

Fall General Meeting
Tuesday, October 24 2017

Following a count for quorum, President Antonio Brieva presents some opening remarks and housekeeping items.

President Brieva introduces the Chair, Chris Lolas, for the 2017 Fall General Meeting.

Chair Lolas: Calls the meeting to order.

CALL TO ORDER 12:29PM

Chair Lolas discusses Roberts Rules (moving, seconding motions)

1. Approval of the Agenda

Motion: BIRT the General Assembly approves the agenda

Moved by Jason Small, seconded by Tristan Potter.

No debate on this motion.

Motion adopted unanimously.

2. Approval of the March 2017 General Meeting Minutes

Motion: BIRT the General Assembly approves 2017 March General Meeting Minutes approved

Moved by Matthew Gerrits, seconded by Tristan Potter.

No debate on this motion.

Motion adopted unanimously

3. Receiving the Auditor's Report

Cheryl Pflug, Accounting Manager of the Federation of Students presents 2016-2017 auditor's report. Cheryl speaks about the two financial statements of the organization, mainly the statement of financial position (balance sheet) and the statement of operations (income statement).

Cheryl: "General Fund: This is where the fee of \$56.62 or full time students and fee of \$16.99 for part time students for last year go. All of the operations for commercial services, INews, Wasabi, Campus Bubble, Used Book Store and our other services, clubs, campus life budgets and governance budgets also flow through here. All moneys are free to spend however the board of directors and corporation decide...The societies fund is an aggregate of all of the societies, and all of their financial information. Because the Federation of Students does not control the spending of these funds, they are also considered to be restricted. The individual societies are free to spend their money, so student's fees [are spent] to how they desire but Feds has no control over it, that's why it's listed in the restricted area. A few highlights, for the last year: overall, our net assets increased by \$30,000. There was an increase in total assets of \$640,000. Last year there was only an increase in \$56,000 so we did really well this year. The societies as a whole are doing very well with an increase in net assets of \$164,000. Finally, the general fund has \$60,000 loss - this is \$295,0000 better than last years loss."

The financial statements, along with the societies' statements, are available at www.feds.ca
Alexander Wray in favour.

4. Ratification of Bylaw Amendments

Moved by Alexander Wray, Mathew Gerrits

No debate on this motion.

Called to question.

Motion adopted.

5. Feds General Meeting Online Voting Proposal

Moved by Marcus Abramovitch, Matthew Gerrits

No debate on this motion.

Motion adopted.

6. Task Force Proposal

Moved by Anotino Brievea, Tristan Potter

No debate on this motion.

Motion adopted.

7. Feds Pay Restructuring Member Proposal

Marcus Abramovitch, Bilal Ahktar

The motion to call the question carried.

Marcus Abramovitch, co-writer of the motion with Seneca Velling, said: "Currently, Feds exec are paid well above the average for all universities in Canada and the highest in Ontario, and we don't compensate our board of directors or councilors, so basically, it's restructuring where the money goes to people that represent us in order to take some money from execs salaries, reduce them to still above the median for execs in Ontario student unions and then to give a stipend to board and to councilors who are perpetually don't have people filling in their positions and to incentivize people who join council and who join the board, and also to have incentivizing of higher quality people in these positions. It's good practice to compensate those that represent us and in order to make sure that we fill these positions" Abramovitch wants "students well represented."

Bilal Ahktar: "I have an issue specifically with the stipend that is being added to councilors, and this stems from that we are university students and there are going to be a lot of us who are willing to take that \$80 to go on council and do nothing. You want people to go on council who want to do council's job and want to actually represent the constituents and go to the meetings...you want people who want to do the job and people who are enthusiastic about it."

Bilal moves this motion to amend this motion to drop the stipend for board members and councilors.

An amendment to strike all remuneration clauses.

Moved by Bilal Ahktar, Jason Small

The motion to call the question is carried and debate on amendment of this new motion proceeds:

Marcus Abramovitch: Wants \$80 a month for councilors and \$120 for Board members. Marcus believes that the current councilors often spend 10-15 hours a week in their position and attend all meetings, whereas Board members spend more time than councilors. To counter Bilal's argument, Marcus states that councilors or Board members can easily get a job if it was "about the money" and it's "ridiculous for someone to take on this position if it's just for the stipend." Marcus states that if students do not fulfill their duties (e.g. only attend the required meetings), they won't be paid in full and that those who wish to be on council without receiving a stipend will devote more time to the organization.

Jason Small: Small, a representative for the faculty of engineering on the Students Council, believes that councilors and directors should not be receiving stipends, as councilors attend meetings once a month/bi-monthly which last only two hours. While council seats are often vacant, those who are currently on council are more dedicated to their role.

Point of Information: Student voter in the audience asks if we can put motion to vote.

Point of Information: Student asks how many student councilor seats currently sit empty. To date, seven seats are currently empty.

Bilal Ahktar: While he understands the rationale behind the motion regarding the stipend, Bilal does not agree the change will produce better councilors. Bilal states that empty seats will "increase competition...but given the lower voter turnout for council positions in the first place, you are going to end up with a council that is unmet versus a council with people who really want to join for the job, go to every meeting, and who are there specifically for it." Bilal further emphasizes the fact that individuals in student society leadership positions work more hours than student councilors.

Student question posed by Kim: Kim states that society presidents do just as much as councilors and the only society that gets honoraria is the Math society. She asks if this should be changed.

Student Zishen Qu answers question posed: States that honoraria has to be done internally by the student societies.

Motion to amend the motion to remove remuneration clause for all Board and Council members from the Feds Pay Restructuring item.

Marcus Abramovitch and Bilal Ahktar agree that Board members deciding their own fees is a conflict of interest.

Austin Richard: States that students don't believe that meetings such as General Meeting isn't as representative to the student body, like student council.

Marcus and Bilal both in favour of passing newly amended motion

Vote to remove the statements regarding payments to board and council members:

Motion fails: 27-42-37

All Board members and executive members present have abstained from voting on this motion.

The General Meeting returns to the initial motion as presented in the agenda.

Point of Order: AJ Wray, Chair of Board of Directors since 2014. “We’ve heard students loud and clear with this motion. In regards to compensation...the first thing is our executive are the highest paid in Canada but I want to provide contextualization of those numbers...but what our executives do in their day-to-day job is much different than any other union. A lot of executives have part-time roles in their organizations or their role is a guiding direction. Our executives are very much embedded in the operational part of the organization, so that way students are constantly involved throughout the entire process of the governance of the student union. This requires a little more pay than normal. The other thing to point out is that we’re actually in the median when it comes to executive pay per student. In regards to the amount of money you, as each student, pays to the exec salaries every year is in the median of student unions. A lot of student unions have five or six execs, and we operate with only four...While the compensation is something that is often discussed among student unions, when you look at it, those are actually your most valuable people in the organization every year because they represent you and they’re helping guide the organization and run the organization. Especially with Feds.” AJ further states the justification for compensation is that students compete in a co-op based environment; “We have to pay student execs at the same rate as co-op jobs” and if the pay is cut, Feds will get low-quality student executives. He further argues that “the majority of the movers of this motion are student councilors” and that this motion “would have been much better accepted” by Board had it been through proper channels, rather than bringing it to the General Meeting because Board was unaware that this was an issue. Wray believes that there is a “better way to go about this.”

Point of Order: Marcus Abramovitch says this policy will come into effect next year if it is passed.

Cheryl Pflug states that currently the executive pay isn’t equivalent to their workload; the executives put 3,000-3,500 hours a year, as opposed to 2,000 a year, which is the average work load. Cheryl emphasized that what they are currently being paid is “not equivalent to minimum wage if you figure out the number of hours that they’re in the office and working on your behalf.” Cheryl also points out that minimum wage is \$15/hour on January 1, 2018 which is \$30,000/year and “you’re going to be paying your executive \$3,500 more than someone who’s saying ‘Do you want fries with that?’ and I think that’s really kind of unfair.” Pflug says: “This type of pay cut is not appropriate” for what the executive members do for the Federation of Students.

Austin Richard: Wishes to make an amendment to strike a footnote, however, Chris Lolas said footnotes are not a part of the motion and have no effect.

Point of Information: Student requires clarification on what footnote is currently being debated

Austin Richard: The footnote regarding “the last pay raise which was at the general manager’s behest which was not accurate.”

Student Abdul Barakat, member of the Board of Directors speaking on behalf of himself: “In one of the BIFRT, it states that the Board of Directors will authorize the stipend per payment of the Board of Directors. I just find that that has a conflict of interest in in of itself, with the board deciding how much each member of the Board will be getting...”

Student Jennifer Guillen: “Student council can recommend anything that they want to the Board, and it doesn’t mean the Board will do it. I also want to point out that the execs make about \$27/hour, which even when you compare to co-op students and their work terms, it’s still higher than the average.”

Tristan Potter: Tristan states that Jennifer’s statement is untrue as he makes \$30/hr on co-op which is the average. Potter says: “You are directly competing not with co-op students, but with graduates. Feds exec are often people who are about to graduate or have currently graduated. This salary would put them in competing with Starbucks baristas, not with people who are going into operational or policy positions.” Potter also points out that the By-Laws “are explicitly against compensating councilors and directors for the purpose of making sure those people are working in the best interest of the corporation and of students, and that they are not doing things for financial gain. This would be a bad idea both because it will make our executives less committed to students and will lead to less competent executives and will lead to councilors working in the best interests of themselves and not necessarily in the best interests of all students.”

Point of Information: Brian Schwan, Vice-President Operations and Finance states that on average, other student unions in Ontario have five to six executive members as opposed to the Feds’ executive member which consists of four members. He further argues that the work the executive surpasses “50-60 hours a week” and on holidays, the executives continue to work for the students. Schawn says: “Historically, what other student unions have also said is that the reason why they are at five, six, seven [executive members] is because they are not capable of doing all of that work for \$35,000 a year...and just because other student unions are underpaying their executives, it doesn’t mean we have to.”

Austin Richard wishes to make a friendly amendment to motion to allow the executive members to control the Board of Directors and Students Council stipends.

The amendment reads as follows:

BIFRT the Executive authorizes the Board of Directors to allot stipend payments to all non-Executive members of the Students’ Council of no more than \$80.00 CAD per mensem (pm) for services rendered in representation of their constituents, development of organizational policy, and oversight of university institutions on behalf of the student body; and

BIFRT the Executive authorizes the Board of Directors to allot stipend payments to all non-Executive members of the Board of Directors of no more than \$120.00 CAD pm for services rendered to the corporation in the conduct of its operational affairs; and

There is an objection from the assembly regarding this motion.

Point of Order: AJ Wray states that there is a large chance that this motion is illegal under the Ontario Corporations Act due to conflict of interest implications. Wray challenges chair to rule this out of order given these circumstances.

Chair Lolas: "I'm unaware of this being illegal." Chris allows the vote to take place.

Marcus Abramovitch: "There is no legality concern" regarding this new amendment.

Tristan Potter: Tristan argues that the Board of Director's is responsible for reviewing both the compensation and the performance of the executives and having the executives decide the compensation of the Board of Directors is inappropriate. Tristan states that keeping in mind that the executives are also members of the Board of Directors, this amendment does not make sense.

Amendment is withdrawn by Austin Richards.

Amendment proposed by Marcus Abramovitch where the General Assembly present will approve the stipends for the Board of Directors and Student Council.

Moved by Marcus Abramovitch, Tristan Potter.

Marcus Abramovitch clarifies that this new amendment will reduce the executive salaries by \$9,000 CAD or so, and that the General Assembly is the highest power within the organization.

Move to call the question

Motion passes, and amendment is struck down.

Back to square one with initial motion as presented in the agenda package.

AJ Wray calls motion to question to end the debate.

Motion passes.

No more debate on this motion – Moving to a vote

Motion fails: 13-76-14.

Noted Votes: Jason Smalls: Voted against motion and Vice President Internal, Jill Knight:

Abstained from voting

8. Other Business

None.

ADJOURNMENT 1:29 PM