



MINUTES

University of Victoria Students' Society

Monday April 15th, 2019, SUB Upper Lounge Boardroom, 6:00pm

ATTENDANCE: Sutherland-Wilson, Chasib, Pathak, Gilson, Lee, Jakubowski, Whittla, Wood, MacGregor, Boparai, Witte, Tran, Chrystall

Staff: Studney, Fortier

1. CALL TO ORDER

Angelblazer called the meeting to order at 6:09pm.

2. LAND ACKNOWLEDGEMENT

Sutherland-Wilson acknowledged the land.

3. ADOPTION OF AGENDA AND MINUTES

- a. Adoption of Agenda
 - Agenda of 2019/04/15

MOTION TO AMEND - WITTLA/GILSON

Add Appendix A to the agenda

MOTION CARRIED

MOTION TO ADOPT AS AMENDED - GILSON/WHITTLA

MOTION CARRIED

4. PRESENTATIONS & ANNOUNCEMENTS

- a. PRESENTATIONS
 - UVSS Electoral Report Presentation
 - Results of UVSS electoral survey
- b. ANNOUNCEMENTS

The first notice for the 2018/19 Board Orientation has gone out via email! All incoming Directors - including Advocacy Groups and NSU Board reps - are strongly encouraged to attend.

When: 9am on Monday, April 30th – 9pm on Wednesday, May 2nd

Where: UVSS Student Union Building.

Who: You and all your fellow directors, plus staff, and workshop facilitators!

If you did not receive this notice, or have any questions, please contact Alannah at comm@uvic.ca.

5. REPORTS

A. REPORT – EXECUTIVE DIRECTOR

Strategic Plan and Society Finances & Operations (re: BoD Policy Section 1, Part 3.2.I)

B. REPORTS – CONSTITUENCY ORGANIZATIONS & NSU

- I. Pride
- II. GEM
- III. NSU
- IV. SOCC
- V. SSD

C. REPORTS – COMMITTEES AND COUNCILS

- | | |
|---------------------------------|--------------------------------------|
| I. Advocacy Relations Committee | IX. Member Outreach & Engagement |
| II. Campaigns | X. Policy Development |
| III. Clubs Council | XI. SUB Marketing |
| IV. Course Union Council | XII. SUB Occupants |
| V. Electoral | XIII. University Relations Committee |
| VI. Events | XIV. Food Bank & Free Store |
| VII. Executive | XV. Peer Support Centre |
| VIII. Finance & Operations | |

6. QUESTION PERIOD (15 mins)

7. MAIN MOTIONS

MOTION TO OMNIBUS MOTIONS 2019/04/15: 01 AND 2019/04/15: 02 - CHASIB/WHITTLA MOTION CARRIED

MOTION 2019/04/15: 01

BIRT the Electoral Report of the Chief Electoral Officer on the conduct and results of the 2019 referenda and elections to the UVSS Board of Directors is ratified;

MOTION 2019/04/15: 02

WHEREAS premium costs are predicted to remain stable for the next policy year; and

WHEREAS every April the UVSS Board of Directors must approve benefits covered under the UVSS Health and Dental Plan;

BIRT the following benefits will be covered under the 2019-2020 Enhanced Health and Dental plan, with no change from the 2018-2019 policy year:

- I. \$2000 in exceptional drug coverage (for drugs not covered under the BC Fair Pharmacare formulary); and,
- II. \$300 annual maximum for health practitioners, with 80% of each visit covered; and,
- III. \$125 in coverage for eyeglasses and contact lenses every two years; and,
- IV. 80% of basic dental services; and,
- V. \$800 dental annual maximum.

BIFRT the following benefits will be covered under the 2019-2020 Basic Health and Dental plan, with no change from the 2018-2019 policy year:

- I. \$1000 in exceptional drug coverage (for drugs not covered under the BC Fair Pharmacare formulary); and,
- II. \$200 annual maximum for health practitioners, with \$30 covered per visit; and,

- III. \$75 in coverage for eyeglasses and contact lenses every two years; and,
- IV. 70% of basic dental services; and,
- V. \$600 dental annual maximum.

MOTIONS CARRIED OMNIBUS

8. In Camera

MOTION TO MOVE IN CAMERA - GILSON/WOOD **MOTION CARRIED**

The meeting moved in camera at 7:05pm.

- a. **Legal**
- b. **Personnel Committee Report** (re: BoD Policy Section 5, Part 3.7.3)
 - i. Voting Members (directors) & Ex Officio Non-voting (excluded managers)
 - ii. Voting Members – Directors Only (no excluded managers)

MOTION 2019/04/15: 03 – WHITTLA/CHASIB

BIRT the Board of Directors accept the report of the hiring committee for the Felicita's Manager; and
BIFRT Robert Fountain is ratified as the Felicita's Manager.

MOTION 2019/04/15: 04 - WHITTLA/WITTE

BIRT the Board of Directors approve the changes to compensation for the General Manager and Executive Director as presented in camera as "Appendix A";
BIFRT "Appendix A" is entered in the minutes.

MOTION TO MOVE OUT OF CAMERA - GILSON/CHRYSTALL

The meeting moved out of camera at 8:06pm.

10. ADJOURNMENT

11. DIRECTOR REPORTS

Pierre-Paul Angelblazer (27 hours)

- Executive Committee
- Training materials
- Emails and phone calls
- Legal

Isabella Lee (25 Hours)

- Cheq Reqs
- Office Hours
- Training
- Emails
- Meetings with UVIC

Curtis Whittla (30 hours)

- Board Meeting
- Executive Committee

- UPass Website updates
- Training Dakota
- Meeting with Student Affairs/EQHR
- Meeting with Faculty Association
- Electoral Committee
- Signing Cheques
- Fee Reduction Appeals Committee
- Emails and phone calls

APPENDIX A: Changes to Excluded Management Salary Recommended by Personnel Committee for approval by the Board of Directors

Methodology:

Personnel Committee prepared this report in accordance with Board of Directors Policy Part 13. It was prepared using the processes recommended from Jouta Performance Group (Jouta). The following steps were taken to prepare this proposal:

- Personnel Committee members reviewed documents pertaining to excluded management at the UVSS. This includes but is not limited to submissions by USW 2009, past board motions, and previous agreements.
- Personnel Committee received training on managing Excluded Managers from Chemistry Consulting.
- Personnel Committee conducted a review of excluded management policy.
- During the 2018-2019 year, Personnel Committee worked with both excluded managers on their annual UVSS Performance Program for Excluded Management.
- During the 2016-2017 year, Jouta prepared a Compensation Analysis for excluded management which compared market salaries and presented recommendations on compensation to Personnel Committee. Board of Directors policy Part 13 dictates that this must be completed every 3 years, so the next one will take place 2019-2020.
- During the 2016-2017 year, Jouta prepared a 360 performance review for the General Manager. Board of Directors policy Part 13 dictates that this must be completed every 3 years, so the next one will take place in 2019-2020.

Key Principles:

Personnel Committee applied the following key principles in making its recommendations on changes to the Excluded Management Salary:

- I. **Pay Equity** between excluded management and the unionized staff.
- II. **Market based** in ensuring that excluded managers are paid at a salary that is comparable to similar positions in the market.
- III. **Pay fairness** in that pay should be commensurate with work performed.
- IV. **Consistency** in that consistency in excluded management is beneficial for the UVSS and students.
- V. **Progressivity** in that ensuring that the workplace environment should exemplify the progressive values of the UVSS.

Current Overview:

General Manager (GM):

- The General Manager's current salary is \$90,872
- Jouta found the average market salary for GMs to be \$88,824 in 2016-2017, with a job profile weighted average of \$84,626, based on five years' experience.
- Last year, the GM's salary was increased 1.1%. The GM has worked for the UVSS for 16 years.

Executive Director (ED)

- Executive Director's current salary is \$77,500.
- Jouta found the average market salary for the EDs to be \$89,648 in 2016-2017, with a job profile weighted average of \$84,243, based on five years' experience.
- The ED was hired at a salary of \$70,000 in February 2019 and had her salary raised to \$77,500 on May 1st, 2019.

Additional Considerations:

- The annualized increase in the cost of living (Consumer Price Index) across Canada is 1.5%, while in BC it's 2.2%, the highest of any Canadian province (Statistics Canada, February 2019).
- By the Collective Agreement, wages for department managers will increase by .30 per hour and Class 13 (which contains most managers) will receive an approximate 1.1% increase in wages on May 1st, 2019.
- In 2019-2020, UVSS and USW 2009 will enter into collective bargaining.
- Minimum wage, which directly affects classes 1-3, is going up annually until 2021 when it will reach 15.20 (BC Government).
- The Health Spending Account provides additional health coverage (on top of UVic's insurance plan) for excluded management and their dependents and is currently set at \$2000 for the General Manager and \$1000 for the Executive Director.

Personnel Committee Recommendations:

Executive Director:

- An annual salary increase of \$3100 (approximately 4%) to \$80,600.
- An increase in the amount allocated to the Health Spending Account in the amount \$750.
- A recommendation that the Board continue to raise the Executive Director salary to be closer to market average in future years.

General Manager:

- An annual salary increase of \$1090 (approximately 1.2%) to \$91,962.
- A one-time increase in the amount allocated to the Health Spending Account in the amount \$650.