President Michael Beauchemin called the meeting to order at 4:44 PM.

1. Executive Update

President Beauchemin opened the meeting by addressing all attendees with a review of the year detailing each major project for the current executive team. He indicated that a full report would be posted to the WUSA website by the end of April. The update focused largely on WUSA’s successful rebranding effort, initiation of their Long-Range Plan until 2026, adaptation to the Students’ Choice Initiative, an increase in services for students, and a reprioritization of student advocacy.

To continue, President Beauchemin touched upon the new Student Legal Protection Program and the expansion of mental health coverage through the Student Health Plan. He pointed to increased transparency in information that WUSA puts out for students, advocating to Health Services to improve the needs of trans and racialized students, and the new Capital Improvement Fund, which will help revitalize student spaces and outdated infrastructure.

Finally, President Beauchemin concluded with several advocacy wins, including allowing students to view employer ratings on WaterlooWorks, renegotiating the Universal Transit Pass Agreement with GRT to provide lower rates for students, as well an update on how WUSA is providing support during COVID-19.

2. Approval of the Agenda (decision)

President Beauchemin stated that the Board of Directors recommended this motion for adoption.

Moved by Jason Small, Seneca Velling.

Councillor Kanan Sharma noted that he would like to move to change the motion from March 21, 2019 to properly note the Fall Meeting instead. This was resolved to be a clerical error to be fixed upon later online upload.

Motion adopted.

3. Approval of minutes from the October 22, 2019 General Meeting
President Beauchemin stated that the Board of Directors recommended this motion for adoption.

**Moved by** Jason Small, Megan Town.

There was a brief discussion about errors within the minutes that are being addressed.

**Motion adopted.**

4. **Bylaw Amendments**

a) **Elimination of Fall General Meetings (Articles 5 & 7) (decision)**

President Beauchemin stated that the Board of Directors recommended this motion for adoption.

**Moved by** Seneca Velling, Megan Town.

Vice President Operations & Finance Seneca Velling opened discussion to clarify that WUSA would not be eliminating General Meetings but instead would be removing the Fall Meeting and only planning to have one scheduled Annual General Meeting per year. This does not exclude other means to reach out to students such as townhalls. Velling states he ultimately found this to be the right decision due to staffing costs and past ineffective meetings.

Deputy Speaker Jason Small raised a concern from one of his constituents regarding equal representation for students both on-campus or away on co-op, encouraging WUSA to increase interaction and discussion.

Vice President Velling clarified that the motion does not prohibit additional meetings or alternatives but that it is currently not cost effective to have two formal general meetings annually.

Vice President Velling would like it noted for the record that WUSA as an organization should be committing more to co-op students.

EngSoc B Representative Ellen McGee questioned whether quorum issues had been addressed prior to deciding on elimination of a meeting.

Vice President Velling responded that WUSA had spent several years looking at different alternatives and ultimately came to this conclusion. He assured that the incoming executive team is committed to holding townhalls across campus and that Students’ Council will still retain the power to call another General Meeting if they so choose.

Councillor Kanan Sharma raised the question from one of his constituents about where in the Ontario Not-for-Profit Corporations Act (ONCA) the need is specified to decrease the number of at-large seats. He claimed that the new bill specifies that no more than 1/3 of the directors of the corporation may be employees of the corporation but the at-large members of the board are not considered employees.
President Michael Beauchemin clarified that the discussion was on the elimination of the Fall General Meetings and not on any other item at the moment.

EngSoc B Representative Ellen McGee clarified her previous question by saying she intended to address the larger issue of not meeting quorum; an issue which she hopes WUSA will continue to address.

Councillor Stephanie Ye-Mowe raised the concern that the removal of one of the General Meetings eliminates an opportunity for general members to engage in the political process.

Vice President Velling indicated that the General Meeting is only a representation of the democracy on campus due to the limited amount of people who attend meetings. There are other mechanisms such as townhalls and student councillor elections that can provide more engagement. Council still retains the power to add another meeting if they see fit.

Councillor Megan Town spoke to the point that she has received feedback from her constituents indicating their lack of interest in engaging in governance events such as the general meeting as they believe that is the role of their elected councillors. She mentions that this disinterest could be something WUSA could look at addressing which is why the incoming executive team has committed to holding townhalls to better engage with the student population.

Councillor Taijah O’Meally indicated support of Vice President Velling’s points, mentioning that this motion would allow General Meetings on an “as needed” basis since quorum has been a problem in the past.

Councillor Stephanie Ye-Mowe wondered with whom that decision lies, indicating that it might be more appropriate to have the decision of eliminating a General Meeting be open to all members, not just the Council.

Vice President Velling noted that he would like to move to amend the agenda to state that the bylaws are for ratification not approval. Councillor John Hunte clarified that this is a legal requirement previously missed by the agenda.

Moved by Seneca Velling, John Hunte.

The discussion moved back to the topic of agenda item 4A.

Without further commentary, the motion proceeded to a vote.

Motion Adopted.

Noted in abstention: Stephanie Ye-Mowe and Matthew Gerrits.

b) Membership Changes to the Board of Directors (decision)

President Beauchemin stated that the Board of Directors recommended this motion for adoption.
Moved by Seneca Velling, Megan Town.

Vice President Seneca Velling provided clarification for this motion by explaining that the Ontario Not-for-Profit Corporations Act (ONCA) is on an accelerated track for coming into force, and the new Act will segment a difference between corporations in a public benefit and non-public benefit corporations. Under the new Act, it is stipulated that not more than 1/3 of the Directors can be employees or affiliates. This decision comes at the advice of lawyers and auditors for circular governance and accountability issues.

Councillor John Hunte called for a point of order questioning whether there exists a conflict of interest by discussing Director numeration before the election results.

Vice President Velling provided WUSA’s legal opinion that there is no conflict of interest as the results have not been released yet.

Councillor Kanan Sharma asked why the at-large seat was removed when they are not considered part of the corporation.

Vice President Velling answered that they looked at various different avenues and made the decision based off of legal recommendations and the auditor’s advice.

Deputy Speaker Jason Small stated that he and his constituents are against the student union paying for volunteer roles. He then moved to amend the item to remove article 7.8 from this amendment.

Moved by Jason Small, Ellen McGee.

Chair of the Board of Directors Connor Plante addressed the workload and time commitment that goes into sitting on the Board of Directors, which is why they are interested in adding an honorarium to prevent any financial barriers and provide compensation. Plante specified that the bylaw amendment does not set a specific amount or requirement but that it allows for an honorarium.

Deputy Speaker Small asked the Chair of the Board of Directors Connor Plante whether a small honorarium would provide appropriate compensation for those who cannot pursue another job.

Vice President Velling clarified that this motion does not give Directors an honorarium but instead allows council to regulate whether or not Directors could ever be given an honorarium. Council could then regulate and set standards.

Vice President Velling recommended voting down the recommendation on the floor from Deputy Speaker Small.

Councillor John Hunte noted that one cannot compare volunteer positions as they do not have restrictions around receiving honorariums yet. The motion would restrict Directors from working as Vice President for a society because those society members would receive an honorarium and would be seen as employees of WUSA.
President Michael Beauchemin clarified that the amendment on the floor is to remove the amendment to Article 7, Section 8 which would allow honoraria to be guaranteed to Directors.

Vice President Velling called for a Point of Parliamentary as he wished to frame questions in the positive instead of the negative. He called for taking the “yes” votes.

*At 5:38 PM Councillor Stephanie Jeon left the call.*

Without further commentary, the motion to amend the main motion proceeded to a vote.

Councillor Stephanie Ye-Mowe called for a point of privilege to re-state exactly what is being voted on.

President Michael Beauchemin clarified that voting in favor means removing the amendment to Article 7, Section 8 which would allow the granting of honoraria to Directors, while voting in opposition means voting against removing the amendment.

**Motion to amend the main motion not adopted.**

Noted in abstention: Megan Town  
Noted in favour: Jason Small

Deputy Speaker Small raised a question from his constituents regarding how many hours a Director spends on WUSA related work.

President Michael Beauchemin responded that the number given to council conservatively was 120 hours a year.

Vice President Velling further explained that hours can vary based on the Director or the committee they sit on, so it can be anywhere from 5-15 per week over the year which totals to about 260-780 hours as a minimum estimate.

Chair of the Board of Directors Connor Plante answered a previous question that the one at-large member was removed to maintain balance by keeping the Vice President Operations & Finance as a voting member as it falls into their portfolio, whereas the two Vice Presidents whose portfolios do not overlap would be removed.

Without further commentary, the motion proceeded to a vote.

**Motion adopted.**

Noted in abstention: Matthew Gerrits.

c) **Staggered Board Elections** (decision)

President Beauchemin stated that the Board of Directors recommended this motion for adoption.
Moved by Jason Small, Seneca Velling.

Vice President Velling opened the discussion by noting that WUSA’s lawyers advised the introduction of staggered elections with two at-large Director elections per year split into two-year terms. Velling read out Appendix C, which provides the rationale. Velling recommended the General Meeting to move forward with the adoption.

Chair of the Board of Directors Connor Plante added that a two-year model would be beneficial in retaining institutional knowledge during turn-over which would alleviate pressures from training. Plante recommended ratifying the amendment.

Without further commentary, the motion proceeded to a vote.

Motion adopted.

6) Election of the Board of Directors

a) Report of the Director Candidate Screening Panel

Chair of the Board of Directors Connor Plante provided a short oral report for informational purposes. Plante explained that the panel consists of six individuals who were tasked with reviewing applicants to sit on the Board for the upcoming governing year. In total, six applicants from incoming councillors and eight from at-large candidates were received. Three of those at-large candidates withdrew. The panel evaluated candidates based on established criteria of what would make a good Director, such as knowledge of the organization, the structure of Board of Directors, experience, and knowledge in areas relevant to the board (such as financial management, risk management, human resources, strategic planning, etc.) The panel issued a recommendation of either in favor, no opinion, or against for each candidate. In favor was determined on a 2/3 majority affirmative threshold. A recommendation in favor meant that the Panel concluded that the candidate was highly qualified for the role of Director and appointment was recommended. No opinion meant the panel was split or did not have an opinion, and the Panel was comfortable with either direction from council. Recommended against meant that the panel believes the candidate would not be a good fit to serve and would recommend the council to not vote for them. Plante clarified that the process is a waterfall election method.

He further detailed the highlights of the panel’s recommended councillor candidates: John Hunte, Kanan Sharma, and Edward Yang.

The panel provided the following at-large recommendations: Benjamin Easton and Madison Ng.

A general meeting attendee questioned where one could view the applications as they wished to form their own decisions.

Chair of the Board of Directors Plante responded by explaining that the purpose of the summary report is to summarize the relevant highlights and qualifications of each candidate’s application and that this method is preferable to a verbatim pasting of questions onto a General Meeting agenda. This decision was made based on the feedback provided from the process at last year’s
General Meeting, and was endorsed by Council at the March Regular Meeting. Chair Plante further explained that general members might not know if candidates are providing accurate answers and therefore the summary report exists to summarize and validate each applicant and their relevant aspects.

Councillor Ellen McGee asked whether that information is accessible.

Vice President Velling answered that the information is not accessible so that candidates can speak to confidential matters, particularly since true hiring documents are confidential. Without a summary, only those in the room would be legally allowed to vote and proxies or online votes would be discounted.

Deputy Speaker Jason Small asked for a point of clarification for his constituents about the optics of an organization publishing who one should vote for.

Vice President Velling responded that most corporations follow a method based on actual acumen whereas other elections are often based on popularity.

Councillor John Hunte raised the concerns of one of his constituents regarding the criteria of the panel and individual compatibility for the position who feared that the report is biased.

Chair of the Board of Directors Connor Plante explained that he does not wish to debate with individual candidates about the screening panel’s deliberations as they are done in-camera.

President Michael Beauchemin moved to enter Committee as a Whole.

**Moved by** Michael Beauchemin, Megan Town.

Motion Adopted

*The General Meeting entered Committee of Whole where they discussed reports and candidates in a general nature.*

President Michael Beauchemin asked for a mover, seconder, and summary for exiting committee of the whole. The secretary provided the above summary.

**Moved by** Seneca Velling, Jason Small

Motion Adopted

b) *Election to the Board of Directors* (decision)

Vice President Velling explained that the method of voting is waterfall voting starting with electing the council directors. Voting would be open for 5 minutes at vote.wusa.ca for members to rank candidates in their desired order.

*Assembly paused for voting to close at 6:20 PM.*
At 6:19 PM the voting period was extended 2 more minutes until 6:21 PM.

At 6:22 PM Vice President Velling extended voting until 6:25 PM due to technical issues.

It was noted that Edward Yang’s name was misspelled “Edward Wang” on the ballot.

Voting officially closed at 6:33 PM.

The results of the election are as follows: John Hunte and Kanan Sharma.

A constituent raised the point that there is a large variance in the final recommendation votes of the candidate screening panel, but many of the evaluations read quite similarly.

President Michael Beauchemin explained that the intention was to highlight strengths where possible in the written report and identify issues.

At 6:30 PM, Niks Roxas entered the meeting.

The at-large 2-year director election voting opened at 6:45 PM and was set to close at 6:50 PM.

At 6:48 PM it was requested to extend the vote period to 6:55 PM.

It was noted that Edward Yang’s legal name is Eumin but his preferred name is Edward.

At 6:41 PM Delainey Lindstrom-Humphries joined the call.

At 6:47 PM Councillor Stephanie Jeon rejoined the call.

The results of the at-large 2-year director election are as follows: Edward Yang and Benjamin Easton.

The at-large 1-year director election voting opened at 6:59 PM and closed at 7:05 PM.

The results of the at-large 1-year director election are as follows: Madison Ng and Alexander Eyre.

President Beauchemin read the newly amended motion with the election results.

Be it resolved that the Assembly appoints Edward Yang and Benjamin Easton for two-year terms & Madison Ng and Alexander Eyre for one-year terms as At-Large Directors, as elected by the membership.

Be it further resolved that the Assembly appoints Councillors John Hunte and Kanan Sharma as Directors, as elected by members of Students’ Council.

Moved by Jason Small, Seneca Velling.
Motion adopted.

7) Fee Proposals

a) Government Relations (recommended for approval)

Be it resolved that the General Meeting approve an increase to the Federation of Students Fee of $0.01 (compulsory) and $0.03 (optional) per assessment to increase amount of travel for government relations.

Moved by Megan Town, Matthew Gerrits.

Councillor Megan Town introduced that this fee was proposed by Vice President Education Matthew Gerrits based on the recommendation of the budget committee to expand the budget in their portfolio to support additional trips to Ottawa and Toronto for more government advocacy.

Deputy Speaker Small expressed interest from a constituent in seeing WUSA pursue growth opportunities beyond fee increases.

Vice President Education Matthew Gerrits addressed the process noting that value for money is of utmost concern for students. He mentioned that discussion documents were brought to the Board to scrutinize the fee increase and communicate any adjustments.

Secretary’s Note: From 7:15 p.m. until the meeting’s adjournment, Assistant Secretary of the Corporation, Vice President Velling, took over the minuting due to scheduling conflicts on the part of the appointed recording secretary.

Without further commentary, the motion proceeded to a vote.

Motion adopted.
Noted in abstention: Jason Small, John Hunte, Garrett Hildebrandt, Ina Wong.

b) Co-op Research (recommended for approval)

Be it resolved that the General Meeting approve an increase to the Federation of Students Fee of $0.47 (compulsory) and $0.36 (optional) per assessment to increase co-op support for organizational research.

Moved by Megan Town, Matthew Gerrits.

Incoming Vice President Education elect, Megan Town, introduced the fee increase and spoke to the need for research support for WUSA to make informed decisions and identify the value of adding co-op roles.
Current Vice President Education Matthew Gerrits highlighted that the asks of Council and other requirements led to a high general research demand and that allowing research capacity to go up would greatly improve the organization’s ability to know where it should go and learn what students need from a data-driven background. Gerrits noted this was one of a number of proposals and was landed on after significant review.

Councillors inquired about the co-op landscape, the number of options within the Region of Waterloo, and whether priority would be given to Waterloo students. Generally, this was identified as the plan and where a priority would be given, but this would not be structured as a work-study. Further inquiries emerged about restrictions on hiring practices and the responsibilities for hiring Waterloo co-op students.

Types of research to be advanced were raised by members. Examples included the housing report and review of municipal affairs, surveys on food security, academic and comparative research, barriers for women in co-op, and many more. Identification of time use by Vice President and Commissioner roles doing research, rather than a centralized support unit for this, was highlighted as a deficiency of current practices.

One of the first tasks of such a co-op student (or students) would be to prioritize research in the organization. A centralized research and (government and university) policy review approach would greatly benefit numerous portfolios across the student government.

Off-term students and non-co-op students’ access to the job being funded was raised. The answer was a definitive “no”, based on the structure of the role. There are numerous non-co-op roles (part-time staff) within the organization already, and this would open more opportunities to co-ops to drive a strategic interest for increasing co-op opportunities. The assembly considered the strategic direction of the proposal and the value of engaging co-op students more in the organization. Some concerns were raised about whether this unfairly harmed non-co-op students.

Resolved, the assembly replaces the reference to the word “co-op support” in the motion with “work-placement support”.

Moved by John Hunte and Matthew Gerrits

Discussion around preferential options for co-op students being valuable versus favoritism was raised. It was noted by some Councillors that most of the current roles are primarily aimed at regular stream students. Other Councillors disagreed noting that part-time employment is available to everyone, whereas this would be restricting the outcome to co-op students exclusively. It was noted that there is also a challenge for regular stream students to apply for summer roles and similar when competing with co-op students. With mixed sentiments on the matter, Council proceeded to a vote on the amendment.

Motion adopted.

The main motion now reads:
Be it resolved that the General Meeting approve an increase to the Federation of Students Fee of $0.47 (compulsory) and $0.36 (optional) per assessment to increase work-placement support for organizational research.

The assembly returned to consideration of the main motion. Vice President Education elect Megan Town noted that the incoming executive team committed to making the position available to all students interested in holding it.

Without further commentary, the motion proceeded to a vote.

Motion adopted.

c) Full-Time Research & Stakeholder Relations (recommended for approval)

Be it resolved that the General Meeting approve an increase to the Federation of Students Fee of $1.11 (compulsory) and $0.85 (optional) in Fall 2020, and an increase of $2.10 (optional) in Fall of 2021 to fund full-time staff efforts to improve research and stakeholder relations.

Moved by Megan Town, Matthew Gerrits.

The motion was introduced on the value of increasing full-time increases for full-time roles to support advocacy and stakeholder relations. This would increase staffing to reduce the gap in current operations regarding stakeholder relations and advocacy functions. It was noted that this would help in outreach, satellite campus engagement, and town halls.

Members asked whether Vice President Education Matthew Gerrits could speak to the differences in roles of the Research & Policy Officer and Stakeholder Relations Officer as well as the two-year fee implementation model. The Vice President Education spoke to the structure of introducing a management role with opportunities for improved mid- and long-range planning for advocacy objectives set by Council and committees. This would allow strategizing and working with Executives to chart out discrete steps about what Executives can do during their terms, allowing more progression on the annual action plan.

On the topic of the staggering of increases and the distribution of compulsory and optional fees components, the Vice President Education spoke to the tiered management structure and the introduction of a second Stakeholder Relations Officer role in the FY2021 year. Clarity was sought on the additional roles being added. It was noted by the Chair of the Board Connor Plante that the FY2020 increases were to fund staff management and resources, whereas in the next year they were for the addition of a second role under the manager. The staggered implementation would allow slower growth and adaptation and would smooth out a more significant increase.

*Mehida Ahmed and Rebecca Dragusin left at 7:53 p.m.*

The Chair of the Board Connor Plante noted this would help the corporation meet strategic objectives.

Without further commentary, the President Beauchemin brought the motion to the floor.

Motion adopted.
d) **Stakeholder Relations Officer Supplies** (recommended for approval)

*Be it resolved that the General Meeting approve an increase to the Federation of Students Fee of $0.10 (optional) per assessment to fund supplies for the Stakeholder Relations Officer.*

**Moved by** Megan Town, Stephanie Ye-Mowe.

This fee increase would support office budget, travel support for government advocacy, and funding for policy journals relevant to the role in higher education.

Vice President Education Matthew Gerrits noted that when the prior Stakeholder Relations Manager resigned, the Vice President volunteered most of the budget to be reduced to fight the deficit for the corporation to help achieve a balanced budget. Now that the role is occupied again, it will need additional supplies to help operate it. Councillors asked where these funds were allocated to fix the deficit and whether it could be reallocated this year. Vice President Operations & Finance Seneca Velling spoke to the difficulty in balancing the obligations when needing to balance the budget due to significant prior years’ deficits. The Council could allocate money into deficit, but this was not advisable given optional fees and current economic climate where cash preservation was important.

Councillor McGee asked for clarification on the requirement to balance the budget and whether that need had been alleviated. Vice President Velling offered several explanations, and President Beauchemin expanded upon these, noting that the need to balance the budget required that money be reallocated on a yearly basis rather than a one-time investment.

Without further commentary, the motion proceeded to a vote.

**Motion adopted.**

Noted in abstention: John Hunte and Jason Small.

e) **Pay for Service Coordinator**

*Be it resolved that the General Meeting approve an increase to the Federation of Students Fee of $4.07 (compulsory) and $1.10 (optional) per assessment to establish a wage model for Service Coordinators in the VP Student Life portfolio.*

**Moved by** Amanda FitzPatrick, Matthew Gerrits.

Vice President Student Life Amanda FitzPatrick introduced the motion and spoke to the challenges with the role being a volunteer position. It was noted that advocacy is challenging and can minimize the ability to start and attain big advocacy projects and long-term strategy. The VP Student Life discussed feedback which was solicited from past and current coordinators who identified lack of compensation as a barrier to holding these leadership roles. The VP Student Life emphasized the struggle to keep the bar as high as it needs to be, insufficient peer support training, and lack of effective basic training which could cause problems in outcomes that are often expected
service levels in the eyes of students and councillors. Appropriate compensation was highlighted as a well-researched and effective method to establish a more rigorous framework for accountability and performance against Council’s established objectives for each service.

A distribution was provided with the agenda as to the optional and compulsory fees being proposed. The VP Student Life spoke to annual hiring and the training advantages of hiring for more than 4-month terms. Included in this assessment was a co-op student role or otherwise to allow multiple terms to be served. A breakdown by service and coordinator for hours worked annually at a distribution of pay scales was presented to the assembly.

The assembly discussed the proposal. Councillors raised concerns on behalf of constituents who provided such feedback. In particular, it was asked whether honoraria would be issued to services’ executives as they are the next level down from the coordinators. It was indicated that at this time that was not being explored. Other points were raised from constituents regarding the amounts provided in terms of internal pay equity and fair compensation between equity-seeking services and non-equity-seeking services. A Councillor flagged that Council tasked a review of volunteer appreciation to the VP Student Life and the Director of Campus Life, who had previously indicated that this had been shut down.

In addressing concerns, VP Student Life FitzPatrick noted that burn-out and concerns with financial equity for those wishing to participate was essential. Emotional labour is significant and fair compensation also reduces financial barriers. Further to this, it was highlighted that the advocacy and work product would see increases in outcomes. As to the disparity in equity and non-equity seeking services, the VP Student Life FitzPatrick cited more significant workload and larger advocacy work to drive outcomes.

Councillors inquired about guidelines for pay relative to other roles and whether Human Resources was consulted. Pay rates were developed by the VP Student Life, Services Manager, and Director of Campus Life. The VP noted that this could be to re-examine compensation in future years as well. As this was an internal services administration item, this was not consulted on with HR.

Garett Hildebrandt left the meeting at 8:30 p.m.

Councillors raised items from constituents regarding compensation being too high relative to other on-campus roles. Some Councillors spoke in support of making the role minimum wage. VP Student Life FitzPatrick highlighted the value of a living wage for the Waterloo Region, rather than minimum wage, citing this approach as bringing jobs back onto campus and encouraging participating this way.

The current Equity Commissioner – who was also a founding member of the RAISE Service to address xenophobia and racism on campus – spoke in favour of the items and highlighted the value of direct advocacy work as more difficult for equity-seeking services than the community-building services. The work type, outcomes, and long-term need are very different for each service. Mental energy and emotional impact on the coordinators are important elements.

The assembly took a recess at 8:57 p.m.
The chair recalled the assembly at 9:02 p.m.

A Councillor inquired why this motion was passed and brought to the General Meeting despite not being circulated with the Board’s Agenda. The Chair of the Board noted that it was a special meeting of the Board to set the GM Agenda, and confirmed that the Councillor was correct in that the agenda item was submitted late relative to the 24 hour deadline. The Chair further explained that in these situations, if no Directors raise objections to the motion being considered out of order, it is included. The VP Student Life noted it was late in order to get additional coordinator feedback. The Services Manager joined the conference call to provide input on the evaluation process and management of coordinators, as well as the pecuniary incentive of the parties to apply only for pay. It was noted that mitigating these factors and ensuring quality candidates was an important role of the full-time staff manager. The Services Manager addressed questions raised by Councillors regarding management, the quality of work and hours paid out, and relative pay at comparable universities across North America.

A question on the impact of Directors serving as coordinators was raised and whether this would be restricted under the Ontario Not-for-Profit Corporations Act (ONCA) provision that no more than 1/3rd of Directors may simultaneously be employees of the Corporation. The Chair of the Board Connor Plante responded that, to the best of his knowledge, this would be the case as a Service Coordinator would be considered an employee.

Members raised options for a potential amendment to make the commensurate pay across all services at a flat $15.00 hourly rate and conducting a review. Further questions on this emerged about Spring Term operations with budgeting versus fee increment timing and the impact of the COVID-19 pandemic on operations.

Resolved, the assembly amend the motion on the floor to include language for “…up to $4.07 (compulsory) and up to $1.10 (optional) per assessment” and append to the end of the motion the language “contingent on Council’s approval of an implementation plan for the proposed changes”.

Moved by Edward Yang, Kanan Sharma.

After considerable debate about the impacts on the fee assessment timing, the assembly brought the motion to a vote.

Motion adopted.

Noted in favor: Stephanie Ye-Mowe and Kanan Sharma.

Noted in opposition: Victoria Rodney.

The assembly returned to consideration of the main motion, as now amended. A discussion emerged on reducing the pay to $15-16 dollars, with a tie between the members in support of $15.00 and $16.00 in hourly wage. Due to this, Council staggered a consensus vote for at least $15.00 first, followed by a vote for $16.00, to reconcile the ties. By a vote of 9 in favour of $16.00, to 8 opposed to $16.00, and 2 abstaining, the amendment for $16.00 passes.
Resolved, the assembly amends the motion to append the motion with the following text “... contingent on a base pay of at least $16.00 per hour.”

Moved by Kanan Sharma, Amanda FitzPatrick.

Motion adopted.

Noted in abstention: Ina Wong.

The motion now reads:

Be it resolved that the General Meeting approve an increase to the Federation of Students Fee of up to $4.07 (compulsory) and up to $1.10 (optional) per assessment to establish a wage model for Service Coordinators in the VP Student Life portfolio, contingent on Council’s approval of an implementation plan for the proposed changes, contingent on a base pay of at least $16.00 per hour.

Council discussed the merits of a balloted vote versus a roll call vote.

Councillor Kanan Sharma requested a ballot vote. With a vote of 15-2-6 in favour of the motion to proceed with a secret ballot, the item was referred to ballot.

Motion carries by 12-6-5.

8) Items for Feedback and Discussion

a) Feedback for the Presidential Nominating Committee (Sabrina Khandakar)

President Michael Beauchemin requested the item be referred to the next Council meeting. The assembly considered this favourable and agreed to the proposed direction on consensus.

b) Addition of a Spring Term Reading Week (Ryan Dullaert)

President Michael Beauchemin requested the item be referred to the next Council meeting. The assembly considered this favourable and agreed to the proposed direction on consensus.

c) Encouraging professors to upload more lecture content for student access (Ryan Dullaert)

Councillors noted that while much of the content has now been moved online, many instructors do not take this seriously for online classes or for in-person classes regularly. Quality has decreased due to COVID-19, and Deputy Speaker Jason Small hopes this is better addressed for Spring term.

d) Making menstrual products free or more accessible on campus (Caroline Dack)

President Michael Beauchemin requested the withdrawal of the item by Caroline Dack, who had submitted the motion to both Council and the General Meeting. Arts Student Union President
Caroline Dack did not oppose the withdrawal of this item. The assembly considered this favourable and agreed to the proposed direction on consensus.

e) Bringing Campus Pizza on Campus (Naman Kathuria)

Vice President Operations & Finance Seneca Velling spoke to the method of new franchises and business – especially in hospitality – coming to campus. UWaterloo Food Services has broad veto powers over many operations on campus and this can be problematic when bringing on services to campus that would otherwise increase competition and decrease prices for students. Given the concerns around health and quality for some students existed, the item was not advanced to Council.

Members expressed opposition to the monopoly of Food Services on-campus, which does not work well for students as the consumer.

Having exhausted all business on the agenda, President Michael Beauchemin adjourned the meeting at 10:14 PM.