



THE ALMA MATER SOCIETY OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER

AMS Human Resources Committee

Agenda/Minutes for March 20th, 2019

The Gallery 2.0, 5pm

Members: Cole Evans (Chair – Councillor), Evan Zhou (Councillor), Darren Touch (Councillor), Jennifer Cheng (Councillor), Marium Hamid (AMS President), Piers Fleming (Student Services Manager), Benjamin Brett (Student at Large).

Non-voting members: Jun Zhou Frank Ju (AMS Ombudsperson).

Recording Secretary:

Guests:

Regrets: Piers Fleming, Ben Brett, Evan Zhou, Frank Ju

Call to Order

Meeting was called to order at 5:17pm

Territorial Acknowledgement

Approval of Agenda

Moved by Darren, Seconded by Jennifer

Motion Passes

Approval of Minutes

None to approve

THE ALMA MATER SOCIETY OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER

Chair Updates

- Advisory Board invitations sent out, waiting to hear back on availability to schedule a meeting time.
- First meeting will be very orientation focused, make sure all of our AB members are up to speed on all the complicated aspects of our organization
- Lots of things to left to do this year!
- Appreciate everyone's patience as the Chair has been busy with elections season.
- Still have quite a few goals to accomplish, but confident we can get through the bulk of them.
- Some goals may have to bleed into next HR Committee, but these are long term strategic goals that probably would've required it anyway.

Ombudsperson Code Changes

- Changes reflect what was recommended to us by the AMS Human Resources department.
- Mostly the removal of any instances of "AMS staff". The AMS Ombudsperson is for Active Members only, if staff any any issues they are encouraged to go through the AMS HR Department.
- Falls in line with new clarified procedures in the new SVPREP policy.
- Also removed all instances of "his or her" to make our Ombuds code friendly to all persons regardless of how they identify.

Moved by Cole, Seconded by Marium

PASSES

AMS Wage Updates

THE ALMA MATER SOCIETY OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER

- Wages for next AMS Fiscal Year have been sent to Cole from Kuol, have already been passed by Finance Committee. Need HR Committee approval as well.

Motion to move In Camera

Moved Cole, Seconded Darren, Thirded Jennifer.

Meeting moves in camera

Meeting moves out of in camera session.

- We will wait to vote on these new wages when we have staff from HR in attendance.

Executive Salaries

Cole: This was an original goal from earlier this year for the Committee to conduct an evaluation of Executive wages and report to Council. However, with my election I am now in a conflict of interest so I will be unable to participate in any work on this matter.

Cole, as the Chair of the AMS Human Resources Committee and in his capacity as a Councillor officially recuses himself from any work or conversation pertaining to the subject of Executive Salaries.

Witnessed: Jennifer Cheng, Darren Touch, Marium Hamid

Darren: Since this was a goal from earlier this year, we should take a look at them and report our findings to Council whether we raise them or not.

Marium: Historically every other staff members wages or salaries have increased, but the Executives salaries have stayed the same.

**THE ALMA MATER SOCIETY OF THE
UNIVERSITY OF BRITISH COLUMBIA VANCOUVER**

Darren: We should make sure we consult with various parties to make sure we can back up our findings.

Jennifer: We should probably talk to people like Keith, Sheldon, etc. to see what the feasibility and precedent is for something like this.

Action Item: Darren Touch and Jennifer Cheng will take a look at Executive Salaries and report their findings back to the Committee no later than March 29th.

Adjournment

The meeting was adjourned at 6pm