



THE ALMA MATER SOCIETY  
OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER

**AMS EXECUTIVE COMMITTEE**

Minutes of January 12, 2022

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

[Eshana arrives.]

- Michael (continuing):
  - We're going to have movable furniture to add versatility because the area is used as a wedding venue as well as a lounge.
  - The cost from our quote is \$56,222 before taxes; \$62,695 after taxes.
  - No contingency needed.
  - This includes delivery and installation.
  - There will be a larger budget for the full reimagining.
  - 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:
  - The money can come from the SUB Repairs and Replacement Fund.
  - This can go to the Finance Committee and then Council.
- Cole:
  - There's still money in the SUB Management Reserve; could take it from there.
  - Money that was expected to come from there for the Eastside Furniture project wasn't needed.
- Michael:
  - The Eastside project was under budget, so there's \$80,000 left.
- Cole:
  - We can let the Finance Committee decide on the fund.
  - 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:
  - 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 Ubysey ran an article, even before Council officially called the referendum.
  - The more publicity, the better.
  - Can we ask the Ubysey to run an article?
- Cole:
  - Absolutely.
- Sheldon:
  - The last time we combined a SASC fee increase with a general fee increase, it failed.

- Cole:
  - 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.
  - Brewery:
    - Business plan still being worked on.
  - Health & Dental Plan:
    - Going to email Leger (formerly Insights West) about a survey on virtual health care.
  - 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.
  - Digital fee opt-out provision:
    - The Ubysey said we can't force them to adopt that.
    - Have to look into it.
  - Referendum coordinators being hired.

## Sign

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

- 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.