



University of Alberta Students' Union
COUNCIL ADMINISTRATION
COMMITTEE

Tuesday, February 14, 2017
5:00 PM
Council Chambers, University Hall

We would like to acknowledge that our University and our Students' Union are located on Treaty 6 Territory. We are grateful to be on Dene, Cree, Saulteaux, Métis, Blackfoot, and Nakota Sioux territory; specifically the ancestral space of the Papaschase Cree. These Nations are our family, friends, faculty, staff, students, and peers. As members of the University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge continuing colonial violence and respect Indigenous knowledges and traditions.

ATTENDANCE

| NAME | PROXY | PRESENT |
|------------------------------------|-------|---------|
| Reed Larsen (Chair) | | Y |
| Kyle Monda | | Y |
| Brandon Christensen (arrived 1745) | | Y |
| Frederique Ndatirwa | | Y |
| Levi Flaman | | Y |
| Nathan Sunday | | Y |
| Nick Dejong | | N |
| Emil Yim | | N |
| Victoria Dejong | | N |
| Fahim Rahman | | Y |
| Marc Dumouchel, General Manager | | Y |
| Francesca Ghossein | | Y |

MINUTES (CAC 2016-18)

Meeting called to order at 5:04 PM.

2016-18/1 **INTRODUCTION**

2016-18/1a **Call to Order**

2016-18/1b **Approval of Agenda**

NDATIRWA/RAHMAN MOVES to approve the agenda.

6/0/0

CARRIED

2016-18/1c **Approval of Minutes**

SUNDAY/LARSEN MOVES to approve the minutes.

4/0/0

CARRIED

2016-18/1d **Chair's Business**

LARSEN: \$459 left of the budget. The remaining will go to a town hall. Will be sending out a notice for the meeting of the chairs in late March. The speaker's acknowledgment has been updated.

2016-18/2 **OLD BUSINESS**

2016-18/2a **Executive Remuneration**

GM: Series of costing last time. The key stuff is in the chart (handout), he's updated Table 2, costed out non-direct pay aspects > baseline value. 50 cent increments of \$22, priced those out, made minor changes to how it's done. There are 2 changes: 1. Transition pay is reduced from 2 wk salary to 1 wk which only applies to those not returning to a second term. We've added an RRSP contribution. Re Table 2: compared to other pay salaries across the province. The lowest paid in the SU is the program specialist, term position, pays just under 35K then next lowest is current SU exec, without transition allowance that's not received every year. SAMRU exec - for all student positions, rough costs included that's kept the same across the schools. The Gross annual pay is comparable. RRSP 7% plus health plan that SU pays for. The cost for permanent staff is higher than what the numbers show. There are various price points so you get the idea of the context we're operating within. Comparison of exec compensation to min wage: a challenge for execs so that some business prices will be impacted by min wage so look at prior comparison two years ago relative to min wage - about 189% of min wage. Compared each price point as %age of what min. wage will be in 2017/2018. This shows how far they are with the changes but they've taken a hit relative to working at McDonald's or

being a server. Part of min wage of servers is the same as all min wage. Position 21.50 or 22, reasonable wage. He doesn't know what others schools will do in the future.

RAHMAN: MacEwan has a remuneration committee.

GM: Important line to understand: Gross Pay, Est. Take Home - Est. Monthly Net Pay - varies among individuals. The Take-home Increase Monthly as point of reference. At 21.50%, 10% increase in take home pay. Consider making it to Finance Committee - Budget principles or take it to Council.

LARSEN: If recommended to Finance let put in recommendations to CAC but doesn't recommend it going to Council. We would have to recommend a single point then Council could approve it but still has to go to Finance.

GHOSSEIN: If someone has some reservations/concerns in their opinion then we should discuss it first.

MONDA: Thinks it's important that the wage pays the exec makes it a position that's accessible to all students. It limits the type of ppl that can run because they have to be well off financially. Suggests a reasonable pay rate so they can survive.

LARSEN: Email from Christensen - comfortable with \$19.50 to \$20 column. Heard from execs - burn through all monthly wages then rely on credit. How much more comfortable would you be monthly? A \$200 increase is a trip for groceries. Can discuss benefits.

GM: We have some of that cost covered. The problem with the chart is anchor effects - the reason for the monthly take home is important eg. rent. Think about someone living independently can do their job. The number of expenses that a student has that an avg student doesn't. There are some thing that need to be kept in mind when accessing what's a reasonable amount. The anchoring effect - don't take the highest or lowest one. Don't get trapped by the arbitrary anchors. Also why he included benchmarks.

LARSEN: \$21 or \$21.50. A starting position anywhere so that's his opinion.

GHOSSEIN: The reality of the job, eg program specialist - the hours or more or less. Some execs work 60 hours/week. There are no other options to work another job if you need that income. Thinks that looking at this chart, would recommend the \$22 but sees anchoring effect pushes towards \$21.50. He pay be grocery shopping so not everyone gets a parking pass. That's not an insignificant change the 22 margin and not sig. enough so ppl will say their doing it for the money. The \$300 is

reasonable.

SUNDAY: Doesn't think there should be an increase. At most, \$19.50. Thinks anyone running should abstain.

LARSEN: Christensen is in favor of the benefits, RRSP.

FLAMAN: Thought we were looking at raising pay, raising benefits, or doing nothing. Looking at \$20.50. The most important line is take home money but for students who are footing this, the increase almost doubles.

LARSEN: It's a \$1 increase for student pay.

GM: How much do you expect to make at your first job out of University?

LARSEN: Never been paid min. 26/hour.

NDATIRWA: Never been paid min. Wage. Sees ppl getting high 30K for entry level job.

FLAMAN: Has a job lined up when he graduates. It's quite a bit, in the US, not an industry he cares for. He would be hoping with past work experience and education, in the high 5 figures, low 6.

GM: Even ppl who live at home have sometimes found the wage on the light side. It's supposed to a volunteer gig but cost of going to school/housing has gone up a lot faster and that's a higher proportion of the income of students vs. someone who has been established. Don't think you should make this something someone runs for the money but at the same time, not something that ppl feel they are taking a big hit. The \$21.50 is \$500 more than UC but execs don't get \$3000 extra/year. We have tighter restrictions than others. The amount of benefits are about \$3000. It's hard for the execs to ask for more but doesn't think the 21, 21.50, 22 is reasonable. Encourages to keep all those factors in line.

GHOSSEIN: A reasonable thing to compare it to is MacEwan because we live in the same region. They're getting 38K, Health/Dental Plan, would be more inclined to a lesser increase if they had a free course/transit option/health plan, any additional benefits that MacEwan has. She had to apply for her citizenship, contribute money for family stuff, we actually are going into debt. There are more execs living on their own and have more extra expenses. For example, a restriction for international students is they have to enrol in 3 courses, we should be consistent with our message of inclusivity. It's difficult for those who don't come from a wealthy family, there are also extraneous expenses EG buying a suit for meetings, dinners.

LARSEN: This has been an ongoing conversation for years. Those who

went into debt for taking this job.

RAHMAN: Would like to hear comments for those opposed to this increase.

NDATIRWA: Also agrees with Brandon because she thinks it's reasonable. For her, that's how much she makes working PT. If they're students, they don't have a degree so why pay someone who actually has a degree. But having hear other things coming into it, those who have to pay for their own tuition, international students who have to take 3 courses. If someone is representing you and they're not stable enough then they won't be able to do a good job representing. Now thinks \$21.50 is reasonable. We need to take care of our execs more, in more ways than payment. To GM: Re discussed benefits, what are some extra costs you have that are included in your monthly payment that could be decreased and put into that?

RAHMAN: Tuition. That's what starts the cycle of going into debt during for the beginning of the year. \$2500 for living is low to live on your own. If students have to pay back their student loans, 10% of salary. The RRSP can only be used for education/housing costs but can't be used for living for an apartment but cannot be used now. Council should consider parking pass/UPass subsidy.

SUNDAY: Is this posted anywhere that execs make money?

GHOSEIN: The audits are published.

RAHMAN: We don't tell ppl we work FT. It's on the website that it's a FT position.

NDATIRWA: Understands what Councillor SUNDAY is saying. She didn't know that execs get paid, we should be more transparent about increasing wages. Doesn't think someone would run if they're getting \$21/hour because there's a lot of work that needs to be done.

GM: The people who do run knows it's a paid position. There's nothing to hide.

NDATIRWA: Thinks it's for the ppl you're representing that need to know what's happening.

LARSEN: We can put transparency into a motion at some other point. He was surprised it wasn't in the nomination package.

RAHMAN/NDATIRWA MOVES TO recommend to the Finance Committee to increase the Executive Gross Pay to \$39,506 without the benefits.

3/3/2
FAILED

NDATIRWA: If it goes to Finance, will it go back to Council?

LARSEN: Yes it will go back to recommendations.

RAHMAN: Discussion about how most members value accessibility of the exec positions, we compared to other SU positions EG program specialist/lead - those hrs are more dedicated, no more than 40 hrs/week vs. exec position - working FT, which prevent from taking another job. The tuition costs in Sept, not enough time in the summer to save up for tuition costs so a lot of students have gone into debt with costs of rent/tuition. Thinks that increasing it to \$21.50/hour would make a difference to those who have trouble paying for all their costs.

FLAMAN/CHRISTENSEN MOVES to change it to the \$37,669.

DEBATE:

NDATIRWA: Can Finance Committee review the \$21 to \$21.50?

LARSEN: It will be just a recommendation, will be put in Finance Principles.

FLAMAN: This strikes a balance b/w the income and benefits provided with the cost.

CHRISTENSEN: Really like this option. If we go to just the \$21.50 without the benefits.

RAHMAN: We can't prevent future council from making that decision.

CHRISTENSEN: Think benefits are important and should be added in the future.

GHOSSEIN: We were talking about how important the monthly take home is. The MacEwan execs are being paid around 3800 along with benefits so that monetary value will pay for your class that you have to be enrolled in so in order to get financial aid, you can't drop out. Although the benefits are important, thinks that the monetary value that's helpful enough has to be higher than \$20.50/hour. Already declared no conflict of interest, not running. Execs are having trouble barely supporting themselves and going into debt so we can't expect execs to do a high quality job if they have a financial burdern. Recommend at least \$21/\$21.50. This can help alleviate stressors.

LARSEN: We can recommend this to finance as just an increase. Finance can decide for first principles, let finance debate or can do specific \$21/\$21.50.

CHRISTENSEN: It's a huge 10% increase unless that was the only increase it was going to be. Can look at this again next year.

FLAMAN: Wants small incremental increases instead of a large jump.

GHOSSEIN: Caution against looking at %s, look at the take home numbers. Anything below \$150 would not make a difference. Doesn't see it as a big jump considering how many hours they work per week and how much they have to pay for classes.

RAHMAN: This topic only gets visited every 5 years, not our place to tell next year's council what to do.

CHRISTENSEN: Doesn't want this halfway through the semester.

RAHMAN: Because of how budget principles work, we can't make that change.

GHOSSEIN: This is just a recommendation and finance committee will make recommendations but we should trust our peers and go with what they recommend. Needs to know where we stand.

RAHMAN/CHRISTENSEN MOVES TO amend the motion to the exec pay to \$21.50, Gross Pay - \$39, 506, Monthly - \$3,292, Increase - \$345 with no RRSP contribution and Upass subsidy.

4/1/3

CARRIED

LARSEN: Will put into finance for first principles.

2016-18/3

NEW BUSINESS

2016-18/4

DISCUSSION

2016-18/5

ADJOURNMENT

2016-18/5a

Next Meeting: February 28, 2017 @ 5PM in Council Chambers

Meeting adjourned at 5:58 PM.

SUMMARY OF MOTIONS

| MOTION | VOTES |
|---|--------------------------|
| <i>NDATIRWA/RAHMAN MOVES to approve the agenda.</i> | <i>6/0/0 CARRIED</i> |
| <i>SUNDAY/LARSEN MOVES to approve the minutes.</i> | <i>4/0/0 CARRIED</i> |
| <i>RAHMAN/NDATIRWA MOVES TO recommend to the Finance Committee to increase the Executive Gross Pay to \$39,506 without the benefits.</i> | <i>3/3/2 FAILED</i> |
| <i>RAHMAN/CHRISTENSEN MOVES TO amend the motion to the exec pay to \$21.50, Gross Pay - \$39, 506, Monthly - \$3,292, Increase - \$345 with no RRSP contribution and Upass subsidy.</i> | <i>4/1/3 CARRIED</i> |