been an increase in funding requests from academic clubs relating to recent and future events to be hosted on campus.

The WA Student Paramedics Association has also applied for funded affiliation this month, and as I had already attributed funds in anticipation of this (as they have affiliated previously and expected them to do so again in 2018), I have welcomed to the Academic Department. I am quite pleased that there is once again an academic club on campus focussed on advancing the interests and learning of paramedical students. I have communicated directly with clubs regarding the process for applying for funds from their club budgets via either grant applications or reconciliation of floats as there seemed to be some confusion surrounding this.

Unfortunately, some clubs have disbanded, and others have entered periods of low activity that threaten their affiliation requirements (i.e. inactivity for 3 consecutive months or failing to hold the requisite 2 events per semester). This will be actioned over the Study vac next week. Although many clubs have had high periods of activity, many of the clubs are yet to submit reconciliation applications pertaining to this semester. I will approach the affected clubs individually to discuss, and remind them of the Guild assistance they can access as affiliates.

The total number of financially affiliated academic clubs is 16, and several clubs have applied for basic affiliation, but may eligible for funded.

Caity (GSA) has also raised concerns regarding the university's new marking system, CADMUS, that was trialled last year. Some students have reported positive feedback and others found it restrictive and were uncomfortable with using this medium to submit assignments. CADMUS tracks location data and individual IT behaviour (keystrokes, word choice etc.). CADMUS also relies on a continual internet connection, which can be problematic for students who experience less than reliable internet connection. Students have also raised the issue that they cannot re-view assignments once they have been submitted, once the subscription attached to that particular unit has ended, although I am unsure if this is the case for all subscriptions. I would like to survey students who have used CADMUS to gather more quantifiable feedback to take the university. The student union at the University of Melbourne rejected the idea and stated that they felt CADMUS was too intrusive, and other universities on the East Coast have also abandoned the use of CADMUS after trials.

Student inquiries regarding short courses similar to those offered during summer semester. Have decided to discount course costs by 50% to ensure attendance, and increase the number of students who can attend. Due to the interest surrounding Auslan courses, I will be bringing facilitators to all 3 campuses to present the courses in the middle of July. Still attaining a price for course facilitation at camppus

TO DO

- Survey for students who have used CADMUS
- Auslan course \$
- Clean up budget; remove old affiliates. Attribute funds. Advise Mel.
- Email Aviators, letter; recommend for VC award

3.6.4 - Vice President (Equity & Diversity) – Vesh

3.6.5 - Vice President (Social Activity) – Caitlin

3.6.6 - Environmental Sustainability Officer – Harri

Harri has been in discussions with all food vendors on campus regarding using bio-degradable cups over this month.

3.6.7 - International Officer – Shariq

- Worked On International Movie night avengers which was pretty successful.
- Also did 4 visa immigration workshop with aims and Iscarh which was awesome and will looking forward to held more next semester.
- Helped out with color festival.
- Attended SSAF Budget meeting with Stewart.
- After exam will plan on to more events for next semester.

3.6.8 - Postgraduate Officer – Joel Coyle

Since the previous senate meeting, Greg and I have made significant progress towards establishing the first assembly of The Postgraduate Studies Department (PGSD). The meeting on Thursday the 17th of May was attended by five Research Officers, including three from The School of Medical and Health Science, one from WAAPA, and another from The School of Science. My goal is to get at least one student from each school attending the next meeting on the 18th of July. I was pleasantly surprised at how cooperative and excited the attending members were when presented with the opportunity to have their needs acknowledged. Key points to take away from this meeting were to;

1. Establish as a group what the overarching goals for the PGSD moving forward will be.
2. Recognising what problems are deemed appropriate and considered priorities for us as a department.
3. How we will monitor mental health for Postgraduate students, it is generally agreed upon that it is quite lonely being a postgrad.
4. What resources and privileges are offered for Postgraduate students, are they equal? (Our WAAPA rep stated there was a discrepancy between WAAPA and The School of Education at Mt Lawley in regards to available desks and computer labs).
5. The lack of quantitative focused training available and Quantitative research consultants at ECU that Postgraduates can consult with.

Also discussed were ideas of potentially implementing Postgraduate forums for students to meet socially on campus (a tea/coffee break) to discuss what they're currently up to. If done correctly this forum would establish a network for The Guild to draw helpful information from while also promoting a sense of community amongst Postgraduate students at ECU. I was made known of a program that is similar to this that has been deemed successful at Murdoch University from their current Postgraduate Officer. Next points of action as Postgraduate Officer are to set up the Postgrad forums with the help of my research officers. Establish a solid foundation for the PGSD so it can prosper in the future. And address what problems are to be noted as a priority for myself and the Department moving forward.

On a separate note, apologies members of the senate as I'm sure most of you know I cannot attend any meetings over the next month due to Practicum, but I'm always available through email if needed.

3.6.9 - South West Officer – Rebecca

3.5.10 - General Senator – Faizan

Faizan has been preparing for the Colour Festival this month.

3.5.11 - General Senator – Abishek

Abishek has been preparing for the Colour Festival this month.

3.5.12 - General Senator - Modjadji

1. Completed a further 4 senator report templates (60% completed)
2. Attended meetings on disciple committee cases (2x meeting – planning)
3. Compiled and sent hearing meetings on reminders and room re-allocation
4. Booked hearing location with Brett Callender
5. Conducted hearing on Faizan & Peter's cases (+2hrs each case)
6. Compiled and completed minutes and recommendations after the hearing was conducted

3.5.13 - General Senator (SW) - Nicole

Planning an event every week.

Getting ready for when Dianne comes back.

Wellness plan on Friday.

Bookings for events for semester 2 so Diane.

Family fun day – Students are raving about it and asking us to run more of them.

3.6 - Accredited Observer Reports

3.6.1 – CEO Report

3.6.2 – Immediate Past President Report (IPP)

3.7 - Observer Reports

3.7.1 – CFO Report (Typically Quarterly)

3.7.2 – Commercial Operations Report

4.0 – PRIORITY ITEMS

4.1 - Motion to book SGM to fix issues with Election Rules and Constitution

0 – 17.34

Discussion regarding the special general meeting.

Stewart: Dominic Lindsay, Lewis Price, Brett Callender all negotiated changes to 2016 Constitution which passed Council. This is not related to circular motion.

University has told us statute 11 prevents us putting eligibility criteria in election rules not allowed must be in Constitution.

SM1805/01 Motion That a SGM be held Tuesday 31rd July and **that the motion on notice be that the membership approve any changes to the Guild Election Procedures, unanimously passed by members at the Guild's 2018 AGM, being added to the Guild's Constitution, as required by Statute 11. And that this occurs in principle, with authority for President and General Secretary to negotiate with University committees in amending any element of the proposed changes as long as those amendments don't change the intent of the proposed changes**

Moved: Stewart Lee

Seconded: Greg Warren

Motion carried unanimously.

4.2 – Guild Membership – Union of Aboriginal and Torres Strait Islander Students

Stewart: "The wording of this motion is different to normal but the motion's been written this way to reflect requirements within UATSIS' constitution, which I've attached, as well as a sample campaign graphic and action plan.

I know that, having met Ethan several times, UATSIS is willing to forego asking us for money because our budget is already passed but I am mindful that we may be in for a reduced outgoings cost and I will be pushing for some of this for affiliation fees for UATSIS. The reason I really want to do it is because the retention rate of Indigenous students at ECU is around 30%, one of the lowest in the country and is very problematic. Ethan has indicated that he would like to help us write an action plan to help with this, and to reinvigorate the Aboriginal Students' Union at ECU and it isn't appropriate for any of us to be flagbearing that initiative."

Ethan Taylor then spoke to the Senate, first welcomed the Guild in his own language then explained what the greeting means.

He explained that he is the current National President of UATSIS – which is the peak body for aboriginal students.

UATSIS has 3 pillars – community, advocacy, representation.

He told us about running an aboriginal uni games between UWA, Curtin and Murdoch last week.

He explained that 50% of funding goes to local branches to fund local activities.

UATSIS run campaigns at local branch levels.

Currently the organisation is looking to merge with NATSUPAR (for postgrads).

Procedural motion to see if Ethan could stay in for the vote.

Motion that Ethan be allowed to remain in the room while we discuss the motion but then leave for the vote.

Sarah – agrees with joining UATSIS to improve student outcomes but doesn't want political conflict regarding issues about Australia Day etc.

SM1805/02 Do you agree that the ECU Student Guild should become a member of the Union of Aboriginal and Torres Strait Islander Students?

Moved: Stewart Lee

Seconded: Vesh Arumugam

Motion carried without dissent.

4.2 – Discipline Committee – Peter Kihiu

In the case of Peter Kihiu, Vesh presented the findings of the Discipline Committee, that they had found Mr Kihiu guilty of:

- a) Contravening the ECU Student Guild Election Procedures subclause (6)(g) - hinders, obstructs or prevents an Electoral Official or a candidate from discharging a duty or exercising a right or power under these Procedures.
- b) Contravening the ECU Student Guild Election Procedures subclause (6)(h)(i) - engages in disorderly conduct at a Campus Polling Place, Mobile Polling Place or a place in close proximity to the counting of the votes;
 - (i) fails to comply with a Determination;
- c) Contravening the ECU Student Guild Election Procedures subclause (6)(k) – makes a false statement or representation in the conduct of an Election.

The Committee recommends:

“As such, the Discipline Committee recommends that the following penalties are considered and voted on by the senate:

- a) A suspension of Mr Kihiu’s rights that:
 - i. Mr Kihiu is prohibited from nominating himself in the 2018 ECU Student Guild Elections
 - ii. Mr Kihiu is prohibited from campaigning in the 2018 ECU student Guild Elections
 - iii. Mr Kihiu is prohibited from becoming an ECU Student Guild member up to a period of 12 months.
 - iv. Additionally, Mr Kihiu’s current membership to the ECU Student Guild is suspended effective immediately.”

SM1805/03 Motion that the Senate, enact the recommended punishments suggested by the Discipline Committee, on Peter Kihiu immediately.

Moved: Stewart Lee

Seconded: Greg Warren

Motion carried without dissent. Vesh and Jaxa abstained due to membership on Discipline Committee.

4.2 – Discipline Committee – Faizan Akram

In the case of Faizan Akram, Vesh presented the findings of the Discipline Committee, that they had found Mr Akram guilty of:

- Only attending several hours on one day of a three-day mandatory Senate transition training program in the last week of November 2017 and leaving without seeking a leave of absence.
- Not meeting the minimum hours of work commitment five (5) hours per week as required under his Contract of Engagement, he has only completing two (2) three (3) hour lots of guild work between 27th November 2017 and 4th March 2018.

- Failure to correctly seek additional leaves of absence during January and February 2018, in accordance to policy.
- Failure to submit a portfolio of proposed work by the 31st January 2018, as required under his Duty Statement.
- Failure to attend mandatory scheduled monthly Senate meetings, Faizan has missed two (2) of four (4) to date.
- Leaving a mandatory two (2) hour Senate meeting on the 23rd March after an hour twenty-five minutes without seeking leave of absence.
- Despite assurances from him that he would be available to provide assistance for Guild events and activities, in accordance with his Duty Statement, his attendance was sporadic and unreliable, and his inconsistent excuses to explain last minute changes in respect of those assurances.
- Despite being asked several times for his availability schedule, which is a requirement of all Senators before the start of semester one, Faizan did not submit his until the 29th March 2018.

Recommending:

“As such, the Discipline Committee recommends that the following penalties are considered and voted on by the senate

1. Mr Akram will be offered a probation period commencing in the next 30 days (1st June- Intensive) with fortnightly checks for the next 2 months (end of August 31st).
2. Assign a supervisor to Mr Akram to aid the two or more of the following individuals on duties during this probation period:
 - a. Caitlin Gibbs – for a period of 30 Days, Mr Akram will be required to assist Caitlin Gibbs during the planning and execution of Guild Social events
 - b. Lauren Reed – to assist Laren during O’Days and Guild Days in the form of packing guild bags, ordering merchandise, transporting merchandise around campus etc.
 - c. Harry Gray – Mr Akram will provide hard labour once a week towards maintaining the Student Garden
 - d. Paul – Mr Akram will provide any assistance (hard labour) required by Paul to successfully set up any events held on campus (an assistant to Paul as he is currently recovering from an injury)”

After discussion, the Senate decided to alter references to “hard labour” to “assist them with their duties”. Further to this the Senate agreed to not require Mr Akram to attend events where alcohol is served as this would not be appropriate given his religious beliefs.

SM1805/04 Motion that the Senate, enact the recommended punishments suggested by the Discipline Committee, with the above amendments, on Faizan Akram immediately.

Moved: Abhishek Mehta

Seconded: Shariq Quadri

Motion carried without dissent. – Vesh and Jaxa abstaining.

4.2 – Motion to make Rebecca Joyce a Life Member of the Guild

Stewart told the Senate about Rebecca’s service to the Guild, revitalising the South West campus, typically with little support due to the distance to ECU’s other campuses. He commended her drive and dedication.

All the Senators present agreed she was deserving the honour of life membership.

Rebecca had not been made aware of the motion before the meeting and was shocked but thanked the Senate for the honour.

SM1805/05 Motion that the Senate grant Rebecca Joyce life membership with the Guild.

Moved: Stewart Lee

Seconded: Abhishek Mehta

Motion carried without dissent. (Rebecca Joyce abstaining).

4.2 – Motion to make Lewis Price a Life Member of the Guild

Stewart told the Senate about Lewis' service to the Guild, as a Senator, President, and as staff. He informed the Senate that Lewis had resigned and that Stewart thought that he was deserving of the honour.

Greg agreed, however, he suggested the motion be tabled as Lewis had asked to address the Senate and given the nature of this address, it wasn't really appropriate to grant life membership at this time.

Stewart agreed.

A procedural motion was made to allow Lewis to address the Guild regarding matters raised by him to the Senate.

Moved Abhishek Mehta

Seconded: Shariq Quadri

Motion carried without dissent.

Lewis: Lewis was previously the President of the Guild. He feels the Guild is much better placed now although part of this is due to high levels of funding. Lewis is studying HR currently.

Lewis became an employee of the Guild two years ago. At first he said he enjoyed working at the Guild and felt he was part of a family.

He said that there was an abrupt change in the last year, with process becoming much more rigid.

Many employees such as <redacted> left because they didn't like the direction the Guild was going in. Any dissent was ignored and the opinions of staff were ignored by management.

Employees were made more and more accountable, however, the "management team" is not accountable at all.

Lewis gave an example, that he was not contracted to work Mondays and has classes at that time. Despite this he would repeatedly be asked to fulfil duties on his day off, by members of the "Management Team".

He then said he had raised grievances against both <redacted>, but they had refused to follow the processes and procedures on grievances laid out in the EA.

Lewis asked that the Senate work to improve the workplace culture going forward.

5.0 – DISCUSSION ITEMS

This section is for items not at a priority level but for discussion.

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6.0 – OTHER ITEMS

This section is for items that have not been submitted early enough to be included in the agenda but are discussed, items only appear in this section if they are of a very high level of importance, otherwise they will be left till the next meeting.

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| 7.0 - APPENDICES | |
| Appendices should be a separate document exported as an image file and dropped in one page at a time. | |
| 7.1 - Appendix 1 – Appendix Title | |
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| 7.2 - Appendix 2 – Appendix Title | |
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| 7.3 - Appendix 3 – Appendix Title | |
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| Next Meeting Date: | |
| Next Meeting Time: | |
| Next Meeting Location: | |