

Federation of Students' Council Minutes

SLC MULTI-PURPOSE ROOM, UNIVERSITY OF WATERLOO

Chair: PRESIDENT BEAUCHEMIN *Secretary:* MANSI SHAH

ATTENDANCE

The following members were present:

- Beauchemin, Michael (President)
- Small, Jason (Deputy Speaker)
- Yang, Edward (Assistant Secretary)
- Velling, Seneca (VP Operations & Finance)
- Fitzpatrick, Amanda (VP Student Life)
- Gerrits, Matthew* (VP Education)
- Rodney, Victoria
- Jeon, Stephanie
- Parboodial, Shelbee* (President, AH-SUM)
- McComiskey, Kaitlynn Angela*
- Nasir, Syeda Shehnoor*
- O'Meally, Taijah* †
- Dragusin, Rebecca
- Tait, Abigail*
- Dack, Caroline (President, ASU)
- Town, Megan
- Lindstrom-Humphries, Delainey (President, EngSoc A)
- Giesbrecht, Michelle (President, ESS)
- Chang, Diana
- Hunte, John
- Sharma, Kanan
- Hildebrandt, Garrett*
- Wang, Yuqian (Ina) (President, Math-Soc)
- Parkyn, Colin*
- Lau, Mackenzie
- Roxas, Nikka (Niks) Ysabella*
- El-Rayani, Mohamed (Designate, SciSoc)
- Plante, Connor (Chair of the Board)

* remote | † late

The following members were absent:

- Ren, Andy*
- McGee, Ellen (President, EngSoc B)

- Brodsky, Guy*
- Mathouda, Damanpreet
- Mehta, Navya
- Soo, Sebastian*
- Sedik, Marco (Designate, SOPhS)
- Chan, Samantha (President, RASC)
- Lawless, Sammy (Designate, SJUSU)

* regrets

The following members were present in the gallery and wished to be noted in the record:

- Simpson, Abigail (Abbie)

PRELIMINARIES

Call to Order

A quorum being present, President Beauchemin called the meeting to order at 12:36 PM.

Arts Student Union

Be it resolved that Council ratifies Rebecca Dragusin as *pro tem.* designate for the Arts Constituency as selected by the Arts Student Union.
Deputy Speaker, Small and Vice President, Velling.

Motion carries unanimously

Approval of the Agenda

Be it resolved that Council adopts the agenda as presented for the 19 January 2020 meeting.

Deputy Speaker, Small commented that the agenda has been updated with the correct anticipated attendees.

President Beauchemin assumed the motion to adopt the agenda as presented

Approval of Minutes

Recording Secretary, Shah and President Beauchemin apologized and indicated that no minutes were yet prepared for approval at the current meeting.

Territorial Acknowledgement

Pursuant to Federation Policy 50, *Indigenous Engagement and Inclusivity*, the Federation's Students' Council acknowledges:

"The University of Waterloo is on the traditional territory of the Neutral, Anishnaabeg, and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River."

REPORTS

Executive Reports

President (Beauchemin)

President Beauchemin provided additional updates supplementary to his report, informing the Council of the next meeting of the Committee of Presidents. He also provided an updated tentative timeline with a Grand Opening Celebration of the SLC/PAC expansion being either November or March of 2020 and 2021, respectively.

Vice President, Education (Gerrits)

Vice President, Gerrits noted for the assembly that errors in his report were in the process of being addressed and updated. President Beauchemin asked if Matt would be joining in person, to which he responded in the negative.

Vice President, Student Life (Fitzpatrick)

Vice President, Fitzpatrick provided some updates supplementary to her report. She noted that the Food Bank has undergone numerous changes and has been moved to the SLC basement, with additional food hampers being set up at other auxiliary locations as well. Vice President, Fitzpatrick has also been looking into the experience for trans students at Health Services and indicated that \$25/hour focus groups would be starting soon. She further noted efforts to bring Naloxone (also known under the trade name Narcan).

President Dack asked about the reasoning behind the decision to the changes in the Food Bank and adding hamper options rather than allowing people to pick and choose. Vice President, Fitzpatrick replied that depending on how many different types of hampers they will be providing (dietary-wise), volunteers would need to be hired accordingly to help distribute the food.

Vice President, Operations & Finance (Velling)

Vice President, Velling provided an update on opt-out rates for WUSA fees:

- On average for WUSA fees, opt-out rates increased by 7.9%
- Society fees saw an increase of 6%, on average, with some seeing significant increases
- WUSA is preparing to address fluctuation rates on the fee opt-outs

Vice President, Velling expanded on President Beauchemin's update and informed the Council that the timeline for the SLC/PAC expansion's Phase 1 is shifted. He also provided an update asking Councillors to raise awareness for a WUSA SAFA bursary, which has \$18 Million in funding available for students. Finally, he indicated that the Capital Improvement Plan is in the process of being made to beginning planning for the next 10 years in capital improvements with WUSA.

Councillor Town asked Vice President, Velling why the Committee of Presidents report was added to the Vice President, Operations and Finance's report. He responded that it was because of financial reasons and indicated that such will be defined in procedure. Councillor Town followed up with a question as to whether Societies would contribute unequally to the Societies Reserve Fund and if they would be able to withdraw money equally. Vice President, Velling responded that the Societies would receive interest proportionally equivalent to the amount which they have invested in the fund.

Councillor Sharma asked if Societies were being charged interest on accessing their own money deposited in the fund. Vice President, Velling clarified that it would be an indirect loaning situation and that Societies could at any time access their own funds interest-free. Councillor Town noted that this understanding is not present in the report as presented by Vice President, Operations and Finance and asked for greater clarity on the matter, to which Vice President, Velling acquiesced.

Councillor Sharma entered the meeting during Vice President, Velling's report at 12:42 PM.

Guest speakers entered at 1:00 PM and following Vice President, Velling's updates, President Beauchemin put Council at ease at 1:03 PM.

Board of Directors Report

Chairman Plante informed the Council that an increase of 2.2% to the executive salary has been set. Contrary to previous years, this was accomplished before the beginning of the campaigning period and has been put onto the Vote site and other elections material so that candidates are well-informed.

Increases to the Federation of Students' Fee

Be it resolved that Council ratify the recommended Board-approved increases to the Federation of Students' Fee, as presented in the affixed schedule, in accordance with Article 4.2(1) of the Bylaws;

Be it further resolved that the foregoing increases are to be apportioned by the Office of the VP Operations and Finance amongst the WUSA Operating Levies, subject to approval by the Budget and Appropriations Committee.

Secretary's Note: The Schedule of Fee Increases for Spring 2020 term and the accompanying presentation were provided on 17 January 2020 at 8:10 PM and are attached to these minutes for convenience.

Vice President, Velling and Councillor Town.

Vice President, Velling asked to amend the motion to remove the parentheticals (b)(ii) from the first resolution. The motion was adopted as friendly by the Council.

Councillor Sharma asked if all part-time staff are to be paid the same. Vice President, Velling responded that there is a pay difference between commission staff and other part-time staff, indicating that the requirements are only presented for Spring 2020. Vice President, Fitzpatrick added that the Equity Commissioner has a labor intensive and emotionally draining role. Commissioners are paid according to their overseeing exec's decision regarding their pay and depending on the Commissioner's hours. Councillor Sharma followed up by asking if the amount on the financial plan adjusts for inflation for the upcoming years, to which Vice President, Velling responded that the inflation amount is not included to provide the smallest fee possible for the Board to approve.

President McGee asked how it would work to take money out of the Societies Reserve Fund. Vice President, Velling elaborated that if Societies are contributing an amount, they are permitted to withdraw all of their funds as long as they are not going above their two term reserve permitted under the Societies Agreement. In order to exceed this two term reserve amount, they need to provide a rationale. President, Lindstrom-Humphries followed up asking about the WUSA employee reserve and Vice President, Velling responded that the employee reserve is different and less than the Societies Reserve Fund amount dedicated for Society employees.

President McGee asked if optional fees would remain optional or if they would become mandatory at any point. Vice President, Velling responded that once a fee is optional, it will remain optional unless a major change is initiated, e.g. a Society holding a referendum to make their fee mandatory.

Councillor Town declared a conflict of interest and will abstain from voting with respect to the item regarding executive salaries because she is running for Vice President, Education.

Deputy Speaker, Small questioned whether introducing the staff salary of the Corporate Secretary was able to be classified under a staff salary growth increase. President Beauchemin ruled that this was able to be considered under a salary growth increase. Councillor Hunte followed up with a question for Deputy Speaker, Small as to how the total staff increase could be classified if not under salary growth. Deputy Speaker, Small responded that it depends on whether the increase is able to be controlled or if it is unforeseen. Vice President, Velling responded that, per legal advice, if the Board creates a role, the role has a salary and benefits, which should be adjusted for accordingly.

Be it resolved that the question be split into 8 individual questions (one for each fee increase with two already having been approved/dispensed with).

President McGee and President Wang.

Motion carries

Be it resolved that the question on the staffing reserve be split into two questions.

President McGee and Councillor Sharma. President Wang asked President McGee what part of staffing reserve she is against. President McGee responded that Societies should be responsible for their own staffing, including payment. Vice President, Velling said that

each faculty Society will be benefited by their reserve amount and other faculty Societies will not be able to access that amount without approval. Councillor Sharma noted that business managers are beneficial for Societies and preserving their roles in the face of opt-outs is important.

Motion fails with Vice President, Gerrits noted in abstention

The motions were considered in order:

1. Organization Restructure and Staff Regrading:

Motion carries unanimously

2. UW-UWSA Contractually Obligated Increases:

Motion carries unanimously

3. Creation of Corporate Secretary Role:

Motion carries with Deputy Speaker, Small and Councillor O'Meally noted in abstention. Vice President, Velling mentioned that the role, having been approved by the Board, would be paid out of WUSA's reserves in a deficit position because WUSA will be receiving funding for it starting later than the organization will have to start paying for the role.

4. Executive Salary Adjustment:

Motion carries unanimously with Councillor Town noted in abstention.

5. Part-Time Capacity for Vice President, Education:

Motion carries

6. Federal Advocacy Step-Up:

Motion carries with Vice President, Velling and Deputy Speaker, Small noted in abstention and Councillor Sharma noted in opposition.

7. Part-Time Capacity for Vice President, Student Life:

Motion carries

8. Federal Advocacy (SUDS Funding):

Motion carries unanimously with Vice President, Gerrits and Councillor Sharma noted in abstention.

Be it resolved that the role funded by the Federal Advocacy Step-Up fee be considered an employee of the Federation of Students, University of Waterloo and hold a position on WUSA's organization chart.

Vice President, Velling and Science Representative Hasan.

Councillor Hunte asked whether this increases WUSA's liability if the employee is WUSA's or anyone else's. Vice President, Velling responded in the negative. Councillor Sharma requested further clarification as to which HR team the employee would report to and Councillor Hunte asked for an elaboration on the conditions for approving the fees and the employees. After some clarification, the motion was amended by general consensus of the Council to add the language "except where especially exempted by the Board of Directors". Vice President, Velling noted that there is some possibility for co-reporting but that there must be a supremacy clause to avoid constantly going back and forth. Councillor Sharma asked whether this would be a full time opportunity, to which Vice President, Velling responded that it is probably going to be a contract or part-time and that the funding amount was determined based on a part-time role.

Motion carries

Representative Reports

Applied Health Sciences Caucus

There were no updates or questions under this report.

Arts Caucus

There were no updates or questions under this report.

Engineering Caucus

There were no updates or questions under this report.

Environment Caucus

There were no updates or questions under this report.

Mathematics Caucus

Members from Mathematics updated on the following:

- All exec roles have been transitioned and MathSoc is holding its welcome week activities during the upcoming week for both math and engineering students.
- Councillor Sharma is looking into better communication between MathSoc and the Orientation Team.
- MathSoc is currently running by-elections

Science Caucus

Members from Science updated on the following:

- The execs have yet to establish office hours this term
- Science Society is working on fixing student engagement with the Society
- SciSoc is finished with hiring and transitions for the term

Cambridge

No members from Cambridge campus were present.

Kitchener

No members from Kitchener campus were present.

Stratford

No members from Stratford campus were present.

St. Jerome's University

No members from St. Jerome's University were present.

Renison

No members from Renison were present.

Officers of Council Reports**Speaker**

There were no updates under the Speaker's report.

Deputy Speaker

Deputy Speaker, Small updated on the following:

- Director roles are going online soon
- The following Councillors have missed too many meetings and pursuant to policy are subject to a removal vote if any Councillor wishes to make the motion: Councillor Rodney; Councillor McComiskey; Councillor Tait; Councillor Mehta

As an item arising out of the above, Councillor Hunte moved for the removal of Councillor Mehta from his Council seat.

Be it resolved that Councillor Mehta be removed from Council

Be it further resolved that the vote be held by ballot and the ballots be destroyed after the results are recorded

Motion carries with 17 in favour, 3 opposed, and 2 abstentions. Vice President, Gerrits recused himself from the voting.

Councillor Town asked for the vote to be held by ballot with the ballots destroyed

Be it resolved that the main motion be amended to include a provision for the destruction of ballots.

Councillor Town and Councillor Sharma.

Motion carries unanimously

Following this, Vice President, Velling asked for the remaining Councillors from Deputy Speaker, Small's list to explain their absences and asked if they are committed for the rest of the term:

- Councillor Rodney explained that she was in Toronto for the past year and last term she was also participating in WUSA as the new Equity Commissioner and indicated that she hopes she will become more committed as things settle down.

- Councillor Tait noted that she has been in Ottawa for the past 8 months and noted other personal issues interfering with her ability to participate. She noted that she is back on campus she will be more engaged in office hours this term.
- Councillor McComiskey noted that she was on co-op in Taiwan and all of her other absences were due to her forgetting to notify the Speaker of her conflicting work schedule and the time difference with home office. She also noted that this term she is on campus and will be able to participate more.

Secretary

Recording Secretary, Shah noted that the formalized copies of the minutes from the November and December meetings would be complete by the end of the week.

Standing Committees, Commissions, or Services Reports

Report of the Budget and Appropriations Committee

Amendments to Policy 29

Be it resolved that Council give leave to introduce the first reading of the revised Policy 29, *Ancillary Fees and Member Dues*, as presented in Appendix C.

Vice President, Velling and Councillor Hunte.

Vice President, Velling noted that this item is not for adoption at this meeting but will go first to PPC and then to CoPs for discussion and amendment.

Motion carries unanimously

Extension of Fee Review Deadline

Be it resolved that Council amend the deadline for the conclusion of the Ancillary Fee Review so as to allow the review to occur over the Winter 2020 Term, to be received by Council in a timely fashion.

Vice President, Velling and Councillor Hunte.

Vice President, Velling noted that the original deadline recommended by the Committee, February, seems too quick because more time is needed to effectively do consultations. Councillor Sharma asked what to expect as the new deadline, to which Vice President, Velling replied that Council could expect it by April 2020, as consultations could well take the whole winter term.

Motion carries unanimously

SPECIAL ORDERS

Committee on Student Mental Health Presentation at 1:00 PM

Dr John Hirdes, Chair of the CoSMH, and Grace Wong Chong, project manager for the CoSMH, arrived at 1:00 PM to give a presentation to Students' Council about the work-to-date of the CoSMH and next steps. After the presentation, there was a short question period for Councillors to elaborate on the content of the presentation.

Councillor Town asked if the progress that the committee has made has returned a tangible impact in addressing mental health on campus. Dr Hirdes replied that it is difficult to measure how much of an impact has been made directly. Ideally the procedures that have been put in place since the committee's inception should have had a beneficial impact but the lack of metrics needs some attention for that tangible aspect.

Vice President, Fitzpatrick asked what would happen if professors received a high number of negative comments on student course evaluations and whether that would necessarily result in some remedial training for professors. Dr Hirdes noted that student evaluations are taken much more seriously now than they used to be.

Councillor Tait asked why the Engineering Faculty's student rankings are in the "complete" section in the presentation. Dr Hirdes replied that rankings are used in the calculation of the Dean's List in Engineering but that the faculty is moving away from using these rankings at all, hence why that point was marked complete. Deputy Speaker, Small elaborated by saying that a survey was sent out to Engineering undergraduates about the rankings and the results are not yet known.

President Dack said that when a student tries to re-book appointments with counselors, the wait-list is very long, and it can be difficult and asked if there was room for efficiency. Dr Hirdes responded that there are many business process anomalies that occur because there is no automation in the system, which makes it difficult to track. Retrieving the length of the wait-list is a manual process taking about five days. Dr Hirdes noted that he is pushing for an automated system at the senior administrative level and to be aware that because of the University's tiered approach to healthcare, the wait time will vary depending on the severity of need.

Vice President, Vellingsaid that WUSA is also working with the University on mental health service accessibility for students who are on co-op, with a clinician planned to be placed within CEE.

Councillor Town asked if there were any recommendations that address the high workload, which cause a high intensity of keeping up-to-date with courses as a student. Dr Hirdes responded that recommendation 5 addresses Councillor Town's question specifically.

Councillor Sharma recounted what he believed to be a waste of time, his story being that he was required to take an intake questionnaire twice. Dr Hirdes responded that he wasn't sure why that was done specifically, and indicated that he could take a look at it. President, Lindstrom-Humphries asked if there is any way not to have recommendations

as "recommendations" but instead to enforce them. Dr Hirdes noted that even as a recommendation, it encourages certain behaviour at the University level and is equivalent to a commitment.

Vice President, Velling asked why teaching requirements noted in the University's Tenure and Promotions Policy are not also applied when hiring new professors to ensure a better culture is established. Dr Hirdes recounted that in his home faculty of Applied Health Sciences, potential new professors are invited in for a demo lecture and are evaluated on how they delivered the content. He elaborated that mental health awareness should be given priority during the hiring process and that the CoSMH will make note of that.

President Wang asked if the awareness training could be extended to student leaders as well as faculty and staff members, giving the example of the More Feet on the Ground program. Grace replied that recommendation 22 has been looking into training that is available for mental health literacy for students and staff, and is being offered through the Student Success Office.

Councillor Hunte asked if the registrar is taking steps against the exam "crunch" period. Dr Hirdes said that there are efforts not to have back-to-back examinations but it is difficult to schedule well for so many students, which is why there is a form for relief for students having poor exam scheduling.

Councillor Sharma asked if the first year students' exam schedule could be more efficient because it is easier to make sure that their schedule is not packed, noting that first year students take many of the same courses. Vice President, Velling followed up, saying that it is a group effort to ensure the campus's mental health needs are met. He noted that WUSA and the Societies' student councils have put aside money for mental health, but that the same efforts are not seen from the University's end, financially. Dr Hirdes responded, noting that the level of service available on campus is significantly better than the level available off-campus. While it could be better, it is also better than most other universities offer.

Returning to the main topic, Councillor Town asked if the presenters could speak to the progress made on recommendation 10. Dr Hirdes noted that it is one of 5 still pending and that it will be worked on later this year.

Vice President, Velling asked if the University could extend its support to peer support and peer mentorship programs in the future. Dr Hirdes replied that one of his co-op students went around and studied the peer support groups around campus, compiling an edited list that will soon be posted publicly.

President Dack asked what the status of recommendation 30 is. Dr Hirdes answered that it is in progress and President Dack followed up, suggesting that resources be posted with the PD courses outline. Dr Hirdes said that co-op items are going to be looked at in greater detail later in the year. He also indicated that the University is in the process of developing a more advanced role so that one counselor can be responsible for a region of co-op students. Vice President, Velling asked why we cannot explicitly ask about mental health and integrate it into the co-op check forms to make sure that someone can reach out to students as they have already agreed to it by submitting the form. Grace noted that mental health is a clinical topic but people do not want that reflected in their academic records. There are discussions about this and she further noted that records are accessible by all co-op staff, which would impede confidentiality.

President Dackasked if the mental health training was available to TAs as well. Grace replied in the affirmative and noted recommendation 22 for review. President Dack followed up with a question about whether the CoSMH is looking into housing prices and how they affect student mental health. Dr Hirdes noted that there is no recommendation specifically addressing housing but that there is material on on- and off-campus housing.

Secretary's Note: Vice President, Gerrits left the call at 2:19, rejoined at 2:30, exited again at 2:50, and finally rejoined at 3:13. Councillor Ren left the call at 2:22. President McGee arrived at 1:47.

Secretary's Note: A five-minute recess was called at 2:22, and the assembly came back to order at 2:30.

BUSINESS ARISING FROM THE MINUTES

There was no business arising from the minutes

GENERAL ORDERS

Amendments to Procedure 23

Be it resolved that Council refers Procedure 23, *review of Memberships with External Advocacy Organizations*, to PPC for consistency and formatting amendments;

Be it further resolved that Council approves the direction for a five-year review cycle of membership in external political organizations.

Vice President, Gerrits and Deputy Speaker, Small.

Deputy Speaker, Small noted that although the spirit of voting every two years is a good one, that performing this review every two years is simply not feasible. Councillor Town proposed an amendment to the motion:

Be it resolved that the main motion be amended to read "Be it resolved that Council refers Procedure 23, *review of Memberships with External Advocacy Organizations*, to PPC for consistency and formatting amendments; Be it further resolved that Council approves the direction for a five-year review cycle of membership in external political organizations."

Councillor Town and Assistant Secretary, Yang.

Motion carries unanimously

There is no explicit difference between being an executive of WUSA and being a Council member. Councillor Town asked whether this was specifically to WUSA's membership in OUSA or if it is intended to apply to any external political organization and indicated that if so, WUSA should write a bylaw for membership in external political organizations. Vice President, Gerrits responded in general opposition to the idea.

Motion carries with Councillor Sharma noted in opposition.

Amendments to Policy 20

Be it resolved that the proposed amendments to Policy 20, *External Political Organization Membership*, attached in Appendix E be received for first reading and referred to the Policies and Procedures Committee for formatting revisions and to the Board of Directors for feedback.

Be it further resolved that the revised amendments shall be returned to Council for approval at its February 9th meeting.

Motion withdrawn with the consent of the assembly.

Amendments to Procedure 10 Regarding EAC

Be it resolved that Section J.V.(Standing Committees, Education Advisory Council) of Procedure 10, *Committees of Students' Council*, be amended as attached in Appendix F, subject to clerical amendments by the Policies and Procedures Committee.
Vice President, Gerrits and Deputy Speaker, Small.

Vice President, Gerrits noted that EAC can be a useful forum even if not everyone shows up to a meeting. Councillor Town identified some inconsistencies and asked for Council to allow PPC to make clerical amendments, which Councillor Sharma seconded and which carried by general consensus.

Motion carries unanimously

Student Refugee Program Policy

Be it resolved that Council give leave for the first reading of the Student Refugee Program (SRP) Policy, as presented in Appendix G, and refer the policy to the Policies and Procedures Committee for review;

Be it further resolved that the Office of the Vice President, Operations and Finance shall seek consultation from all relevant stakeholders, program administrators and campus partners involved in the Student Refugee Program, and provide this consultative feedback to the Policies and Procedures Committee for consideration.

Vice President, Gerrits and President, Lindstrom-Humphries.

Motion carries unanimously with Councillor O'Meally noted in favour.

Shifting Management of the Off-Campus Community Service

Be it resolved that Council accepts the report of the Office of the Vice President, Student Life, in Appendix H, regarding the administration of the Off-Campus Community service;

Be it further resolved that Council directs and authorizes the Policies and Procedures Committee to amend procedure to reflect this management exception.

Vice President, Fitzpatrick and Councillor Sharma.

In the introduction of the motion, Vice President, Fitzpatrick identified that it is difficult for the Service Manager to oversee OCC because of its participation in Orientation Week, which interfaces with a different department of WUSA. Deputy Speaker, Small asked how the OCC participates in O-Week, to which Vice President, Fitzpatrick replied that OCC has a role during the week in information delivery and ensuring that students know about information beyond their first year.

Motion carries unanimously with Deputy Speaker, Small and Councillor McComiskey noted in abstention.

Service Name Change

Be it resolved that Council accepts the decision to change the name of the "Food Bank" student-run service to the "Food Support Service".

Be it further resolved that Procedure 25, *Federation of Students' Services*, be amended to reflect this change.

Vice President, Fitzpatrick and President Dack.

Councillor Sharma asked what the financial implications are for the different marketing strategy for this rebranding. Vice President, Fitzpatrick said that she is not sure but that since all services are being rebranded, that this is a perfect time to make the name change. Councillor Town asked if the new name is still clear enough for students who require food assistance to easily identify it. Vice President, Fitzpatrick noted that with correct marketing, there should be no change in uptake.

Motion carries unanimously with noted in favour.

NEW BUSINESS

Orientation Leader Pay

Councillor Sharma raised, as an item under new business, a discussion around the compensation of Orientation leaders to recognize their hard work and long-term efforts.

Councillor Town said that she normally views Orientation leadership as a volunteer position but recognized that often enough, people need part-time jobs and the time dedicated to such a voluntary position could be used to earn money. Councillor Sharma expanded by saying that the time that FOC and other leaders put aside to organize the week is not reflected in the money they make for their position.

Abbie Simpson, a current FOC, noted that Orientation is only a 10-week commitment for most leaders, whereas it is a 10-month commitment for FOC, so she would support paying FOC more for their service. President Dack asked what the difference between being a FOC and another orientation leader is, as they both seem like volunteer positions. Councillor Jeon asked if it made more sense to recruit volunteers earlier in the term and then give them more time to complete the tasks. Councillor Hunte noted that there is not enough money in the general fund for this proposal, and that the orientation funds are very limited. Councillor Sharma responded that he saw increasing the orientation fee as the way to go. Vice President, Velling noted that increasing fees may not increase opt-outs because parents usually want their children to participate in Orientation week. Upon generally polling the room, there seemed to be a positive lean to looking into this proposal.

Voting at the Liberal Party Convention

Be it resolved that Vice President, Gerrits receive a temporary suspension from Policy 41, *Political Non-Partisanship*, to enable him to participate in a personal capacity as a delegate in the Liberal Party Convention.

Vice President, Gerrits and Vice President, Velling.

Vice President, Gerrits introduced the motion and Vice President, Velling noted that he seconded the motion because he believes it should be discussed, but that he doesn't support the motion. Councillor Hunte indicated that he did not believe Vice President, Gerrits would be in violation of the policy.

Motion carries with Vice President, Gerrits, Councillor Tait, Deputy Speaker, Small, Councillor Sharma, and Vice President, Velling noted in abstention. Deputy Speaker, Small elaborated that his abstention was out of a perceived conflict of interest because he is also seeking to be a delegate for the Liberal Party.

Secretary's Note: A recess was called at 5:35 PM and Council returned to order at 5:43 PM.

Confidential Committee of the Whole

Be it resolved that Councillors agree to stay after the meeting to discuss SSAC and transit.

Vice President, Velling and Councillor Sharma.

Motion carries with Deputy Speaker, Small noted in opposition.

ANNOUNCEMENTS

- The next meeting of Students' Council will be held on February 9th in the SLC Multi-Purpose Room.
- Vice President, Velling asked people to please consider running for Council and to sign up early if planning on running. Nominations for the General Election close on Thursday, January 23rd at 4:00 PM.
- Vice President, Gerrits asked people to considering applying for the WUSA delegation to OUSA, noting that the applications should be available on the website.

ADJOURNMENT

Be it resolved that the chair adjourns the meeting at 6:05 PM.

Federation of Students

January 19, 2020

Federation of Students' Council Agenda

Regular Meeting

SLC MPR, UNIVERSITY OF WATERLOO

Chair: MICHAEL BEAUCHEMIN *Secretary:* MANSI SHAH

ATTENDANCE

Please convey regrets to the Speaker of Students' Council at speaker@wusa.ca.

Attendees:

- Beauchemin, Michael (President)
- Small, Jason (Deputy Speaker)
- Yang, Edward (Assistant Secretary)
- Velling, Seneca (VP Operations and Finance)
- Fitzpatrick, Amanda (VP Student Life)
- Gerrits, Matthew (VP Education)
- Rodney, Victoria
- Jeon, Stephanie
- Parboodial, Shelbee (President, AHSUM)
- McComiskey, Kaitlynn Angela
- Nasir, Syeda Shehnoor
- O'Meally, Taijah
- Dragusin, Rebecca
- Tait, Abigail
- Dack, Caroline (President, ASU)
- Ren, Andy
- Lindstrom-Humphries, Delainey (President, EngSoc A)
- McGee, Ellen (President, EngSoc B)
- Brodsky, Guy
- Mathouda, Damanpreet
- Giesbrecht, Michelle (President, ESS)
- Mehta, Navya
- Chang, Diana
- Hunte, John
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- Wang, Yuqian (Ina) (President, MathSoc)
- Parkyn, Colin
- Lau, Mackenzie
- Roxas, Nikka (Niks) Ysabella
- Soo, Sebastian

Federation of Students

January 19, 2020

- El-Rayani, Mohamed (Designate, SciSoc)
- Sedik, Marco (Designate, SoPhS)
- Chan, Samantha (President, RASC)
- Lawless, Sammy (Designate, SJUSU)
- Plante, Connor (Chair of the Board)

Expected Absences:

- Town, Megan

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1 PRELIMINARIES

Adding items to the agenda requires a two-thirds vote, although new items of business can still be raised without needing that vote once the entire agenda is complete.

1.1 Call to order

Be it resolved that the Speaker calls the meeting to order at 12:30 PM.

1.2 Territorial Acknowledgement

Pursuant to Federation Policy 50, *Indigenous Engagement and Inclusivity*, the Federation of Students' Council acknowledges:

The University of Waterloo is on the traditional territory of the Neutral, Anishnaabeg, and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River.

1.3 Ratification of Society & *Pro Tem*. Designates

Pursuant to Policy 55, Society Presidents and Designates on Council, the selection of a designate or appointment of a pro tempore councillor to fill a temporary vacancy by a constituency Society must be ratified by the Students' Council at the first regular meeting following such selection. Ratification may not be unreasonably withheld by Council.

Be it resolved that Council ratifies Rebecca Dragusin as *pro tem.* councillor for the Arts constituency as selected by the Arts Student Union.

1.4 Approval of the Agenda

Be it resolved that Council approve the Agenda, as presented.

The Speaker assumes the motion to adopt the Agenda, as presented or amended

2 APPROVAL OF THE MINUTES

The minutes of a meeting are the official record of what happened at that meeting, and contain the authoritative versions of the actions taken at the meeting. If there are significant reservations about the minutes, the approval may be dispensed with, and the minutes will be returned at the subsequent meeting for approval.

There are no minutes ready for approval at this time.

3 REPORTS

Motions arising directly out of a report, including to adopt recommendations in the report, may be considered immediately after the report without having to wait until later in the meeting. No action is required to receive a report. If Council decides to adopt or accept a report, then it is endorsing the entire report and not just the recommendations.

3.1 Executive Reports

Each executive will highlight key aspects of their written reports in an oral report that lasts no longer than 2 minutes, to be followed immediately by a question period lasting no longer than 10 minutes per executive. The written reports can be found in Appendix A.

1. **President (Michael Beauchemin)**
2. **Vice President of Operations & Finance (Seneca Velling)**
3. **Vice President of Education (Matthew Gerrits)**
4. **Vice President of Student Life (Amanda Fitzpatrick)**

3.2 Board of Directors Report

The Chair of the Board (Connor Plante) will highlight key aspects of their written report in an oral report that lasts no longer than 2 minutes, to be followed immediately by a question period lasting no longer than 10 minutes. Please see Appendix B for the written report.

3.2.1 INCREASES TO THE FEDERATION OF STUDENTS' FEE

Be it resolved that Council ratify the recommended Board-approved increases to the Federation of Students' Fee, as presented in the affixed schedule, in accordance with Article 4.2(1)(b)(ii) of the Bylaws;

Be it further resolved that the foregoing increases are to be apportioned by the Office of the VP Operations and Finance amongst the WUSA Operating Levies, subject to approval by the Budget and Appropriations Committee.

*Note: The Schedule of Fee Increases for Spring 2020 term and the accompanying presentation are to be provided to Council by **January 17th at 11:59 AM**, half a business day following the decision of the Board of Directors.*

Submitted By: *Connor Plante and Seneca Velling.*

3.3 Representative Reports

To be delivered orally or in writing by Councillors or the Constituency Caucus. Any questions relating to the report or any other matter may be asked following the oral report.

1. **Applied Health Sciences Caucus**

2. **Arts Caucus**
3. **Engineering Caucus**
4. **Environment Caucus**
5. **Mathematics Caucus**
6. **Science Caucus**
7. **Cambridge**
8. **Kitchener**
9. **Stratford**
10. **St. Jerome's**
11. **Renison**

3.4 Officers of Council Reports

To be delivered orally. Any questions relating to the report or any other matter may be asked following the oral report.

1. **Speaker (Michael Beauchemin)**
2. **Deputy Speaker (Jason Small)**
3. **Secretary (Mansi Shah)**

3.5 Standing Committees or Commissioners Reports

To be delivered orally or in writing by the Committee chair or Commissioner. Any questions relating to the report or any other matter may be asked following the oral report.

3.5.1 REPORT OF THE BUDGET AND APPROPRIATIONS COMMITTEE

3.5.1.1 Amendments to Policy 29

Be it resolved that Council give leave to introduce the first reading of the revised Policy 29, *Ancillary Fees and Member Dues*, as presented in Appendix C.

Note: The policy will be finalized in review with management, PPC, and the Board of Directors.

Submitted By: *Seneca Velling.*

3.5.1.2 Extension of Fee Review Deadline

Speaker's Note: This motion requires a two-thirds ($\frac{2}{3}$ rds) approval.

Be it resolved that Council amend the deadline for the conclusion of the Ancillary Fee Review so as to allow the review to occur over the Winter 2020 Term, to be received by Council in a timely fashion.

Submitted By: *Seneca Velling*.

4 SPECIAL ORDERS

A special order is an item of business that will take precedence over all other business at the designated time for the special order. As it suspends the normal rule that each item must be disposed of before another can be brought up, setting or removing a special order requires a two-thirds majority vote unless originally included in the agenda.

4.1 CoSMH Presentation

This item is scheduled to begin at 1:00PM. At such time the Speaker shall suspend debate for consideration of this Order. If debate has not been suspended, Councillors are encouraged to call for the *Orders of the Day*.

For Information: Presentation and Questions from John Hirdes, Chair of the Committee on Student Mental Health

5 GENERAL ORDERS

A general order is an item of business that is ordered to be taken up at a meeting. Time limits to discussions indicate the point at which the Speaker will end the discussion unless Council directs otherwise.

5.1 Amendments to Procedure 23

Be it resolved that Procedure 23, *Review of Memberships with External Advocacy Organizations*, be amended as attached in Appendix D.

Submitted By: *Matthew Gerrits*.

5.2 Amendments to Policy 20

Be it resolved that the proposed amendments to Policy 20, *External Political Organization Membership*, attached in Appendix E be received for first reading and referred to the Policies and Procedures Committee for formatting revisions and to the Board of Directors for feedback.

Be it further resolved that the revised amendments shall be returned to Council for approval at its February 9th meeting.

Submitted By: *Matthew Gerrits*.

5.3 Amendments to Procedure 10 Regarding EAC

Be it resolved that §J.V. (Standing Committees, Education Advisory Council) of Procedure 10, *Committees of Students' Council*, be amended as attached in Appendix F.

Submitted By: *Matthew Gerrits*.

5.4 Student Refugee Program Policy

Be it resolved that Council give leave for the first reading of the Student Refugee Program (SRP) Policy, as presented in Appendix G, and refer the policy to the Policies and Procedures Committee for review;

Be it further resolved that the Office of the Vice President, Operations and Finance shall seek consultation from all relevant stakeholders, program administrators and campus partners involved in the Student Refugee Program, and provide this consultative feedback to the Policies and Procedures Committee for consideration.

Submitted By: *Seneca Velling*.

5.5 Shifting Management of the Off-Campus Community Service

Be it resolved that Council accepts the report of the Office of the Vice President, Student Life in Appendix H regarding the administration of the Off-Campus Community service;

Be it further resolved that Council directs and authorizes the Policies and Procedures Committee to amend procedure to reflect this management exception.

Submitted By: *Amanda Fitzpatrick*.

5.6 Service Name Change

Be it resolved that Council accepts the decision to change the name of the "Food Bank" student run service to the "Food Support Service".

Be it further resolved that Procedure 25, *Federation of Students' Services*, be amended to reflect this change.

Submitted By: *Amanda Fitzpatrick.*

6 NEW BUSINESS

Any Councillor may raise any item of concern during new business. Generally, long discussions without a specific motion before Council should be avoided, and are technically against the rules of procedure. If a Councillor has any questions about the procedure, form, or content, they should ask the Speaker.

7 ANNOUNCEMENTS

Next Meeting

The next regular meeting of Council is scheduled for February 9th, in the SLC MPR.

Councillors are also invited to attend a presentation from OUSA on January 30th, starting at 5:00PM, location to be confirmed.

8 ADJOURNMENT

Be it resolved that the Chair adjourns the meeting no later than 6:00PM.



FY2021 FEE ADJUSTMENTS

PHASE I: SPRING IMPLEMENTATION

2020 FEE ADJUSTMENTS (PHASE I)

PRE-APPROVED, SUBMITTED TO UW BOARD OF GOVERNORS

- EOI Endowment Fund Voluntary Student Contribution – \$5.00 (*Council Ratified*)
- Capital Program Fund Fee – \$15.00 (*GM Ratified*)
- Feds Fee Increase (for VPED Research Support) – \$0.17 (*GM Ratified*)

PROPOSED TO BE APPROVED/RATIFIED

- Costs of Organizational Restructure/Regrading (*For Ratification*)
- UW Staff Association Contractually Obligated Adjustments (*For Approval*)
- Corporate Secretary Role Funding (*For Ratification*)
- Executive Salary Adjustment for CPI (*For Ratification*)
- PT Capacity for VPED and VPSL (*For Ratification*)
- Federal Advocacy Step-up (*For Ratification*)
- Federal Advocacy (SUDS Funding) (*For Ratification*)



COSTS OF ORG. RESTRUCTURE & REGRADING

- Total Adjustment = \$8.23 (including adjustment for 29% of fee increment being optional)
 - Including remunerative changes, backdating compensation owed, recovery of out-of-pocket costs of Winter payroll period, and correction/reductions for prior adjustments.
 - \$2.88 of adjustment is for backdated compensation owed and out-of-pocket recovery for Winter payroll, which will only be in duration for 1 year.
 - \$1.85 of adjustment is to establish a Societies' Staffing Reserve to ensure sufficient reserves exist to cover salaries and benefits as required by UW-Feds Agreement, UW HR policies, and to buffer temporarily experienced fluctuations in Societies Fee opt-outs, which will only be in duration for 5 years.
- Notes:
 - HR Approves Grading of the Board-approved organizational structure (UW Staff Relations Committee co-approves it).
 - HR Grading once final cannot be contested, except under limited policy mechanisms. Therefore, staff salary & benefits constitute mandatory spending. Salary and benefits are costed out via the business units, overhead, and fees. The organization has a legal duty to comply with contracts it has signed as co-employers (w/ UW) of staff.
 - Failure to adjust fees reduces income allocated to Council for appropriations as part of the budget process. Due to many prior years of budget trimming and no fee adjustments for UW remunerative growth outpacing CPI, further budget trimming is not possible without reduction in service-levels. (Significant reduction of service-levels or elimination of services requires express consent of Council)
 - Directors have a legal obligation to pay wage earners. Directors on the Board hold direct and personal liability for salaries and benefits of staff.
 - The Board voted *unanimously* to approve this increase and recommend it for ratification.

COST OF UWSA CONTRACTUALLY OBLIGATED SALARY ADJUSTMENTS

- Total Adjustment = \$2.95 (including adjustment for exposure of 28% increment of fee being optional)
 - In accordance with UW Policy 5, *Salary Administration*, the Provost's Advisory Committee on Staff Compensation (PAC-SC) recommends increase levels to the Board of Governors. These levels have been accepted at 2.15% beginning 1 May 2020.
 - In addition to base increase, each staff member gets the run of the merit program, which averages a 3% increase (or has done so historically).
 - Costs break out to be a projected \$2.46 in salary adjustments and \$0.49 in benefits adjustments (benefits are a proportion of salary, approx. 20% at base)
- Notes:
 - Contractually obligated under agreement between UW and UW Staff Association (UWSA). As the co-employer of staff with the Federation, UW controls compensation negotiation and the Federation is obliged to pay at agreed upon levels. Therefore, staff salary & benefits adjustments constitute mandatory spending.
 - Failure to adjust fees reduces income allocated to Council for appropriations as part of the budget process. Due to many prior years of budget trimming and no fee adjustments for UW remunerative growth outpacing CPI, further budget trimming is not possible without reduction in service-levels. (Significant reduction of service-levels or elimination of services requires express consent of Council)
 - Further information on PAC-SC Recommendations accepted by UW Board of Governors can be found here: https://uwaterloo.ca/human-resources/sites/ca.human-resources/files/uploads/files/staff_salary_recommendation_may_1_2018_to_april_30_2021.pdf
 - The Board voted *unanimously* to approve this increase and recommend it for ratification.

EXECUTIVE COMPENSATION ADJUSTMENT

- Total Adjustment = \$0.11 (including adjustment for exposure of 26% increment of fee being optional)
- Notes:
 - Recommended levels brought to Board by the Chair of the Board. Amended to account for a correction in amount of the gross amount of the annual salary for executive and exposure to optional fees.
 - Executive salaries, under current Council-ratified apportionment, are compulsory vs. option in the following amounts:
 - President – 0% optional; VP Education – 40% optional; VP Student Life – 35% optional; VP Operations & Finance – 28% optional
 - Benefits estimated at 13% (from base of 10% of salary + potential enrollment of dependents, partners, or similar).
 - Adjustment is based on 2.2% inflation adjustment accordingly to CPI of Canada by Statistics Canada, commensurate with fee adjustment rules prescribed in the bylaws.
 - The Board voted to approve this increase and recommend it for ratification.

CORPORATE SECRETARY ROLE FUNDING

- Total Adjustment = \$2.39 (including adjustment for exposure of 32% increment of fee being optional)
- Notes:
 - For creation of a full-time position that fill formalize the role of Secretary of the Corporation
 - A Corporate Secretary is a vital role to any organization, especially WUSA, who has a complex governance structure, high risk, and regular turn-over
 - Role will allow for, among other things, clearly organized records, minutes, and other important documents, as well as support for Council, Board and their officers/committees for training, advice, and institutional memory of historical precedent on governance matters
 - The current model of the Secretary of the Corporation within WUSA is ineffective and insufficient due to it being filled on a volunteer basis by an individual who is already a Director and a full-time student. Additional, systemic problems with the role include constant turnover, insufficient time capacity, being a novice at the role, and being unable to provide support to Officers or Executives
 - The Board voted *unanimously* to approve this increase and recommend it for ratification.

VPED PT CAPACITY NEEDS

- Total Adjustment = \$0.58 (including adjustment for exposure of 32% increment of fee being optional)
- Notes:
 - Added compensation allows for us to increase flexibility with commissioners, including being able to pay a living wage or to offer flexibility around co-op terms
 - Better wages can encourage non-coop students to be around for three terms and take reduced course-loads for those terms, reducing impact on their ability to participate in stakeholder meetings
 - For co-op students, it will tentatively allow us to afford to offer commissioner work in work-terms
 - The Board voted to approve this increase and recommend it for ratification.

FEDERAL ADVOCACY STEP-UP

- Total Adjustment = \$0.28 (including adjustment for exposure of 100% increment of fee being optional)
- Notes:
 - For VPED increases see Revenue Request of the VP Education
 - Funded amount supports formalization of an Executive Director role for UCRU with key accountabilities within WUSA that strengthen federal advocacy work for students on critical issues (e.g. immigration and taxation); costs would be shared with other UCRU schools.
 - Fee increase would be temporary for 3 year period.
 - Allows us to take initiative within UCRU, try to push forward on federal advocacy that can benefit students, and move towards UCRU being formalized
 - The Board voted to approve this increase and recommend it for ratification

FEDERAL ADVOCACY FUNDING: STUDENT UNION DEVELOPMENT SUMMIT

- Total Adjustment = \$0.09 (including adjustment for exposure of 100% increment of fee being optional)
- Notes:
 - A new obligation is being added under UCRU, which will be a strategy conference attached to the Student Union Development Summit in Vancouver
 - This fee would cover the cost of two persons going to this Summit and the associated conference. (normally VPED and applicable commissioner or President)
 - Helps deliver influence within the organization (we didn't attend the optional variant of this this year)
 - Helps make federal advocacy more orderly and effective
 - The Board voted to approve this increase and recommend it for ratification

VPSL PT CAPACITY NEEDS

- Total Adjustment = \$0.07
- Notes:
 - Increase funds Equity Commissioner’s pay to \$20.00 for 10-15 hr/wk (or at a lower rate with more hours worked), which has parity to the increases for the VPED Commissioners.
 - Background and reasoning:
 - The duties of the Equity Commissioner are often extremely emotionally taxing, requiring a certain amount of vulnerability and ability to provide support to others.
 - Many of the issues this commissioner deals with are high stakes and may include being present in detailed conversations about sexual violence, police brutality, and racism amongst other issues.
 - This commissioner is directly involved in improving marginalized students’ quality of life which is a heavy weight to carry.
 - The position requires a commitment to relationship building with students groups as well as other on and off campus stakeholders and community groups, including senior University administrators.
 - The Equity Commissioner must have a deep knowledge and commitment to anti-oppression and advocacy, including appropriate training/education, experience, and skillsets.
 - This role will be occupied by a student that is a part of one or more marginalized communities. This means that the work they do will be intrinsically linked to their own identity.
 - The Board voted to approve this increase and recommend it for ratification

BOARD-APPROVED FEDS FEE INCREASES 2020 (FOR RATIFICATION)						
	<i>Fee Adjustment Origin</i>	<i>Proposed Fee Adjustments</i>	<i>Approved Fee Adjustment</i>	<i>Scheduled Duration If Not Ongoing</i>	<i>Percentage Optional</i>	<i>Special Notes</i>
[1]	Org. Restructure & Regrading Costs (total)	\$ 10.58	\$ 8.23		29%	Presentation
	Remunerative Changes Adjusted	\$ 4.06	\$ 4.06	-		
	Backdated Compensation Owed + Out-of-Pocket Recovery	\$ 2.88	\$ 2.88	1 Year		
	Societies Staffing Reserve	\$ 1.85	\$ 1.85	5 Year		
	Correction for Prior Adjustments	\$ (0.56)	\$ (0.56)	-		
[2]	UW-UWSA Contractually Obligated Increases (total)	\$ 2.95	\$ 2.95	-	28%	Presentation
	Increases to Salary	\$ 2.46	\$ 2.46	-		
	Increases to Benefits	\$ 0.49	\$ 0.49	-		
[3]	Creation of Corporate Secretary Role	\$ 2.39	\$ 2.39	-	32%	Presentation
[4]	Executive Salary Adjustment	\$ 0.11	\$ 0.11	-	26%	Sheet: Note #3 & Presentation
[5]	Part-Time Capacity for VPED	\$ 0.58	\$ 0.58	-	32%	Presentation
[6]	Full-Time Capacity for VPED (less RPO, Gov.)	\$ 5.01	\$ -	-	N/A	N/A
[7]	Federal Advocacy Step-up	\$ 0.28	\$ 0.28	3 Year	100%	Presentation
[8]	Part-Time Capacity for VPSL	\$ 0.07	\$ 0.07	-	0%	Presentation
[9]	VPED Increase for Research	\$ 0.17	\$ -	-	N/A	N/A
[10]	Federal Advocacy (SUDS Funding)	\$ 0.09	\$ 0.09		100%	Presentation
		Proposed Total	Approved Total		Weighted Average	
	SUM TOTAL	\$ 22.23	\$ 14.70		31%	
		<i>Subtotal Compulsory</i>	\$ 10.14			
		<i>Subtotal Optional</i>	\$ 4.56			
Notes:						
Estimates based on conservative IAP estimation of FTEs = 60,000 per annum						

EXECUTIVE SALARY INCREMENT FY2021						
	Salary	Benefits	Total	CPI Adj. Salary	CPI Adj. Benefits	Total
VP Ops & Finance	\$ 50,942.16	\$ 6,622.48	\$ 57,564.64	\$ 52,062.89	\$ 6,768.18	\$ 58,831.06
VP Student Life	\$ 50,942.16	\$ 6,622.48	\$ 57,564.64	\$ 52,062.89	\$ 6,768.18	\$ 58,831.06
VP Education	\$ 50,942.16	\$ 6,622.48	\$ 57,564.64	\$ 52,062.89	\$ 6,768.18	\$ 58,831.06
President	\$ 50,942.16	\$ 6,622.48	\$ 57,564.64	\$ 52,062.89	\$ 6,768.18	\$ 58,831.06
Notes on Statement:						
(1) Base benefits are 10% of Salary, however a dependent or partner can be enrolled on the plan (this is infrequent) but reasonably conservative estimation of this impact would be 13% of Salary as adjustment						
(2) Bylaws and Board Procures empower/restrict the Board to only approve CPI adjustments for Executive remuneration. As such, the following adjustment is proposed						
(3) CPI of Canada for the period until November is used (2.2% adjustment), reflective of inflation						
METRICS						
CPI Measure (Can)	2.20%					
FTE Count	60000					
Opt-out Rate Estimate	30%					
	Difference	Fee Adj. Amount	Percent Optional			
	\$ 1,266.42	\$ 0.02	28%			\$ 0.03
	\$ 1,266.42	\$ 0.02	35%			\$ 0.03
	\$ 1,266.42	\$ 0.02	40%			\$ 0.03
	\$ 1,266.42	\$ 0.02	0%			\$ 0.02
	Total (less opt-out Adjustment)	\$ 0.08		Total (incl. opt-out Adjustment)		\$ 0.11



FUTURE FEES FOR APPROVAL OR RATIFICATION TO COUNCIL OR GM

- Further Adjustments to the Federation of Students' Fees (WUSA Operating Levies):
 - VPED Portfolio increases forthcoming, potentially for Fall 2020 or beyond
 - VPSL Portfolio adjustments for transition of coordinator roles to student PT staff roles
 - CPI Adjustment for the Fee(s)
- Student Life Endowment Fund Fee (*potentially*)
 - As directed by Council, SLEF Board will return with recommendations on potentially reopening contributions to the Fund as a voluntary student contributions
- Adjustments to Administered Fund Fees, per Council/referendum direction on administered programs on the approved schedule of programming, based on real premium rates experienced only or CPI.
 - Note: Orientation Fee is under review, including for charge-out of associated FTS Salaries.

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