

Monday, June 3, 2019

5:30pm

SUB 0-48

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory. We are grateful to be on Cree, Dene, Saulteaux, Métis, Blackfoot, and Nakota Sioux territory; specifically the ancestral space of the Papaschase Cree. These Nations are our family, friends, faculty, staff, students, and peers. As members of the University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge and work towards the decolonization of Indigenous knowledges and traditions.

AGENDA (FC-2019-02)

- 2019-02/1** **INTRODUCTION**
- 2019-02/1a** **Call to Order**
- 2019-02/1b** **Approval of Agenda**
- 2019-02/1c** **Approval of Minutes**
- 2019-02/1d** **Chair's Business**
- 2019-02/2** **QUESTION/DISCUSSION PERIOD**
- 2019-02/3** **COMMITTEE BUSINESS**
- 2019-02/3a** **STATT MOVES** to implement the Executive Compensation Package as Proposed by the 2018/19 Executive Compensation Review Committee.
- See FC-2019-02.02.
- 2019-02/4** **INFORMATION ITEMS**
- 2019-02/4a** Finance Committee Minutes, (FC-2019-01-M) - Friday, May 17, 2019.
- See FC-2019-02.01.
- 2019-02/4b** Executive Compensation Review Committee Package.
- See FC-2019-02.02.
- 2019-02/5** **ADJOURNMENT**
- 2019-02/5a** **Next Meeting: TBD.**



University of Alberta Students' Union

FINANCE COMMITTEE

Friday, May 17, 2019

5:00pm

SUB 6-06

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory. We are grateful to be on Cree, Dene, Saulteaux, Métis, Blackfoot, and Nakota Sioux territory; specifically the ancestral space of the Papaschase Cree. These Nations are our family, friends, faculty, staff, students, and peers. As members of the University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge and work towards the decolonization of Indigenous knowledges and traditions.

ATTENDANCE

NAME	PROXY	PRESENT	SUBMISSION OF WRITTEN FEEDBACK (IF ABSENT)
Samir Esmail		N	
Talia Dixon		Y	
Chris Beasley		Y	
Amlan Bose		Y	
Phoebe Marinakis		Y	
David Draper		Y	
Abigail Isaac		N	
Luke Statt		Y	
Jared Larsen	Yiming Chen	Y	

MINUTES (FC-2019-01)

2019-01/1 **INTRODUCTION**

2019-01/1a **Call to Order**
 STATT: Called the meeting to order at 5:01pm

2019-01/1b **Approval of Agenda**
 STATT/DRAPER MOVED to approve the agenda.
4/0/0 - CARRIED

2019-01/1c

Approval of Minutes

DIXON/DRAPER MOVED to approve the minutes of *FC-2019-01*.

4/0/0 - CARRIED

2019-01/1d

Chair's Business

2019-01/2

QUESTION/DISCUSSION PERIOD

BOSE: Expressed concern that he did not receive the meeting agenda 48 hours in advance. Suggested that Discover Governance is not fulfilling its duties.

DRAPER: Suggested that Bose should have brought this issue up in the Bylaw meeting he failed to attend two days ago.

STATT: Considered that the agenda was not released 24 hours in advance, in part, because he was late in submitting it.

DIXON: Inquired into what content goes in the chair's business section of the agenda.

STATT: Responded that that section includes presentations and informational updates.

DIXON: Inquired into where she can access information about the Committee and its role.

STATT: Responded that the Committee manual is available on the Finance tab on the Students' Union website.

2019-01/3

COMMITTEE BUSINESS

2019-01/3a

BOSE/DIXON MOVED to Implement the Executive Compensation Package as Proposed by the 2018/19 Executive Compensation Review Committee.

See FC-2019-01.02.

STATT: Noted that Bose served on the Executive Compensation Review Committee that proposed these changes. Confirmed that he can share the original research that informed ECRC's decision to interested members.

BOSE: Outlined that ECRC's completed a comparative review of the benefits executives get across 35 other schools, including those in Alberta. Identified that 30/35 had benefits and salaries that were better than those for the UASU. Outlined that ECC proposes compensating executives for their mobile phone bills, transportation, and health and dental plan.

DRAPER: Expressed concern that the current wording in the ECRC's Recommendations does not allow for fewer dollars to be paid in compensation if an executive uses less than \$50 for their phone each month. Proposed adding the

phrase “up to” to remedy this issue.

BOSE: Clarified that ECRC intends for all executives to receive a general \$50 compensation as tracking individual personal and business is inefficient and difficult.

BEASLEY: Inquired into whether unused funds in one month can be used in another month if an executive went over the \$50 maximum.

STATT: Responded that there is some room for discretion from, for example, the General Manager in allowing expenses.

DIXON: Expressed concern that the phrasing for providing childcare is indirect and unspecific, and noncommittal. Expressed concern that the wording gives the impression that executives with children are an undesirable and rare phenomenon.

CHEN: Considered that there should be a maximum limit set for childcare, which can be very expensive.

BEASLEY: Inquired into whether the Recommendations provide for specific allowances instead of using a pay-and-log system for all expenses.

STATT: Responded that this system is not feasible as it requires the logging of too many expenses and does not allow for precise budgeting to be done in advance. Proposed that the Recommendations do not commit a specific amount of money for childcare services as their cost could vary depending upon the age and needs of the child.

DIXON: Noted that this would be true if a child had special needs.

CHEN: Inquired into the rationale for providing childcare to executives.

DIXON: Responded that this benefit attracts more competitive applicants to run for office. Suggested that these persons would seek other high-paying jobs to pay for their children in absence of a benefit.

BOSE: Confirmed that this was the rationale of the ECRC.

DIXON: Emphasised that having a child should not prevent someone from running for executive office.

CHEN: Inquired into why the executive positions should receive this benefit but not other positions within the Students' Union.

DIXON: Responded that this benefit sets a standard.

STATT: Noted that executives are not highly paid in the first instance and the benefit would be around \$3000.

MARINAKIS: Expressed concern at paying executive tuition and cell phone bills.

STATT: Reaffirmed that the ECRC did a comprehensive review of other organisations to inform its recommendations. Offered to send the original research materials to Marinakis.

MARINAKIS: Inquired into what budget currently exists to pay for executive expenses such as travel. Suggested that approving the ECRC Recommendations without first making plans within the UASU budget could become problematic.

STATT: Responded that the budget created in the 2018-2019 term took into consideration a potential increase in executive compensation. Clarified that Audit Committee can track existing executive expenditure.

BOSE: Proposed that the executives could have a dedicated office phone for long-distance calls and, therefore, not require compensation.

DRAPER: Expressed concern that this plan does not take into consideration executives who need to make calls while traveling.

MARINAKIS: Expressed concern that requiring executives to log calls as either personal or business for the purposes of monitoring expenses would be a bad use of time.

DIXON: Noted that tracking travel expenses is easier than tracking phone usage.

BOSE: Suggested that \$50 a month is too insubstantial an amount to warrant this tracking.

CHEN: Inquired into whether the transportation compensation is intended for flights and other travel.

STATT: Responded in the negative. Noted that there are other funds for such items. Clarified that these Recommendations relate to local transportation such as parking. Noted that he will go to a Student Care conference where Student Care paid for his flight and accommodation later this month.

DRAPER: Expressed concern that accepting flights and accommodation from this company could create a conflict of interest as it may bias an executive toward Student Care.

STATT: Determined to investigate this issue with the General Manager.

BEASLEY: Inquired into whether the same system used for tracking expenses will also apply for these new items of compensation.

STATT: Responded in the affirmative.

CHEN: Inquired into why these Recommendations include a provision to advocate the University Provost to create an exception for executives that would give them full-time student status, despite only being enrolled in one class.

BOSE: Responded that this would allow international students to run for executive as their work permits require them to remain full time students to stay in Canada but being an executive prevents this.

STATT: Noted that this recommendation, if successful, will allow executives to delay repaying student loans.

CHEN: Inquired into whether the UASU has the power to make this change unilaterally.

STATT: Responded in the negative.

MARINAKIS: Inquired into whether there is evidence that executives require compensation for their phone bills because they make calls for work-related purposes which increase their bill cost.

BOSE: Responded that the ECRC heard testimony on this issue.

DRAPER/STATT MOVED to amend “1) Transportation allowance: Each Executive should receive \$100/month for transportation-related costs.” to read “1) Transportation allowance: Each Executive should receive up to \$100/month for transportation-related costs.”

5/0/2 - CARRIED

CHEN, STATT abstain

DRAPER/STATT MOVED to amend “1) Transportation allowance: Each Executive should receive up to \$100/month for transportation-related costs.” to read “1) Transportation allowance: Each Executive should receive up to \$100/month for transportation-related costs based upon expense forms.”

5/0/2 - CARRIED

CHEN, STATT abstain

DRAPER/STATT MOVED to amend “2) Cell phone allowance: Each Executive should receive \$50/month for cell phone related costs.” to read “2) Cell phone allowance: Each Executive should receive up to \$50/month for cell phone related costs.”

5/0/2 - CARRIED

CHEN, STATT abstain

DRAPER/STATT MOVED to amend “2) Cell phone allowance: Each Executive should receive up to \$50/month for cell phone related costs.” to read “2) Cell phone allowance: Each Executive should receive up to \$50/month for cell phone related

costs based off expense forms.”

4/0/3 - CARRIED

STATT, BOSE, DIXON vabstain.

DIXON: Proposed making Section 5 on childcare more specific.

BEASLEY: Proposed adding a minimum level of compensation in the provision.

DRAPER: Proposed having variable compensation depending upon whether the claimant is a member of a single or multi-wage earning family.

DIXON: Proposed having a uniform amount of compensation as students are not wealthy.

STATT: Proposed that the Committee meet again to discuss this section after further changes can be made to the document. Proposed meeting on May 28. Noted that meeting could occur earlier if he is able to phone-in.

DIXON: Expressed concern that there are no maternity leave arrangements made in the ECRC Recommendations.

STATT: Determined to investigate this issue with the UASU Human Resources Manager in time for the next meeting.

BOSE: Expressed concern that it is not within the purview of the Committee to make large changes to what was proposed by ECRC.

STATT: Responded that it is permissible as the changes are within the same spirit and intent.

CHEN: Expressed concern that these Recommendations privilege the executive who get child care compensation when other UASU staff do not get this benefit.

STATT: Responded that it is not feasible to give childcare to all paid staff in the UASU.

DIXON: Suggested that the Committee look into the University maternity policy.

BOSE: Noted that many Aboriginals are young mothers. Reaffirmed that these Recommendations intend to improve accessibility for students to run for office.

STATT: Advised that the Research Department support the Committee in investigating these questions. Determined to table this item until the next meeting at the consent of the Committee.

2019-01/4

INFORMATION ITEMS

2019-01/4a

Finance Committee Minutes, (FC-2019-01-M) - Monday, May 6, 2019.

See FC-2019-01.01.

2019-01/4b Executive Compensation Review Committee Package

See FC-2019-01.02.

2019-01/5 **ADJOURNMENT**
STATT: Adjourned the meeting at 6:24pm.

2019-01/5a **Next Meeting: TBD.**

SUMMARY OF MOTIONS

MOTION	VOTES
STATT/DRAPER MOVED to approve the agenda.	4/0/0 - CARRIED
DIXON/DRAPER MOVED to approve the minutes of <i>FC-2019-01</i> .	4/0/0 - CARRIED
DRAPER/STATT MOVED to amend “1) Transportation allowance: Each Executive should receive \$100/month for transportation-related costs.” to read “1) Transportation allowance: Each Executive should receive up to \$100/month for transportation-related costs.”	5/0/2 - CARRIED CHEN, STATT abstain
DRAPER/STATT MOVED to amend “1) Transportation allowance: Each Executive should receive up to \$100/month for transportation-related costs.” to read “1) Transportation allowance: Each Executive should receive up to \$100/month for transportation-related costs based upon expense forms.” Chen and statt abstain	5/0/2 - CARRIED CHEN, STATT abstain
DRAPER/STATT MOVED to amend “2) Cell phone allowance: Each Executive should receive up to \$50/month for cell phone related costs.” to read “2) Cell phone allowance: Each Executive should receive up to \$50/month for cell phone related costs based off expense forms.”	4/0/3 - CARRIED STATT, BOSE, DIXON abstain.

Date: April 22, 2019
To: Students' Union Council
Re: Confirmation of Revenue

Dear Finance Committee,

The Executive Compensation Review Committee (ECRC) has completed a set of recommendations for Students' Council on some additions to the compensation package for the University of Alberta Students' Union (UASU) Executives. This recommendation aims to reduce the financial barrier of becoming an Executive by ensuring fair compensation.

Methodology and Background

The ECRC formed this recommendation by comparing UASU's compensation to 35 other Canadian student associations (with particular focus on Alberta), identifying gaps in UASU's compensation package with reference to this data, and identifying other financial burdens that could hinder a student from being able to hold an executive position. Currently, UASU Executives receive only a salary, with no benefits attached. This is unusual relative to the 35 other schools, as 30 of them receive at least some sort of a benefits package. That being said, UASU Executives have some of the highest salaries. The ECRC has chosen not to recommend any changes to the salary component of the compensation package, but to add the following benefits package:

1) Transportation allowance: Each Executive should receive \$100/month for transportation-related costs.

There are many occasions on which Executives must travel around Edmonton or beyond to get to different meetings and events. Thus, we recommend an allowance of \$100/month for transportation-related costs. This allowance can be put towards reimbursement of the Upass, covering a monthly transit pass during the summer months, or parking or gas if they live outside of the ETS service area.

2) Cell phone allowance: Each Executive should receive \$50/month for cell phone related costs.

As part of the job, Executives are often responsible to make phone calls to different locations, including long distance. Although they do have an office phone, they are

often out of the office for meetings or business travel, often resulting in phone calls made on their cells. That, in addition to the extra data necessary to navigate themselves around new cities for business, is an added yet necessary expense for the job. Thus, the \$50/month allowance will subsidize or cover a phone plan they choose. This amount was chosen based on comparing average data and call plans in Alberta.

3) Paid Tuition: The UASU should pay for one class for each Executive in each of the Fall and Winter terms.

It is a requirement that each Executive take at least one class in each of the Fall and Winter terms, which makes sense as the role is to represent students as a student. However, this requirement means an added cost for the job. Our recommendation is that the UASU reimburses each Executive for one course in the Fall and one in the Winter term, once proof of completion is provided (unofficial transcript), for both international or domestic Executives. If "incomplete" is achieved but the Exec still had to pay tuition, this will be dealt with on a case by case basis.

Additionally, this requirement often means that student loans go into repayment as Executives are no longer full-time students. We recommend talking to the Provost to create an exception for Executives that would give them full-time status despite only being enrolled in one class, to avoid the financial burden of having to repay their loans before completing their degree. MacEwan University and the University of Calgary both have similar arrangements.

4) Health and Dental: The Studentcare Health and Dental Plan will be covered by the Students' Union for each Executive

As with most full-time positions, health and dental insurance should be provided in order to care for the overall wellbeing of employees. Because the UASU runs the Studentcare plan, we recommend Executives be advocates of student coverage by being with this company. Thus, health and dental coverage should be provided, but specifically the Studentcare plan, not other providers.

5) Childcare allowance: Childcare support should be made available on an as-needed basis.

The ECRC feels this is an important way to decrease the financial barrier of running for an Executive position. However, we do not feel that there should be a general allowance for all Executives since the necessity is so rare. Thus, we recommend

creating a specialized fund for childcare in the event that there is an Executive who needs childcare to be subsidized in order to perform adequately.

Implementation & Closing

Our preference is for all of these recommendations to be implemented in whatever way Management sees as most efficient and transparent. A report to Students' Council detailing the implementation processes should be presented once recommendations are implemented. We look forward to seeing their implementation and the ultimate reduction of the financial barriers that inhibit some individuals from running for Executive positions.

Sincerely,

The ECRC:

Emma Ripka, VP Operations & Finance (Chair, non-voting)

Amlan Bose, Councillor

Stephen Raitz, Councillor

Samantha Tse, Councillor

Tahra Haddouche, Councillor

Michael Mytrunec, Student at Large

Marc Dumouchel, General Manager (non-voting)