

DECISION OF THE DISCIPLINE, INTERPRETATION,  
AND ENFORCEMENT BOARD

**REQUEST FOR INTERPRETATION**

**DATE:**

Friday November 14, 2003

**D.I.E. BOARD MEMBERS PRESENT:**

Christopher Samuel, Chair

Ben Aberant

TJ Adhihetty

Stephen Congly

Michelle Kelly

**INTERPRETATION SOUGHT BY:**

Steve Smith

**ISSUE:**

Smith contends that positions of employment within the Students' Union that require ratification by Students' Council (namely: the Chief Returning Officer, the Deputy Returning Officer, the Community Relations Coordinator, the Academic Affairs Coordinator, the Student Activities Coordinator, the Athletics Campus Promotions Coordinator, the Directors of Information Services, the Director of Safewalk, the Director of the Student Distress Centre, the Director of the Environmental Coordination Office of Students, the Director of Student Groups, and the Directors of the Ombudservice) can only be dismissed by a subsequent motion of Students' Council. The General Manager, however, can only be dismissed by the method described in his/her contract.

**DECISION:**

While hirings are dealt with through bylaws, dismissals are dealt with through operating policies, specifically Operating Policy 9.22. Section 5c of this Policy states that Management employees can be dismissed by the Executive Committee, and that Term employees can be dismissed by a two-thirds majority vote of Students' Council. Since the positions in question (as listed above) are Term employees, they can only be dismissed by a motion of Students' Council that receives, at least, a two-thirds majority. Furthermore, since the General Manager can be classified as a Management employee, he/she can only be dismissed by the Executive Committee (unless there is an overriding method described in his/her contract).

**RECOMMENDATION:**

In order to eliminate any uncertainties that may exist regarding which employees are Management, Term, Hourly, or Extraordinary, the Discipline, Interpretation, and Enforcement (D.I.E.) Board recommends that the Students' Union appropriately classify all of its employees into one of the aforementioned the categories.

The Discipline, Interpretation and Enforcement (D.I.E.) Board functions as the judicial branch of the Students' Union, and is responsible for interpreting and enforcing all Students' Union legislation. If anyone has any questions regarding the D.I.E. Board, feel free to contact the Chair, Chris Samuel, at [dieboard@su.ualberta.ca](mailto:dieboard@su.ualberta.ca)