The Finance Committee met two times this month and, in addition to approving agendas and minutes, the Committee covered the following items:

**SASC Budget Addition**

The Committee discussed the addition of a $8,500 line item in the SASC budget for case management software, and amending the budget for the line item. Annette Angell, the SASC Manager, was invited to provide more depth into the reasoning behind the budget change. SASC aims to purchase an year’s worth of the Penelope case management software in order to track SASC statistics. Penelope was chosen out of several companies due to their extensive services, the location of their data storage, and capacity for in-software communication systems.

**AMS Equity Plan**

The Committee discussed and approved the addition of $17,180 to the AMS Budget for the AMS Equity Plan, bringing the total to $24,680.

**Finance Committee Goals**

The Committee discussed the 2020-2021 AMS Finance Committee Goals, written by the Vice-Chair and AVP Finance. The goals were approved through an email vote.

**Conference and Catering Capital Request Presentation**

The Committee discussed the transfer of $72,968 from the SUB Repairs and Renewals Fund to Conference & Catering for the replacement of worn out equipment. Committee members noted that audio and visual equipment is used heavily by the AMS and its subsidiaries, and requires upgrades. Replacement of worn out equipment will be completed before the beginning of the academic year, so that the AMS and its subsidiaries will be able to use it.

**IT Subcommittee Dissolution**

The Committee discussed whether there was a need for an IT Subcommittee. The Committee approved to dissolve the IT Subcommittee.

**Nest Surveillance Server Replacement Presentation**

The Committee discussed the transfer of $44,646.00 out of the SUB Repairs and Renewals Fund for the purposes of paying for CCTV servers in the Nest. It was advised that the resolution of the footage stored in the current server is too low due to age, and it is necessary to replace the current server with a higher end server. A higher end server would provide footage with higher quality and server licensing. The Committee passed the motion unanimously.

Prepared by Mary Gan and Katherine Feng
Student Services Wage Restructure Discussion

The Committee discussed a wage restructure in the AMS. Some topics that arose included the skills required for various jobs in the AMS (ex. Student government, food and beverage), fluctuations in responsibilities and decision-making independence between roles, and addressing emotional labour and burden that may justify higher wages. The Committee agreed that the pay structure for AMS jobs must be equitable to all groups of people.

The Executives have concluded that these are the core issues identified. The Managing Director, along with HR is currently finding solutions.

1. Figuring out how to reconcile that most student-staff positions in Executive portfolios and Services (especially the latter) require significantly more skills to perform than other student jobs such as those in typical service-focused divisions like Food and Beverage.

2. Reconciling that these student staff take on significantly more responsibility and decision-making independence in their roles compared to others, sometimes making choices that have significant impact on finances, advocacy, and student/organizational wellbeing.

3. Figuring out how to address the fact that while most positions don’t have explicit “qualifications”, most hiring managers for these student-staff positions almost always seek some sort of baseline qualifications that would exceed what could be considered as having “no experience”.

4. Figuring out how to address that certain student-staff have to deal with a significantly higher degree of emotional labour and burden for work that is a part of their job description, and would usually be handled by personnel with “experience” and therefore would be comparatively paid a higher wage.

5. The fact that it is widely accepted that AMS student-staff are underpaid, especially in positions that might have a UBC WorkLearn or Co-op comparable. These positions that do similar work with identical qualifications are paid anywhere from $18 to $40 per hour.

6. Addressing the fact that our lower wages are putting us at a competitive disadvantage against other employers and businesses. For example, the fact that our tutoring coordinators are paid approx. 40% less than other leading businesses on campus who are hiring from almost identical pools.

Prepared by Mary Gan and Katherine Feng
Code Changes to Chair Requirements Discussion

The Committee discussed code changes regarding whether Councillors should be allowed to Chair Finance Committee. Committee members debated having the VP Finance as Chair compared to a Councillor in terms of areas such as role flexibility and the AMS budget creation process. Possibilities of paying Committee Chairs, encouraging Councillors to take on more leadership roles, and a restructure of Finance Committee was discussed.

Get Thrifty Funds Transfer

The Committee passed the motion unanimously to transfer $3,360.00 from the Get Thrifty Fund to the Get Thrifty Club in order to pay off invoice costs. The vote was completed through email.

Funds and Grants Application Approval

The Committee approved $1,000 from the Student Initiatives Fund for Benae Tutelman's grant application, and $800.00 from the Student Initiatives Fund for the Project SHIELD initiative.

Items brought to council:

- BIRT the addition of a $8,500 line item in the SASC budget for case management software is approved
- BIRT the addition of $17,180 to the AMS Budget for the AMS Equity Plan is approved
- BIRT the transfer of $72,968 from the SUB Repairs and Renewals Fund to Conference & Catering for the replacement of worn out equipment is approved
- BIRT the dissolution of the AMS IT Subcommittee
- BIRT the transfer of $44,646 out of the SUB Repairs and Renewals Fund for the purposes of paying the replacement of CCTV servers in the Nest
- BIRT $3,360.00 is transferred from the Get Thrifty Fund to the Get Thrifty Club for the purposes of paying off invoice costs