

Tuesday, June 18, 2019
6:00PM
Council Chambers, University Hall

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.

LATE ADDITIONS (SC-2019-04)

2019-04/1 SPEAKERS BUSINESS

2019-04/2 PRESENTATIONS

2019-04/3 EXECUTIVE COMMITTEE REPORT

2019-04/4 BOARD AND COMMITTEE REPORT

2019-04/5 OPEN FORUM

2019-04/6 QUESTION PERIOD

2019-04/6a **Councillor DRAPER to Councillor ALBA:**

"Hello, and thank you very much for the question.

The process for policy renewals is outlined in the standing orders under section 14 - 4 and 14 - 5 and are as follows

4. Expiration of Political Policy: Political Policies adopted within a particular session of Students' Council shall expire within three (3) years after the end of that session.

5. Upon expiration, a Political Policy shall be reviewed by the Policy Committee and can be forwarded to Students' Council as a recommendation to renew.

I hope that helps!"

2019-04/7 BOARD AND COMMITTEE BUSINESS

2019-04/7a **DRAPER MOVES** to appoint one (1) member of Student's Council to the Bylaw Committee.

- 2019-04/7b **SUNDAY MOVES** to recognize Aboriginal Student Council as a Student Representative Association under Bylaw 8100.
- 2019-04/7c **BOSE MOVES**, on behalf of the Finance Committee, to ratify the implementation of the executive compensation package as amended by the Finance Committee at the recommendation of Council.
- 2019-04/8 GENERAL ORDERS
- 2019-04/8a **STATT MOVES** to appoint four (4) members of Students' Council to the Ad-Hoc Bar Advisory Committee.
- 2019-04/9 INFORMATION ITEMS
- 2019-04/9I ECRC Recommendations, for Council.
- See SC-2019-04.12.

Date: June 17, 2019
To: Students' Union Council
Re: Requests for amendments

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 up to \$100/month for transportation-related costs based upon expense forms.

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 up to \$50/month for cell phone related costs based off expense forms.

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 up to \$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 by management.

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. Many often overlooked costs associated with being a parent can

make holding executive positions within the Students' Union a daunting thought when the parent's time can easily be occupied with caring for their child, and when the additional costs of caring for a child can make current compensation insufficient for parenting responsibilities.

We referenced child care plans at the [University of Toronto](#) and [University of Alberta](#) to develop the following model:

- This benefit covers children up to age 8, including the entire month in which the child turns 8. The age restriction can be waived if the child has special needs that require constant supervision.
- This benefit covers 50% of any [CRA-eligible child care expenses](#), and will be equivalent to a range of 5%-10% of the gross annual income (per eligible child) for an Executive's one-year term. Compensation above 5% of an Executive's gross annual income will be at the discretion of the Executive Committee, to be affirmed by Finance Committee.
 - Some examples include daycare, after-school care, day camps, and babysitting services not provided by a family member.
- This benefit must be T4 taxable, meaning it will be subject to deductions for Income Tax, Canada Pension Plan and Employment Insurance. However, since the benefit is taxable, child care expenses can still be claimed for tax purposes as normal.

If Council approves this proposal, additional details will be determined operationally in accordance with best practices.

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 2018/2019 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)

Edit: 2019/2020 Finance Committee:

Luke Statt, VP Operations & Finance (Chair, non-voting)
Jared Larsen, VP Student Life (non-voting)
Abigail Isaac, Councillor
Amlan Bose, Councillor
Christopher Beasley, Councillor
David Draper, Councillor
Phoebe Marinakis, Councillor
Samir Esmail, Councillor
Talia Dixon, Councillor