**Student Representative Assembly Meeting 20P**

**Sunday March 7, 2021 at 5:00pm**

**Remote Meeting, Microsoft Teams**

**This meeting was done remotely through Microsoft Teams, due to the unusual circumstance laid out by the response to COVID-19.**

**Called to Order at 5:05pm**

**CALL OF THE ROLL**

|  |  |
| --- | --- |
| **Present:** | Aminaei, Anderson, Au-Yeung, Bagtasos, Baig, Birch, Chopra, Da-Ré, De Silva, Del Castillo, Della-Vedova, Dhindsa, Dixit, Egbeyemi, Fraser, Jones, Mesic, Naik, Noble, Samson, Sariaslani, Seymour, Singh, Stathoukos, Tsai, Tse, Violin, Wang |
| **Absent Excused:** |  |
| **Absent:** |  |
| **Late:**  | Chelvarajah, Chui |
| **Others Present:**  | Chen Liu (AVP (Finance)), Michelle Brown (AVP (IG)), D. Stajcer (Recording Secretary) |
| **Chair:** | Rhea Jangra  |

**Territory Recognition**

* The SRA would like to recognize today that we are situated on traditional Haudenosaunee and Anishnaabe territories through the ‘Dish with One Spoon Wampum Treaty’.

**Adoption of Agenda**

**Moved** by Fraser, **seconded** by Noble that the Assembly adopt the agenda, as presented.

**Amendment**

**Moved** by Sariaslani, **seconded** by Egbeyemi that the Assembly amend the agenda as follows:

* Add the following items to Business:
	+ **Moved** by Singh, **seconded** by Au Yeung, that the assembly call upon the MSU administration to post Employment Policy - Full-Time Staff with the rest of the MSU Employment Policies on the MSU website by April 30th, 2021 at 11:59 pm.
	+ **Moved** by Sariaslani, **seconded** by Aminaei, that the assembly call upon the MSU administration to post all MSU Job Descriptions, both full-time and part-time, to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.
	+ **Moved** by Egbeyemi, **seconded** by Del Castillo, that the assembly call upon the MSU administration to include wage classes associated with each MSU staff position with the posted Job Descriptions to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.
	+ **Moved** by Egbeyemi, **seconded** by Sariaslani, that the assembly call upon the MSU administration to include the wage chart defining wage ranges for each MSU staff position to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.
* Sariaslani explained that students had raised transparency concerns surrounding the full-time staff of the MSU and felt the motions addressed the transparency.
* Egbeyemi thought these were very important items to be added to the agenda in order to speak to concerns and act upon them.
* Da-Ré noted there were legitimate HR concerns tied to some of these motions and that it would be inappropriate to have the discussions without the HR Generalist or General Manager present. They strongly recommended pushing the motions to the next meeting so the appropriate parties could be present. They said the memo was circulated at 4:52pm and it was unrealistic to send expectations eight minutes before the meeting. They said they, personally, had not heard concerns from students and asked to be notified of these in the future.
* Anderson felt it was very important to have all parties involved in these important conversations present and agreed with bringing it to the next meeting.
* Violin stated that they helped worked on these motions and felt it would be good to push them to the next meeting to have the appropriate individuals present.
* Singh noted that based on conversations had with Assembly members and the AVP (Internal Governance), there were internal conversations that took place to get feedback. They felt that by passing these motions, a lot of concerns would be alleviated regarding internal affairs. They felt that pushing this off increased the chances of these procedures never being put into place.
* Sariaslani stated there was no harm in adding these motions to the agenda and that the Assembly could always vote against the motion.
* Violin felt it was something that needed to be looked into and referenced how Bylaw 7/A discussions spanned three SRA meetings. They felt the same amount of care should be taken with these motions and to have all parties present to obtain the necessary information.
* Tse said they did not have a chance to review the memo and motions being brought forward, and that it was unreasonable for someone to prepare given the short notice provided. They strongly recommended pushing it to the next meeting.
* Sariaslani noted their main concern in pushing these motions to the next meeting was that the discussions would not be had.
* Mesic felt a preliminary discussion should be had today and that it could be revisited at the next meeting when all necessary parties were present.
* Da-Ré noted that the Assembly was not the most versed with respect to HR concerns and bringing in the necessary parties would make more sense. They explained that they wanted the appropriate individuals present and to also give everyone the opportunity to review the memo.
* Singh felt it should be discussed at this meeting with the fear of the motions being forgotten about due to there being only one meeting left in the term for this Assembly.
* Sariaslani said their main concern was that the next meeting was the last and if anyone had concerns, they wouldn’t be able to follow up with the current Board of Directors. They advised that quite a few members of the Assembly had signed this motion.
* Della-Vedova felt that since there was only one meeting left, the Assembly did not have the luxury of discussing the topic at several meetings.
* Aminaei stated that although the memo was circulated last minute, many discussions had already occurred. They suggested starting the conversation now and continuing it at the next meeting.
* Tse noted they would not vote in favour in adding this to the agenda but was happy to discuss over the next two weeks. Their main concern was time allotted for the other Assembly members who were not involved in the prior discussions.
* Sariaslani mentioned that the changes proposed in the motions reflected what was already done for part-time positions and SOPs and that if there were any HR concerns, they should also affect part-time positions. He didn’t feel there would be any concerns and didn’t see why these wouldn’t be implemented for full-time staff.
* Singh said the point of all the motions was to ensure there was transparency for full-time staff as there was for part-time staff in order to have a similar framework across the organization.
* Sariaslani felt the motions were pretty standard practice as students fund the MSU. They felt it reasonable for students to have access to job descriptions of full-time staff that are hired with the money they provide to the MSU. They didn’t think there was anything controversial involved and didn’t see any major HR concerns.

**Ruling**

* The Speaker ruled the motion out of order due to: the concerns brought up, that the motions had a significant impact on the entire MSU, and the HR consultations that needed to be done.
* Aminaei asked for clarification on HR implications. They noted other items were submitted past the Tuesday deadline in the past and asked what the criteria was in accepting.
* The Speaker noted the main reason for ruling the motion out of order was that the appropriate discussions were not had given that the memo was submitted with such short notice. They noted the Tuesday submission deadline is in place for a reason and stated it was in the Bylaws that it was the Assembly’s responsibility to ensure the correct process was followed. They noted that past motions brought up last minute did not have the same implications as this one did.
* Egbeyemi asked which Bylaw the Speaker was referring to.
* The Speaker referenced Bylaw 3/A, Section 1.1.6. They stated that all of these conversations should have been had prior to the meeting and that the appropriate stakeholders were not brought to this meeting. They looked favourably upon having a Committee of the Whole for further conversations.
* Stathoukos asked why certain HR individuals needed to be present for this specific discussion and why they were not needed for others.
* Noble informed that a motion for a recess was in order.

**Moved** by Egbeyemi, **seconded** by Noble that the Assembly recess for 5 minutes.

* Egbeyemi recognized this motion was not circulated on time and with the intent of getting things straightened out, they felt a recess would be in order.
* Noble said everyone could use the time to cool off.

**Vote on Motion**

**In Favour: 25 Opposed: 0 Abstentions: 1**

**Abstained: Della-Vedova**

**Motion Passes**

**Recessed at 5:44pm**

**Called to Order at 5:49pm**

**CALL OF THE ROLL**

|  |  |
| --- | --- |
| **Present:** | Aminaei, Anderson, Bagtasos, Baig, Birch, Chelvarajah, Chopra, Da-Ré, De Silva, Del Castillo, Della-Vedova, Dhindsa, Dixit, Egbeyemi, Fraser, Mesic, Naik, Noble, Samson, Sariaslani, Seymour, Singh, Stathoukos, Tsai, Tse, Violin, Wang |
| **Absent Excused:** |  |
| **Absent:** | Au-Yeung, Chui, Jones |
| **Late:**  |  |
| **Others Present:**  | Chen Liu (AVP (Finance)), Michelle Brown (AVP (IG)), D. Stajcer (Recording Secretary) |
| **Chair:** | Rhea Jangra  |

* The Speaker clarified that the motion was ruled out of order for several reasons, mainly because the appropriate parties were not there to consult with, and the motion wasn’t given enough notice for other individuals.
* Stathoukous asked why the HR individuals were needed for this meeting when other motions did not need certain parties present. The Speaker answered that policy-level changes were being advocated for in these motions, as opposed to prior motions which were concerned with advocacy. They noted when it came to policy, the proper due diligence needed to be completed. Their primary concern was there being not enough time given with these particular motions.
* Sariaslani noted prior motions had been brought forward last minute and questioned why those motions were not shut down and that it didn’t feel right that previous motions didn’t face the same repercussions. They ceded their time to Da-Ré. Da-Ré noted they were going to motion to amend the agenda.

**Amendment**

**Moved** by Da-Ré, **seconded** by Anderson that the Assembly amend the agenda as follows:

* Add the following item to business: “**Moved** by Da-Ré, **seconded** by \_\_\_ that the Assembly enter a Committee of the Whole for SRA to share the transparency concerns they are hearing from students.”
* Da-Ré said this was clearly something everyone wanted to discuss and even if not everyone was completely versed on the topic, they could take the next few weeks to involve the appropriate stakeholders, so they are aware of the concerns.
* Anderson thought it gave everyone the opportunity to have the discussions also they had a better direction for what needed to be done in order to make a substantial decision.
* Della-Vedova asked for clarification on Bylaw 3/A, Section 1.1.6. The Speaker interpreted it to mean that the steps would consist of the SRA referring something to a committee of their choice, who would in turn come up with suggestions and bring those back to the SRA.

**Vote on Amendment**

**Favour: 19 Opposed: 0 Abstentions: 4**

**Abstained: Sariaslani, Aminaei, Egbeyemi, Chelvarajah**

**Motion Passes**

**Amendment**

**Moved** by Da-Ré, **seconded** by Anderson that the Assembly amend the agenda as follows:

* Move Business Items #2 and #3 directly after the Delegation from the Floor.
* Da-Ré said that Business Items #2 and #3 directly relate to the Delegation from the Floor and preferred that the presenter did not have to wait to discuss this.

**Vote on Amendment**

**Motion Passes by General Consent**

**Amendment**

**Moved** by Da-Ré, **seconded** by Tse that the Assembly amend the agenda as follows:

* Add the following item to business: “**Moved** by Da-Ré, **seconded** by \_\_\_ that the Assembly enter a Committee of the Whole to discuss Return to McMaster Fall Planning.”
* Da-Ré said that at the last SRA meeting it was decided on that this would be discussed at this meeting. Themselves and Tse sit on Return to McMaster planning committees, who were looking for feedback from the Assembly on what the fall could look like. Da-Ré said they would bring the feedback to their next committee meeting.
* Tse noted this was an appropriate place to gather feedback from student leaders.

**Vote on Amendment**

**Motion Passes by General Consent**

* Egbeyemi motioned to appeal the ruling from the Chair. They referenced the resolution section of Bylaw 3/A, Section 1.1.6. They believed the ruling should be appealed because they didn’t believe the motion brought up to be a major resolution but rather involved updating the MSU web site. They added that one motion involved MSU policy, while the other three did not. They would like the Assembly to consider the fact that they were not speaking on the motion itself, but rather speaking to adding it to the agenda.
* Singh thought this was an important discussion to have. They noted a lot of Assembly members felt the original decision by the Speaker was incorrect and wanted to give the entire Assembly the decision on whether to discuss the motions or not.
* Fraser thought that if the Assembly was so concerned about this not being passed due to them only having one more meeting, felt that was even worse to have it rushed.
* Sariaslani didn’t think the motions being proposed were major policy changes.

**Moved** by Noble, **seconded** by Da-Ré, that the Assembly recess for 5 minutes.

**Vote on Motion**

**In Favour: 23 Opposed: 0 Abstentions: 2**

**Abstained: Mesic, Aminaei**

**Motion Passes**

**Recessed at 6:14pm**

**Called to Order at 6:25pm**

**CALL OF THE ROLL**

|  |  |
| --- | --- |
| **Present:** | Aminaei, Anderson, Au-Yeung, Bagtasos, Baig, Birch, Chelvarajah, Chopra, Da-Ré, De Silva, Del Castillo, Della-Vedova, Dhindsa, Dixit, Egbeyemi, Fraser, Jones, Mesic, Naik, Noble, Samson, Sariaslani, Seymour, Singh, Stathoukos, Tsai, Tse, Violin, Wang |
| **Absent Excused:** |  |
| **Absent:** | Chui |
| **Late:**  |  |
| **Others Present:**  | Chen Liu (AVP (Finance)), Michelle Brown (AVP (IG)), D. Stajcer (Recording Secretary) |
| **Chair:** | Rhea Jangra  |

* The Speaker clarified the Assembly was currently in the middle of a motion to appeal a ruling from the Chair. The Speaker said the appeal was not deemed in order given that, according to Robert’s Rules, an appeal must be raised at the time of the ruling. They explained the ruling was given several minutes ago and several amendments had been passed between the ruling and the appeal. They said this information was provided in training packages at the beginning of the year.

**Vote to Adopt**

**Moved** by Fraser, **seconded** by Noble that the Assembly adopt the agenda, as amended.

**In Favour: 15 Opposed: 10 Abstentions: 0**

**Opposed: Aminaei, Egbeyemi, Dhindsa, Del Castillo, Singh, Sariaslani, Samson, Chopra, Baig**

**Motion Passes**

**Adopt Minutes**

**Moved** by Mesic, **seconded** by Egbeyemi that the Assembly adopt the minutes from SRA meeting 20N – February 7, 2021**.**

**Vote on Motion**

**Motion Passes by General Consent**

**Announcements from the Chair**

* The Chair thanked all of those involved in SRA Generals promotions as they had a fairly decent turnout. They hoped Assembly members were getting ready to transition incoming caucus members in the next few weeks.

**Delegation from the Floor**

 **Set Parameters**

**Moved** by Anderson, **seconded** by Da-Ré that the Assembly set presentation parameters as follows:

* 10-minute presentation followed by a 10-minute question and answer period.

* Anderson noted Jenna was comfortable with a 10-minute presentation time.
* Da-Ré said the time could be changed if necessary.

**Vote on Motion**

 **Motion Passes by General Consent**

**1. Clubs Policy Changes – Jenna Courage (Clubs Administrator) presented**

* Jenna Courage went over the presentation with the Assembly.

**Business**

**1. Proposed changes to Operating Policy - Clubs Status**

**Moved** by Da-Ré, **seconded** by Anderson that the Assembly approve the proposed changes to **Operating Policy - Clubs Status**, as circulated.

* Da-Ré said the changes in the policy solved the problems and concerns brought forward by students recently and summarized the proposed changes.
* Anderson noted Jenna Courage was very thorough and themselves and others had been working hard on all the changes.

**Vote on Motion**

**Motion Passes by General Consent**

**2. Proposed changes to Operating Policy - Clubs Financial Procedures**

**Moved** by Da-Ré, **seconded** by Anderson that the Assembly approve the proposed changes to **Operating Policy - Clubs Financial Procedures**, as circulated.

* Da-Ré noted that this solved the financial-related concerns by students and that if clubs didn’t want to charge a fee, they didn’t have to but if they wanted to charge a membership fee, they could.
* Anderson stated it should be the clubs’ decision to charge a membership fee but noted they would reiterate in the clubs financial training that clubs are not meant to be fully financially supported by the MSU.

**Vote on Motion**

**Motion Passes by General Consent**

**Report Period**

**1. First Year Council – Aiman Dhiloon presented**

* Aiman Dhiloon summarized the report.

**2. Health Sciences Caucus – report not circulated**

* Samson reported that they encouraged their constituents to run for SRA.

**3. Humanities Caucus – report circulated**

* Birch summarized the report.

**4. Kinesiology Caucus – Chopra presented**

* Chopra summarized the report.

**5. Provincial & Federal Affairs Committee – report circulated**

* Tse summarized the report.

**6. Finance Committee – Chen Liu presented**

* Chen Liu summarized the report.

**7. Executive Board – Fraser presented**

* Fraser summarized the report.

**8. Vice-President (Finance) – Anderson presented**

* Anderson summarized the report.

**Information Period**

* Tse informed the Assembly that the MSU General Assembly was next Monday and that agenda items were due tomorrow. They stated that the Municipal Affairs committee had organized Municipal Engagement and encouraged the Assembly to attend the event. They informed the Assembly that they were hosting a Q&A with Ward 1 Councillor Maureen Wilson and encouraged the Assembly to submit any questions they had.
* Da-Ré informed the Assembly that they were undergoing consultations for the MSU Policy Papers and asked the Assembly to review and provide any feedback.
* Anderson informed the Assembly that SRA seats closed tomorrow at 5pm and encouraged them to reach out to promote.
* Noble informed the Assembly that hiring for the Assistant Directors for Services were occurring soon.

**Question Period**

* No questions were asked.

**Business**

**3. Clubs Ratification**

**Moved** by Da-Ré, **seconded** by Anderson that the Assembly ratify the new Clubs for the 2021-2022 academic year, as circulated and recommended by the Clubs Administrator.

* Da-Ré noted this was the list of clubs to be ratified for the upcoming year.
* Anderson said the Clubs Advisory Council did a great job this year in ensuring the new clubs were properly vetted before being approved.
* Tse asked if Anderson could explain the vetting process. Tse ceded their time to Anderson. Anderson declined. Tse ceded their time to Singh. Singh said the existing Clubs Director brought forward the appeals, why they took place and why they were originally denied. They discussed the original decision to deny those clubs, what new information came forward and made a decision on whether or not the appeal was warranted. They advised that the clubs tried re-explaining why they were different from other clubs and based on their appeal, they determined their reasoning was still insufficient.

**Vote on Motion**

**Motion Passes by General Consent**

**4. Proposed changes to Bylaw 7/A – Electoral Procedures**

**Moved** by Noble, **seconded** by Violin that the Assembly approve the proposed changes to **Bylaw 7/A – Electoral Procedures**, as circulated.

* Noble said if anyone had any questions to add themselves to the Speakers list.

**Vote on Motion**

**In Favour: 23 Opposed: 0 Abstentions: 1**

**Abstained: Della-Vedova**

**Motion Passes**

**5. Proposed changes to Operating Policy – Elections Committee**

**Moved** by Noble, **seconded** by Egbeyemi that the Assembly approve the proposed amendments to **Operating Policy - Elections Committee**, as circulated.

* Noble noted this policy needed several small changes.
* Egbeyemi said that all the recommendations and data collected and worked upon by the the IG Committee were good and due to be passed.

**Vote on Motion**

**Motion Passes by General Consent**

**6. Open nominations for Vice-Presidential and Speaker Elections**

**Moved**by Da-Ré, **seconded**by Anderson that the Assembly open nominations for the Vice-President (Administration), Vice-President (Education), Vice-President (Finance) and MSU Speaker.

* Da-Ré said it was time to open nominations for new VP’s and a new Speaker.
* Anderson said they were excited to see who would run and the BoD were very willing to meet with anyone.

**Vote on Motion**

**Motion Passes by General Consent**

**Moved** by Da-Ré, **seconded** by Anderson that the Assembly recess for 15 minutes.

* Da-Ré said it would be nice to have a little break before two Committees of the Whole.

**Vote on Motion**

**In Favour: 20 Opposed: 1 Abstentions: 1**

**Opposed: Della-Vedova**

**Abstained: Mesic**

**Motion Passes**

**Recessed at 7:35pm**

**Called to Order at 7:52pm**

**CALL OF THE ROLL**

|  |  |
| --- | --- |
| **Present:** | Aminaei, Anderson, Au-Yeung, Bagtasos, Baig, Birch, Chelvarajah, Chopra, Chui, Da-Ré, De Silva, Del Castillo, Della-Vedova, Dhindsa, Dixit, Egbeyemi, Fraser, Jones, Naik, Noble, Samson, Sariaslani, Seymour, Singh, Stathoukos, Tsai, Tse, Violin, Wang |
| **Absent Excused:** |  |
| **Absent:** | Mesic |
| **Late:**  |  |
| **Others Present:**  | Chen Liu (AVP (Finance)), Michelle Brown (AVP (IG)), D. Stajcer (Recording Secretary) |
| **Chair:** | Rhea Jangra  |

**7. Committee of the Whole – Transparency Concerns**

**Moved** by Da-Ré, **seconded** by Noble that the Assembly enter a Committee of the Whole for SRA to share the transparency concerns they are hearing from students.

* Da-Ré said this was clearly something Assembly wanted to discuss today but did not fully understand the concerns as they didn’t a get a chance to read the memo. They said this would be a good time for Assembly members to further explain.
* Noble said it would be great to get a better insight on concerns and to come to a resolution.

**Vote on Motion**

**In Favour: 21 Opposed: 0 Abstentions: 1**

**Abstained: Sariaslani**

**Motion Passes**

**Moved** by Singh, **seconded** by Bagtasos that the Assembly move out of Committee of the Whole and to Rise and Report.

* Singh noted everyone had an opportunity to discuss.
* Bagtasos agreed and said all Assembly members had a fruitful conversation.

 **Vote on Motion**

**Motion Passes by General Consent**

**Rise and Report**

* Singh reported that discussions were had regarding transparency concerns of FT Staff. Several Assembly members felt that they were unaware of the day-to-day operations of FT Staff, did not know of many FT Staff members and were unfamiliar with their Job Descriptions. They felt it was important for students to know how their money was being spent. Concerns from FT Staff were brought up regarding them feeling uncomfortable with their JD’s being made public and potentially facing harassment. It was noted that the web site was being worked on to include FT Staff and SOP roles and this information would be placed in a more accessible spot and that generalized costs of wages for entire departments were in the operating budget, which was public. Discussions were had regarding no precedence being set within other student unions and it was suggested that the MSU take initiative. The balance between privacy and transparency was addressed.
* Da-Ré clarified that he did not say this was not the correct way to enact positive change, but rather that there were transparency gaps and there were alternate options to address this.

**8. Committee of the Whole – Return to McMaster Fall Planning**

**Moved** by Da-Ré, **seconded** by Tse that the Assembly enter a Committee of the Whole to discuss Return to McMaster Fall Planning.

* Da-Ré noted themselves and Tse had a meeting this week and wanted to get perspective.
* Tse noted the plan was to receive feedback from the Assembly.

**Vote on Motion**

**Motion Passes by General Consent**

**Moved** by Da-Ré, **seconded** by Tse that the Assembly move out of Committee of the Whole and to Rise and Report.

* Da-Ré noted everyone had a chance to speak and had made notes.

 **Vote on Motion**

**Motion Passes by General Consent**

**Rise and Report**

* Da-Ré reported on the ways thatthey and Tse were advocating on behalf of students. They noted that a decision on fall had not been made and detailed information would not be released until April. They summarized feedback received on what students from certain faculties missed most about being on campus. They touched on student concerns for potential fall operations and would bring forward these concerns and questions to the University.

**New Business**

**Moved** by Egbeyemi, **seconded** by \_\_ that the Assembly vote to mandate the public posting of “Employment Policy - Full-time Staff” in a transparent and accessible manner on the MSU website by April 30th, 2021 at 11:59pm.

* The Speaker asked if this was the same motion that was brought up earlier. Egbeyemi said the conditions of the motion had changed. The Speaker asked how the conditions of the motion were different from the prior motion. Egbeyemi said they were originally hoping to pass all 4 motions as an omnibus, now they had been separated in order to deliberate and vote on each one. The Speaker advised that the spirit of the motion remained identical to one of the parts of the omnibus motion and argued that the motion is no longer germane giving the ruling that was given earlier based on the original motions.
* Egbeyemi rescinded the motion.

**Moved** by Egbeyemi, **seconded** by Singh that the Assembly suspend the rules that interfere with adding motion (1) to new business due to them being the “same spirit”.

**Vote on Motion**

**In Favour: 22 Opposed: 5 Abstentions: 2**

**Opposed: Violin, Anderson, Da-Ré, Tse, Fraser**

**Abstained: Dixit, Noble**

**Motion Passes**

**Moved** by Egbeyemi, **seconded** by Au-Yeung that the following item is added to New Business:

“Moved by Egbeyemi, seconded by \_\_\_ that the assembly calls upon the MSU administration to post Employment Policy - Full-Time Staff with the rest of the MSU Employment Policies on the MSU website by April 30th, 2021 at 11:59 pm.”

* Egbeyemi believed this should be added to the agenda so that it could be discussed and voted on.
* Au-Yeung felt it was an important discussion to be had today.

**Vote on Motion**

**In Favour: 21 Opposed: 1 Abstentions: 7
Opposed: Violin**

**Abstained: Da-Ré, Dixit, Anderson, Tse, Noble, De Silva, Baig
Motion Passes**

**Moved** by Sariaslani, **seconded** by Singh that the following items are added to New Business:

**Moved** by Sariaslani, **seconde**d by Aminaei, that the assembly call upon the MSU administration to post all MSU Job Descriptions, both full-time and part-time, to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.

**Moved** by Egbeyemi, **seconded** by Del Castillo, that the assembly call upon the MSU administration to include wage classes associated with each MSU staff position with the posted Job Descriptions to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.

**Moved** by Egbeyemi, **seconded** by Sariaslani, that the assembly call upon the MSU administration to include the wage chart defining wage ranges for each MSU staff position to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.

* Sariaslani thought extensive discussions were had involving these motions regarding having more transparency and therefore were appropriate items to add.

**Vote on Motion**

**In Favour: 20 Opposed: 5 Abstentions: 4
Opposed: Fraser, Anderson, Da-Ré, Dixit, Baig**

**Abstained: Violin, Noble, Tse, Chopra
Motion Passes**

**1. Posting Employment Policy – Full-Time Staff to MSU Website**

**Moved** by Egbeyemi, **seconded** by Singh that the Assembly calls upon the MSU administration to post Employment Policy - Full-Time Staff with the rest of the MSU Employment Policies on the MSU website by April 30th, 2021 at 11:59 pm.

* Egbeyemi felt putting the Employment Policy on the website was the first step in addressing the transparency concerns.
* Singh felt by passing this, it would make it easier in the future for people to understand how the MSU functions and thus, better understand any goals.
* Da-Ré didn’t think it was appropriate to have this conversation without the General Manager and Human Resources Generalist present.
* Tse agreed with Da-Ré and would be voting to abstain.

**Vote on Motion**

**In Favour: 20 Opposed: 2 Abstentions: 6
Opposed: Dixit, Fraser**

**Abstained: Della-Vedova, Violin, Da-Ré, Anderson, Noble, Tse
Motion Passes**

**2. Posting All Job Descriptions to MSU Website**

**Moved** by Sariaslani, **seconded** by Aminaei, that the assembly call upon the MSU administration to post all MSU Job Descriptions, both full-time and part-time, to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.

* Sariaslani concluded that posting job descriptions alleviated any ramifications and wanted to proceed with a vote.
* Da-Ré felt it was completely inappropriate to have these discussions without having the appropriate parties present and should not be superseded by something the Assembly was trying to get done before their term was up. They could not in good faith vote in favour for this.
* Tse felt there hadn’t been sufficient discussion or consultation on this and would not be voting in favour.
* Fraser felt this was very rushed and said if this wasn’t the Assembly’s second-last meeting, this would not be happening. They felt shameful and were very disappointed.
* Egbeyemi felt putting a Job Description on a website didn’t need much discussion but had gotten the discussion today and was voted on in favour.
* Aminaei said the Assembly promised transparency to students at the beginning of their term and thought this was a step in the right direction.
* Singh felt the motions would alleviate student concerns regarding transparency. They felt it was the best way forward to ensure the Assembly was being truthful to the student body.

**Vote on Motion**

**In Favour: 19 Opposed: 1 Abstentions: 8
Opposed: Fraser**

**Abstained: Violin, Da-Ré, Della-Vedova, Dixit, Anderson, Baig, Noble, Tse
Motion Passes**

**3. Posting Wage Classes to MSU Website**

**Moved** by Egbeyemi, **seconded** by Del Castillo, that the assembly call upon the MSU administration to include wage classes associated with each MSU staff position with the posted Job Descriptions to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.

* Egbeyemi felt the union promoted financial transparency and accountability and believed this was a

simple extension of that and that students should be allowed to know the wage within FT Staff were receiving. They felt it was a great step in terms of transparency, especially due to student finances and due to the pandemic and student’s personal financial concerns.

* Del Castillo felt this was a very important motion as it was a good step towards accountability and transparency for the money that students are putting into.

**Motion to Postpone**

**Moved** by Da-Ré, **seconded** by Anderson that the Assembly postpone the current motion to the next meeting.

**Vote on Motion**

**In Favour: 12 Opposed: 11 Abstentions: 5
Opposed: Aminaei, Dhindsa, Sariaslani, Samson, Singh, Tsai, Del Castillo, Egbeyemi, Chelvarajah, Seymour, Chopra**

**Abstained: Jones, Stathoukos, Chui, Noble, Au-Yeung
Motion Fails**

**Back to Main Motion**

**Moved** by Egbeyemi, **seconded** by Del Castillo, that the assembly call upon the MSU administration to include wage classes associated with each MSU staff position with the posted Job Descriptions to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.

* Anderson advised that students were already able to see FT Staff wages by department. They felt this motion, along with the next, infringed on FT Staff’s privacy.
* Sariaslani clarified that they were asking the MSU to publish wage categories associated with every position, not an exact salary, and felt it wouldn’t invade anyone’s privacy.
* Anderson clarified the University didn’t post all salaries, only those represented by unions. They felt the privacy concerns stemmed from the motions involving the grade and grade scale being posted as one could definitely gauge what a staff member made, almost down to the dollar.
* Egbeyemi reiterated they were giving ranges for positions, not individual salaries said this was a standard for public sector employees. They added Assembly members were being affected by it as they, along with students being represented, paid fees to FT Staff.
* Da-Ré noted the fact that there was any confusion at all was the exact reason why the General Manager and Human Resources Generalist should be present.
* Tse felt more consideration needed to be given.
* Noble brought up HR concerns and how people may be critical on how well they felt someone did their job which would then become a question of how much they got paid - which could lead to further antagonizing and also internal conflict between staff.
* Fraser agreed some things should be posted but thought the voting could wait until the next meeting.
* Singh felt having wage classes posted gave students a better understanding as it was summarizing information already available in the budget. They added that by having wage ranges available, employees in the workplace could compare with other similar positions and could then advocate for their own wages.

**Moved** by Fraser, **seconded** by Naik that the Assembly adjourn.

**Vote on Motion**

**In Favour: 10 Opposed: 15 Abstentions: 3
Opposed: Sariaslani, Aminaei, Egbeyemi, Seymour, Noble, Del Castillo, Singh, Dhindsa, Au-Yeung, Samson, Della-Vedova, Chui, Chopra, Tsai, Tse**

**Abstained: Anderson, Chelvarajah, Da-Ré
Motion Fails**

**Vote on Main Motion**

**Moved** by Egbeyemi, **seconded** by Del Castillo, that the assembly call upon the MSU administration to include wage classes associated with each MSU staff position with the posted Job Descriptions to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59 pm.

**Favour: 13 Opposed: 12 Abstentions: 3
Opposed: Dixit, Da-Ré, Fraser, Baig, Violin, Chui, Tse, Wang, Birch, De Silva, Anderson, Bagtasos**

**Abstained: Jones, Della-Vedova, Noble
Motion Passes**

**4. Posting Wage Chart with Job Descriptions on MSU Website**

**Moved** by Egbeyemi, **seconded** by Del Castillo, that the assembly call upon the MSU administration to include wage classes associated with each MSU staff position with the posted Job Descriptions to a publicly accessible place on the MSU website by April 30th, 2021 at 11:59pm.

* Egbeyemi reiterated this was a wage range for a position and not the salary of an employee. They said that the Assembly, who were students, would like their money to be transparent.
* Del Castillo said this was a good step in being more transparent on where students’ money was going.
* Tse advised they would be voting opposed because they believed there had not been sufficient consultation and consideration for other factors.

 **Vote on Motion**

**In Favour: 16 Opposed: 12 Abstentions: 2
Opposed: Anderson, Fraser, Da-Ré, Dixit, Birch, Tse, Wang, Baig, Chui, Bagtasos, Naik, De Silva**

**Abstained: Noble, Violin
Motion Passes**

**Time of Next Meeting**

**Sunday March 21, 2021**

**5:00pm EST**

**Remote Meeting, Microsoft Teams**

**CALL OF THE ROLL**

|  |  |
| --- | --- |
| **Present:** | Aminaei, Anderson, Au-Yeung, Bagtasos, Baig, Birch, Chelvarajah, Chopra, Chui, Da-Ré, De Silva, Del Castillo, Della-Vedova, Dhindsa, Dixit, Egbeyemi, Fraser, Jones, Noble, Samson, Sariaslani, Seymour, Singh, Stathoukos, Tsai, Tse, Violin, Wang |
| **Absent Excused:** |  |
| **Absent:** | Mesic, Naik |
| **Late:**  |  |
| **Others Present:**  | Chen Liu (AVP (Finance)), Michelle Brown (AVP (IG)), D. Stajcer (Recording Secretary) |
| **Chair:** | Rhea Jangra  |

**Adjournment**

**Moved** by Da-Ré, **seconded** by Noble that the Assembly adjourn.

**Vote on Motion**

**Motion Passes by General Consent**

**Adjourned at 11:12pm**

/ds