

Federation of Students

# Student's Council

February 10<sup>th</sup> 2019

SLC 1120/1121 (Multipurpose Room)

<b>Chair</b>	Elizabeth O'Sullivan
<b>Secretary</b>	Seneca Jackson Velling
<b>Attendees</b>	Kocko, Christopher; Chen, Junru; Richardson, Savannah; Richard, Austin (Designate, Science Society); Baik, Vincent; German-Doucet, Jaque; Cheng, Linyi; Mbandi, Joshua; Gerrits, Matthew; Smith, Jess (President, ASU); Scambia, Miranda; Hou, Yu Chen; Akhtar, Bilal; Altaf, Subhan (Muhammad); MacMillan, Kurt; Eyre, Alexander; Cortes, Amandreo; Small, Jason; Easton, Benjamin; Tran, Tomson; Lee, Alex (Designate, Mathematics Society); Saleh, Rana; Wu, Richard; Campbell, Oliver; Candler, Ethan; Mohan, Andrew; Velling, Seneca; Tran, Tomson (President, AHSUM Society); President of ESS
<b>Expected Absences</b>	Arnold, Katie (President, Engineering Society B); Shimoda, Mariko (President, Engineering Society A)

# Order of Business

*In an effort to be more clear around the process being followed for the meeting, this agenda was constructed with notes from previous and current officers of Council.*

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## Preliminaries

*Adding items to the agenda requires a two-thirds vote, although new items of business can still be raised without needing that vote once the entire agenda is complete.*

### *Call to Order*

**Be it resolved that** the Speaker calls the meeting to order at 12:30 PM.

### *Ratification of Temporary Councillor*

**Whereas** the Arts Student Union Council has selected Miranda Scambia to temporarily fill the vacant arts councillor seat.

**Be it resolved that** Council ratifies the appointment of Miranda Scambia as temporary arts councillor until such seat is filled through an election. **(Jason Small)**

### *Approval of the Agenda*

**Be it resolved that** Council approve the agenda as presented.

### *Territorial Acknowledgement*

Pursuant to Federation Policy 50, *Indigenous Engagement and Inclusivity*, the Federation of Students' Council acknowledges:

The University of Waterloo is on the traditional territory of the Neutral, Anishnaabeg, and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River.

## Items for Adoption by Consent

*Per Council Procedure 9, items on the consent agenda will be considered in gross, without debate or amendment. Items will be moved from the consent agenda to the regular agenda upon the request of any member. The purpose of the consent agenda is not to suppress debate but to allow Council to quickly consider and approve uncontroversial items.*

### *Referred from the Policies & Procedures Committee*

**Be it resolved that** Council adopts the [Open and Online Learning Policy](#) and the [Cooperative Education and Experiential Learning Policy](#), recommended for approval, under the stipulation the clerical changes will be made to replace "Principle", "Concern", and "Recommendation" statements with "Whereas", "BIRT", and "BIFRT" statements. **(Austin Richard)**

# Reports

*Motions arising directly out of a report, including to adopt recommendations in the report, may be considered immediately after the report without having to wait until later in the meeting. No action is required to receive a report. If Council decides to adopt or accept a report, then it is endorsing the entire report and not just the recommendations.*

## *Executive Reports*

Each executive will highlight key aspects of their written reports in an oral report that lasts no longer than 2 minutes, to be followed immediately by a question period lasting no longer than 10 minutes per executive.

1. President
2. [Vice President, Student Life](#)
  - a. **For Information:** [Services EOT Reports](#)
3. [Vice President, Operations and Finance](#)
4. Vice President, Education

## *Report from the Board of Directors*

The Chair of the Board will highlight key aspects of their [written report](#) in an oral report that lasts no longer than 2 minutes, to be followed immediately by a question period lasting no longer than 10 minutes.

## *Report from the Officers of Council*

To be delivered orally. Any questions relating to the report or any other matter may be asked following the oral report.

1. Speaker
2. Deputy Speaker
  - a. **For Information:** [Executive Feedback Session Meeting Records](#)
3. Secretary

## *Councillor Reports*

To be delivered orally or in writing. Any questions relating to the report or any other matter may be asked following the oral report.

1. Applied Health Sciences Caucus
2. Arts Caucus
3. [Engineering Caucus](#)
4. Environment Caucus
5. Mathematics Caucus
6. [Science Caucus](#)
7. Cambridge
8. Kitchener
9. Stratford
10. St. Jerome's University
11. Renison University

## Business Arising from the Minutes

*Business arising from the minutes is business carried on to a meeting from a previous meeting.*

### *Referred from the Policies & Procedures Committee*

**Be it resolved that** Council adopts the [Accountable Bylaw Amendment Process Policy](#), recommended for approval. **(Austin Richard)**

## General Orders

*A general order is an item of business that is ordered to be taken up at a meeting. Time limits to discussions indicate the point at which the Speaker will end the discussion unless Council directs otherwise.*

### *Impeachment & Salary Loophole*

**Be it resolved that** Council recommends the Board to investigate why impeached Executives would continue to receive their salaries until the end of the fiscal year

**Be it further resolved that** the Board inform Council of their findings.

**Be it further resolved that** Council recommends the Board to work with the the University's HR staff to close this loophole, such that if an Executive were to be impeached, the Executive would no longer receive salary, nor a severance pay. **(Lenny Cheng)**

## *Resolution on Anonymous Complaints Form*

**WHEREAS** Feds invites students to provide constructive criticism on itself and the University;

**WHEREAS** the idea of creating a “complaints form” was first introduced in the November 2017 Council meeting, albeit for students to “submit complaints against the university”;

**WHEREAS** some university institutions (eg, CCA/CECA) have complaints form, setting a model for Feds to follow;

**WHEREAS** creation of a complaints form aligns with the goals of the Proposed Corporate Policy: Making Data-Driven Decisions and Understanding Students’ Needs;

**WHEREAS** the “Not sure who to contact?” form currently on the Feds website isn't suitable to collect anonymous complaints;

**Be it resolved that** the Federation establishes an anonymous complaints form on the Feds website to enable students to anonymously report problems or constructive criticism about Feds and the University by no later than the March Council meeting;

**Be it further resolved that** all appropriate submissions to the complaints form be forwarded to each Executive, the Officers of Council, and any Councillors who wish to receive them;

**Be it further resolved that** submissions to the complaints form will be made available for Councillors to read upon request **(Lenny Cheng)**

## *Performance Bonus for Execs*

**WHEREAS** Feds Execs are considered C-level executives of this corporation;

**WHEREAS** C-level executives of effective corporations tend to receive performance bonuses *tied directly to their accomplishments*;

**WHEREAS** tying performance bonus to accomplishments incentivizes getting more tasks done, setting stretch goals, increases accountability, promotes collaboration, and strengthens Council oversight;

**WHEREAS** compared to other Canadian university student unions, Feds Execs individually have the highest base salary; collectively, their salaries are around average (in 2016): (<https://www.ubyssey.ca/features/student-union-executive-salaries-canada/>)

**Be it resolved that** Council tasks/recommends the Board to investigate the feasibility of changing Executives’ compensation structure to include performance bonuses, such as by swapping the honorarium with performance bonus, and provide a report on their findings to Council by the March 2019 meeting.

**Be it further resolved that** implementation of any performance bonus plans or changes to Exec’s compensation structure must be ratified by Council with a  $\frac{2}{3}$  supermajority vote. **(Lenny Cheng)**

## *Safe Pedestrian Crossing*

**Be it resolved that** Council adopts the attached proposed [Advocacy Policy: Safe Pedestrian Crossings at Lester/University or Sunview/University to Reduce Jaywalking Accidents](#) to go into effect immediately. **(two-thirds majority required)**

Note: If this motion passes without a two-thirds majority, the proposed policy will be *automatically referred to PPC*. **(Lenny Cheng)**

## *Feds Student-Wide Emailing List*

**Be it resolved that** Council gives leave to introduce for first reading the attached [Corporate Policy on Feds Student-wide Emailing List](#)

**Be it further resolved that** Council refers the policy to the Policy & Procedures Committee (PPC) to revisions and return to Council for its March Council meeting. **(Lenny Cheng)**

## *Committee Appointments*

**Be it resolved that** Council appoint councillors \_\_\_\_\_ and \_\_\_\_\_ as well as at-large members \_\_\_\_\_ and \_\_\_\_\_ to the Director Candidate Screening Panel. **(Jason Small)**

**Be it resolved that** Council ratify the appointment of [Deon Hua](#) to the Policies and Procedures Committee. **(Jason Small)**

## **New Business**

*Any Councillor may raise any item of concern during new business. Generally, long discussions without a specific motion before Council should be avoided, and are technically against the rules of procedure. If a Councillor has any questions about the procedure, form, or content, they should ask the Speaker.*

## **Adjournment**

Adjournment scheduled at 5:00pm