

**FINANCE
COMMITTEE**

Monday, June 17, 2019

5:30pm

SUB 0-48

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		Y	
Chris Beasley		N	
Amlan Bose		Y	
Phoebe Marinakis		Y	
David Draper		Y	
Abigail Isaac		Y	
Luke Statt (chair)		Y	
Jared Larsen		Y	
Tahra Haddouche		Y	

MINUTES (FC-2019-03)

2019-03/1 **INTRODUCTION**

2019-03/1a **Call to Order**
STATT: Called the meeting to order at 5:40pm.

2019-03/1b **Approval of Agenda**
LARSEN/ESMAIL MOVED to approve the agenda.

CARRIED - 7/0/0

2019-03/1c

Approval of Minutes

STATT/DRAPER MOVED to approve the minutes of FC-2019-02-M.

CARRIED - 7/0/0

2019-03/1d

Chair's Business

STATT: Established that the Konz Outstanding Initiative Award has been cancelled/removed from the Awards Program for 2019 due to their abrupt closure. Noted that Barburrito will also offer student awards when it opens.

2019-03/2

QUESTION/DISCUSSION PERIOD

2019-03/2a

Open discussion around current Executive Compensation Package as Proposed by the 2018/19 Executive Compensation Review Committee and amended by the 2019/20 Finance Committee.

STATT: Clarified that he will provide operational context in these discussions. Indicated that the new Package includes additional evidence about childcare arrangements. Clarified that childcare benefits are not common among student associations but the proposed changes make the Package the most generous in the country. Considered approaching nearby daycares in advance to reserving spots for executives. Noted that there needs to be a specified amount of money allocated for budgetary purposes.

BOSE: Expressed concern adding childcare benefits to the Package would be inappropriate as there may be members of the Committee which will run for Executive and this issue was not discussed initially at Executive Compensation Review Committee. Proposed deferring the decision to add childcare benefits to a future ECRC.

ESMAIL: Expressed concern that not adding these benefits now may discourage students who parent from running for executive positions in the next election.

DIXON: Suggested that a decision to add a childcare benefit cannot be made with bias as the benefit is a basic entitlement. Proposed including a general commitment to making childcare more accessible for all students within the Package.

LARSEN: Suggested that this commitment would be better included as part of the Students who Parent Policy, not in the Package.

STATT: Suggested that it would not be problematic to include this commitment in multiple documents.

CHEN: Expressed concern that adding a childcare benefit may be too costly should voluntary student unionism occur.

HADDOUCHE: Noted that the paid tuition provision of the Package does not address that there could be variable costs between courses from different faculties.

STATT: Inquired into how the Committee feels about the provision relating to executives not receiving reimbursement for incomplete courses to be assessed on a case by case basis.

LARSEN: Proposed that the provision indicate who decides whether reimbursement should be withheld.

HADDOUCHE: Noted that ECRC intended General Manager to make that decision.

ESMAIL: Considered that Executives should justify to Council for not completing a course for which students paid.

DIXON: Expressed concern that it would be uncomfortable for executives to discuss personal reasons for a course withdrawal with Council.

BOSE/DIXON MOVED to clarify that the General Manager will decide, on a case by case basis, whether executives should receive reimbursement for courses from which they withdrew.

Larsen, Statt abstain.

CARRIED - 5/0/0

STATT: Noted that councillors did not send him further suggested edits on the Package after he solicited their feedback.

BOSE: Inquired into how the childcare provision would apply to executives with multiple children.

STATT: Responded that each child would be entitled to the full percentage amount specified.

EMAIL: Inquired into how it was decided that the childcare benefits would apply to children until eight years of age.

STATT: Responded that this is one year more than what is offered at the University of Toronto. Clarified that there is no maternity leave which often extends beyond one year. Noted, however, that there are other accommodations for an executive who has a child while in their one year term.

DRAPER: Inquired into whether Executive Committee or Finance Committee should approve increases in the childcare benefit.

LARSEN: Noted that councillors can attend meetings of the Executive Committee.

STATT: Considered that it may be awkward and uncomfortable for an executive to

seek funding from the Finance Committee.

DIXON: Expressed concern that there would be an appearance of bias if an executive receives funding increases at the discretion of their executive co-workers.

STATT: Proposed having both the Executive and Finance Committees approve the dollar amount of an executive's childcare support benefit. Clarified that any benefit must be approved at the beginning of a Council session.

DRAPER: Considered that this decision could be taken at the first meeting of Finance Committee.

LARSEN: Clarified that funds could be disbursed retroactively in the event of the decision not being made promptly.

ESMAIL/DIXON MOVED to approve an amendment to the childcare provisions stating that "This benefit covers 50% percent of any Canada Revenue Agency eligible child care expenses and will be equivalent to a range of 5% to 10% of an executive's gross annual income per eligible child for a one year term. The exact percentage will be at the discretion of the Executive Committee and reaffirmed by Finance Committee. Some examples include daycare, after school care, days camps, and nonfamily babysitting services.

CARRIED - 5/0/2

Larsen, Statt abstain.

BOSE/ESMAIL MOVED to send the Package to Council for reaffirmation.

CARRIED - 5/0/2

Larsen, Statt abstain.

2019-03/3 **COMMITTEE BUSINESS**

2019-03/4 **INFORMATION ITEMS**

2019-03/4a Finance Committee Minutes, (FC-2019-02-M) - Monday, June 3, 2019.

See FC-2019-03.01.

2019-03/5 **ADJOURNMENT**

STATT: Adjourned the meeting at 6:32pm.

2019-03/5a **Next Meeting: TBD.**

SUMMARY OF MOTIONS

MOTION	VOTES
LARSEN/ESMAIL MOVED to approve the agenda.	CARRIED - 7/0/0

<p>STATT/DRAPER MOVED to approve the minutes of FC-2019-02-M.</p>	<p>CARRIED - 7/0/0</p>
<p>BOSE/DIXON MOVED to clarify that the General Manager will decide, on a case by case basis, whether executives should receive reimbursement for courses from which they withdrew.</p>	<p>CARRIED - 5/0/0 Larsen, Statt abstain.</p>
<p>ESMAIL/DIXON MOVED to approve an amendment to the childcare provisions stating that “This benefit covers 50% percent of any Canada Revenue Agency eligible child care expenses and will be equivalent to a range of 5% to 10% of an executive's gross annual income per eligible child for a one year term. The exact percentage will be at the discretion of the Executive Committee and reaffirmed by Finance Committee. Some examples include daycare, after school care, days camps, and nonfamily babysitting services.</p>	<p>CARRIED - 5/0/2 Larsen, Statt abstain.</p>
<p>BOSE/ESMAIL MOVED to send the Package to Council for reaffirmation.</p>	<p>CARRIED - 5/0/2 Larsen, Statt abstain.</p>