

Agenda of the AMS HR Committee

November 6th, 10 am-11 am

Attendance

Present: Lawrence Liu (Chair) Katherine Feng, Cole Evans, Praneet Sandhu, Leslie Tulett, Brooklyn Pala

Call to Order

The meeting was called to order at 10 02 am.

Territorial Acknowledgement

Approval of the Agenda

Moved: Katherine

Seconded: Lawrence

“BE IT RESOLVED THAT the agenda be adopted as presented.”

Introductions

Agenda Items

- ~~1) Nomination of Vice-Chair~~
- 2) Hiring Election Committee Members
- 3) Hiring of New Speaker of Council
- 4) Goals of Committee
 - a) [2020-2021 HR Comm Goals](#)

Next Meeting

The next scheduled meeting will be on : TBD

Adjournment

Moved: Katherine

Seconded: Lawrence

There being no further business, the meeting was adjourned at 10:52am.

Hiring of Election Committee

Lawrence: How are they conducted?

Leslie: Process ongoing, postings listed on AMS website, applicants reviewed. Chair of HR Comm interviews with Chief electoral officer, recommendations brought to the HR Committee for submission to council. Interviews to take place soon.

Hiring of new speaker

Lawrence: What's the process?

Leslie: Writing needed from speaker to confirm leaving post, JD will then be posted. Chair and previous speaker interview at least two applicants.

Cole: Refer to Neal Cameron; previous AUS speaker. Does not have to be student at UBC, but must be high knowledgeable at Robert's Rule. Applications usually dry.

Goals

Scope of Committee

Lawrence: Why doesn't HR Comm oversee hired student staff?

Leslie: HR Comm oversees appointed positions: elected positions and staff that reports to council or exec.

Review exec salary

Lawrence: Long goal of HR Comm, current direction?

Cole: To be looked at by my office, data will be compelled comparing AMS to other student union's of Canada. Then referred to HR department for recommendations. Pay, benefits, salary all to be looked at. Nothing much to be done by HR Comm until further data compelled. Presentation will be made by Praneet to HR Committee/Council for further recommendation.

Katherine: Can hours be adjusted due to long hours?

Cole: Not exactly, the 37.5 hours currently the hours of a regular full time job, any more would be illegal.

Praneet: What you referring to are overtime to finish exec projects?

Katherine: Yes

Lawrence: When was last time review/update conducted to exec pay? Currently referring everything to Ubysey from 2015-2016

Leslie: Current 2% raise to salary each year to match inflation, last made in 2015 -2016 year.

Lawrence: Please loop me with any progression on this

Indigenous Committee Chair Pay

Lawrence: Motion passed at last summer meeting to add remuneration to chairs of Indigenous Comms

Leslie: Yes, passed at time but problem came later that Indigenous Comm is extraordinary committee that has different rules under code. Had meeting with Indigenous Committee with Cole, 3 hours a week payment did not work. Agreement that Indigenous Committee will come up with recommendation to HR department, no reply yet.

Ombudsperson review

Lawrence: HR Comm must complete performance review thrice a year, how was this conducted in past years?

Cole: Never really been followed in past, what we can do is ask Ombudsperson to submit report to council, weird to review performance as we do not rate any other positions.

Lawrence: Makes sense for Committee to check in for reports in future, no need to change anything as chair makes sure that report being done. No one in council to request reports, makes sense for HR Comm to “review” position.