

Minutes of the AMS Executive Committee

September 8th 2023

Participants: Esme Decker (President), Abhi Mishra (VP Finance), Celia Chung (Senior HR), Kathleen Simpson (Senior Student Services Manager), Justin Lieu (Managing Director), Ian Caguiat (VP Admin) (joined at 11:16AM), Eric Lowe (Marketing and Communications Manager), Tina Tong (VP External) (joined at 11:29AM), Kamil Kanji (VP AUA) (joined at 12:20PM)

Recording Secretary: Joshua Kim

1. Call to Order

The meeting was called to order at 11:16 am.

2. Discussion Items

Approval of Agenda and August 23, 28, 2023 Minutes

Moved: Esme Decker

Seconded: Ian Caguiat

Passed unanimously.

Updates

Update on Council:

Esme: Notified Council on committee appointments being open and looking forward to a new composition of committees. I am planning on sending emails to newly elected chairs to discuss the importance of regularly scheduled meetings, sending in minutes, and working on goals. As well as to ask them to notify the President of any or all meetings. Kathleen will be presenting her update on services. In-person and online meeting. Security update, Justin?

Justin: We are talking with All in One security. They can come in and support us, but it depends on how we direct them, how they operate, and where we want to station them. It will likely be me and/or Esme to give directions if needed; without directions, they will be on standby. We talked about the reality of the possibility of physical removal if it were to escalate to that point. We would not want physical altercations,

but what would our steps be if it came to the point that might necessitate drastic measures? Maybe escorting the council out. We'll discuss further details in the council meeting and check-in as an in-camera discussion item. In-room or out-of-the-room?

Esme: I suggested having them by the second table inside the room by the check-in table. They're not there as a physical force but as a de-escalating presence.

Justin: There will probably be some comments from the Ubysey, so it might be worth saying that if any mentions are taken towards – in light of previous meetings, we talked about it in council, and for this one, we'd bring one security person in and have further discussions of the safety of everybody including councillors, guests, and anyone else in the room. A lot of people felt unsafe in the past meeting.

Esme: Any other points? Passing it over to Celia on SASC bargaining.

Update on SASC Bargaining

Celia: Going to mostly go through monetary topics. We've added steps, so after one year of service, you get an increase. The reason for this is that there will be more incentive for employees to stay a little bit longer to reduce the frequent turnover rates. Vacations have gone up. Previously paid two weeks 4%, now increased to three weeks 6%. We are now paying for 100% of the benefits that they qualify for. Currently, we have three staff who qualify for this. We do pay 100% for salaried staff. New things such as gender-affirming care, compassionate leave, counselling and mental health benefits. 3 hours with pay per attending the counselling session. Collective scheduling – if an employee wants to work 10 hours per day, they are allowed to do so and then will work less on other days. This will be good for staff retention.

Justin: I believe that these new changes are reasonable.

Esme: Thanks for the update, Celia!

Communication Messaging Around PC 1/2 - Press Release

Esme: We have received a lot of communications from individuals on PC 1/2 as well as public posts. I'll be responding to a CTV interview request today about this, and I'd like to put a release on the News section of our website. We can also include a message in our next student newsletter.

PC1/2 next steps progress updates:

Training

Justin: We've identified that, while the policy is still being updated, the current decision-makers can benefit from training, so we are trying to set up what this training will look like. Privacy and procedural fairness training – Celia is looking into this. We are also working on trauma-informed practices having to do with sexual violence response and support. We've initiated a conversation with Savannah on what this training should look like and how extensive it will look. Who can build this training, and how long will it take? We are having a conversation with SASC first and will be involved in this. What we plan on proposing is, given the fact that they are short-staffed – we are recommending that we do this in consultation or collaboration with SVPRO.

Kathleen: I think, Celia, you've chatted with Sheldon on privacy training since he is the Privacy Officer.

Ian: Training for investigators?

Justin: Working on it.

Esme: Reaching out to the UBC Ombuds Office will also be a good idea.

Justin: Working on it.

Kathleen: They have a procedural fairness workshop.

Esme: So, working with SASC and SVPRO to work collaboratively on a sexualized violence workshop around trauma-informed principles. Anti-biased training from Minnie.

Kathleen: Both of the AMS Ombuds staff are current law students and should have some grasp on procedural fairness.

Justin: Sending HR to UBC Ombuds to get materials on procedural fairness?

Celia: Found a 3-day course approved by CPHR. This company I found focuses on workplace investigations that focus on bullying and harassment as well as sexualized violence, among other additional materials.

Consultation process

Justin: There are two general approaches: 1) help build a strong strategy on how to do a proper consultation process; 2) we may also ask them to help facilitate a consultation process with various groups. The second option is a bit hesitant since trust is required to be built for a proper consultation to occur. Look at the first step first to determine the general strategy. Celia's been looking for consultation firms. I've also been looking at smaller consultation firms that focus on post-secondary institutions and students.

3. Adjournment

Meeting was adjourned at 12:40 PM