



**THE ALMA MATER SOCIETY  
OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER**

**AMS EXECUTIVE COMMITTEE**

Minutes of July 20, 2022

**Attendance**

Present: Eshana Bhangu (President), Dana Turdy (VP Academic & University Affairs), Ben Du (VP Administration), Erin Co (VP External, left 11:50), Mitchell Prost (Student Services Manager, left 11:30), Keith Hester (Managing Director), Sheldon Goldfarb (Archivist & Clerk of Council)

Guests: Celia Chung (Acting HR Manager), Mimi Neufeld (Policy Advisor)

Recording Secretary: Sheldon Goldfarb

**Call to Order**

- The meeting was called to order at 10:53 am in Nest Room 3511.

**Agenda**

- The agenda was approved (Ben, Erin).

**Wage Banding**

- Celia:
  - Used Payscale to do a market salary review.
  - Two years since last review.
  - Want to understand the market and make sure we're competitive.
- Dana:
  - Is there a discrepancy between the market and what we're paying?
- Celia:
  - We're pretty much in line. A handful of positions are not.
  - We're looking at pay increases in August.
- Dana:
  - Will the increases affect the deficit?
  - Do you have numbers?
- Keith:
  - No, performance reviews are underway.

**Day Care**

- Keith:
  - UBC is not planning to reopen Osprey Day Care (on fourth floor of Nest).
  - Do we want to start our own childminding service?

- Eshana:
  - I'd like us to have a day care service.
- Keith:
  - There are licensing requirements.
- Eshana:
  - It would be good to have one, especially for grad students.
- Erin:
  - The UNA is asking about childcare spaces.
- Keith:
  - So shall we look into our own service?
- Erin:
  - Would it offer spaces to all?
- Eshana:
  - For AMS members.
- Keith:
  - Osprey was just childminding, not all-day daycare.
- Erin:
  - Would it be free?
- Eshana:
  - Yes, 100% want that.
  - Let's look into daycare vs. childminding.
  - For AMS members.
- Keith:
  - And AMS staff?
- Eshana:
  - Yes.

[Mitchell leaves.]

### **PC1 and PC2**

- Mimi:
  - Hoping to wrap up in next two weeks.
  - A lot that's left is the decisions the Executive has to make.
  - Last time we discussed investigations for general members and the role of the Ombudsperson.
  - People liked the idea of having the investigations done by an external investigator (instead of the Ombudsperson), either from outside UBC or from UBC's Investigation Office.
- Eshana:
  - If we put UBC on it, some clubs and individuals may not be comfortable.
  - It may create a barrier.

- Erin:
  - So hire from an external firm, on retainer.
- Keith:
  - Could be expensive. Can we get UBC to fund it?
- Eshana:
  - Or hire someone to work under the Ombudsperson.
- Keith:
  - Or hire a full-time Ombudsperson.
- Mimi:
  - If want an external firm, will have to research that.
- Keith:
  - Have to figure out funding.
- Mimi:
  - Jurisdiction issue.
  - First step for the investigator is to establish that the case is within AMS jurisdiction.
    - If yes, go ahead.
    - If not, put on record why not.
  - We're allowing 14 days for that.
  - Steps:
    - 1) Investigate
    - 2) Make necessary workplace arrangements for procedural fairness
    - 3) Notify parties
  - Trying to speed up the process; complete within 30 days.
- Erin:
  - Are there criteria for determining jurisdiction?
- Mimi:
  - They're laid out in the policy.
- Erin:
  - Does it need 14 days?
- Eshana:
  - Seems simple. The criteria are there.
  - Could shorten the time period.
- Mimi:
  - Could reduce it to one week.
- Dana:
  - If the investigation can't be completed in 30 days, an AMS member could cease being a member, or a staff member could leave.
- Eshana:
  - The Ombudsperson says often cases are closed because people are no longer AMS members. They graduate.

- Mimi:
  - If the jurisdiction changes, the investigator can re-evaluate.
  - If it can't be done within 30 days, the investigator has to notify the parties.
  - At the end the investigator will make a report, including their finding on whether there's been a policy violation, on a balance of probabilities.
  - They will then send recommendations for corrective action to the decision-makers.
  - Thinking of allowing impact statements.
- Dana:
  - How enforce the corrective actions?
  - One of them is to require a reflective essay: how enforce that?
- Mimi:
  - There's also the question of who will absorb costs for training and counselling.

[Erin leaves.]

- Eshana:
  - Requiring an essay seems paternalistic.
  - And if they don't do it, then what?
- Mimi:
  - Can put in other actions instead of educative requirements.
- Dana:
  - We do have free workshops to refer people to.
- Ben:
  - There's a reference to entering the finding on an individual's record, but we don't maintain a database for general AMS members.
  - We can't track repeat offences.
- Keith:
  - We don't keep a list of who's banned.
- Eshana:
  - We need to create one.
- Ben:
  - We do have a strike system for clubs.
  - Could keep track of clubs.
- Mimi:
  - We could get rid of that for general members.

### **Managing Director's Update**

- Keith:
  - Banners are up advertising the Nest.
  - There are three candidates for the Senior Manager, Student Services.
  - Performance reviews.

**Adjournment**

The meeting was adjourned at 12:04 pm.