

Friday, May 17, 2019

5:00pm

SUB 6-06

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory. We are grateful to be on Cree, Dene, 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 and work towards the decolonization of Indigenous knowledges and traditions.

AGENDA (FC-2019-01)

- 2019-01/1** **INTRODUCTION**
- 2019-01/1a** **Call to Order**
- 2019-01/1b** **Approval of Agenda**
- 2019-01/1c** **Approval of Minutes**
- 2019-01/1d** **Chair's Business**
- 2019-01/2** **QUESTION/DISCUSSION PERIOD**
- 2019-01/3** **COMMITTEE BUSINESS**
- 2019-01/3a** **STATT MOVES** to Implement the Executive Compensation Package as Proposed by the 2018/19 Executive Compensation Review Committee.
- See FC-2019-01.02.
- 2019-01/4** **INFORMATION ITEMS**
- 2019-01/4a** Finance Committee Minutes, (FC-2019-01-M) - Monday, May 6, 2019.
- See FC-2019-01.01.
- 2019-01/4b** Executive Compensation Review Committee Package
- See FC-2019-01.02.
- 2019-01/5** **ADJOURNMENT**
- 2019-01/5a** **Next Meeting: TBD.**



University of Alberta Students' Union

FINANCE COMMITTEE

Monday, May 6, 2019

5:30pm

SUB 6-06

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory. We are grateful to be on Cree, Dene, 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 and work towards the decolonization of Indigenous knowledges and traditions.

ATTENDANCE

NAME	PROXY	PRESENT	SUBMISSION OF WRITTEN FEEDBACK (IF ABSENT)
Samir Esmail		Y	
Talia Dixon	N	N	N
Chris Beasley		Y	
Amlan Bose		Y	
Phoebe Marinakis		Y	
David Draper		Y	
Abigail Isaac		Y	
Luke Statt		Y	
Jared Larsen		Y	

MINUTES (FC-2019-00)

2019-00/1 **INTRODUCTION**

2019-00/1a **Call to Order**
CLERK: Called to order at 5:32pm.

2019-00/1b **Approval of Agenda**
BOSE/STATT MOVED to approve the agenda.
8/0/0 - CARRIED

2019-00/1c **Approval of Minutes**
N/A

2019-00/1d **Chair's Business**

2019-00/2 **QUESTION/DISCUSSION PERIOD**

2019-00/2a Confirmation of Spring/Summer Meeting Schedule

STATT: Suggested that the Committee meet every other week either on or off Council weeks. Determined to release a Doodle Poll in order to identify a regular meeting schedule.

DRAPER: Recommended that the meetings occur on non-Council days as it provides a balance and break between the responsibilities of Council and of the Committee.

BOSE: Requested that Statt create a WhatsApp group.

STATT: Determined to act on Bose's suggestion.

2019-00/3 **COMMITTEE BUSINESS**

2019-00/3a Selection of a Chair

BOSE nominated STATT: accepted.
DRAPER nominated MARINAKIS: declined
DRAPER nominated BEASLEY: declined.

BEASLEY: Noted that, according to Standing Orders, the chair must be a voting member of the Committee and the Financial Controller or designate is not a voting member. Expressed concern that the VP Statt is a financial controller and, therefore, may not be able to run.

STATT: Responded that the Financial Controller is a member of the Students' Union staff departmental direction.

BOSE: Reaffirmed that, in past, Ripka served as both VP Operations and Finance as well as Finance chair.

LUKE STATT is declared appointed, by acclamation, as chair of Finance Committee for the 2019-2020 session.

2019-00/3b Adoption of Standing Orders

Standing Order can be located on the Students' Union website, or by clicking [here](#).

STATT: Confirmed that the

STATT/LARSEN MOVED to adopt the Finance Standing Orders.
8/0/0 - CARRIED

2019-00/4 **INFORMATION ITEMS**

2019-00/5 **ADJOURNMENT**
STATT: Adjourned the meeting at 5:41pm.

2019-00/5a **Next Meeting: TBD.**

SUMMARY OF MOTIONS

MOTION	VOTES
BOSE/STATT MOVED to approve the agenda.	8/0/0 - CARRIED
STATT/LARSEN MOVED to adopt the Finance Standing Orders.	8/0/0 - CARRIED

Date: April 22, 2019
To: Students' Union Council
Re: Confirmation of Revenue

Dear Finance Committee,

The Executive Compensation Review Committee (ECRC) has completed a set of recommendations for Students' Council on some additions to the compensation package for the University of Alberta Students' Union (UASU) Executives. This recommendation aims to reduce the financial barrier of becoming an Executive by ensuring fair compensation.

Methodology and Background

The ECRC formed this recommendation by comparing UASU's compensation to 35 other Canadian student associations (with particular focus on Alberta), identifying gaps in UASU's compensation package with reference to this data, and identifying other financial burdens that could hinder a student from being able to hold an executive position. Currently, UASU Executives receive only a salary, with no benefits attached. This is unusual relative to the 35 other schools, as 30 of them receive at least some sort of a benefits package. That being said, UASU Executives have some of the highest salaries. The ECRC has chosen not to recommend any changes to the salary component of the compensation package, but to add the following benefits package:

1) Transportation allowance: Each Executive should receive \$100/month for transportation-related costs.

There are many occasions on which Executives must travel around Edmonton or beyond to get to different meetings and events. Thus, we recommend an allowance of \$100/month for transportation-related costs. This allowance can be put towards reimbursement of the Upass, covering a monthly transit pass during the summer months, or parking or gas if they live outside of the ETS service area.

2) Cell phone allowance: Each Executive should receive \$50/month for cell phone related costs.

As part of the job, Executives are often responsible to make phone calls to different locations, including long distance. Although they do have an office phone, they are

often out of the office for meetings or business travel, often resulting in phone calls made on their cells. That, in addition to the extra data necessary to navigate themselves around new cities for business, is an added yet necessary expense for the job. Thus, the \$50/month allowance will subsidize or cover a phone plan they choose. This amount was chosen based on comparing average data and call plans in Alberta.

3) Paid Tuition: The UASU should pay for one class for each Executive in each of the Fall and Winter terms.

It is a requirement that each Executive take at least one class in each of the Fall and Winter terms, which makes sense as the role is to represent students as a student. However, this requirement means an added cost for the job. Our recommendation is that the UASU reimburses each Executive for one course in the Fall and one in the Winter term, once proof of completion is provided (unofficial transcript), for both international or domestic Executives. If "incomplete" is achieved but the Exec still had to pay tuition, this will be dealt with on a case by case basis.

Additionally, this requirement often means that student loans go into repayment as Executives are no longer full-time students. We recommend talking to the Provost to create an exception for Executives that would give them full-time status despite only being enrolled in one class, to avoid the financial burden of having to repay their loans before completing their degree. MacEwan University and the University of Calgary both have similar arrangements.

4) Health and Dental: The Studentcare Health and Dental Plan will be covered by the Students' Union for each Executive

As with most full-time positions, health and dental insurance should be provided in order to care for the overall wellbeing of employees. Because the UASU runs the Studentcare plan, we recommend Executives be advocates of student coverage by being with this company. Thus, health and dental coverage should be provided, but specifically the Studentcare plan, not other providers.

5) Childcare allowance: Childcare support should be made available on an as-needed basis.

The ECRC feels this is an important way to decrease the financial barrier of running for an Executive position. However, we do not feel that there should be a general allowance for all Executives since the necessity is so rare. Thus, we recommend

creating a specialized fund for childcare in the event that there is an Executive who needs childcare to be subsidized in order to perform adequately.

Implementation & Closing

Our preference is for all of these recommendations to be implemented in whatever way Management sees as most efficient and transparent. A report to Students' Council detailing the implementation processes should be presented once recommendations are implemented. We look forward to seeing their implementation and the ultimate reduction of the financial barriers that inhibit some individuals from running for Executive positions.

Sincerely,

The ECRC:

Emma Ripka, VP Operations & Finance (Chair, non-voting)

Amlan Bose, Councillor

Stephen Raitz, Councillor

Samantha Tse, Councillor

Tahra Haddouche, Councillor

Michael Mytrunec, Student at Large

Marc Dumouchel, General Manager (non-voting)