

# STUDENTS' COUNCIL

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Tuesday July 2<sup>nd</sup>, 2013  
ETLC 1-008

## ORDER PAPER (SC 2013-05)

### 2013-05/1 SPEAKER'S BUSINESS

2013-05/1a Announcements – The next meeting of Students' Council will take place on Tuesday, July 16th, 2013

### 2013-05/2 PRESENTATIONS

2013-05/2a University of Alberta Budget Primer. Presented by Petros Kusmu, President, Adam Woods, Vice President (External) and Dustin Chelen, Vice President (Academic) University of Alberta Students' Union. Sponsored by Petros Kusmu, President.

In advance of the presentation by the University of Alberta Provost and Vice President (Academic) Dr. Martin Ferguson-Pell, the SU will present on basic structures underlying the budget. This presentation will cover the government's role in funding the University and a summary of the University's budgeting process. It will cover major University expenses and revenues, including tuition and fees. Finally, it will provide a general update on the University's budget situation moving forward.

2013-05/2b Creating a safe space for Mr. Omar Ahmed Khadr to receive an Education. Sponsored by Councillor Mohamed seconded by Governor Brent Kelly.

A university is a space where people from different backgrounds, religions, and ethnicities, can work with each other in a safe and tolerant environment to achieve their own personal goals with no fear of violence, discrimination, or inequality. An individual not only becomes educated at the university, they become enlightened. With that, we should welcome with open arms, all those who wish to become enlightened. I hereby encourage the Students Union of the University of Alberta to favorably consider creating a space for Mr. Khadr to educate himself.

2013-05/2c 2013-2016 Memorandum of Agreement between the University of Alberta Students' Union and Canadian Union Public Employees 1368

Abstract: This presentation will discuss the changes from the 2011-2013 Memorandum of Agreement between the University of Alberta Students' Union and the Canadian Union of Public Employees Local 1368 to the 2013-2016 Memorandum of Agreement.

- 2013-05/3**      **EXECUTIVE COMMITTEE REPORT**
- 2013-05/3a**      Executive Committee Report  
Please see document SC 13-05.01
- 2013-05/4**      **BOARD AND COMMITTEE REPORTS**
- 2013-05/5**      **QUESTION PERIOD**
- 2013-05/6**      **BOARD AND COMMITTEE BUSINESS**
- 2013-05/6a**      **WOODS MOVES THAT**, upon the recommendation of the Senate Nomination Committee, the following three student representatives be appointed to the Senate: Navneet Khinda, Sean Wallace, and Jeffry Kochikuzhyil.
- 2013-05/6b**      **WOODS/BATAL MOVE THAT** upon the recommendation of Policy Committee that Students' Council create the Post Secondary Learning Act Task Force in first reading based on the attached principles.  
Please see document SC 13-05.02
- 2013-05/7**      **GENERAL ORDERS**
- 2013-05/7a**      **LE MOVES TO** ratify the 2013-2016 Memorandum of Agreement between the University of Alberta Students' Union and Canadian Union of Public Employees Local 1368  
Please see document SC 13-05.03
- 2013-05/8**      **INFORMATION ITEMS**
- 2013-05/8a**      CAC Summary Report to Council  
Please see document SC 13-05.04
- 2013-05/8b**      Policy Committee Summary Report to Council  
Please see document SC 13-05.05
- 2013-05/8c**      Adam Woods, VP External- Report  
Please see document SC 13-05.06
- 2013-05/8d**      Dustin Chelen, VP Academic- Report  
Please see document SC 13-05.07
- 2013-05/8e**      Petros Kusmu, President- Report  
Please see document SC 13-05.08
- 2013-05/8f**      Josh Le, VP Operations and Finance- Report  
Please see document SC 13-05.09

**May 23**

CHELEN/LAU MOVED THAT the Executive Committee approve the letter of agreement between the Students' Union and the Office of the Registrar regarding Infolink at Student Connect.

**5/0/0 CARRIED**

LAU/WOODS MOVED THAT the Executive Committee approve a projects allocation for \$2200.00 for Wellness Program funding.

**5/0/0 CARRIED**

**June 4**

CHELEN/LAU MOVED THAT the Executive Committee appoint Josh Le and Petros Kusmu to sit on the DIE Board Tribune Selection Committee.

**5/0/0 CARRIED**

WOODS/CHELEN MOVED THAT the Executive Committee approve the revised Financial Aid Advisor job description.

**5/0/0 CARRIED**

## Post Secondary Learning Act Task Force:

**Objective:** The objective of this task force is to review the Post Secondary Learning Act (PSLA) in full in order to find ways to improve the Act from a student's perspective in preparation for the upcoming review of the PSLA as indicated by the Minister of Advanced Education and Enterprise. These recommendations will help advise the Vice President External and the Council of Alberta University Students.

**Membership:** This task force will include six student Councilors, elected by Students' Council, the Vice President External as an ex-officio member and will be open to the public unless the task force should feel the need to go into camera.

**Timeline:** The task force will begin meeting upon the approval of its existence by Students' Council, and should conclude its business no later than August 31, 2013.

**Structure:** This task force will follow Robert's Rules of Order and will be Chaired by the Vice President External.

**Reporting Structure:** Upon completion of its recommendations, the PSLA Task Force will report on its findings to Students' Council.

## **CUPE 1368/Students' Union Collective Agreement Report**

**Representatives from CUPE Local 1368 and the Students' Union have achieved agreement on modifications to the Collective Agreement. These changes must now be ratified both by the CUPE membership and by Students' Council.**

**Summarized below are the substantive changes to the Agreement. Some other editorial changes were made, but do not change the meaning of the Agreement in any way.**

### **Summary of Significant Changes**

- 1. The exemption list was updated to be more current and accurate. As a result, three new position classes have been added to the Union:**

- a. Graphic Designer**
- b. Marketing Assistant**
- c. Minute Taker**

**The first two positions are generally full-time positions, and the third is a part-time position. Incumbents in substantially similar positions will have their existing contracts grandfathered, and may elect whether or not to remain contracted or become union members. Future hires will automatically be enrolled in the Union.**

**Additional hiring flexibility was provided for the Graphic Designer position; specifically, candidates with significant experience and skill advantages may be allowed to start higher on the pay grid than Level One. (Sec. 2.03)**

- 2. Maximum redundancy pay has been increased by two weeks, and retirement benefits added to redundancy pay for eligible employees. (Sec. 15.07)**
- 3. Shift differential, for afternoon/evening and overnight full-time shifts, had not been changed in several years, and has been adjusted upwards by 5% to account for cost of living changes since the last increase. (Sec. 18.01)**
- 4. Floater days may now be used to extend vacations. (Sec 19.03)**
- 5. The allowable uses for appointment time have been expanded. Appointment time can now cover appointment-based financial, legal, and veterinary services. (Sec 23.09)**
- 6. Pay scales and RRSP rates were adjusted. In addition to an increase in pay, the Students' Union will increase RRSP matching rates. The upshot of this is that employee contributions to the RRSP as well, but we have ensured that the increase in pay scale is greater than the cost of those contributions: Employee paychecks will grow, and RRSP accounts will grow significantly over the term of the contract. (Secs. 24.01, 27.01)**

**This approach was taken after surveying the trends in retirement planning. For example, the Public Service Pension Plan, upon which our current RRSP contribution rates were based in the late 1980s, has**

increased to 11.7% for both employers and employees. Both the Union and the Students' Union felt that some adjustment needed to be made to ensure that staff would enjoy more retirement security.

Under our plan, over the three years of the contract, base contributions to employee RRSPs will grow from 9.5% (4.75% from the employer, 4.75% from the employee) to 14% (7% contribution each), even while total take-home pay increases.

	2013-14	2014-15	2015-16
General pay scale increase	0.75%	1%	2%
Additional RRSP contribution from the Students' Union	0.525%	0.5%	1%
Increase in shift differential	Afternoon: \$0.80 to \$0.84 Evening: \$1 to \$1.05	-	-

Please note that only permanent, full-time employees participate in the RRSP program.

7. The meal allowance for unscheduled overtime has been increased (Sec. 24.08):

	Current	As per new CA
Breakfast	\$5	\$8
Lunch	\$6	\$12
Dinner	\$10	\$15

8. CUPE members may honor legal picket lines at SUB and will not be penalized, but will not be paid for their time away from work. (Sec. 34.01)
9. The new Collective Agreement has a three-year term, ending in 2016. (Sec. 36.01)
10. Health Plan allowances for other professional services, such as chiropractic, massage, and psychologists has increased from \$400 to \$500, with no per-visit maximum. (Not defined in the contract, but set up with Great West Life.)
11. Existing Letters of Agreement regarding the health and safety committee and the joint gender-neutral job evaluation program were reaffirmed.

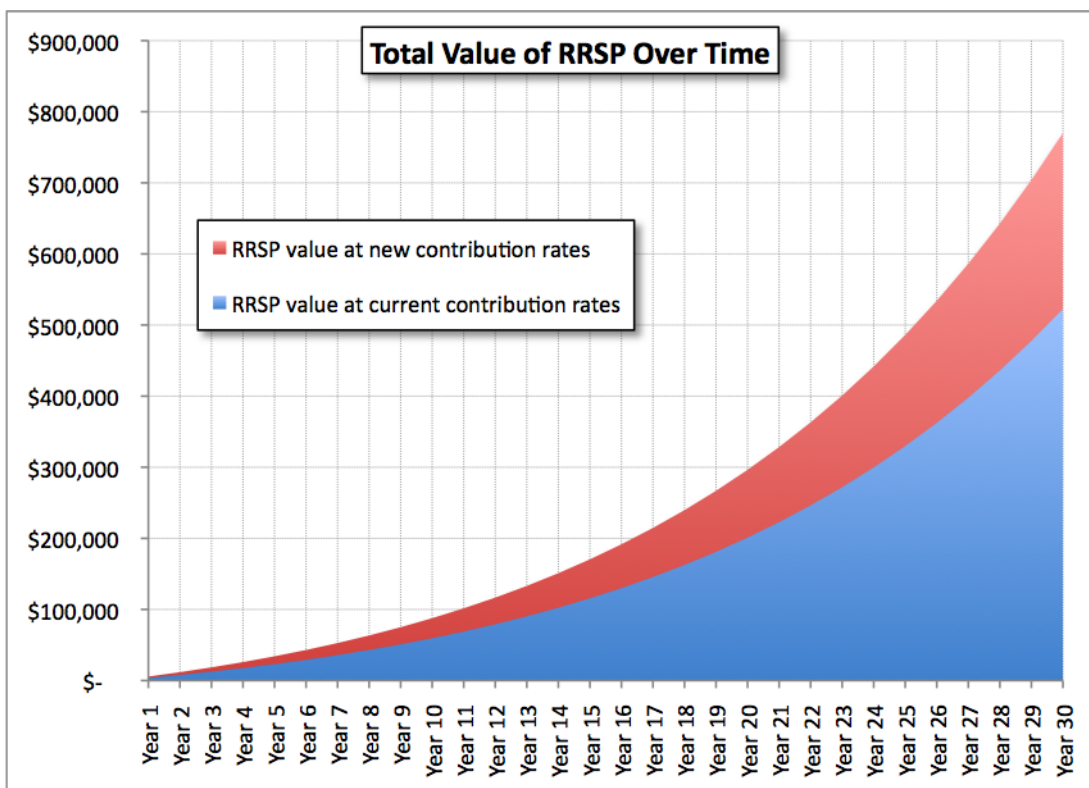
### Impact of the RRSP contribution changes

**Changing the RRSP contribution rate greatly impacts the size of retirement savings and the speed with which they accumulate.**

**Under the current contribution rates, it takes about 27 years for a person earning \$40,000 per year today to accumulate \$400,000 in RRSP savings. Under the revised rates, it would take only 23 years. To hit \$500,000, it would take about 30 years at current rates; at the revised rates, it would take a bit over 25 years. To reach \$1 million in savings, it would take 38 years under the current rates, and 33 years under the new rates.**

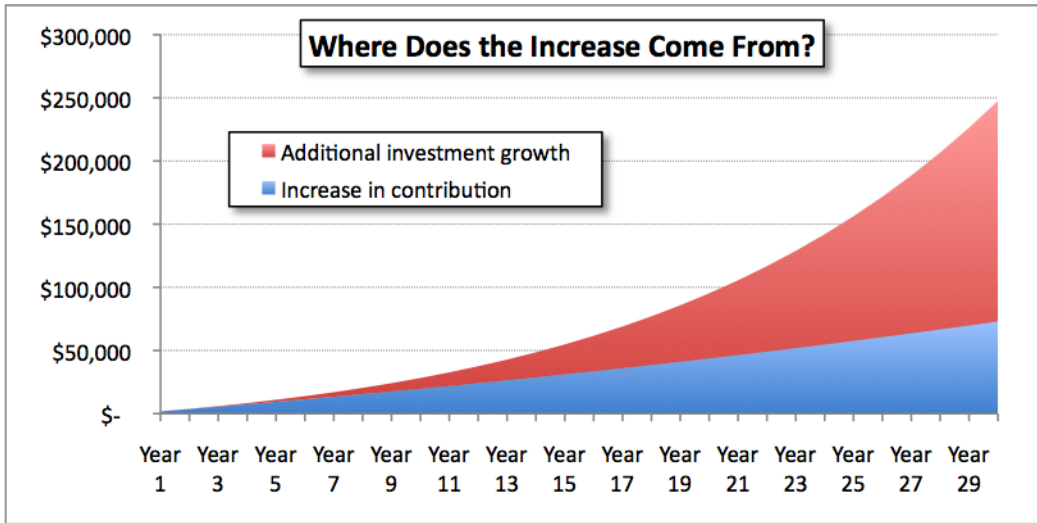
**Under the new rates, if an employee started today at age 25 and worked until age 65, they would have an RRSP worth \$1.8 million.**

**(The above estimates are based on an average investment return of 8% and an average annual salary increase of 2%.)**



**At any particular point in time, the value of the RRSP is more than 45% greater than it otherwise would have been. This means that employees will be able to retire with more savings, or earlier than planned, or some combination of the two.**

**What's more, most of that increase is not from the increase in contributions; instead, it comes from the additional growth of the RRSP - the money made from the additional investments in the RRSP.**





## MEMORANDUM OF AGREEMENT

Between

THE STUDENTS' UNION, THE UNIVERSITY OF ALBERTA

-and-

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1368

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**The following constitutes changes to the Collective Agreement agreed to by the parties. The parties agree to recommend this memorandum to their respective parties for ratification.**

2.03

a) The following positions shall be exempt from the bargaining unit:

General Manager  
Manager of Facilities and Operations  
Manager of Finance and Administration  
Manager of Marketing and Communications  
Manager of Programming and Venues  
Manager of Student Services  
Manager of Food and Beverage  
Positions designated as Operations Manager or Senior  
Operations Manager  
Executive Assistant  
Personnel Manager  
Assistant Manager - Finance & Administration  
Assistant Manager of Student Services  
Kitchen Manager  
Director of Research and Political Affairs  
Digital Media Coordinator  
Senior Graphic Designer  
Student Governance Advisor

All Managers, Directors and Employees of student-staffed services such as: InfoLink, SU Events, Ombudservice, Peer Support Centre, Safewalk, Student Group Services, Centre for Student Development, Sustain SU, and Student Financial Aid Information Centre.

The student Employees of Discover Governance and all Employees of the Department of Research and Political

Affairs, or Employees in positions with access to sensitive business or political information.

Positions shall only be classed as Operations Manager or Senior Operations Manager if regular, direct supervision of Employees is an essential part of the job description.

- b) Persons whose jobs are not in the Union shall not work on any jobs which are included in the Union, except for the purposes of instruction, experimenting, or in emergencies when regular Employees are not available, and provided that the act of performing the aforementioned operations, in itself, does not reduce the hours of work or pay of an Employee.
- c) Supervising Manager means the out-of-scope Supervisor from whom an Employee normally (directly or indirectly) receives work assignments.

15.07 Provided that she/he has completed his/her probationary period and has an additional six (6) months of service with the Employer, the Employee subject to redundancy shall receive redundancy pay in a lump sum equal to one (1) week's pay for each six (6) months of service or major portion thereof up to a limit of ~~twenty-four~~ **six (24 26)** weeks' salary. **If the Employee would otherwise qualify for the retirement benefit, as laid out in Article 21, then those benefits will also be paid.**

16.07 a) If departments or areas are shut down for the ~~Christmas~~ **December Holiday** Break, Employees will have the option to take time off for this period as follows:

- i) Leave of absence without pay.
- ii) Accumulated overtime.
- iii) Vacation entitlement.
- iv) Winter floater day

16.08 (b) (ii) For multiple clients on subsequent days, shifts may be ~~scheduled~~ within the rest period, at regular rates.

16.08 (d) The overtime rate shall not be paid for hours scheduled during the rest period when it is part of the scheduled day(s) off – Clause 16.08 ~~(d)~~ **(c)** will apply in lieu

18.01

- a) In recognition of the inconvenient features of shift work, Employees shall receive for afternoon shifts eighty **four** cents (\$.8**04**) per hour and the rate for night shifts will be one dollar **and five cents** (\$1.0**05**) per hour.
- b) Employees must be scheduled to work a full seven and one half (7.5) hour shift to be eligible for shift differential.

19.03 The Employer shall provide the following Floater Days to Fulltime Employees:

One (1) Winter Floater (To be taken during the period September 1 – April 30)

One (1) Summer Floater (To be taken during the period May 1 – August 31)

The use of Floater Days shall be governed by the following conditions:

Floater Days shall be taken at operationally convenient times, as agreed between the Employee and his/her direct supervisor.

~~Floater Days may not be utilized to extend a period of vacation.~~

Floater Days shall not carry forward from year to year, and, if not taken during the period and year of entitlement, shall be lost.

20.06 An Employee shall be entitled to receive his/her vacation in an unbroken period unless otherwise mutually agreed upon between the Employee and the Employer. Exceptions will be made to comply with Article ~~16.02~~ **16.07**.

23.09

- a) Employees shall be allowed paid leave of absence up to twenty-one (21) working hours per annum in order to engage in personal preventative medical, dental care, or related professional services, **appointment-based financial, legal and veterinary services** or where it is necessary that the Employee as spouse, parent or guardian accompany an immediate family member to engage such services. Written verification from the professional involved may be requested. This leave applies where an Employee cannot schedule appointments outside their regular work hours.

23.10 Maternity and Parental Leave

Leave of absence without loss of seniority shall be given to Employees in accordance with the provisions listed below:

~~23.10.01~~ (a) A pregnant Employee who has been employed by the Employer for at least 52 consecutive weeks is entitled to 15 weeks of maternity leave without pay.

a) i) A pregnant Employee must give her Employer at least 6 weeks written notice of the date she will start her maternity leave.

b) ii) An Employee who does not give her Employer prior notice of maternity leave before starting it is still entitled to maternity leave if, within 2 weeks after she ceases to work, she provides her Employer with a medical certificate:

- indicating that she is not able to work because of a medical condition arising from her pregnancy,
- and giving the estimated or actual date of delivery.

~~23.10.02~~ (b) An Employee who has been employed by the Employer for at least 52 consecutive weeks is entitled to parental leave without pay as follows:

a) i) 37 consecutive weeks, within 52 weeks after the child's birth or adoption;

b) ii) An Employee must give the Employer at least 6 weeks written notice of the date the Employee will start parental leave unless

- the medical condition of the birth mother or child makes it impossible to comply with this requirement;
- the date of the child's placement with the adoptive parent was not foreseeable.

c) iii) If the Employee cannot comply with the written notice requirement for any of the reasons stated in subsection ~~23.10.02 (b), i or ii~~ **23.10 (b)(ii)** the Employee must give the Employer written notice at the earliest possible time of the date the Employee will start or has started parental leave.

~~23.10.03~~ (c) The Employer will not terminate the employment of or lay off an Employee who has started maternity or parental leave.

~~23.10.04~~ (d) An Employee must give the Employer written notice of intent to return at least 4 weeks before the end of the leave period to which the Employee is entitled or 4 weeks before the date on which the Employee has specified as the end of the Employee's leave period, whichever is earlier.

a) i) Where an Employee is entitled to resume work under this section, the Employer must:

- reinstate the Employee in the position occupied when maternity or parental leave started, or

- provide the Employee with alternative work of a comparable nature at not less than the earnings and other benefits that had accrued to the Employee when the maternity or parental leave started.

~~23.10.05~~ (e) An Employee who does not wish to resume employment after maternity or parental leave must give the Employer at least 4 weeks written notice of intention to terminate employment. Omission of notice of intent to return to work will be considered a resignation of employment.

~~23.10.06~~ (f) The Employer agrees to pay the Employee's salary and benefits for the waiting period for Maternity Leave prior to employment insurance taking effect provided that the Employee has completed their probationary period.

~~23.10.07~~ (g) An Employee shall be given up to two (2) day's leave with pay for attendance at the birth or adoption proceedings of their own children.

~~23.10.08~~ (h) This clause shall apply to either parent, but only one Employee of the Employer.

## **ARTICLE 24 – PAYMENTS OF WAGES, ALLOWANCES, AND BONUSES**

24.01

The parties agree that all Employees' positions shall receive a general increase to their regular wages according to the following schedule:

Effective May 1 2013	.75 percent increase
Effective May 1 2014	1.00 percent increase
Effective May 1 2015	2.00 percent increase

24.08 Employees required to work unscheduled overtime shall be provided with a meal reimbursement allowance by the Employer if such time covers a normal mealtime or period to a maximum of:

~~\$5.00~~ **Eight dollars (\$8.00)** for Breakfast  
~~\$6.00~~ **Twelve dollars (\$12.00)** for Lunch  
~~\$10.00~~ **Fifteen dollars (\$15.00)** for Dinner

26.04 Copies of all job descriptions shall be available for inspection in the Personnel Manager's office and in the Lunch Room (Room 138). No copies of job descriptions shall be removed from these locations other than by the Personnel Manager. An Employee may obtain a copy of the individual job description by requesting same ~~it~~ from the Personnel Manager.

27.01

a) The parties agree to participate and contribute to a Group Registered Retirement Savings Plan under the following provisions:

~~ii) a)~~ The Employer and the Employee will contribute, on a monthly basis:  
~~4.975% of the Employee's total gross salary from start date.~~

i) **5.5% of the Employee's total gross salary effective May 1 2013.**

ii) **6% of the Employee's total gross salary effective May 1 2014.**

iii) **7% of the Employee's total gross salary effective May 1 2015.**

~~ii) b)~~ The group retirement savings plan has a vesting period of three years, however there will be no accrual of vesting during periods in which there are no contributions made in accordance with the provisions of the plan.

~~iii) c)~~ The Employee will direct their own personal investment options in the plan.

~~iv) d)~~ A copy of the plan's regulations and policy's will be provided to each Employee and the Union, and

~~v) e)~~ The Employer and Union will make not changes to its provisions without mutual agreement.

~~b) f)~~ This clause does not apply to part time, temporary and relief Employees.

30.01 ~~e) Part time Custodial and Theatre Employees: the Employer will provide one (1) pair of pants and one (1) shirt for each Employee per year or, less frequently if previous outfits are still acceptable, if required.~~

34.02 An Employee covered by this Agreement shall have the right to refuse to cross a legal Canadian Union of Public Employees **any legal** picket line established at the Employer's premises **or perform the work of striking or locked out Employees**. Failure to cross such a picket line **or refusal to perform the work of striking or locked out Employees** by the members of this Union shall not be considered a violation of this Agreement, nor shall it be grounds for disciplinary action, **but the Employee shall not be paid for the period of such refusal.**

**Health Plan changes: effective as soon as possible with Great West Life**

**Increase limit from \$400/annum to \$500/annum and no more \$20/visit maximum**

Housekeeping: **The Union proposes to apply gender-neutral language to all areas of the Collective Agreement.**

**LETTER OF UNDERSTANDING**

Between

**THE UNIVERSITY OF ALBERTA STUDENTS' UNION  
(Employer)**

And

**THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1368  
(Union)**

**GRAPHIC DESIGNER**

Whereas, the parties agree that the classification of Graphic Designer shall become a Union position covered in the Collective Agreement.

And whereas, in consideration that the classification of Graphic Designer is currently an out-of-scope position, the parties agree to the following:

1. The current incumbent in the classification of Graphic Designer, shall be grandfathered and continue to be deemed out-of-scope for the duration of their employment in this position.
2. In the event that this position becomes vacant or the Employer creates a new position of Graphic Designer, the position shall become a Union position covered by the terms and conditions of this Collective Agreement and shall be posted as pursuant to Article 14.
3. With the agreement of the Union, the Employer may elect to fill this position with a starting pay higher than Level One in order to hire a suitable candidate. This starting pay shall be based on market value, skills, and relevant experience. This rate shall become Level One for this successful candidate.
4. Agreement from the Union shall not be unreasonably denied.

**LETTER OF UNDERSTANDING**

Between

**THE UNIVERSITY OF ALBERTA STUDENTS' UNION  
(Employer)**

And

**THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1368  
(Union)**

**Marketing Assistant**

Whereas, the parties agree that the classification of Marketing Assistant shall become a Union position covered in the Collective Agreement.

And whereas, in consideration that the classification of Marketing Assistant is currently an out-of-scope position, the parties agree to the following:

1. The current incumbent in the classification of Marketing Assistant, shall be grandfathered and continue to be deemed out-of-scope for the duration of their employment in this position.
2. In the event that this position becomes vacant or the Employer creates a new position of Marketing Assistant, the position shall become a Union position covered by the terms and conditions of this Collective Agreement and shall be posted as pursuant to Article 14.



## **Appendix “A”**

### **Terms of Reference Joint Health and Safety Committee**

The Joint Health and Safety Committee shall be established within ninety (90) days of ratification of the Memorandum of Agreement.

The Committee shall enjoy the full support of both parties in the interests of health and safety of the Employer and the Union. The Committee shall concern itself with:

1. reviewing suggestions and recommendations from Employees, the Union or the Employer in respect to improving health and safety in the work environment, and
2. reviewing accident or incident reports in order to correct hazards, potential hazards or other worksite conditions,
3. make recommendations to respective principals where appropriate.

The Committee shall be composed of equal representation by each party, with three (3) representatives for each party.

The Committee shall meet three times per year on dates, time and location as mutually decided.

An Employer and Union representative shall be designated as joint chairpersons in presiding over meetings and shall alternate in presiding over meetings.

Minutes of each meeting of the Committee shall be prepared and signed by the joint chairpersons as promptly as possible after the close of the meeting.

Agenda items of concern shall be decided by Committee chairpersons as least forty-eight (48) hours in advance of a meeting, when possible. Committee members shall not suffer loss of pay for attending meetings.

## **LETTER OF AGREEMENT**

### **Joint Gender Neutral Job Evaluation Program**

The parties agree to carry out a Joint Gender Neutral Job Evaluation Program (hereinafter referred to as the Program), with the goal of ultimately achieving equal pay for work of equal value for all jobs within the organization of the Students' Union, University of Alberta.

It is further agreed that the Program will follow that outlined in the Canadian Union of Public Employees (CUPE) Manual of Procedures and attached to the original copies of this agreement.

It is further agreed that the results of the Program, and the implementation of any recommendations arising from the Program, must be jointly agreed upon and approved by the Executive Committee of the Employer and the membership of the Union. This approval will be independent of the process of implementation of the Program.

The Employer and the Union agree to endeavor to complete the Program by negotiation August 31 2013.

### **Review Committee**

Furthermore, the parties agree to establish an ad-hoc Review Committee to research and evaluate the compensation of all classifications in the Collective Agreement as they relate to other similar classifications using appropriate criteria and standards as agreed to by the committee. This review will also include rates of pay of Part Time and Full Time classifications that are similar in nature. The committee will make recommendations to the Negotiation Committee by August 2013. This project will be divided into operational segments and dealt with in this order:

- 1) Food and Beverage, and Retail Operations
- 2) Facilities and Administration
- 3) Theatre

The schedule for this work shall be mutually agreed by the Union, and the Employer. Terms of Reference, Review Committee Membership, and a Work Plan for this process will be determined by mutual consent by September 30 2013.

### **AGREED TO BY:**

Marc Dumouchel  
General Manager  
1368

University of Alberta Students' Union

Dennis Franz  
President CUPE Local

Original Signed, July 15 2009/Updated May 10 2013

Signed this \_\_\_\_\_ day of June 2013

On behalf of The Students' Union  
The University of Alberta

On behalf of the Canadian Union  
of Public Employees Local 1368

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General Manager

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President Local 1368

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Vice President-Finance & Administration  
Representative

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CUPE National

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# COUNCIL ADMINISTRATION COMMITTEE MEETING SUMMARY REPORT TO COUNCIL

*Date: June 18, 2013*

*Time: 5:10 pm*

2013 – 2014 *MEETING #5*

## **Motions**

1.	<i>BORDEN</i> moved that <i>June 18 agenda be approved as tabled.</i>	<i>CARRIED 3/0/0</i>
2.	<i>BORDEN</i> moved that <i>June 4 minutes be approved as amended.</i>	<i>CARRIED 3/0/0</i>
3.	<i>BORDEN</i> moved that <i>remote participation will be permitted during any in-camera session.</i>	<i>CARRIED 3/0/0</i>
4.	<i>BORDEN</i> moved that <i>the meeting be adjourned.</i>	<i>CARRIED 3/0/0</i>



## POLICY COMMITTEE MEETING SUMMARY REPORT TO COUNCIL

Date: June 25, 2013

Time: 6:06 pm

2013 – 2014 MEETING # 4

### Motions

1.	<b>Woods/Lau</b> move to <b>approve</b> the agenda	<i>CARRIED</i> 7/0/0
2.	<b>Hanwell/Woods</b> move to <b>approve</b> the minutes	<i>CARRIED</i> 7/0/0
3.	<b>Woods/Batal</b> move that Policy Committee recommend that Students' Council create the Post Secondary Learning Act Task Force based on the following principles: (see attached)	<i>CARRIED</i> 7/0/0
4.	<b>Hanwell/Lau</b> move to <b>adjourn</b> the meeting at 7:13	<i>CARRIED</i> 7/0/0

June 26th, 2013

**To:** Students' Council

**Re:** Report to Council (for July 2nd meeting)

**Introduction**

Hello Council,

Hopefully you're all well. My past couple of weeks have been spent working mainly on CAUS and CASA related tasks, as well as setting up meetings with other Alberta Students' Unions in order to compare notes and hopefully begin discussing a future consensus between provincial lobby groups on many of the issues we are faced with today in Alberta Post Secondary Education.

**CASA:**

The National Advocacy Committee made our final endorsement of the policies we would like to lobby on through CASA on Thursday, June 20<sup>th</sup>. It was a relief after almost two months of meeting twice a week, preparation of polls, discussing with individual members about moving forward on specific policies and the general administrative tasks that come with being a committee chair. Originally there were over 70 policies (not including newly proposed policies) on the ballot, and the Committee managed to cut these down to 9 specific asks. They are as follows:

1. CASA recommends the federal government re-evaluate the allowable costs assessment criteria for single independent students to include accommodation costs at the market value of a single occupancy rental apartment. (A 30.2)
2. CASA advocate that the federal government eliminate the expected parental contributions, or short of this, that the assessment reflects the real contribution parent make toward their child's education. (A 30.4)
3. CASA calls on the federal government to make reducing student debt loads and tuition fees a priority. (Pending)
4. That the Government of Canada begin granting off-campus work visas to international students studying part-time. (A 31, sub-section)
5. CASA recommends the federal government adjust the federal portion of the weekly student loan limit to \$245 from \$210, to match the corresponding increase in CPI since the \$210 was set in 2004, with proportionate increases to the yearly and total cap. CASA recommends the federal government index the loan limits to CPI in subsequent years. (A 33)
6. Mental Health (Mostly from Q 10)
  - a. CASA advocate that the federal government undertake a study at the national level to better understand the effects of mental illness on students, to produce data that will be used to guide future initiatives, and to better determine the focus and results of targeted efforts.

- b. CASA advocate that the federal government work with provincial authorities, by establishing a formal line of communication, and by providing various support mechanisms, as well as increased funding, to ensure the proper implementation of the MHCC's recommendation to "increase comprehensive post-secondary mental health initiatives that promote mental health for all students and include targeted prevention efforts for those at risk."
  - c. CASA advocate that the federal government establish a pan-Canadian initiative to accomplish all these objectives through cooperation between the provinces and the federal government, which could include the creation of an inter-governmental office, a formal national mental health forum, and/or a yearly conference regrouping provincial and federal authorities.
  - d. The federal government pursue campaigns aimed at decreasing the stigmas associated with individuals suffering from mental health issues.
7. CASA call upon the federal government to lift the 2% cap on funding increases to the Post-Secondary Student Support Program and ensure financial assistance for all eligible First Nations and Inuit learners based on actual costs incurred for tuition, travel and living expenses, and indexed annually to reflect rises in both tuition costs and the cost of living. (A 28)
  8. CASA advocate that grants issued by the CSGP be indexed to CPI, so as to maintain the purchasing power of the grant over the duration that a student is eligible to receive the grant. (A 27)

All in all, I was very happy with our own committee's endorsements. Specifically, issues surrounding student loans, mental health and international students are priorities that I have brought up at some point in my involvement with the Students' Union, and I'm very happy the National Advocacy Committee deems these issues to be of importance.

We are leaving for Lethbridge today (June 26<sup>th</sup>) to attend CASA's annual Policy and Strategy conference where I will be presenting this policy endorsement on behalf of the committee. Once we've heard the endorsements from all other CASA committees, the body will vote on what our lobby priorities for the year will be.

### **CAUS:**

It has also been a very busy month for the Council of Alberta University Students'. On Tuesday the 25<sup>th</sup> the Vice Presidents from the Universities of Calgary and Lethbridge drove to our campus in order to conduct interviews for the hiring of a new Executive Director. All of the interviews have been conducted and the Hiring Committee will eventually bring their recommendation to the rest of the membership to be voted on.

This will likely take place at our next CAUS meeting that will take place on Thursday June the 27<sup>th</sup> right before the start of CASA's Policy and Strategy Conference. We will also likely be discussing strategy for the upcoming year. I will provide a more comprehensive update on both CASA and CAUS in my next report; however I will be able to answer any questions you might have about either CAUS or CASA meetings.

### **Other Developments:**

I have two other developments to inform Council about, both involving meetings with other Students' Unions in order to discuss issues we will face during this year. First, I spoke with the VP External and President of Grant MacEwan University at Don Iveson's announcement of his intention to run for Mayor. We agreed that the Edmonton post secondary institutions should come up with a comprehensive plan regarding the upcoming Municipal Election.

At this point we've also touched base with NAIT, and are in the process of deciding whether we would like to conduct this campaign with any other student stakeholders in the city. This meeting will likely take place in the next month and I will provide Council with any further information when it is available, as well as outcomes of the meeting.

The President and I will also be meeting with the Students' Associations of NAIT and SAIT, as well as the Universities of Calgary Students' Union to discuss the Post Secondary Learning Act. We are currently in the process of deciding whether or not other stakeholders should also be invited to the meeting. While this may not seem like anything of great significance, it is the first step in what will hopefully become a collaborative stance on the review of the PSLA.

To provide a little more context, the Chair of the Alberta Students' Executive Council is the VP External of SAIT, and the Chair of CAUS is the VP External of the University of Calgary Students' Union. This will be a great opportunity to sit down and allow the leadership of each organization to discuss how its membership feels about the review, and furthermore what points will be well taken and what points may be a bit more contentious. I am very excited for this meeting.

The last thing I'll leave you with is the Post Secondary Learning Act Task Force you see before you on the agenda. This Task Force is an excellent opportunity for Councilors to provide a great amount of input into the advocacy efforts of the Students' Union, and furthermore will greatly assist me in providing the government with a comprehensive review of the Act through the perspective of the students. I encourage you all to run for the committee if your schedule permits. I will be providing information regarding potential dates and times for the Committee during my oral report. Meetings will likely not run past August 31<sup>st</sup>.



**Adam Woods**

Vice President External 2013-2014 | [University of Alberta Students' Union](#)





*Office of the* VICE PRESIDENT (EXTERNAL)

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June 27, 2013

To: Students' Council 2013-2014

Re: Report of the Vice President Academic

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Hello Council,

Below you'll find an update of my activities from the past week.

## **I. Quality Instruction Policy**

I presented to Policy Committee on the quality instruction policy. We covered the theoretic framework for teaching and learning in higher education, reviewed three landmark reports, and talked about the specifics of the policy. I'm looking forward to working with the committee to propose amendments to our vision to improve teaching at the U of A.

## **II. Miscellaneous**

I took my first full week of vacation since I started working with the SU. As well, this past week has been spent preparing for the year ahead. I've been working on my goals document, policy implementation plans, student experience survey plans, academic materials campaign strategy, and staff hiring.

If you have any questions or concerns, please don't hesitate to call me at 780-492-4236, or email me at [vp.academic@su.ualberta.ca](mailto:vp.academic@su.ualberta.ca).

Sincerely,



Dustin Chelen

June 27<sup>th</sup>, 2013

**To:** Students' Council

**From:** Petros Kusmu, President 2013-2014

**Re:** Report to Students' Council (for July 2<sup>nd</sup>, Meeting)

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Hello Council!

Not that much to report here. Here you go!

### **I. Board of Governor's (BoG) Meeting**

At last week's BoG meeting the SU's financing on SUB and the U-Pass was approved. Something to keep an eye out is the fact that the University wants to reduce the subsidies it gives to students for the U-Pass. Currently, the University covers 1/6<sup>th</sup> of the U-Pass' cost and that price is reflected in the referendum question that the student body approved in March. The University is now stating that they are facing budgetary pressures within their ancillary budget (which is separate than their operating and capital budget – i.e. where the provincial budget made cuts). How? The University uses the revenues they make from parking fees as the U-Pass subsidy and its revenues have been declining over the year. If the University changes the subsidy they provide to students for the U-Pass, this would involve another referendum question and possibly renegotiating the city for a new U-Pass price. Vice-President Lau and Le are currently in talks with the University on this issue.

The most important of the BoG meeting was the President's report. She talked about the University's Memorandum of Understanding (MOU) with the Government of Alberta (GoA) at length. The University has now completed their draft MOU and plans on consulting with the greater University community about its final submission to the GoA. The President Samarasekera said that the draft MOU includes the feedback received from SU, the Graduate Students' Association (GSA), and the Academic Staff Association of the University of Alberta (AASUA). For more information, check out the following link: <http://change.ualberta.ca/-/media/change/notices/mou-draft-june-27-pdf.pdf>

Another interesting piece from President Samarasekera's report is the information surrounding a new report she'll be publishing soon regarding the University's critical pressure areas. This report will be used to determine the University's budgetary actions moving forward, since it'll be facing a budgetary deficit for the next three years. Some of the sections this report will have are Campus Alberta Initiatives, Administrative Efficiencies, Human Resource, and Achieving Excellence. Board Chair Doug Goss said "This is the most important thing we'll be doing over the next couple of years." I'll keep you posted on this file.

### **II. Executive Goals**

I had the chance to make some progress on some of my executive goals in the last two weeks. I met with the University's Vice-President Advancement and the Alumni Association's Executive Director to talk about their new Venture Mentoring Service (VMS). I'm particularly interested in trying to find ways that the SU can provide opportunities for students with entrepreneurial and non-profit pursuits. The meeting was overall was pretty positive.

Another thing I'm particularly interested in working towards are the security issues surrounding HUB

mall. HUB mall students have had a number of security concerns since the 50 stairwells – that has access to the over 800 residents – are never locked. I had a media interview surrounding the HUB mall shootings with Metro and I raised this issue. Furthermore, at the most recent Residence Budgetary Advisory Committee (RBAC) meeting, I continued to raise this issue with Facilities & Operations (F&O) since they budgeted a certain amount of money for a “Security Pilot Project”. I’ll continue to keep the HUB Community Association (HCA), the Residence Hall Association (RHA), and Council on this file.

That’s it for now folks! Till next time!

Signing off,



**Petros Kusmu**

**President** 2013-2014 | [University of Alberta Students' Union \(UASU\)](#)

Governor | [University of Alberta Board of Governors](#)

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June 28, 2013

To: Students' Council

Re: Report to Students' Council

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Hello Council,

## **SUB Renovation**

The SUB Renovation continues to progress forward. The preliminary construction in Phase One in the 3, 4, and 6 floors of SUB are coming along without many problems. RATT recently closed down for the summer to begin construction. RATT is slated to re-open on August 6. The SUB Renovation team is currently spending most of its efforts on working with the University to determine the details of 89 Avenue. There are many utilities underneath the roadway and there needs to be changes and additions. Most importantly, it's important to have good communication between the University representatives and Physical Activity and Wellness Centre project because our work on SUB would affect their timeline and schedules.

## **SUB Coffee Shop**

The SU is planning to develop the recently vacated Java Jive space into a coffee shop and smoothie operation (combining the Cram Dunk and Juicy operations). This isn't part of the SUB Renovations project because the space wasn't available until recently, but it happens to coincide with the rest of the renovations. We just received the cost breakdown for the SUB Coffee Shop on Wednesday, June 26, but this was after the Budget and Finance Committee meeting on Tuesday, June 25. I discussed the situation with BFC on Tuesday, but I eluded to an emergency meeting once we received the numbers. I am setting up an emergency BFC meeting to present the cost breakdown with the hope that BFC recommends to Council to approve an allocation for the SUB Coffee Shop.

As a side note, we're looking at the names "the Daily Grind," "the Grind," "Blend," and "sublime." Let me know if any of these interest you.

## **CUPE 1368 Negotiations**

The negotiations are complete! Negotiations lasted approximately 3.5 days, but we've come to a solid agreement between both parties. I want to recognize the tremendous efforts from our team including the General Manager Marc Dumouchel, Senior Manager of Facilities & Operations Margriet Tilroe-West and Finance & Administration Peter Ta, and the Personnel Manager Val Stewart. The CUPE Local 1368 ratified the Memorandum of Agreement with their membership. Marc Dumouchel and I will present a summary of the changes to you at Council. We will need to ratify the Memorandum of Agreement for it to take effect.

## **Golden Bear and Panda Legacy Fund**

VP Student Life Lau and I are working with the Athletics Director, Dr. Ian Reade, to resolve an issue from a year ago about the GBPLF DFU and the field hockey team cut. We're looking into preventing a similar situation occurring in the future.

## **Student Group Services Granting**

The SGS Granting Committee met to discuss criteria for SGS Granting. It was a very interesting and fruitful discussion about ways groups enrich the campus and how the SU and Dean of Students contribute to that effort. I will be working on the budget and financial requirements for the granting process. Let me know if this interests you at all!

## **Faculty of Physical Education and Recreation Lunch**

The SU and GSA Exec met with Dean Kerry Mummery, Director of Operations Cheryl Harwardt, and Athletics Director Ian Reade for a lunch at the Faculty Club for a meet and greet. It was a great gesture to meet with us and we got to learn amazing facts about the FPER.

## **SU Business Managers**

I met with most of the SU Business managers to get a ground-level understanding of the SU's Business operations. The discussions were enlightening and the managers were delighted to share their perspectives. I'm exploring ways to help enhance the SU businesses, as eluded to in my campaign platform, and I will keep Council posted.

Among the SU Business manager meetings, I had a lengthy discussion with Maureen, the RATT Manager, and I'm leaning towards making RATT a priority for the year to maximize on its great potential.

## **Dedicated Fee Unit Task Force**

Councillor Hodgson is proposing a DFU Task Force to research and explore deeper into the DFU within the context of the Students' Union. The discussions are preliminary, but keep your eyes out for this task force to be created and whether you want to participate in the discussion.

Feel free to get in touch with me at 780-492-4236 or [vp.finance@su.ualberta.ca](mailto:vp.finance@su.ualberta.ca) if you have any questions, comments, or concerns. I am happy to meet with you if you would like to discuss any VPOF topics in detail.

Cheerio,

Josh Le

# STUDENTS' COUNCIL VOTES AND PROCEEDINGS

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Tuesday, 2013  
ECHA 1 490

## VOTES AND PROCEEDINGS (SC 2013-04)

- 2013-04/1      **SPEAKER'S BUSINESS**  
Meeting called to order at 6:07pm
- 2013-04/1a     Announcements – The next meeting of Students' Council will take place on Tuesday July 2<sup>nd</sup>, 2013
- 2013-04/2      **PRESENTATIONS**
- 2013-04/3      **EXECUTIVE COMMITTEE REPORT**  
Adam Woods, VP External- Report  
Petros Kusmu, President- Report  
Josh Le, VP Operations and Finance- Report  
William Lau, VP Student Life- Report
- 2013-04/4      **BOARD AND COMMITTEE REPORTS**  
Chloe Speakman, ERC Chair- Report
- 2013-04/5      **QUESTION PERIOD**  
Question Period Extended 15 minutes.
- 2013-04/6      **BOARDS AND COMMITTEE BUSINESS**
- 2013-04/6a     **WOODS/REDMEN MOVE THAT** Students' Council amend the Fall Reading Week Policy in second reading, based on the following principles:  
  
The Students' Union will advocate for the creation of a Fall Reading Week that does not specify a particular implementation structure.  
  
Speakers List: Woods, Hodgson, Kusmu, Speakman, Banister, Batal, Redmen, Nguyen  
  
**HODGSON/ZENG MOVED TO** Amend the motion to read:

**VI. FALL READING WEEK**

WHEREAS student mental health is a growing concern in the post-secondary education system;

WHEREAS a Fall Reading Week will create an opportunity to provide academic, wellness and social programming;

WHEREAS the benefits of a fall break will be optimized by providing students with a full week off from classes; and

BE IT RESOLVED THAT the Students' Union will advocate for the creation of a Fall Reading Week such that a full week without instruction takes place.

**Motion: FAILED**

**Main Motion: CARRIED**

**MOHAMED/BATAL MOVED TO adjourn**

**Motion: CARRIED**

**Meeting adjourned**



Councillor Attendance Records 2013-2014		Attendance					
		13-00-April 9	13-00-April 25	13-01-May 7	13-02-May 21	13-03-June 4	13-04-June 18
Council Seats (40 total) Name							
<b>Ex-officio Members (6 voting seats)</b>							
President	Petros Kusmu	Y	Y	Y	N	Y	Y
VP Academic	Dustin Chelen	Y	Y	Y	Y	Y	N
VP External	Adam Woods	Y	Y	Y	N	Y	Y
VP Operations & Finance	Josh Le	Y	Y	Y	Y	Y	Y
VP Student Life	William Lau	Y	Y	Y	Y	Y	Y
Undergraduate Board of Governors Rep	Brent Kelly	Y	Y	N	Y	Y	Y
<b>Faculty Representation (32 voting seats)</b>							
ALES	Kareema Batal	N	Y	0.5(p)	Y	Y	Y
Arts	Erin Borden	Y	Y	Y	Y	Y	Y
Arts	Kelsey Mills	Y	Y	N	Y	N	N
Arts	Dylan Hanwell	Y	Y	Y	Y	Y	Y
Arts	Marina Banister	Y	Y	Y	Y	Y	Y
Arts	Stephen Schiavone	Y	Y	Y	Y(p)	N	Y(p)
Arts	Bashir Mohamed	Y	Y	Y	Y	Y	Y
Augustana (Faculty)	Stephanie Grulke	Y	Y	Y	Y	Y(p)	0.5(p)
Business	Ralph Mlynarski	Y	N	Y	Y	Y	N
Business	Rafael Valdez	Y	Y	Y	Y	0.5	0.5
Education	Stephanie Corbett	Y	Y(p)	Y	N	N	N
Education	Vacant						
Education	Vacant						
Engineering	Braiden Redman	Y	Y	Y	Y	Y	Y
Engineering	Justin Mercier	N	N	N			
Engineering	Abdullah Hamid	N	Y	N	N	Y	Y
Engineering	Vacant						
Law	Vacant						
Medicine & Dentistry	Vacant						
Native Studies	Harley Morris	Y	Y	N	N	N	N
Nursing	Vacant						
Nursing	Vacant						
Open Studies	Jessica Nguyen	Y	Y	Y	N	Y	Y
Pharmacy	Vacant						
Phys Ed & Rec	Vacant						
Saint-Jean (Faculty)	Colin Champagne	Y	Y	Y	Y	Y	Y
Science	Chloe Speakman	Y	Y	Y	Y	0.5	Y
Science	Cory Hodgson	Y	Y	0.5	Y	Y	Y
Science	James Hwang	Y	Y	Y	Y	Y	Y
Science	Dawson Zeng	Y	N	Y	N	Y	Y
Science	Eric Grehan	Y	Y	Y	Y(p)	N	Y(p)
Science	Natalia Binczyk	Y	Y	Y	Y	Y	N
Science	Maxwell Douglas	Y	Y	Y	0.5	Y	Y
<b>Ex-Officio Members (2 non-</b>							
Speaker	Craig Turner	Y	Y	Y	Y	Y	Y
General Manager	Marc Dumouchel	N	N	Y	N	Y	N