

A Resolution on the Definition, Implementation, and Restriction of Honoraria:

The Science Society Board of Directors,

Emphasizing the exhaustive efforts of Science Society Executives, Coordinators, and Board members in the drafting, implementing, and executing Board policy and executive actions,

Defining a non-financial honorarium to consist of any asset with a physical value that is not immediately liquidable,

Defining a financial honorarium to consist of any asset that has value based on a contractual claim, rather than a physical net worth (including but not limited to: stocks, bonds, bank deposits, cash money),

Wishing to acknowledge the efforts of Science Society affiliates and ensure within reason a compensation commensurate to their industriousness, the UW Science Society Board of Directors hereby:

1. Resolves to implement compensation methods and restrict honoraria¹ provisions that may be provided to the Executives, Coordinators, and Board members at large;
2. Defines an honorarium(-ia) as noted anywhere in this resolution, and here forward, as any payment, both financial and nonfinancial, made to an Executive, Coordinator, Board member, faculty member, or Society affiliate for services rendered to the Society in the occupation of their position;
3. Restricts honoraria to be used for expression of gratitude, provision of gifts or appreciation, or to confer distinction on the recipient for services beyond expectation;
4. Notes that honoraria shall consist of one-time payment, and shall not be paid on an ongoing basis for typical (or expected) services²;
5. Defines the criteria for honoraria to include, but not be limited to, the following:
 - a. Completion of a project that went beyond the normal scope of the job,
 - b. A display of superior skills or knowledge,
 - c. Exceptional team contribution,
 - d. Additional hours of work,
 - e. Annual performance-based merit review,
 - f. or recognition of individual(s);
6. Requires that honoraria be approved on a case-by-case basis on a without prejudice and without a basis in precedent;

¹ Herein defined, see operative clause 2.

² Typical (or expected) services are those outlined in Policies and Procedures or the Constitution of the Science Society, which are expected of individuals holding their position.

7. Establishes that the Vice President of Finance & Administration, in consultation with the President and the Board, will determine the amount of the honorarium request, with the exception of item §5(e) above, the value of an honorarium shall not exceed five times the Science Society student fee (5x)³ per individual;
8. Decides that any case of requested honoraria beyond those outlined in §7 or not heretofore discussed, shall require a supermajority decision of the Board of Directors;
9. Mandates that no Executive, Coordinator, Board member, departmental club executive or other affiliate of the Society shall receive a financial honorarium without unanimous approval of the Board of Directors; any such honoraria, if it were to be approved cannot be recurring and must therefore be re-allocated each term at the recommendation of the VP of Finance and Administration and by decision of the Board by the terms outlined in this clause;
10. Requires that all honoraria, with the exception of those especially noted in §9, shall be non-financial as defined herein;
11. Notes that all Science Society Honoraria payments are subject to requirements of the Federation of Students (FEDS) as well as to federal and provincial requirements;
12. Restricts departmental clubs from provision of honoraria to their executives or members without the express approval of the VP of Finance and Administration or the Board of Directors;
13. Emphasizes that no Science Society members may be compensated for services rendered for the Society beyond the honoraria covered in this resolution;
14. Clarifies that while this policy does apply to Coordinators of the Coffee & Donut shop (CnD), it shall not apply to the business or operating structure of the CnD which is itself regulated under distinct policies;
15. Limits the restrictions implemented in this policy from preventing departmental clubs or the Society from repaying debts, refinancing, or executing any and all forms of reimbursement, including financial;
16. Implements the entirety of this resolution as an “*Honoraria Policy*” in the Science Society Policies & Procedures, pending approval by the Federation of Students;
17. Decides to remain actively seized on the matter.

³ As of 2017, 5x\$9.00 CAD = \$45.00 CAD as maximum honorarium receivable per individual.