



THE ALMA MATER SOCIETY OF THE UNIVERSITY OF BRITISH COLUMBIA

AMS HR Committee

Minutes for September 11, 2019 – 2:00 PM, NEST Room 3511

Members: Riley Ty (Chair - Councillor), Michelle Marcus (Councillor), Andy Wu (Proxy for Kevin Zhang), Kelvin Au (Councillor), Chris Hakim (AMS President), George Kachkovski (Member at large),

Guests: Praneet Sandhu (AMS HR Manager), Leslie Tulet (AMS HR Coordinator)

Call to Order

The meeting was called to order at 1:04pm.

Territorial Acknowledgement

We acknowledge that we are on the unceded, traditional, and ancestral territory of the Musqueam people. It is important to recognize that learning has happened long before our time here, and that we are very privileged to be on these territories that are not ours.

Approval of the Agenda

- Moved by Chris, Seconded by Michelle
- Be it resolved that the Agenda be adopted.

Introductions and Check-in

Everyone introduced themselves and expressed their highs and lows of the week.

Andy expressed his feelings and that he won't serve the next time committee meets.

Recording Secretary Roulette

Kelvin won the roulette.

Updates from the Chair

Members are planning to continue in committee so when2meet will be sent out to current members. For those who weren't, it was good working with you.

Discussion: Next Steps

Moved by Chris, Seconded by Michelle, Thirded by Andy

"That the committee enter an in camera discussion"

Committee Moved in camera at 2:10 pm

Committee Moved out of camera at 2:35 pm.

Interview Procedure

Chair: Who should be in the interview process? Does committee have purview over this?

- Code says that HR needs to be arms-length. Appointed positions that report to Council should be at arms-length to prevent Council from inputting significant influence on the choice
- In particular, ombudsperson needs to be independent from HR staff as he oversees complaints regarding them.
- Code says that Council needs to approve all hiring. This was to prevent conflict of interest.

Michelle: Does the President needs to be in the interview process?

- Operational flexibility, however, the Execs are most likely going to be involved in investigation of the AMS Ombudsperson.

Andy: How many people should compose interview and who should compose it?

- Maximum 2 people.
- Encourage all committee members to look at interview question and propose any amendments.
- Chair is going to compose one interviewer.
- Interviewer will take notes and recommend a candidate to the committee to submit a report to Council.
- President and the Chair shall compose interviewer, but precedent should not be set.
- Chair needs to coordinate interview times with HR.

Discussion: Climate Strike

Michelle: Organizing climate strike and chatting the execs and they have agreed to support the strike.

- The AMS has committed to spread the work and encourage AMS employees to go on strike.
- Union CAs can create complications as paid leave will not be available. EEs can request time-off but work shift must be filled.
- Closing of businesses will require financial amendments
- AMS commit to lobby federal government to putting priority on climate change. HR perspective: Will inform/help all employees to schedule time off instead of employees calling in sick.

Michelle: How about if many employees in a department want to strike?

- AMS will work with these employees and if they want to, they can. AMS will try to cover shift but will close down operation if absolutely no one can fill shift.
- AMS will send communication to employees about this strike via HR.

Other Business

Michelle: Will HR staff attend the Strategem? It is a conference about improving equity in workplace and AMS staff should attend. Some AMS Execs will be attending.

- Staff will take a look.

Adjournment

The meeting was adjourned at 1:56pm