



UMSU Board of Directors Meeting
April 27, 2023, 6:30pm
176 Helen Glass, UMSU Council Chambers

Attendance:

Lauren Slegers, UMSU Chairperson
Jaron Rykiss, UMSU President
Victoria Romero, UMSU VP Advocacy
Elishia Ratel, UMSU VP Community Engagement
Brook Rivard, UMSU VP Finance & Operations
Tracy Karuhogo, UMSU VP Student Life
Caleigh Guillou-Cormier, Accessibility Students' Representative
Alex Rana, LGBTTTQ* Students' Representative
Ishkode Catcheway, Indigenous Students' Representative
Christine Yasay, Women's Representative
Anita Ayame, Black Students' Representative
Divya Sharma (proxy), Arts Student Body Council
Cole Hutchison, Commerce Students' Association
Ann Bishay, Community Health Students' Association
Cori Kulbaba, Education Students' Council
Fatima Saqib, Faculty of Agriculture Students' Association
Charli Feener, Students of Fine Art
Ayden Schumacher, Manitoba Law Students' Association
Max Fidler (proxy), Manitoba Medical Students' Association
Simranpreet Dhaliwal, Pharmacy Students' Association
Maria Manigque, Science Students' Association
Joanne San Juan, Social Work Students' Association
Michael Prokipchuk, University 1 Student Council
Carly Frey, Recording Secretary
Erin Robert, Chief Returning Officer
Marissa Jensen, Deputy Returning Officer
Thomas Blumer, General Manager
Ria Nirula, student-at-large
Lily Francis, student-at-large
Matthew Lock, student-at-large
Druvi Shah, student-at-large
Jessica Gibson, student-at-large

Vaibhav Varma, student-at-large
Abigail Buttimer, student-at-large
Victory Aguave, student-at-large
Alysha Woodman, student-at-large
Liam Pittman, student-at-large
Michaela Groen, guest
Patrick Ashan, student-at-large
Roleen Alarab, student-at-large
Ilan Jacobwitz, student-at-large
Grace Dehn, student-at-large
Nick Brzak, student-at-large
Isham B, student-at-large
Rohan Sethi, student-at-large
Gulnaaz Dhillon, student-at-large

Business

1. Call to Order

Meeting called to order at 6:40pm.

2. Approval of Agenda

MOTION – BE IT RESOLVED THAT the agenda be approved as presented.

Moved by *Divya Sharma*, seconded by *Ann Bishay*.

Motion carried.

3. Approval of Previous Meeting Minutes

a. April 13, 2023

MOTION – BE IT RESOLVED THAT the draft minutes from the Board of Directors special meeting on April 13, 2023 are approved as presented.

Moved by *Michael Prokipchuk*, seconded by *Cole Hutchison*.

Motion carried.

4. Presentations

a. Chief Returning Officer

Chief Returning Officer, Erin Robert provides a presentation to the board. A copy is attached to the minutes for reference.

5. Current Business

a. Motion 0564

Whereas the current honorarium for the Office of the CRO is \$9800.

Whereas the DRO was given an honorarium of \$2000 and reimbursed \$200 for parking expenses paid for by the CRO.

Whereas the CRO worked over 1000 hours and the DRO worked over 700 hours putting their hourly wage for hours worked at \$7.60/hr and \$2.85/hr respectively.

Whereas many factors contributed to a complicated and volatile elections period such as:

- First in-person election since COVID-19 pandemic
- First in-person election without slates
- Increased participation, over 35 nomination packages picked up and 24 confirmed candidates
- 30 formal complaints filed, countless informal complaints
- Potential revote discussions and motions
- Financial distress of the CRO due to funding the administration costs of the election upfront
- Current CRO voluntarily assisting with transition of the incoming CRO
- Extreme time constraints due to late hiring
- New UMSU Staff
- Attempt of defamation and personal attacks from disqualified candidate towards the CRO

Whereas many factors including extremely long hours, contributed to the deterioration of the mental health of the CRO and DRO.

Whereas the CRO and DRO have still not fully recovered from the emotional and physical exhaustion from running the 2023 UMSU Annual General Elections.

Whereas the Office of the CRO performed highly skilled and professional work under profound circumstances specific to the 2023 UMSU Annual General Elections.

Whereas UMSU has made wage adjustments over recent years to account for cost of living and inflation for the full-time staff and executive salary but not the CRO honorarium.

Whereas the CRO believes that higher than minimum wage should be remunerated.

Whereas the CRO is requesting a wage of \$22/hr for the CRO and \$17/hr for the DRO.

Whereas the CRO is requesting a profound circumstances and hardship bonus of \$6000.

Be it resolved that the CRO requests an increase in the 2023 Honorarium in the amount of \$30,300.

Moved by CRO Erin Robert, seconded by Michael Prokipchuk.

MOTION – to enter in closed session of the board.

Moved by Jaron Rykiss, seconded by Cole Hutchison.

Motion carried.

MOTION – to remain in closed session of the board.

Moved by Jaron Rykiss, seconded by Alex Rana.

Motion failed.

Motion amended during closed session to read:

Be it resolved that the CRO requests an increase in the 2023 Honorarium in the amount of \$300.

Motion carried as amended.

b. Motion 0565

Whereas the CRO, DRO and many candidates have spoken out regarding the abrupt ending of the 2023 UMSU Annual General Elections.

Whereas the CRO, DRO, candidates and campaign managers were in constant contact and/or daily in-person meetings for just over a month.

Whereas the CRO, DRO and candidates would benefit from some closure and appreciation for their hard work.

Whereas a recommendation from the CRO for next year is to include this appreciation dinner in the administration budget line for the elections.

Whereas the candidates, win or lose, are student leaders and students can only benefit from this networking event.

Whereas many candidates have followed up with the CRO requesting the date for the Appreciation Dinner.

Whereas the CRO plans to host this dinner regardless, but would like it to be funded by UMSU for increased participation and a token of appreciation towards the candidates.

Be it resolved that the CRO requests \$2000 for the cost of hosting a dinner for the CRO, DRO and the 22 candidates that were not disqualified.

Moved by CRO Erin Robert, seconded by Ann Bishay.

Finance Committee speaks against the motion.

Simranpreet Dhaliwal speaks in favour of the motion.

Michael Prokipchuk speaks in favour of the motion.

Victoria Romero speaks in favour of the motion.

Cole Hutchison speaks against the motion.

Charli Feener speaks in favour of the motion.

Vaibhav Varma speaks against the motion.

Motion – to amend the amount to \$1000.

Moved by Anita Ayame, seconded by Michael Prokipchuk.

Motion to amend carried.

Ishkode Catcheway speaks against the motion.

Alex Rana speaks against the motion.

Erin Robert speaks in favour of the motion.

Fatima Saqib speaks against the motion.

Motion – to call the question.

Moved by Fatima Saqib, seconded by Simranpreet Dhaliwal.

Motion carried.

Motion failed.

c. Motion 0562

WHEREAS the current appointee removal process is vague,

WHEREAS its vagueness prevents adequate accountability measures for executives,
community representatives, faculty directors, and Committee Chairpeople from the UMSU BoD,

WHEREAS the proposed Appointee Removal Process seeks to clarify rather than extremely alter the Appointee Removal Process,

AND WHEREAS the Governance Committee has actively consulted with internal stakeholders and external specialists to ensure this clarified appointee removal process fulfills the standard,

BE IT RESOLVED that the following changes be made to the Bylaws,

See attached document for changes

Moved by Governance Committee.

Motion to amend the changes as attached.

Moved by Governance Committee, seconded by Cole Hutchison.

Motion carried.

Vaibhav Varma speaks in favour of the motion.

Motion – to call the question.

Moved by Michael Prokipchuk, seconded by Simranpreet Dhaliwal.

Motion carried.

Motion carried.

d. Motion 0563

WHEREAS the Governance Committee has noticed some minor inconsistencies in the governing documents throughout the year,

AND WHEREAS these should be resolved to ensure greater clarity for the incoming Governance Chair, Committee, and UMSU Board of Directors,

BE IT RESOLVED that the following changes be made to the Bylaws and Governance And Operations Manual,

See attached document for changes

Moved by Governance Committee.

Jaron Rykiss speaks in favour.

Motion carried.

6. New Business

No new business discussed.

7. Reports of the Executive

a. President

UMSU VP President, Jaron Rykiss, provides a summation of his written report, submitted to the Board of Directors as part of the April 27, 2023 board package

b. VP Advocacy

UMSU VP Advocacy, Victoria Romero, provides a summation of her written report, submitted to the Board of Directors as part of the April 27, 2023 board package.

c. VP Community Engagement

UMSU VP Community Engagement, Elishia Ratel, provides a summation of her written report, submitted to the Board of Directors as part of the April 27, 2023 board package.

d. VP Finance & Operations

UMSU VP Finance & Operations, Brook Rivard, provides a summation of his written report, submitted to the Board of Directors as part of the April 27, 2023 board package.

e. VP Student Life

UMSU VP Student Life, Tracy Karuhogo, provides a summation of her written report, submitted to the Board of Directors as part of the April 27, 2023 board package.

8. Reports of the Committees

a. Executive

No report.

b. Finance

No report.

c. Governance

No report.

d. Member Services

No report.

e. Judicial Board

No report.

9. Oath of Office

a. VP Advocacy

I, *Liam Pittman*, do hereby promise that I will diligently, faithfully, and to the best of my ability fulfill the duties; responsibility; and expectations of the Office of the *Vice-President Advocacy* of the University of Manitoba Students' Union, in accordance with the Act and the Bylaws of the Union, and above all else in the best interests of the students who belong to the Union. I humbly acknowledge and accept the great privilege and honour bestowed upon me, and shall not violate the trust placed in me by the Board and the Members of the Union.

b. VP Community Engagement

I, *Divya Sharma*, do hereby promise that I will diligently, faithfully, and to the best of my ability fulfill the duties; responsibility; and expectations of the Office of the *Vice-President Community Engagement* of the University of Manitoba Students' Union, in accordance with the Act and the Bylaws of the Union, and above all else in the best interests of the students who belong to the Union. I humbly acknowledge and accept the great privilege and honour bestowed upon me, and shall not violate the trust placed in me by the Board and the Members of the Union.

c. VP Finance & Operations

I, *Vaibhav Varma*, do hereby promise that I will diligently, faithfully, and to the best of my ability fulfill the duties; responsibility; and expectations of the Office of the *Vice-President Finance & Operations* of the University of Manitoba Students' Union, in accordance with the Act and the Bylaws of the Union, and above all else in the best interests of the students who belong to the Union. I humbly acknowledge and accept the great privilege and honour bestowed upon me, and shall not violate the trust placed in me by the Board and the Members of the Union.

d. VP Student Life

I, *Christine Yasay*, do hereby promise that I will diligently, faithfully, and to the best of my ability fulfill the duties; responsibility; and expectations of the Office of the *Vice-President Student Life* of the University of Manitoba Students' Union, in accordance with the Act and the Bylaws of the Union, and above all else in the best interests of the students who belong to the Union. I humbly acknowledge and accept the great privilege and honour bestowed upon me, and shall not violate the trust placed in me by the Board and the Members of the Union.

e. President

I, *Tracy Karuhogo*, do hereby promise that I will diligently, faithfully, and to the best of my ability fulfill the duties; responsibility; and expectations of the Office of the *President* of the University of Manitoba Students' Union, in accordance with the Act and the Bylaws of the Union, and above all else in the best interests of the students who belong to the Union. I humbly acknowledge and accept the great privilege and honour bestowed upon me, and shall not violate the trust placed in me by the Board and the Members of the Union

10. Reports of Board Members

No reports.

11. Announcements

SOFASA reports the BFA Honours exhibit is opening on April 28th at 5pm in Art Lab.

SSA announces their gala, happening on May 6th at the RBC Convention Centre.

ASBC announces their Final Affair, happening on May 13th at the Human Rights Museum.

SSA announces the walk-a-thon for childhood cancer, happening on May 27th at 2pm. Tickets go on sale May 1.

12. Adjournment

Meeting adjourned at 12:09am.

2023-04-27 Presentation

CRO Motions

Erin Robert

Motion 0564 - CRO Compensation

- ▶ **Current wages:**
- ▶ CRO signed contract for \$9,800 and reasonable reimbursements (parking, 50% of phone bill = \$35)
- ▶ DRO “expenses” - paid for by the CRO:
 - ▶ Wage - \$2000
 - ▶ Parking reimbursement - \$200
- ▶ Total for CRO \$7600

Motion 0564 - CRO Compensation

- ▶ CRO hours worked - over 1000 hours
 - ▶ $\$7600 / 1000 \text{ hrs} = \text{approx. } \underline{\$7.60/\text{hr}}$
- ▶ DRO hours worked - over 700 hours
 - ▶ $\$2000 / 700 \text{ hrs} = \text{approx. } \underline{\$2.85/\text{hr}}$
- ▶ Keep in mind - this does not include the following factors in the hourly wage calculations:
 - ▶ Extreme overtime - longest worked day was 20 hours
 - ▶ Extremely late hours worked - latest night up was 4am working then on campus for 9am Daily campaign meeting
 - ▶ Constant availability to candidates and students at large outside of “working hours” - accepted calls at 11pm regularly

Motion 0564 - CRO Compensation

- ▶ **Additional factors:**
- ▶ Takeout costs - due to no time for grocery shopping or cooking
 - ▶ CRO expenses (including many meals for the DRO) - \$510
 - ▶ DRO expenses (that CRO didn't cover) - \$190
 - ▶ **The finance committee has approved reimbursing us this \$700 when my motions were brought to them.**
- ▶ UMSU Wage Adjustments - many adjustments over last few years to executive and full-time staff, recommendations from past CROs to increase their honorarium, these increases have not occurred in the CRO honorarium.
- ▶ Highly skilled professional work - without the CRO's previous knowledge and experience this election would not have been successful on this short time-span.

Motion 0564 - CRO Compensation

- ▶ Once again, due to highly skilled work and previous knowledge and experience being the key to success of this election, higher than minimum wage equivalence is being requested.
- ▶ **Wage per hour requested:**
- ▶ CRO = \$22/hr DRO = \$17/hr
- ▶ CRO total = \$22,000 DRO = \$11,900 = \$33,900
- ▶ Total paid = \$9,600 (\$9,800 contract minus the DRO parking of \$200 the CRO paid)
- ▶ Remaining requested = **\$24,300**
- ▶ Additional hardship/profound circumstances bonus request = **\$6,000** (\$4,000 for CRO, \$2,000 for DRO)
- ▶ Total requested (in addition to current wage): **\$30,300**
- ▶ Keep in mind, this once again, does not account for extreme overtime and late nights worked.
- ▶ **This is flexible and can be amended in the motion. This is NOT an all or nothing situation.**

Profound Circumstances - Direct

- ▶ **First in-person election since 2020** - lack of generational remembrance from candidates, students, etc.
- ▶ **First in-person election without slates** - lack of adjustment in UMSU by-laws to prepare for this intense increase in workload
- ▶ **Increased participation** - great to see, lots of work for us, over 35 nomination packages picked up from our office, 24 candidates for the campaign period
- ▶ **Extremely volatile election** - 30 formal complaints filed and ruled on (including large-scale investigation assigned from the ad-hoc committee), countless informal complaints discussed (there is no way I could keep track, my estimate is a minimum of 200)
- ▶ **Potential revote discussions and motions** - self-explanatory and unprecedented circumstances
- ▶ **Financial distress of the CRO** - Only reason I could make rent was because my student loans came in on time and they also funded the majority of the elections administration costs
- ▶ **Current CRO voluntarily helping next CRO transition and presenting report to new board** as well so recommendations can have a greater impact (date TBD) - CRO has recommended this in next CRO contract but will begin voluntarily this year

Profound Circumstances - Indirect

- ▶ **Extreme Time Constraints** - CRO contract signed on Jan 18th, DRO contract signed approx. Jan 26th, nomination period began Feb 6th
- ▶ **New UMSU Staff** - NOT lack of effort, just lack of previous knowledge with some of the staff worked with most closely, this was their first elections
- ▶ **Attempt of defamation and personal attacks from disqualified candidate** - self-explanatory and the video and website about me are still up today

Profound Circumstances - Personal

- ▶ CRO had to Voluntarily Withdraw a class (difficult to do in grad school, needs extensive approvals and overall expensive choice)
- ▶ CRO had to take 3 separate extensions on a single project worth 20% (project that was turned in was not up to the CRO standards of her schoolwork either)
- ▶ DRO had to take multiple extensions for her schoolwork as well (Red River College)
- ▶ CRO had a tragic death in the family with no time off to mourn, additional death of a friend's mom of cancer and had to skip funeral
- ▶ CRO voluntarily booked off the entire month of February from her weekend job at The Joint
- ▶ CRO has effectively fallen extremely behind in her Master's project research. A decline in research was expected but the research had to come to a complete halt. All I could attempt at continuing to do time-wise was try to keep my cells alive and I definitely abandoned some batches and let them die due to not being able to get to the lab downtown.
- ▶ CRO and DRO had absolutely no work-life balance at all for this entire elections period. No time to breath, days off planned and cancelled, no time to clean and living in filth, no time to grocery shop and living on takeout at UMSU businesses, basically living in our office
- ▶ Overall emotional damage and distress of both the CRO and DRO (massive mental health decline)

Motion 0565 - Election Candidates Dinner

- ▶ Daily in person campaign meetings and constant contact through my office in person, texting, and email for over a month.
- ▶ Abrupt ending with very little closure.
 - ▶ Closest closure is the Preliminary Results Meeting - public and high emotional environment
- ▶ Win or lose, these are student leaders and students can only benefit from this networking event.
- ▶ CRO plans to host this dinner regardless but would like it to be funded by UMSU for increased participation and a token of appreciation towards the candidates.
- ▶ **Requesting \$2,000** for cost of hosting a dinner for the CRO, DRO and 22 candidates not disqualified.
 - ▶ Math used: \$70/person = \$1680 + \$320 tip (approx. 20%) - CRO would cover entire bill and be reimbursed upon presenting the receipt.