Attendance
Present: Cole Evans (President), Eshana Bhangu (VP Academic & University Affairs, arrived 11:45), Mary Gan (VP Finance), Lauren Benson (VP Administration, left 11:57), Saad Shoaib (VP External, arrived 12:12), Lorris Leung (Senior Student Services Manager), Keith Hester (Managing Director), Sheldon Goldfarb (Archivist & Clerk of Council)

Regrets: Mitchell Prost (Student Services Manager)

Guest: Michael Kingsmill (Design Office)

Recording Secretary: Sheldon Goldfarb

Call to Order
- The meeting was called to order at 11:38 am on Zoom.

Agenda
- The agenda was adopted (Mary, Lauren).

Minutes
- The minutes of December 8 were approved (Lauren, Mary).

Gallery Lounge Furniture
- Michael Kingsmill:
  o Request for funding for the Gallery Lounge.
  o Been under the microscope to reimagine it.
  o Originally the location was the Perch Restaurant, an upscale establishment aimed at a niche market that didn’t materialize.
  o Today’s ask is for furniture, which has a long lead time because of supply difficulties, so we need to go forward now.
  o We won’t see it till May,
  o Though this is a major makeover, we are mindful about recycling; won’t be throwing out everything.

[Eshana arrives.]
• Michael (continuing):
  o We’re going to have movable furniture to add versatility because the area is used as a wedding venue as well as a lounge.
  o The cost from our quote is $56,222 before taxes; $62,695 after taxes.
  o No contingency needed.
  o This includes delivery and installation.
  o There will be a larger budget for the full reimagining.
  o Recycling:
    ▪ Some of the existing chairs have robust metal frames which we can retain and recover.
    ▪ Some will go to the Lev Bukhman Lounge.
    ▪ That will give us a couple of years before we have to get new furniture for the Lev Bukhman Lounge.
• Keith:
  o The money can come from the SUB Repairs and Replacement Fund.
  o This can go to the Finance Committee and then Council.
• Cole:
  o There’s still money in the SUB Management Reserve; could take it from there.
  o Money that was expected to come from there for the Eastside Furniture project wasn’t needed.
• Michael:
  o The Eastside project was under budget, so there’s $80,000 left.
• Cole:
  o We can let the Finance Committee decide on the fund.
  o Can be a dual recommendation.

MOVED COLE, SECONDED ESHANA:

“Be it resolved that the Executive Committee recommend to Council that it spend $62,695 on furniture for the Gallery Lounge.

Be it further resolved that the decision on which fund to take the money from be deferred to the Finance Committee.”

... Carried

[Lauren left.]

Wage Restructure
• Keith:
  o There have been difficulties hiring, in part because of the labour shortage, but also because of our wages.
The perception is that we pay below market.
- We want to increase all hourly rates effective January 1, 2022.
- There was an increase scheduled for June, but we’ve decided to do it now to help with hiring (and abandon the June changes).
- Those paid $15.20 will get an increase to $16.
- We’re also introducing the concept of part-time availability and full-time availability: they will get paid at different rates.
- We will change the rates for our current pay tiers.
- Won’t need a budget amendment; can cover it in our current budget.
  - The cost will be $206,000, but Food & Beverage is doing better than budgeted (though it’s down this month), so we don’t have to amend budgets.
- There will be increases for hourly employees in student government, Food & Beverage, Conferences & Catering, SASC, and the Services.

[Saad arrives, 12:12 pm.]

- Saad:
  - Will the pay raises all take effect at the same time?
- Keith:
  - To be equitable, yes.
  - Not a requirement, but not fair to delay for some.
- Cole:
  - It will be valuable to revisit the Tier Structure.
  - There’s been talk of adding a fourth tier or adjusting the current tiers.
  - We can bring a proposal to the HR Committee.
- Sheldon:
  - That would be for student government tiers only.
  - The others are separate, not done through the HR Committee or Council.
- Cole:
  - We can send just the student government changes to the HR Committee, but can tell them we’re doing increases across the board.
  - I doubt the committee will object to increases.
  - This can probably be done for the January 26 Council meeting.

**Referendum Update**

- Cole:
  - Fee restructure.
- Mary:
  - Plan to get numbers for next Council.
  - The Campus Culture Clubs were fine with our plans.
The Resource Groups were not.
  - Even though some of them are inactive, the thought was that it’s a risk to pause the fee and they were talking of adding new groups, e.g., one on Climate Justice.

- Cole:
  - Maybe we should change from the idea of pausing to expanding the use of the fee.
  - Maybe change the name of the fee: to the Social Justice Fee.
  - That would create more flexibility.
  - The RGAC model (the Resource Group Allocation Committee) is not working.
  - If we can find a new model, that would be valuable.
  - Need to change the tone of the conversation.
  - I can understand their hesitation.

- Mary:
  - I don’t know if you mean allow other groups to apply for the fee.
  - Maybe the AMS should take over distribution.

- Cole:
  - We could allow other groups that are Resource Group-affiliated to apply, like Climate Justice.
  - Give more flexibility to how the fee is used.

- Eshana:
  - The Social Justice Centre could come with another group to ask to use the fund.
  - It’s pretty easy to access the fund.

- Saad:
  - It’s not just about the money, but how they’re planning to spend it.
  - They haven’t submitted budgets.

- Mary:
  - The Finance team usually reaches out for budgets.
  - Maybe COVID has been an issue.

- Keith:
  - Child Care Fund:
    - Last year wanted to use it, but couldn’t.

- Mary:
  - Is the fund still active?

- Keith:
  - There was an MoU with UBC, but that ran out.
  - Money is accumulating in the fund, and UBC doesn’t want the money.

- Mary:
  - Is there need for that fee?
  - We can just stop it, so that we’re not collecting unnecessary fees.
Lorris: The idea was to use it for the Acadia baby hampers.

Sheldon: The RGAC was not in the referendum question.
       Council can change the distribution system for the Resource Groups without going to referendum, just by amending Code.
       Child Care is different: that would take a referendum change.

Eshana: I disagree with the idea that the Resource Groups need more oversight.
       They need more support.

Saad: I mean they need to establish spending plans like they used to, showing where the money’s going.

Mary: They don’t respond to us when we ask for reports.

Saad: If they need support, they should communicate that.

Mary: They’re not actually getting the money now because they have not been communicating.
       There’s been no distribution.
       The money is just sitting there; that’s why there’s $490,000 in the fund.

Lorris: SASC referendum:
       What do we need to present to Council?

Cole: It will be part of the general fee referendum.
       Changes to the SASC fee could be standalone, but we can loop them in to the general question.
       For Council all we need from you is documentation; no need to present.

Lorris: Three years ago before the previous SASC referendum the Ubyssey ran an article, even before Council officially called the referendum.
       The more publicity, the better.
       Can we ask the Ubyssey to run an article?

Cole: Absolutely.

Sheldon: The last time we combined a SASC fee increase with a general fee increase, it failed.
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• Cole:
  o Bylaw changes:
    ▪ Even though the new Societies Act amendments are not in effect yet, we should make the changes that will be required by them.
    ▪ Also looking at Board structure: meeting Max to chat about this more.
      • Just an idea at the moment.
      • If do keep moving forward on it, then will go next time to Council.
    ▪ Need to work with Governance on other changes.
  o Brewery:
    ▪ Business plan still being worked on.
  o Health & Dental Plan:
    ▪ Going to email Leger (formerly Insights West) about a survey on virtual health care.
  o Meeting with Kavie at UBC Athletics & Recreation about the funding shortfall for the new Recreation Centre.
    ▪ We’d expected to start charging the AMS fee this year, but we can’t till they start construction.
    ▪ Could get more funds from UBC.
    ▪ Or on the AMS side we could add on to the existing question to charge for an extra year.
    ▪ My preference is to just tell UBC to pay for it.
  o Digital fee opt-out provision:
    ▪ The Ubyssey said we can’t force them to adopt that.
    ▪ Have to look into it.
  o Referendum coordinators being hired.

Sign
• Eshana:
  o Can we add a Musqueam side to the AMS sign?
• Cole:
  o Trying to get more Indigenous presence.
  o But haven’t been able to get in touch with the Musqueam.
  o It would not be appropriate to act without the consent of the band.
• Keith:
  o And UBC took two years to approve the AMS sign.
• Cole:
  o Questions to address:
    ▪ What should be said?
    ▪ How?
    ▪ Is the translation correct?
  o Have to speak to the Musqueam.
**Working from Home**

- **Eshana:**
  - What is the policy on this?
- **Keith:**
  - Bonnie Henry has asked staff to work from home if possible, so we’re doing that.
  - Limiting the number of people in the office.
  - There’s a limited work from home policy for hourly staff:
    - The wellness benefit can be used.
- **Eshana:**
  - Looking for flexibility for permanent staff.
- **Keith:**
  - Accounting staff have a schedule.

**Updates**

- **Cole’s update:**
  - Broadcast email from UBC just extended online classes till February 7.
  - This was expected.
  - We recommended it.
- **Keith’s update:**
  - Nest air conditioning project not going to Council tonight:
    - The numbers aren’t nice.
    - We’re revisiting.
  - Sprinkler claim (re last year’s flood):
    - Got settled.
    - Insurers will pay the $70,000.
  - Working on the reforecast and the budget for next year.
- **Mary’s update:**
  - Health & Dental meeting.
  - Promoting subsidies and opt-ins, opt-outs.
  - Financial systems person hired.
- **Cole:**
  - When will we increase mental health coverage?
- **Keith:**
  - Can happen once we approve it.
- **Saad’s update:**
  - Finalizing provincial lobbying week (February 8-9).
    - Adding ABCS to the week.
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- Scheduling meetings with federal MP’s via UCRU.
- Vancouver tax issue:
  - The city’s single use tax for plastic bags should not apply here.
- Working with the Services:
  - SASC to become a Naloxone distribution site.

- **Eshana’s update:**
  - Talking to UBC about international students:
    - Housing
    - Travel plans
    - Issues caused by going online.
  - Affordability plan.
  - Collaborating with SASC on Sexual Assault Awareness Month.
  - Campus Safety Audit almost completed.
    - Will present at next Council and send to UBC.

- **Lorris’s update:**
  - Two new staff at SASC:
    - Assistant Manager
    - Healthy Masculinities coordinator.
  - Services operating virtually except for Food Bank and Safewalk.

**Adjournment**
The meeting was adjourned at 1 pm.