Human Resources Committee Minutes
Alma Mater Society of UBC Vancouver
Jan 20, 2022 at 5:00 PM PST
@ ZOOM

Attendance

Members Present (Remote):
Aadim Rajan (SaL), Avery Chan, Cole Evans, Romina Hajizadeh, Matthew Ho

Members Absent:
Emily Covell (Staff), Sophie Penniman, Ananya Swaminathan

Guests Present (Remote):
Erin (Elections), Varsha (Elections), Betty, Keith Hester

I. Call to Order
Called to order at 5:06 PM.

II. Territorial Acknowledgement

III. Approval of the Agenda
Moved by Romina, seconded by Aadim.

IV. Compensating the Elections Committee
Aadim asked a series of clarifying questions:
1) To what extent was this an estimation versus an accurate calculation?
2) When did these hours occur? Did you work on Statutory Holidays?

Questions were raised regarding the necessity of the pay increase, the cost to the organization, and possible HR repercussions, including how many hours employees have typically worked.

Cole: Clarified that employees are just expected to work according to the hours of their job description (=salaried), and are not paid by clock-in/clock-out. Also clarifies that backpay can be retroactively done.

Cole: Also clarifies that budget-wise, the backpay will not affect student council.

Romina: Possibly will look at streamlining the back-paying process for the future.

Motion:
BE IT RESOLVED that members of Elections Committee be back-payed as outlined.
Motion moved by Cole Evans and motion seconded by Romina Hajizadeh. Motion passes unanimously.

V. Wage Increases and changes to hourly wage rates in Food & Beverage, Conference & Catering, and SASC.

- Hourly wage structure 2021 HR Committee.pptx

Keith: motivation: Address labour shortage, including in student government areas as well as food and beverage.

Key points from powerpoint:

Current situation:

- Current Tier system involves multiple steps
- Difficulty hiring
- Perception of AMS as “Below Market”

Proposal:

- Increase all Hourly rates effective Jan 2022
- Base rate goes from $15.20 to $16.00
- Abandon Wage rate changes due June 2022

Keith: Do not need a budget accommodation, there was a surplus before so it. January will be down because of COVID but will recover. So not a problem.

Aadim: Can you clarify the difficulty hiring and elaborate on the motivation the change in the wages?

Keith: Many other factors and research that have went into the $16.00 number. Lots of applicants also saying that they are interested in the job, but wages have held them back.

Aadim: Expressed concern over the pay tiering structure. Would like to look at options for reform.

Keith and Cole: Yes, but we would like these pay changes to go through now before the coming hiring cycle.

Aadim: Expressed the idea of looking at providing a 'living wage'.
Keith: Would require quite a large deficit, and current fee structure does not support this.

Cole: Probably not feasible in the short-term, but would like to get there.

Matthew: Asked questions regarding the technicalities of the pay increase.

Keith: Looking at these to be processed retroactively from Jan 1. Will not require new contracts. Had already planned to do a wage review every June, but doing it now rather than later. Will look at adjusting wage structure.

Romina: Express support on motion.

**Motion:**

BE IT RESOLVED that the pay increase be forwarded to Council for discussion and approval.

Motion moved by Cole Evans and motion seconded by Matthew Ho. Motion passes 4-1.

VI. Discussion

VII. Adjournment

Meeting adjourned at 5:58pm.

Romina will submit minutes next meeting. Possible e-vote Monday.