

**October 18th, 2022
6:00 P.M.
Council Chambers/Zoom**

The University of Alberta and the University of Alberta Students' Union occupy Indigenous land in amiskwaciwâskahikan (Beaver Hills House), on Treaty 6 territory. From time immemorial, the banks along the river valley have been known as the Pehonan, a meeting place for the nêhiyawak (Cree), the Niitsitapi (Blackfoot), Métis, Dènesųłiné (Dene), Ojibway/Saulteaux/Anishinaabe, Haudenosaunee and others. The University, the Students' Union and much of the city are located on the unlawfully stolen land of the forcibly removed Papaschase Cree.

We acknowledge that sharing this land gives each of us the responsibility to research the historic contexts of Treaty 6, to reflect on our personal relationships to the land, the Nations we've named, and to our roles in upholding justice on this territory. Since they began, the Students' Union and the University have benefited from historic and ongoing dispossession of land and resources from Indigenous Peoples. As a result, it is our responsibility to seek the restitution of this land and its resources. Finally, we seek to do better by working to make our learning, research, and governance align with the histories, languages, teachings, and cultures of First Nations, Métis, and Inuit Peoples in the land presently occupied by the Canadian state.

We encourage critical reflection by asking the following question. In relation to the territory on which you are situated, what role do you play in strengthening the resistance and resurgence of Indigenous students within your communities?

ORDER PAPER (SC-2022-13)

2022-13/1 **SPEAKERS BUSINESS**

2022-13/1a Join Zoom Meeting
<https://us02web.zoom.us/j/85666007012>

Meeting ID: 856 6600 7012

2022-13/2 **CONSENT AGENDA**

2022-13/2a *Students' Council Votes and Proceedings (SC-2022-12) Tuesday, October 4th, 2022 will be available on the Late Additions.*

2022-13/3 **PRESENTATION**

2022-13/3a **WATTAMANIUK/FLAMAN MOVE TO** allow the CRO to present a report to Council on the results of the fall byelection.

See SC-2022-13.05

2022-13/4 **EXECUTIVE COMMITTEE REPORT**

2022-13/5 **BOARD AND COMMITTEE REPORT**

2022-13/6

OPEN FORUM

2022-13/7

QUESTION PERIOD

- 2022-13/8 BOARD AND COMMITTEE BUSINESS
- 2022-13/8a **VILLOSO/FOGUE MOVE TO** nominate three (3) members of Council to the Finance Committee
- See SC-2022-13.06
- 2022-13/9 GENERAL ORDERS
- 2022-13/9a **SINGH MOVES TO** discuss the remuneration/honorarium report as prepared by the General Manager.
- See SC-2022-13.07
- 2022-13/9b **ABBASI/CARBAJAL VELEZ MOVE TO** discuss low engagement in the elections and how to increase engagement in future elections.
- See SC-2022-13.08
- 2022-13/10 CLOSED SESSIONS
- 2022-13/11 INFORMATION ITEMS
- 2022-13/11a Executive Committee Reports
- See SC-2022-13.01-04
- 2022-13/11b Students' Council Submissions
- See SC-2022-13.05-13.09
- 2022-13/11c Students' Council - Attendance
- See SC-2022-13.10



Friday, October 14, 2022

UASU Students' Council Agenda Submission Form

Council Meeting Date

Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter

Gurleen Kaur

Email Address

gurleen.kaur@su.ualberta.ca

Type of Item Submission

Information Item

Is this a Consent Agenda item?

Yes

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committees and Boards](#)

Written Nominations

Information Items

Agenda Title

VPA Report

Description of the Information Item

Report of updates

Attachments



VPA Report_12.docx.pdf

Presentations

Written Questions

Date: 10/18/2022

To: Students' Union Council

Re: Vice President Academic 2022/23 Report #12

Dear Council,

I think you must be happy with the weather just like I am, it's mid October and surprisingly winters don't seem to be coming. And I hope you had a great long weekend and enjoyed thanksgiving with your friends or family :)

Here are some updates from me:

Coca-Cola Adjudication

'As part of the Single Source Cold Beverage Agreement with the Students' Union, Coca Cola provides awards to recognize academic achievement and student leadership skills, and to assist with financial needs'. I was on the adjudication committee for these prizes where we go over all the applicants, shortlist and finalize 15 winners. Although it was very hard to decide the final winners as there were so many individuals with tons of skills, it was fun, inspiring and satisfying at the same time as we had multiple discussions about individuals to make sure the adjudication was fair. You can find more information about these awards [here](#).

Exec Retreat

Execs had a retreat to discuss the status of the various projects we have been working on. We also discussed the approaches and initial plans for some issues coming up such as tuition consultation and approval processes and the ways of resisting tuition increases.

Meeting with College Deans

Myself and President Monteiro had a meeting with associate deans of colleges. We discussed many important ways of making student experience better, for instance, we had a long discussion about academic advising and the gaps that exist. UASU Perks also have a survey running to get information regarding students' experiences with academic advising which we will use to continue advocating for a better structure. You can submit your response and ask your friends and constituents to do so at <https://perks.uasu.ca/>

SU/RO

The exec team also had a meeting with the Registrar's Office and got some updates from them around exploration credits etc.

Qawwali Night and Garba

Lastly, the Friday before the long weekend, I attended the Qawwali Night organized by the Pakistani Students Association. It was such a lovely event and I felt very happy to be there. It was also something I am personally

Gurleen Kaur, Vice President Academic

2-900 SUB | 780 492 4241 | vp.academic@uasu.ca

attached with since a large area of Pakistan is Punjab which was separated in 1947 and people of Punjab still carry a lot of pain of that separation so it felt like being home with the people who were separated from our ancestors.

After that, we attended a Garba event organized by the Indian Students' Association which was a huge event in the Butterdome and we had fun there learning about the culture of people from other parts of the country. Here are some pictures :)



Let me know if you have any questions and take care :)

Best wishes,

A handwritten signature in black ink, appearing to read 'Gurleen Kaur'.

Gurleen Kaur
Vice President Academic
University of Alberta Students' Union



Friday, October 14, 2022

UASU Students' Council Agenda Submission Form

Council Meeting Date

Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter

Christian Fotang

Email Address

christian.fotang@su.ualberta.ca

Type of Item Submission

Information Item

Is this a Consent Agenda item?

No

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committees and Boards](#)

Written Nominations

Information Items

Agenda Title

report

Description of the Information Item

exec report

Attachments



Council Meeting Report _11.pdf

Presentations

Written Questions

Date: 2022-10-14

To: Students' Union Council

Re: Vice President External 2022/23 Report #11

Dear Council,

Below is a summary of recent activities and duties I have undertaken these past two weeks. It's a little bit shorter this week, with a focus on important items that have arisen in the news.

CASA Member School Tours

Last week, I joined CASA's Member Relation Officer, Wasiimah, on her visit to CASA member schools in Edmonton. Our tour began with a visit across the river to MacEwan to meet the executives of SAMU. The next day, we visited UAGSA and presented to their board and then closed our tour with a presentation to Council, which many of you saw, Wasiimah and I presented at the last council meeting. I appreciated all the questions and feedback from Councilors.



Upcoming Events

Danielle Smith was elected by the UCP as the new Premier of Alberta. Our focus will be to stay on the message of the importance of PSE and investments in PSE. In her victory speech, Smith remarked on the importance of mental health support, and I along with my counterparts hope that these words can follow in action through increased support for mental health services on campus among other things. If a strong and prosperous Alberta is the collective goal, our work will be to communicate to Premier Smith and her new team that Post-Secondary Students are vital to achieving this goal..

While we have no word yet on what her new Cabinet will look like. We know that it will have more rural representation but we will be working with CAUS to find out more. At this moment there is no indication that Minister Nicolaidis will be shuffled,, however, I do not want to speculate.

International Student Work Hour Changes

[Immigration, Refugees and Citizenship Canada announced that starting from November 15, 2022, until December 31, 2023](#), international students with approved study permits will be able to work more than 20 hours per week in off-campus employment. These changes will allow international students to earn more while they are studying and extra cash will enable them to offset the increasing cost of international student tuition and the rising cost of living.

This is great news and something that President Monteiro and I as well as past executives have been advocating for a long time. This news also follows the meeting we had with MP Francois La-Londe, the Parliamentary Secretary for the Minister of Immigration, MP Blake Desjarlais, NDP Critic for PSE, and deputy critic for Immigration, and also earlier this year the House of Commons standing committee on Citizenship and Immigration study on study permit processing, where I was a witness and spoke about the easing of

Christian Fotang, Vice President External

2-900 SUB | 780 492 4241 | vp.external@uasu.ca

barriers to work for international students. Going forward, we will continue to work with CASA, and other stakeholders, to ensure that this program extends beyond just one year and becomes a permanent change.



Following this news, my colleague Ngoc Huynh, the Director of EDI and VP External for Mount Allison Students' Union, and I represented CASA at a roundtable discussion organized by the Minister to hear from Atlantic Canada post-secondary institution's concerns around study permit processing. During this discussion, CASA joined along with many others at the table calling for the removal of the need for a separate work permit on top of a study permit for students in co-op and internships. We highlighted how this is another unnecessary barrier for international students but also made the case that removal of this may enable processing wait times to reduce. We also called on the Minister to ensure that IRCC is equipped with the proper resources and changes needed to ensure that international students next year do not have to go through this again and that their permits are processed and approved in an efficient and responsive manner.

More information on this announcement:

- [CASA Press Release](#)
- [IRCC Statement](#)
- News
 - [CBC / Radio Canada](#)
 - [Toronto Star](#)
 - [Brandon Sun](#)
 - [City News](#)

As always, thank you for taking the time to go through this report. I look forward to your questions and comments.

Cheers,

Christian Fotang

Christian Fotang

Vice President External

University of Alberta Students' Union



Thursday, October 13, 2022

UASU Students' Council Agenda Submission Form

Council Meeting Date

Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter

Julia Villosio

Email Address

julia.villosio@su.ualberta.ca

Type of Item Submission

Information Item

Is this a Consent Agenda item?

No

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committees and Boards](#)

Written Nominations

Information Items

Agenda Title

VPOF Report #12

Description of the Information Item

This is the VPOF's bi-weekly report!

Attachments



Council Report SC12_10_13_2022.pdf

Presentations

Written Questions

Date: 10/13/2022

To: Students' Union Council

Re: Vice President Operations and Finance 2022/23 Report #12

Dear Council,

Hope you had a good thanksgiving! I was away from Wednesday to Monday this week, but here is what I've been up to:

UComm Project Steering Committee

This committee consists of various stakeholders all around campus, whose sole purpose is to steer the direction of the University Commons Building. We talked about the feedback session and tour that Students' Council got to go on, and although we only had 15 people on the tour, they were still very impressed with our questions and feedback for them regarding the building. Thank you all who came and contributed to the tour! Here is a picture of Council on the tour!



Period Equity

Joannie and I have been meeting with Jay, the head of our IT department, to figure out the logistics of our two-pronged period equity strategy. It's becoming a larger and longer process than we thought, but we're close to nearing the end of the logistics aspect. We're still collaborating on this with the Registrar's Office, and finalizing our procedures. We hope to alter the approach of this initiative going forward and hopefully improve the sustainability of the program!

Student Legal Services

One of the Finance committee's largest responsibilities is to conduct annual reports of our Dedicated Fee Units. I had a meeting with Marko, the Executive Coordinator of Student Legal Services, to go over some of the details of the annual reports and to answer any of the questions he had. The first person to send me the name of a DFU other than SLS will win a prize!

EDI Steering Committee

This committee, as I mentioned in previous reports, is focused on improving the internal EDI practices of the SU. We are currently in the process of creating a survey to gather information and perspectives from all around the organization. We're also compiling a lot of different resources that can assist us in guiding the improvement of our accessibility and inclusivity within our own events and programming.

SCFC

The Sustainability and Capital Fund Committee met for the first time yesterday, and I got elected chair! We have a lot of catching up to do in regards to our work of adjudicating Green Fund applications, but I have a lot of plans for this committee and I'm excited for the work we're about to do!

Julia Viloso, Vice President Operations and Finance

2-900 SUB | 780 492 4241 | yp.finance@uasu.ca

ARRC

The Aboriginal Relations and Reconciliation Committee met to discuss our strategic plan for the year and what we hope to get accomplished! I will be working on the following ARRC recommendations: The SU shall ensure adequate funding for elders and Oskapewsak (Elder Helper), the SU shall name a portion of rooms in SUB to acknowledge the ancestral space on which it sits, and the SU shall increase the prevalence of Indigenous art within its collection and create a mural in SUB.

Finance Meeting

Thank you to everyone who came to our lengthy Finance Committee meeting on Tuesday! We talked about Type C and D fees in depth, specifically surrounding definitions of each fee, proposal requirements for the creation and renewal process, and termination guidelines. Finance is making such great progress on our Fee Governance Review this year and I'm proud of the work we've already done thus far!

BPSA and Ravina

I had a chance to meet with Ray, the President of the Black Pharmacy Students Association, Ravina Sanghera, the Assistant Dean of Students, alongside VP Fogue and VP Fotang, to talk about their initiative of trying to destigmatize mental health and increase accessibility to a culturally competent therapists. This is a great initiative that is being started by BPSA and highlights the importance of having access to those services.

Other than that, I was able to have a restful weekend after an incredibly busy September! If you have any questions about this report or just want to grab some coffee, please don't hesitate to reach out!

Best,



Julia Villosa

Vice President Operations and Finance
University of Alberta Students' Union



Friday, October 14, 2022

UASU Students' Council Agenda Submission Form

Council Meeting Date

Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter

FOGUE

Email Address

joannie.fogue@su.ualberta.ca

Type of Item Submission

Information Item

Is this a Consent Agenda item?

No

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committees and Boards](#)

Written Nominations

Information Items

Agenda Title

VPSL Council Report

Description of the Information Item

A written report of the VPSL activities over the past 2 weeks.

Attachments



VPSL Report_October_18_2022.pdf

Presentations

Written Questions

Date: 10/18/2022

To: Students' Union Council

Re: Vice President Student Life 2022/23 Report #12

Cher conseil, I hope everyone has been doing well. I'm really excited to let you folks know that we'll have a *Christmas Dinner for Students Council on December 10th at 6 pm.*

MEETING WITH COUNTERPARTS

UCSU - The executive committee met with the University of Calgary's Executives. We were able to share projects every portfolio is working on. I was able to share some of my passion projects that are similar to my counterparts.

SVRC - met with Deb Erkes to talk about the next steps for sexual violence advocacy. As I have mentioned before we still have big concerns when it comes to the student-staff relationship expectations at the University. The Collective agreements negotiations are distinct from policy change processes and protecting faculty and staff - the University's SGBV policy is incapable of addressing the - student-staff power dynamics. That's also why the University needs to strengthen its policies around student-instructor relationships. CouragetoAct - Possibility Seeds, recently put out "[What is the Role of Post-Secondary Institutions in Addressing Student-Instructors Relationships?](#)". I have been going through this document and will be meeting with University stakeholders in how we can start having conversations about their recommendations

SUPPORT STUDENTS IN PRECARIOUS SITUATIONS

Mental Health - Had a meeting with the Dean of Students Leadership Team and Melissa Padfield, Deputy Provost (Students and Enrolment). We went over the responses from the most recent SU Mental Health PERKS survey. We further discussed collaboration on this important topic. We discussed assessment: collaborate on how we are assessing student experience with mental health services which may include DoS input on a future SU Perks survey. In terms of communications: working on increasing awareness among students about services. Central Comms team working on student lifecycle plan to promote information to students at critical times. Last but not least, Service culture evolution: keeping to push the University to continue to adapt its services to meet current student needs and ensure their teams have the necessary tools to deliver.

Food Security - Over the past few months, I have been working on establishing a good working relationship with the CFB and the Executive Director. We have made sure that food security becomes an important discussion amongst University stakeholders. We are starting an initial conversation regarding sustainable support for the FoodBank and supporting those students struggling with food insecurity.

Student Housing - A Student Housing Stability Working Group has been formed to talk about a campus-wide effort to address students in precarious situations. We had an initial meeting for stakeholders to meet and discuss possible solutions in making sure we can support students in medium situations.

PLANNING EVENTS

ICW - I have a meeting with different folks from services to start planning for the Indigenous Celebration Week. We have set dates that you can put in your calendars - January 23-25th, 2023. We are focusing on a lot of the celebration aspect of the event. Although making sure that we work towards more educational sessions that are spread out throughout the year, to ensure these are ongoing conversations

I-Day - I continue to work with my counterparts on I-Day happening on November 17th. We have picked a name for the Event: International Day: Celebrating UofA's Cultures Together. We really want to promote the idea of togetherness and celebration. More details to come.

World Social Justice Day - As you may know, I am co-chairing the World Social Justice Day Working Group alongside Heather from Wellness Supports. We are going to do a non-branded version of a Human Library and focus on the intersection between mental health and social justice. This is a campus-wide effort called Days of Action, and have been working with different stakeholders on this project. Here are the next [Days of Action](#).



Joannie Fogue

Vice President Student Life

University of Alberta Students' Union



Thursday, October 13, 2022

UASU Students' Council Agenda Submission Form

Council Meeting Date Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter Adrian Wattamaniuk

Email Address wattaman@ualberta.ca

Type of Item Submission

Is this a Consent Agenda item?

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committees and Boards](#)

Written Nominations

Information Items

Presentations

Motion WATTAMANIUK moves to allow the CRO to present a report to Council on the results of the fall byelection

Mover Wattamaniuk

Second Flaman

Presenter Koohkan

Should this Presentation Occur in a Closed Session?

Office/Committee Responsible Office of the CRO

Abstract

A presentation for the CRO to detail the results of the Fall Byelection, and to discuss the general work of the Elections Office, both in the past and in preparation for the Spring General Election.

Written Questions



UASU Students' Council Agenda Submission Form

Council Meeting Date Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter Julia Villosio

Email Address julia.villosio@su.ualberta.ca

Type of Item Submission

Is this a Consent Agenda item?

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

Motion VILLOSO moves to nominate three (3) members of Council to the Finance Committee

Mover Villosio

Seconder Fogue

Body Being Nominated To Finance Committee

Description of the Body

The mandate of the Finance Committee is to:

Recommend the operating and capital budget to Students' Council as outlined in Students' Council Standing Orders;

Make further recommendations to Students' Council on alterations to the Students' Union operating and capital budget;

Make recommendations to Students' Council on legislation dealing with Students' Union finances;

Oversee the disbursement of funds from the Campus Recreation Enhancement Fund, the Golden Bear & Panda Legacy Fund, and the Refugee Student Fund;

Oversee and approve the processes for Student Group granting;

Oversee the methods used by the Registrar's Office in disbursement and appeal of the Access Fund;

Establish, amend, eliminate, and bestow awards recognizing student involvement;

Oversee, review, and approve as necessary the contracts and agreements between the Students' Union and Dedicated Fee Unit organizations as outlined in the Bylaw 6000 Schedule;

Conduct an annual financial review of each Operational Dedicated Fee Unit as outlined in Bylaw 6200;

Grant loans to student groups in amounts not exceeding \$2,000 per student group; and

Approve tenant contracts in the Students' Union Building as needed.

[Council Committees and Boards](#)

Purpose of Council Representation

Members of this committee are also expected to contribute to conversations regarding improvements and changes to fee governance, as that is our biggest project as a group this year. Some members are assigned DFUs to be the main contacts for their annual DFU reports. Finance committee members also take part in the budget approval process.

List of Current Members

Julia Villosio
Joannie Fogue
Haruun Ali
Lionel Liu
David Lee
Simran Dhillon

Meeting Schedule

Councillors who sit on this committee are expected to come to online weekly meetings on Fridays at 1-2pm, and monthly 3-hour meetings on an off-Council Tuesday.

Written Nominations

Information Items

Presentations

Written Questions



UASU Students' Council Agenda Submission Form

Council Meeting Date Tuesday, August 2, 2022

[Meeting Schedule](#)

Submitter Chanpreet

Email Address ch12@ualberta.ca

Type of Item Submission Discussion

Is this a Consent Agenda item? No

Approval/Discussion Items

Motion

Singh moves to discuss the remuneration/honorarium report as prepared by General Manager.

Mover Singh

Second NA

Presenter (If Not the Mover) Marc

Does this item require a closed session discussion? No

Office/Committee Responsible General Manager/Executive Committee

Purpose

The purpose of this report is for the council to have a better understanding of the background, implications, and comprehensive research on providing council members with a remuneration/honorarium.

Executive Summary

A few meetings back, it was decided in the Council to give some time to the General Manager to prepare a comprehensive remuneration/honorarium report for the council, so we could have a full discussion and decide if the council wants to implement a remuneration/honorarium for upcoming/current council year.

Based on the discussion, a motion shall be presented in the next council meeting to formally instruct the committees of the council to work on implementing remuneration/honorarium for the upcoming/current council.

Relevant Bylaws/Policies/Standing Orders

NA

Engagement and Routing

Students Council
General Manager
Executive Committee (Maybe)
Governance Restructuring Task Force Recommendation.

Approval Routing

Governance Restructuring Task Force Recommendation.

Strategic Alignment

Learn from the past to improve tomorrow.
Always keep Moving.

[Strategic Plan](#)

Calls for Nominations

[Council Committtees and Boards](#)

Written Nominations

Information Items

Presentations

Written Questions

Is there anything else that you would like to include?

The General Manager will share report over weekend.

Council Remuneration - Issues Brief

3 October 2022

Marc Dumouchel, General Manager

Contents

Overview	1
History	2
Timeline	2
Analysis of History	4
Key Questions	4
Should Councilors be compensated?	4
What is the goal of any compensation program?	5
What form should a compensation regime take?	5
Additional Discussion on Considerations and Potential Impacts	6
Recruitment	6
Equity and accessibility	7
Cost	7
Professionalizing/legitimizing the Councilor role	8
Change of status from volunteer to staff	8
Final Notes	8
Background Research	10
Appendix A: Students' Council Basic Time Requirement	11
Appendix B: Other UASU Volunteer Commitments	12
Appendix C: Council Vacancy Analysis	13
Appendix D: Comparator Student Associations	15
Appendix E: Comparator Student Associations - Expanded List	18

Overview

This document seeks to review the issues Council will want to consider in assessing the viability and desirability of re-introducing Councilor remuneration.

Remunerating Council is neither universal nor uncommon among many peer organisations: Some do it, some do not. The UASU itself had a short-lived Councilor remuneration program in place itself a number of years ago.

This body of this report outlines the issues surrounding Council remuneration, with a series of [appendices](#) outlining relevant research and statistics.

History

To understand this issue fully, I undertook a document review of our archives to develop a history of the issue of Students' Council remuneration and related issues.

Timeline

2005-06

Following intensive discussion at Students' Council and within Council Administration Committee over the course of several months, Budget Principles were amended to include Council remuneration at the 28 March 2006 meeting of Students' Council, by a 14/11 margin. This was a from-the-floor motion, and not originally part of Budget Principles.

Payment was structured as follows:

1. Remuneration was paid out trimesterly.
2. The base annual stipend was \$500 (this was split in three and paid out each trimester).
3. Serving on at least one standing committee entitled a Councilor to an additional \$500 per year, again paid out trimesterly.
4. Chairs were eligible for an additional \$333 annually, but only once - if they chaired multiple committees, there was no further amount paid.
5. No one could receive greater than 8/3 of the base \$500 - stipends were capped at \$1333 per year.
6. There were strict attendance requirements. Miss one meeting, and that trimester's stipend was halved; miss two meetings, and no stipend was paid, but there was a grace period of two missed meetings (so the actual attendance requirement was that the stipend was cut in half on the THIRD missed meeting and lost on the FOURTH missed meeting).

This structure reflects what seems to have been a key goal of the program, which was to promote attendance at Council meetings.

2007-08

In the Budget Principles document for the 2008-09 budget year, council remuneration was specifically eliminated. This was passed 22-2-2.

The reasons cited by Budget and Finance Committee for this change, as noted in their minutes, was:

- i. Councilor Incentive & Remuneration*

1. *Councilor remuneration is currently budgeted for next year*
2. *Bill Tracking:*
 - (a) *2007/2008 year 11 bills, 5 by executives*
 - (b) *2005/2006 year 27 bills, 13 by executives*
3. *Current system is flawed; has been in for 2 years and has not shown “results wanted”; we have tried it and it has not worked*
4. *Not a viable substitute for a part-time job (which pay was intended to address)*
5. *Has not addressed issue of getting Councilors involved*
6. *Good PR if council revokes their own pay if they don't think it's working*

Basically, the sense was that the two objectives for remuneration - increasing Councilor engagement and providing the compensation offset of a part-time job - were not being met.

It is not clear that compensation actually ceased immediately; I am further investigating this. By this time, remuneration had been added to Bylaw 100, and it is not clear when it was actually removed. This report will be updated as we continue archival research.

2013-14

The [Students' Council Engagement Task Force \(SCET\) Recommendations](#) report was created, to address ways to increase Student Councilors' engagement. Remuneration was not a subject addressed in this report.

2014-15

The [Governance Structure Review Task Force Report](#) was created, with the intent to find solutions to “recurring issues such as Councilor engagement, student participation in elections and satisfaction with the Council experience”. It passed off its work to the following year's Council, without making any specific recommendations. Remuneration was not addressed in their discussions.

2015-16

The [Governance Review Task Force issued a final report](#) in April, 2016. This report also did not address remuneration.

2020-21

The [2020-21 Governance Restructuring Task Force](#) was struck, and their final report addressed many of the same issues noted in the above reports. In this case, however, the Task Force recommended “paying Students' Council members an appropriate honorarium”, with discussion at the committee viewing this as part of a larger restructuring process that envisioned reducing the size of Council and related changes, such as the reintroduction of student-at-large positions on Council committees.

Analysis of the History

Remuneration for Students' Councilors has often been discussed in the context of two needs of Council: Increasing commitment and professionalization of Students' Council, and improving recruitment by addressing financial barriers.

The short period of time that Council remuneration was in place is not sufficient to draw clear conclusions on its impact in these areas. That said, the limited data available does not indicate improvements to recruitment or to Council productivity during that time.

Since the end of remuneration, incentives for Council have been introduced - Council scholarships and free dinner, for example - but, similarly, have not really moved the needle, as this topic keeps re-emerging.

The 2020-21 review of governance structure took a more holistic approach than previous reviews, and recommended trying out remuneration, but explicitly as part of a wider set of structural reforms.

Recruitment in particular bears a note here. In the research conducted in assessing vacancy rates (in the Appendices at the end of this report), there did appear to be a pattern of where vacancies tended to occur which speaks to additional barriers to involvement beyond financial. It is likely that financial constraints do limit how engaged a Councilor can be, but the larger obstacle to actually running is likely related to academic program constraints and the 'high bar' of election with few simpler on-ramps to increasing involvement in governance. Providing a way for students to 'dip their toes' in governance may help open up governance to more, and thus increase the pool of students willing to stand for election.

It is worth noting that, in my experience as an ex-officio, non-voting member of Council, the tone, tenor, and productivity of Council depends enormously on each year's unique medley of individual Councilors. This speaks to a need for the Students' Union to address organizational culture, organization, and structure in concert with discussion about specific programs like remuneration.

Key Questions

Should Councilors be compensated?

This is a question for Council to decide; as noted in the history above, different Councils have come to different conclusions on that question. This author has no strong opinions on this fundamental question; there are clear pros and cons to both possible answers. The primary issues that I ask Council to consider are the potential impacts on overall voluntarism within the Students' Union and that remuneration be considered as part of a larger change to update our governance structures and processes.

What is the goal of any compensation program?

The structure of any compensation program, if compensation is established, should be tied to the reasons compensation is being considered. These objectives are central to determining how compensation should be structured and how its success should be evaluated by future Councils.

These objectives could be anything that Council decides. Historically, four key rationales have been advanced, although it was reasons 1 & 2 that have been most commonly-cited in informal discussions.

1. Council does important work and is the premier decision-making body, and this merits reasonable compensation for Councilors so that they can invest time and effort into the organization. It would add legitimacy to the role;
2. Related to 1, professionalizing Council/improving the quality of Council by allowing Councilors to spend more time on Council business;
3. Improving the financial accessibility of Council; and,
4. Related to 3, reducing vacancies on Council.

Identifying the goals is critical to developing the framework for compensation as it would play a key role in how the compensation program is structured and in assessing the success of any compensation program. For example, if it is to improve the professionalism of Council, would there be any performance-based evaluations and what would that look like? If it is to reduce vacancies but vacancies do not decline, is there a program review process in place? If it is to improve financial accessibility, what is the best way to do this - broadly at a lower rate, or in a targeted fashion with a higher honoraria?

By identifying the goals, it is also possible to assess how best to meet them. For example, if reducing vacancies is a goal, compensation may help - but it also may not be the only or most important way to do this, as vacancies tend to cluster among certain faculties and may be more dependent on academic program factors (e.g. practicums).

What form should a compensation regime take?

The structure of the compensation regime will need to consider a number of factors, determined essentially by Students' Council's goals for compensation.

For example, should compensation be applied narrowly and more deeply or broadly and more shallowly, or some combination of the two? Given a set budget, a more narrow application might compensate individuals based on need or level of engagement (e.g. on committees, acting as a chair), or some combination of the above; however, it would allow for greater compensation rewards for those who qualify. A broad application would reward all, but at a lower level.

What performance requirements, if any, should be attached to compensation? For example, is it fair for a Councilor who misses multiple meetings without appointing a proxy or consistently leaves

meetings early to receive the same compensation as one who is diligent in attendance? If performance requirements are imposed, who is responsible for managing compliance?

Should Councilors who take on additional leadership roles, such as chairing a committee, be further recognized for this work? Should compensation for these Councilors include an element of performance management (such as ensuring proper records are maintained)?

Additional Discussion on Considerations and Potential Impacts

Listed below are a number of considerations that Council may want to be mindful of. In the discussion, potential positive, negative, and neutral impacts are noted where appropriate.

This list of notes is not intended to be exhaustive or definitive, but rather to stimulate Councilors to fully consider issues around Councilor compensation.

Recruitment

Pro

Council remuneration may make candidate recruitment easier, by reducing financial barriers and introducing an incentive to students to stand for office. (The equity aspect of this will be addressed in the next point.)

Con/Neutral

There's a fundamental issue at stake here: Setting aside the issue of reducing financial barriers (for which there are multiple potential solutions), would incentivizing recruitment by emphasizing compensation change the nature of why students choose to serve? What impacts might that have on the culture of Council, positive and/or negative?

Neutral

The brief period in which Council was remunerated did not appear to generate any significant change in recruitment; however, the sample size is too small to draw conclusions from, and the subsequent reduction in Council seats further complicates drawing any conclusions.

Related questions to consider

Is remuneration the best way to encourage more candidates? How does the current lack of remuneration act as a deterrent to candidacy when compared to other factors, such as academic requirements (e.g. practicums) or the electoral process itself being a high barrier to entry for students? Are there other ways to improve recruitment, such as by increasing the 'interested pool' of potential

candidates by expanding lower-commitment opportunities such as student at large committee seats to expose more students to the Council governance world and build their confidence?

Equity and accessibility

Pro

Compensating Councilors would help ensure that a students' financial limitations do not create a barrier to involvement. This increases the accessibility of position, and would contribute to greater equity of opportunity among students from different socioeconomic backgrounds.

Con

As an organization that relies crucially on volunteers, under what circumstances should some volunteers be compensated and others not? Is there a risk of introducing inequity in student involvement positions by compensating some positions but not all positions?

Of course, there is always the option of eliminating pure volunteer positions and compensating all SU volunteers. There are two significant concerns with this: First, the cost would likely exceed \$1.2 million per year and second, just as significantly, it would serve to essentially end voluntarism in the Students' Union. Voluntarism has been a key part of the culture and values of the Students' Union since its inception. Voluntarism and community service are also at the heart of student governance; GFC members are not paid, under the expectation that it is community service.

Related questions to consider

How can we address financial inequity as a barrier to involvement in other areas of the Students' Union?

Cost

Cost will be determined by the benchmark compensation rate, and the breadth and character of any compensation arrangement (i.e. just Council or all volunteers or all volunteers that meet certain requirements). Any compensation regime can be as low-cost or high-cost as desired, with each option requiring specific trade-offs.

If compensation was extended to all volunteer roles, it would not be affordable for the Students' Union. That is not what is under consideration now, but it is important to consider what the goals are so that a clear explanation can be provided as to why this role is moving from volunteer status to compensated status and others are not.

There are additional factors to consider in remunerating Councilors. For example, the Students' Union would likely lose eligibility for non-profit casinos due to the regulatory requirements of the AGLC. On an annualized basis, that cost would be approximately \$40,000 per year.

Professionalizing/legitimizing the Councilor role

A key aspect of prior discussions of Council remuneration has been the importance of giving Councilors a deeper stake in the role, letting them afford to spend more time on the role and thus improve the quality of Students' Council. Remuneration has been viewed as a potential way of achieving that goal.

Pro

If successful, this would be excellent for the Students' Union. It would validate the importance of the Student Councilor role.

Con

The previous effort at using compensation to encourage this did not deliver clear results in terms of improving Councilor satisfaction or performance.

Change of status from volunteer to staff

There are a number of issues we are continuing to seek clarity on regarding the impact of compensating Councilors. For example, paying Councilors multiple times per year may result in a recategorization of Councilors under Canada Revenue Agency guidelines into employees. These issues are not currently assumed to be unsurmountable, but we do still need to quantify the impacts to ensure there are no hidden issues like the AGLC issue noted above.

Final Notes

There are good arguments both for and against remuneration for Students' Council, and this author makes no particular recommendation on the matter - it is a decision best taken by the Council itself.

That said, if remuneration is considered, **I would recommend that it be done in the context of governance reform overall.** This would allow Council to mitigate some of the cultural and financial risks associated with it. A couple of issues that I recommend be discussed alongside remuneration are:

- First, maintaining voluntarism as a core value and providing a clearer distinction between Council work and general volunteer work: By adopting additional roles for students in governance, such as volunteer student-at-large positions, we can both make the Students' Council experience more focused on high level issues and still communicate our belief in volunteer community service. Student Councilor status would also be elevated in this kind of arrangement and serve to further distinguish Council membership from volunteer service.
- Second, taking a hard look at reducing Council size. Coupled with targeted recruitment and addressing program-based barriers to involvement in some faculties, this should reduce

vacancies, increase the desirability/social value of Council seat, and improve competition for Council seats.

I would also advise that these issues be resolved by February 2023. Leaving it for 'next Council' to finish has not been a productive strategy in the past.

There are a wide range of issues related to remuneration that will need to be considered in setting goals for any remuneration program. It is Council's role to set the goals for the organization, and Administration's responsibility to provide advice and assistance achieve those goals. I hope this issues brief has provided Council with the information it needs to begin discussing those goals.

Background Research

Appendix A - Student Council Basic Time Requirement

Methodology and limitations

Minutes for all Students' Council and Council committee meetings from 2015 through 2021 were reviewed. Meetings were assumed to start at the noted start time, even if they started late, and were assumed to end at the stated adjournment time.

There were some gaps in the records, with some meetings missing minutes or not recording adjournment times. To bypass this issue, the average of known meeting lengths was used, and then multiplied by the number of regular meetings of the committees (i.e., excluding the startup meetings - meeting 0), to get the average meeting length of each committee each year. This average meeting length was then averaged across the 2015-2021 time period, as was the number of meetings.

This analysis does not include meeting prep time or individual work done by Councilors, such as constituent outreach or policy research. It also does not include time spent at GovCamp or startup meetings (rough estimate: 16-20 hours of in-session time).

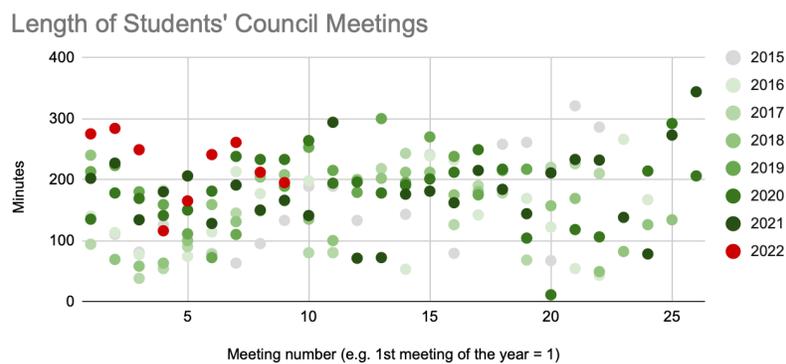
Results

Council Average Annual Meeting Hours, 2015-2021	62.6 hours
Committee Average Annual Meeting Hours, all-committee average 2015-2021	10.1 hours
Committee Average Annual Meeting Hours based on the most active committees, 2015-2022	15.8 hours

Analysis

Typical time requirements of Councilors for meetings:

If only on Council and no Committees	62.6 hours
If on Council and one "average" committee	72.7 hours
If on Council and two "active" committees	94.2 hours



Appendix B - Other UASU Volunteer Commitments

Methodology and limitations

These figures are based on information provided by managers within the Students' Union as part of a 2019-20 analysis of voluntarism in the Students' Union. 'Working hours' represents the minimum commitment asked of volunteers during recruitment; many volunteers exceed this amount.

		Hours			Volunteers	
		Working	Training	Total	Min	Max
Peer Support Centre	Senior	150	40	190	20	25
	General	120	40	160	40	50
The Landing	Senior	90	16	106	10	15
	General	64	16	80	25	30
Safewalk	Senior	160	20	180	10	15
	General	96	20	116	25	30
Sustain SU	Senior	96	15	111	15	20
	General	64	10	74	40	50
LEAD Centre	General	39	4	43	50	60
Week of Welcome	Senior	160	35	195	40	50
	General	60	16	76	300	350
UASUevents Crew	Senior	160	25	185	10	15
	General	60	20	80	30	40
<i>Average</i>		<i>101.5</i>	<i>21.3</i>	<i>122.8</i>		

Appendix C - Council Vacancy Analysis

Methodology and limitations

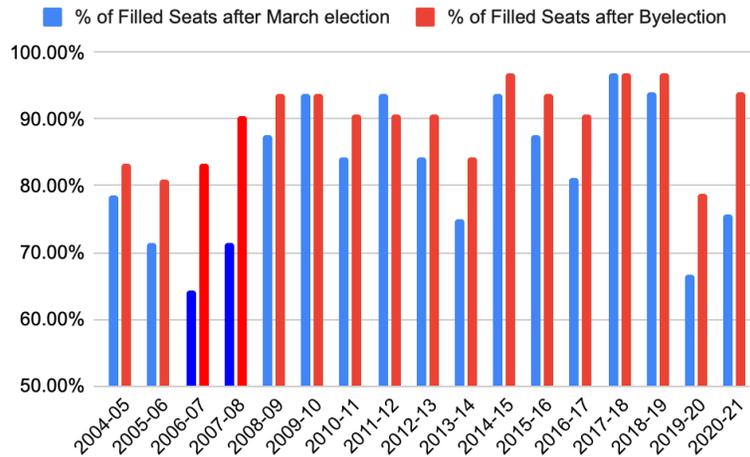
Elections office documents and reports to Council were reviewed to collect the base data for this table. Where there were gaps or uncertainties, data was confirmed with secondary sources. Column J has not been completely confirmed, however. To assess this number, Council attendance sheets in late October were reviewed, and there may be some inconsistencies from year to year in how this was recorded.

Column guide

A: Council year	F: Open seats at by-election
B: Total Faculty Seats	G: Seats filled in by-election
C: Elected in March	H: % of available by-election seats filled
D: Vacancies after March election	I: Expected vacancies after by-election
E: % of seats filled in election	J: Actual vacancies after by-election
	K: % of seats filled after all replenishment activities

Green rows indicate the years in which Council was paid an honorarium.

A	B	C	D	E	F	G	H	I	J	K
2004-05	42	33	9	78.6%	9	5	55.6%	4	7	83.33%
2005-06	42	30	12	71.4%	13	6	46.2%	7	8	80.95%
2006-07	42	27	15	64.3%	15	7	46.7%	8	7	83.33%
2007-08	42	30	12	71.4%	17	13	76.5%	4	4	90.48%
2008-09	32	28	4	87.5%	9	9	100.0%	0	2	93.75%
2009-10	32	30	2	93.8%	5	3	60.0%	2	2	93.75%
2010-11	32	27	5	84.4%	5	5	100.0%	0	3	90.63%
2011-12	32	30	2	93.8%	3	1	33.3%	2	3	90.63%
2012-13	32	27	5	84.4%	7	4	57.1%	3	3	90.63%
2013-14	32	24	8	75.0%	9	5	55.6%	4	5	84.38%
2014-15	32	30	2	93.8%	3	2	66.7%	1	1	96.88%
2015-16	32	28	4	87.5%	4	3	75.0%	1	2	93.75%
2016-17	32	26	6	81.3%	7	5	71.4%	2	3	90.63%
2017-18	32	31	1	96.9%	2	2	100.0%	0	1	96.88%
2018-19	33	31	2	93.9%	4	3	75.0%	1	1	96.97%
2019-20	33	22	11	66.7%	8	5	62.5%	3	7	78.79%
2020-21	33	25	8	75.8%	8	2	25.0%	6	2	93.94%



Additional Observations

Vacant seats were highly concentrated in lower-enrolment and professional faculties. A further analysis of this trend may indicate specific obstacles and potential strategies for reducing vacancies in these areas.

Appendix D - Comparator Student Associations

Comparator Student Associations'
Remuneration for Council Members
September 9, 2022
Prepared for UASU Executive Committee



Overview

This briefing explores the practice of paying an honorarium to the elected part-time members of students' councils. (This report uses the term 'Councilors' broadly; they have many names.)

Based on undergraduate enrolment (the UASU currently represents around 35,000 students), we opted to focus on nine reasonably close comparators, with the caveat that the relevant policies and public-facing documents are far from standardized:

Student Association	Undergraduates	Council Honorarium	Separate Committee Chair Honorarium
UBC Alma Mater Society (AMS)	55,980	No	Basic hourly pay
York Federation of Students (YES)	48,400	Yes	No
Ryerson Students' Union (RSU)	45,600	Yes	No
University of Ottawa Students' Union (UOSU)	39,700	No	No
Waterloo Undergraduate Student Association (WUSA)	36,700	No	No
Western University Students' Council (USC)	34,900	No	Yes
McMaster Students Union (MSU)	31,700	No	No
University of Calgary Students' Union (UCSU)	28,250	Yes	No
Carleton University Students' Association (CUSA)	27,300	No	No

In a broader environmental scan, council honoraria were similarly rare. We identified three other student associations that pay an honorarium to their Councilors: UVSS, NAITSA, and SAMU.

Looking solely at the half-dozen known student associations that pay their Councilors, the average yearly honorarium would be roughly \$1800.

UBC AMS

- Committee chairs are [paid](#) the same basic hourly rate as student staff.
- Other Councilors are [unpaid](#).

YFS

- Councilors are [paid](#) a \$500 honorarium in each of Fall and Winter semesters.

RSU

- Councilors are [paid](#) a \$1000 honorarium in each of Summer, Fall, and Winter semesters.

UOSU

- Councilors [do not appear](#) to receive an honorarium.

WUSA

- Under WUSA's new structure, Councilors [do not appear](#) to receive an honorarium.

Western USC

- Councilors [do not appear](#) to receive an honorarium.
- Standing committee chairs receive an honorarium. The total amount [budgeted](#) for honoraria is \$1500 per year, likely split between USC's [four standing committees](#), suggesting that each chair may be paid up to \$375 per year.

MSU

- Councilors [do not appear](#) to receive an honorarium.

UCSU

- Councilors receive an honorarium of \$300 per month from September to April, and \$100 per month from May to August, indexed to CPI.
- They also receive an additional \$50 per month for performance reasons based on goals mutually set with an Exec (an arrangement which has caused extensive conflict in past years).

CUSA

- Councilors [do not appear](#) to receive an honorarium.

Casting a broader net, we note a few other student associations that pay their Councilors an honorarium:

UVSS (University of Victoria)

- Councilors [receive](#) an honorarium of \$50 per month.

NAITSA

- Councilors [receive](#) up to \$600 per semester (Fall/Winter), which is reduced by \$100 for each missed day of training.

SAMU

- Councilors receive a \$60 honorarium per meeting attended, to a maximum of \$480 per semester.
- Councilors who serve on committees receive an additional \$60 per committee per term, to a maximum of \$120 per term.

Appendix E -Comparator Student Associations - Expanded List

Student Associations' Remuneration for Council Members

September 19, 2022

Prepared for UASU Executive Committee



Overview

This briefing explores the practice of paying an honorarium to the elected part-time members of students' councils at Canadian universities and colleges. (We use the term 'Councilors' broadly; they have many names.) We focused on comparator institutions and on members of our federal and provincial advocacy bodies (the Canadian Alliance of Student Associations (CASA) and Council of Alberta University Students (CAUS)), and flagged two other examples outside this group.

Of the 30 student associations we assessed, at least 17 pay an honorarium to their Councilors. Three pay an additional amount for committee work, and four pay committee chairs. Looking solely at non-chair Councilors involved in committees, the average yearly honorarium is roughly \$800, though amounts vary widely; looking solely at associations which pay an honorarium, the average is \$1700.

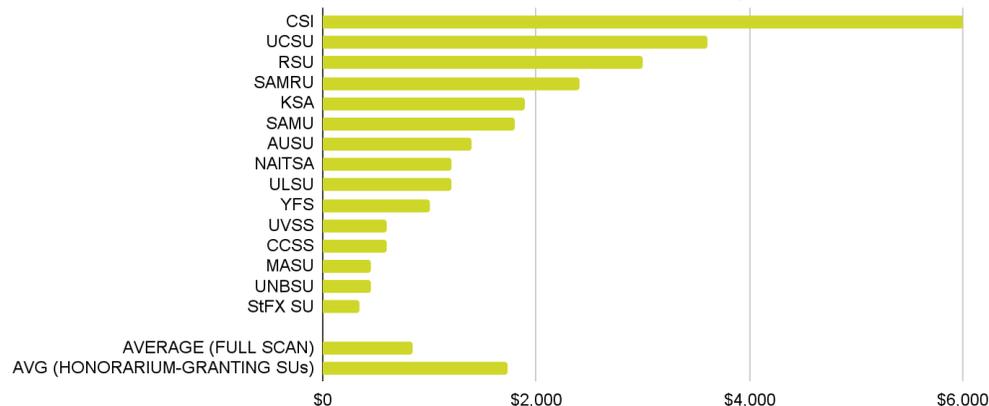
The following table summarizes our findings, with the caveat that the relevant policies and public-facing documents are far from standardized. Notes and sources are listed below the table, as well as unique features (e.g. various ways in which honoraria are docked or distributed based on attendance at meetings or training).

Student Association	Council Honorarium	Extra Honorarium for Committee Work	Separate Committee Chair Honorarium
Acadia Students' Union (ASU)	No	No	No
Athabasca University Students' Union (AUSU)	Yes	Yes	Yes
Camosun College Student Society (CCSS)	Yes	No	No
Carleton University Students' Association (CUSA)	No	No	No
Conestoga Students Inc. (CSI)	Yes	No	No
Kwantlen Polytechnic University Student Association (KSA)	Yes	Yes	Yes
MacEwan University (SAMU)	Yes	Yes	No
McMaster Students Union (MSU)	No	No	No
Mount Allison Students' Union (MASU)	Yes	No	No
Mount Royal University (SAMRU)	Yes	No	No
NAIT Student Association (NAITSA)	Yes	No	No

Student Association	Council Honorarium	Extra Honorarium for Committee Work	Separate Committee Chair Honorarium
Red River College Students' Association (RRCSA)	No	No	No
Ryerson Students' Union (RSU)	Yes	No	No
Saint Mary's University Students' Association (SMUSA)	Yes	No	No
SAIT Student Association (SAITSA)	No	No	No
St. Francis Xavier University Students' Union (StFX SU)	Yes	No	No
St. Thomas University Students' Union (STUSU)	Token	No	No
UBC Alma Mater Society (AMS)	No	No	Basic hourly pay
University of Calgary Students' Union (UCSU)	Yes	No	No
University of Lethbridge (ULSU)	Yes	No	No
University of Manitoba Students' Union (UMSU)	No	No	No
University of New Brunswick Student Union (UNBSU)	Yes	No	No
University of Ottawa Students' Union (UOSU)	No	No	No
University of Prince Edward Island Student Union (UPEISU)	No	No	No
University of the Fraser Valley Student Union Society (UFV SUS)	No	No	No
University of Toronto Students' Union (UTSU)	No	No	No
University of Victoria Students' Society (UVSS)	Yes	No	No
Waterloo Undergraduate Student Association (WUSA)	No	No	No
Western University Students' Council (USC)	No	No	Yes
York Federation of Students (YFS)	Yes	No	No

Estimated councilor remuneration in a year

Assumes non-chair service on two committees; excludes SUs where honorarium is given but amount is unknown.



Notes and Sources

Acadia Students' Union (ASU)

- Councilors [do not appear](#) to [receive](#) an honorarium. (Note that 'honorarium,' in ASU governance documents, appears to refer explicitly to Executive and Speaker-equivalent pay.)

Athabasca University Students' Union (AUSU)

- Councilors [receive](#) an honorarium of \$75 per meeting attended.
- Non-executive committee members [receive](#) an honorarium of \$60 per meeting per committee; for committee chairs, that rises to \$75.

Camosun College Student Society (CCSS)

- Councilors [receive](#) an honorarium, but only if they file written reports. Communication with CCSS staff reveals that Councilors receive \$30 per meeting and \$15 per committee meeting. (Some have additional operational responsibilities for which they are paid an hourly rate.)

Carleton University Students' Association (CUSA)

- Councilors [do not appear](#) to receive an honorarium.

Conestoga Students Inc. (CSI)

- Councilors [receive](#) an honorarium, [currently set](#) at \$500 per month, paid bi-weekly, equivalent to CSI's some of volunteer honoraria.

Kwantlen Polytechnic University Student Association (KSA)

- Councilors [receive](#) an honorarium of \$75 per meeting attended, to a maximum of six meetings per semester.
- Councilors receive \$50 per meeting of each standing committee they join and attend, to a maximum of five meetings per semester, per committee.
- Councilors also receive \$50 per meeting of each special committee they join and attend, to a maximum of five meetings per semester, per committee.
- Committee chairs receive \$75 per meeting, to a maximum of five meetings per semester, per committee.

MacEwan University (SAMU)

- Councilors [receive](#) a \$60 honorarium per meeting attended, to a maximum of \$480 per semester.
- Councilors who serve on committees receive an additional \$60 per committee per semester, to a maximum of \$120 per semester.

McMaster Students Union (MSU)

- Councilors [do not appear](#) to receive an honorarium.

Mount Allison Students' Union (MASU)

- Councilors [receive](#) an honorarium of [\\$450 per year](#), but must not be absent for more than 10% of meetings, or they forfeit it.

Mount Royal University (SAMRU)

- Councilors [receive](#) an honorarium of \$200 per month.

NAIT Student Association (NAITSA)

- Councilors [receive](#) up to \$600 per semester (Fall/Winter), which is reduced by \$100 for each missed day of training.

Red River College Students' Association (RRCSA)

- Councilors [do not appear](#) to receive an honorarium.

Ryerson Students' Union (RSU)

- Councilors are [paid](#) a \$1000 honorarium in each of the Summer, Fall, and Winter semesters.

Saint Mary's University Students' Association (SMUSA)

- Councilors receive an honorarium of an unknown amount; inquiries are being made.

SAIT Student Association (SAITSA)

- Councilors [do not appear](#) to receive an honorarium.

St. Francis Xavier University Students' Union (StFX SU)

- Councilors currently [receive](#) an honorarium of [\\$342.73 per year](#), with deductions for any absence, refusal to work at polling stations, or refusal to sit on interview panels.

St. Thomas University Students' Union (STUSU)

- Councilors [do not appear](#) to receive any significant honorarium, though a redacted budget line labeled 'Councilor Attendance' may reflect a token one.

UBC AMS

- Committee chairs are [paid](#) the same basic hourly rate as student staff.
- Other Councilors are [unpaid](#).

University of Calgary Students' Union (UCSU)

- Councilors [receive](#) an honorarium of \$300 per month from September to April, and \$100 per month from May to August, indexed to CPI. They also receive an additional \$50 per month for performance reasons based on goals mutually set with an Exec (an arrangement which has caused extensive conflict in past years).

University of Lethbridge (ULSU)

- Councilors [receive](#) an honorarium of \$150 per month from September to April, tied to CPI increases (but not decreases).

University of Manitoba Students' Union (UMSU)

- Councilors [do not receive](#) an honorarium.

University of New Brunswick Student Union (UNBSU)

- Councilors [receive](#) an honorarium: [\\$13,500](#) split across 30 positions, for a total of \$450 per year.

University of Ottawa Students' Union (UOSU)

- Councilors [do not appear](#) to receive an honorarium.

University of Prince Edward Island Student Union (UPEISU)

- Councilors [do not appear](#) to receive an honorarium.

University of the Fraser Valley Student Union Society (UFV SUS)

- Councilors [do not](#) receive an honorarium.

University of Toronto Students' Union (UTSU)

- Councilors [do not appear](#) to receive an honorarium.

University of Victoria Students' Society (UVSS)

- Councilors [receive](#) an honorarium of \$50 per month.

Waterloo Undergraduate Student Association (WUSA)

- Under WUSA's new structure, Councilors [do not appear](#) to receive an honorarium.

Western University Students' Council (USC)

- Councilors [do not appear](#) to receive an honorarium.
- Standing committee chairs receive an honorarium. The total amount [budgeted](#) for honoraria is \$1500 per year, likely split between USC's [four standing committees](#), suggesting that each chair may be paid up to \$375 per year.

York Federation of Students (YFS)

- Councilors are [paid](#) a \$500 honorarium in each of the Fall and Winter semesters.



Wednesday, October 12, 2022

UASU Students' Council Agenda Submission Form

Council Meeting Date Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter Abdul Abbasi

Email Address amabbasi@ualberta.ca

Type of Item Submission Discussion

Is this a Consent Agenda item? Yes

Approval/Discussion Items

Motion

Abbasi moves to discuss low engagement in the elections and how to increase engagement in future elections

Mover Abbasi

Seconder Carbajal Velez

Presenter (If Not the Mover) Abbasi

Does this item require a closed session discussion? No

Office/Committee Responsible Elections Office/CRO

Purpose

To find out the reason for low engagement and how to increase it

Executive Summary

This item has been discussed at the start of the year but the nominations in the by-elections have been really low, with only one nomination, and that is also an ex-councillor running due to a change in faculty. Will the council remuneration, be something that can increase student engagement

Relevant Bylaws/Policies/Standing Orders

Elections

Engagement and Routing

None

Approval Routing

None

Strategic Alignment

Ensure student leadership reflects the student body

[Strategic Plan](#)

Calls for Nominations

[Council Committees and Boards](#)

Written Nominations

Information Items

Presentations

Written Questions

Is there anything else that you would like to include?

No



Wednesday, October 12, 2022

UASU Students' Council Agenda Submission Form

Council Meeting Date

Tuesday, October 18, 2022

[Meeting Schedule](#)

Submitter

Lionel Liu

Email Address

yintong@ualberta.ca

Type of Item Submission

Information Item

Is this a Consent Agenda item?

Yes

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committees and Boards](#)

Written Nominations

Information Items

Agenda Title

Letter of Public Apology to Council

Description of the Information Item

This is my public apology letter to the Council because I made a rude reply on the Council's WhatsApp chat on October 5th. I would like to make an apology for my replies and demonstrate that I have learned my lessons. I would also recommend all Council members to pay attention on communications.

Attachments



Letter of Apology.docx

Presentations

Written Questions

Letter of Public Apology

From: Lionel Liu
To: UASU Students' Council

I would like to make a sincere public apology to the Council on my response to Councillor Singh's message in our Council WhatsApp group at 11:54 am on Wednesday, October 5th, 2022. Councillor Singh was providing information on a conflict of timing between my birthday hotpot dinner and the cultural events. I misinterpreted the message, thought that Councillor Singh was being hostile and trying to "sabotage" my birthday hotpot, and replied in a rude manner because of an impulse of emotion.

I have since realised my wrongdoing and will act with caution in the future. As a Chinese proverb goes "think three times before you take action", I will be following this traditional teaching in the future, and I would recommend all Council members to do so. At last, I remembered from the beginning of our term that we should interpret all Council communications as they are made in good intentions. It is crucial to remember this as well and learn from the lessons.

Yours Sincerely,

Lionel Liu
Councillor for Kinesiology, Sport, and Recreation
October 12, 2022

