



THE ALMA MATER SOCIETY OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER

AMS Human Resources Committee

Agenda/Minutes for March 28th, 2019

Room 3511, 6:30pm - 9pm

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: Jennifer Cheng

Guests: Leslie Tulett (HR Coordinator)

Regrets: Evan Zhou, Darren Touch, Piers Fleming,

Call to Order

Meeting was called to order at 6:58 pm

Territorial Acknowledgement

Made by the HR Chair

Approval of Agenda

Moved by Cole, Seconded by Jennifer

....MOTION PASSED

Moved by Cole, Seconded by Ben

BIRT that the follows items are added to the agenda.

..... MOTION PASSED

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Approval of Minutes

Minutes from March 20th

Moved by Cole, Seconded by Jennifer

....MOTION PASSED

Chair Updates

Advisory Board is meeting for the first time on Tuesday April 2nd, 2019.

Ombudsperson Code Changes

Moved by Cole, Seconded by Ben

BIRT the HR Committee accept the proposed changes to the AMS Code of Procedure pertaining to the role of AMS Ombudsperson

... MOTION PASSES

AMS Wage Updates

- Government has an minimum wage increase
- Tier 1 \$12.60 → \$13. 80
- Tier 2 \$13.68 → \$14.65
- Tier 3 \$14.80 → \$15.45
- Will impact all AMS staff
- Wage adjustments have gone through Finance Committee

Moved by Cole, Seconded by Jennifer

BIRT the HR Committee accept the proposed wage increases for tiered positions, starting June 1st, 2019

... MOTION PASSES

Executive Salaries Update

Update from Darren Touch and Jennifer Cheng

Elections Committee JD Changes

- Current Chief Electoral Officer reached out to the HR Committee to review wages of CEO, CRO, EO, and CO

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Discussion on possible wage options

- Recommendations:
 - Chief Electoral Officer: Term 2 - 25 hours x Tier 2 (instead of 20 hours)
 - Chief Electoral Officer Summer - 2 hours x Tier 2 (did not exist prior)

Moved by Cole, Seconded by Jennifer

BIRT the HR Committee accept the proposed changes to the position of Chief Electoral Officer.

... MOTION PASSES

Transition Reports Working Session

- General Formula:
 - Timelines
 - Essential Contacts
 - Recommendations
 - Carry-Over Tasks → (i.e. ongoing tasks for Ombudsperson)
 - Outline of Code Prescriptions
 - Situational Examples and Advice
 - Other Responsibilities
 - Passwords and Access Information
 - Review of Work Completed
 - Staff Interactions
 - and any other relevant information
- Chief Electoral Officer
 - Simply Voting Information
- Ombudsperson
 - Ongoing Cases
 - How do we enforce this?
 - Ensure they have enough time to complete it

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BIRT the HR Committee accept the proposed changes to the AMS Code of Procedure relating to Transition Reports for the positions of Chief Electoral Officer and Ombudsperson.

Motion tabled to an email vote.

Speaker of Council

- Kareem has a strong record this year, responsive to councillors, and trained in the role

Moved by Cole, Seconded by Ben

BIRT that the HR Committee appoint Kareem Ibrahim to the position of Speaker of Council, effective May 1st, 2019 and lasting until April 30th, 2020.

.....MOTION PASSED

Gender Neutrality in Code

Moved by Cole, Seconded by Ben

BIRT that the HR Committee recommend to Council that it instruct the AMS Clerk of Council to amend the AMS Code of Procedure to remove all instances of gender specific language by the first Council meeting of September 2019.

BIFRT the HR Committee recommend to Council that it instruct the AMS Clerk of Council to replace such gender specific language with gender neutral language by the first Council meeting of September 2019.

.... MOTION PASSED

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Discussion

- Student Court Discussion
 - Requirements that are too specific - hiring will be quite difficult
 - Additional wages that will be needed to consider - no space in budget
 - Consider a volunteer position - may have very low interest
 - Recommends future HR Committee to perform a full investigation and consultation in the future

- Hiring Discussion
 - No suitable applications for Ombudsperson and Chief Electoral Officer yet.

Adjournment

Meeting adjourned at 8:31pm