

**BOARD MEETING MINUTES
2020/2021**



Date: August 10, 2020

Term: SS20

Chair Member:

Attendees:

Title		AUSU Members	Authorized Proxy
President	★	Yahaya Alphonse	
VP Campus Affairs	★	Japhet John	
VP Student Life	★	Cieanna Walcott	
VP Indigenous		Vacant	
International Student Councilor		Vacant	
Queer* Councilor	★	Rebekah Gwynn	
Residence Councilor	★	Elvis Boakye	
Athletics & Varsity Councilor		Vacant	
Women's Councilor		Vacant	
Diversity & Equity Councilor		Vacant	
Mature/PT Councilor		Vacant	
International Student Councillor		Balpinder Kaur	
Brampton Rep		Vacant	
Timmins Rep		Vacant	
Recording Secretary – NV		Dipeeka Luitel	
Ombudsperson – NV		Tyler Murphy	
Chair – NV		Chavannay Bennet	
Finance Coordinator – NV		Vacant	
Office Coordinator – NV	★	Janette Wallace	
People's Garden Coordinator – NV		Johnathan Lalonde	
Food Pantry Coordinator – NV		Alyson Macleod	
WUSC Coordinator – NV		Vacant	
Communications Officer – NV	★	Chardon Kozak	
Equity Officer – NV		Ali Pearson	

Meeting called to order at:	10:15	Confirmation of Quorum:	5	# of members present:	7
Approval of Last Meeting Minutes	Moved by: Yahaya Seconded by: Japhet				

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Vote Count	In Favor: 5	Opposed: 0	Abstain: 0	
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Voting Items:

Agenda Item(s):	Change of the title of the office coordinator, and salary proposal for the new approved title
Speaker(s):	Yahaya, Janette, Elvis, Cieanna, Chardon
Motion:	
Discussion:	<p><i>Yahaya:</i> Hello everyone, this meeting is discussing Janette salary pay, given the discussions we have been having and the pay period approaching soon. I spoke with CFS to see what other union were doing and they have a director like position with different roles based on the university size. I wanted to propose we change the office coordinator name to executive director as its more reflective of the position and the duties it held. Do you have to be here all thought the conversation?</p> <p><i>Janette:</i> Not really. I may negotiate the proposal you put forward, but I don't have to be here all through.</p> <p><i>Yahaya:</i> Okay I think I can text you when we need you back, just to ensure anyone can chip in.</p> <p>Janette has left the call</p> <p><i>Elvis:</i> Is this on the salary discussion?</p> <p><i>Yahaya:</i> Not yet, once we are done with this, we could discuss salary. If everyone is okay with this, we could discuss the salary discussion. I will</p> <p>Whereas, Yahaya has done some research into how other unions are structured and function and compared that to the existing structure at AUSU. Especially including the roles and responsibilities of the office coordinator. Therefore, it is important to revise the title to Executive Director to fit the description of the role and as part of the restructuring process.</p> <p>Moved: Yahaya; Seconded: Elvis 5 in favor - Motion passes.</p> <p><u>Discussion around salary negotiations</u></p> <p><i>Yahaya:</i> I did some research into what other unions had. Also considering the region we are in, the Algoma average of \$57k not including added benefits for similar experience and role. We are also a small unit. She has been underpaid for years and worked hard to grow the union. I checked with CFS to contact other universities like Lakehead, Laurentian, and smaller universities to get estimates. Estimates came to around \$60k with added benefits for smaller unions. Currently earning \$37k I am going to recommend we start with \$55k with added benefits of up to \$5k.</p> <p><i>Elvis:</i> In terms of benefits what type of benefit are we talking about?</p> <p><i>Yahaya:</i> I am not too sure of what type we have access to. Maybe things like miles, more exclusive health, parking, I don't really know. Should we cut it and increase the price?</p>

	<p><i>Elvis:</i> No, I think it is fine at \$5k, if she agrees its fine. Its not set in stone.</p> <p><i>Cieanna:</i> I think Janette puts in a lot of work and should paid for it, it can act as a motivation to keep her going as she is been underpaid for long and not complained about it.</p> <p><i>Chardon:</i> I agree, even as a staff, she focused first and getting new positions and getting us paid before she focused on herself.</p> <p><i>Yahaya:</i> I also think a reason to increase it is, should Janette leave to greener pasture, we can still attract qualified candidates. And she is very good for us with experience working with us. If there is no thought, I will invite Janette back on the call.</p> <p>Janette is back</p> <p><i>Yahaya:</i> We did research into PayScale, CFS, and we are proposing an annual salary of \$55k with benefits up to \$60k, that is \$5k. I have looked at the averages in Algoma, and the educational sector. How your roles match with the control candidates. I have also checked in with other past AUSU members, Algoma HR team and other smaller universities to have an idea. We can't match what Toronto workers earn, as we know cost of living plays a role. So, we chose to go with \$55k and \$5k added benefits. We are aware you've had more on your plate, and more is probably coming with renovations, auditing and just the type of year this is. We want to make sure you're getting paid for the value you bring, and this can be revisited later. Any thoughts?</p> <p><i>Janette:</i> How do we place value on extended benefits?</p> <p><i>Yahaya:</i> I was thinking of making that flexible, like gym, dental, parking, I don't know it'll be flexible</p> <p><i>Janette:</i> Other unions are able negotiate for benefits as they have bargaining rights and numbers. The staffers get benefits like university staff, but I get student benefits. We do not have those here. I believe \$60k would be fairer in my opinion since I would not be able to have these benefits as we don't have those bargaining rights. I am doing the job of a couple of staffs. We do not have a lot of staffs and I have barely managed every year doing everything. There is also very high turnover in the organization, I end up taking the roles of people who have left till we find replacement such as finance. I am working on a retention strategy for staffs, so we don't have to struggle with this. I don't get pension, retirement plans, stability, not that it wouldn't change, but at this point we just don't have bargaining power.</p> <p><i>Yahaya:</i> Can you give the board a moment?</p> <p><i>Janette:</i> Okay I would leave, and let me know</p> <p>Janette has left</p>
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	<p><i>Elvis:</i> her main concern is the fact she does not have pension, probably what I am thinking. If we increase the \$55k to \$60k there wouldn't be a problem if she accepts it.</p> <p><i>Yahaya:</i> Do you know how pension works?</p> <p><i>Chardon:</i> Pension depends on your structure. Some gets some money every two weeks that goes into a separate bank account where they can see how much money is in it, but they can't touch it.</p> <p><i>Yahaya:</i> This is complicated so we should probably avoid that, any thoughts? We should just go with the \$60k as we don't have bargaining.</p> <p><i>Elvis:</i> seeing we put initially \$55k with benefits up to \$5k additionally. Let's just go with that, it makes no difference.</p> <p><i>Yahaya:</i> I'll invite Janette back.</p> <p>Janette is back</p> <p><i>Yahaya:</i> So, Janette, the board has decided and had some reflections. We have had a change of mind, and we would like to make you an offer. A new salary of \$60k annually with no added benefits. What do you say?</p> <p><i>Janette:</i> I accept the offer thank you!</p> <p><i>Yahaya:</i> well then, I will put forward the motion for the board to propose the revision of the salary of the Executive Director position then.</p> <p>Be it resolved that, given the research conducted by the board on the salary for the E.D. position, be it resolved that the board proposes a salary raise to \$60k annually with no added benefits.</p> <p>Moved: Yahaya; Seconded: Elvis Motion passes</p>		
Vote Count:	In Favor: 5	Opposed: 0	Abstain: 0

Adjournment of Agenda		Motion to adjourn the meeting at:	
		Moved By:	
		Seconded By:	
Vote Count:	In Favor:	Opposed:	Abstain:

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