

SPRING GENERAL MEETING – MINUTES

Student Association of George Brown College

Monday, March 6, 2017 – 11:00AM St. James Campus, Toronto, Ontario

1. Call to Order – (Speaker)

The Speaker will call the Spring General Meeting to order at: 11:30AM

2. Land Recognition Statement – (Speaker)

I would like to take a brief moment before we continue to recognize that, as many of us are settlers on this land, it is our collective responsibility to pay respect and recognize that this land is traditional territory of the Mississaugas of the New Credit First Nation and that we are here because this land was occupied. In recognition that this space occupies colonized First Nation territories, and out of respect for the rights of Indigenous people, it is our collective responsibility to honour, protect, and sustain this land.

3. Meeting Announcements – (Speaker)

The Speaker will provide a brief overview of the Spring General Meeting, outlining its purpose and procedural norms, including voting, proxy voting, and the rules of order for all Student Association meetings. The speaker will also make any other announcements related to the Spring General Meeting that may be relevant to the Members at the Meeting.

- Using Robert's rules of order
- Maintaining a speaker's list

4. Welcome Statement – Riddhi Modi, Director Communications and Internal

Welcome everyone, my name is Riddhi and I am the Director of Communications & Internal. I am delighted to have the members participate in the Spring General Meeting of Student Association of George Brown College.

[Statement of the SAGBC Mission and highlights of programs and services offered.]

We're proud of our membership and will continue to focus on representation, advocacy, delivery of services and the operation of businesses to support our overall mandate.

5. Adoption of the Agenda – (Speaker)

The Speaker will ask the Members to adopt the Agenda for the meeting.

Motion: Be it resolved that the Agenda be accepted as presented.

Amendment: Amend the title of agenda item 9 to CPI Fees Increase.

Moved by: Sheldon Mortimore, LGBTQ Representative

Seconded by: Carla Rudberg, Student Representative

Vote: Carries

Moved by: Tiffany White, Director of Education

Seconded by: Tommy, Student Representative

Vote: Carries

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6. Minutes of Previous Meeting – (Speaker)

The Speaker will ask the Members to adopt the Minutes from the November 16, 2016 Annual General Meeting. (Please see Appendix A).

Motion: Be it resolved that the Minutes of the November 16, 2016, Annual General Meeting be accepted as presented.

Moved by: Riddhi Modi, Director of Communications & Internal

Seconded by: Francis Torres, St. James Campus Director

Vote: Carries

7. By-Law Changes (1)

Preamble from the Director of Communications & Internal, who will introduce all of the proposed By-law changes as recommended for adoption by the Student Association of George Brown College Board of Directors.

Motion: Be it resolved that the amendment to By-Law Article 1, 2, 3, 4.6, 4.7,4.8, 5, 6, 7, 8, 9, 10, 11, 12, 13 be accepted as presented.

Discussion:

- Tommy, Student: There are two different articles numbered 11.5, should one be 11.6?
 - Riddhi: The second 11.5 article is actually duplicated in the edited 11.3, the new (blue) 11.5 can be struck out entirely.
- Anna, Student: What is the motivation behind the change to Director of Operations and Director of Communications & Internal eligibility requirements of only being enrolled in one (1) course?
 - Tiffany: As they are full-time positions, the jobs are very intense in terms of commitment and hours, and as such these are just preventative measures to make sure students take the position seriously and fully commit to doing their best for the Association.
- Carla Rudberg, Student: The article 1.1.d acknowledging full-time students under Accessibility as members, were they previously not considered members, and are there other excluded groups?
 - Tiffany: There have been issues with these students accessing SA services in the past as the Student Association does not hold the list of students who are full-time under Accessibility and have had trouble accessing the list (provided by the College). These amendments just make sure that those students affected are definitively included and measures are taken to provide the full length and bread of services and access that other full-time students receive, as everyone is paying the same SA fee. Article 1.1.b is a related clause in that it acknowledges our TPE students, who have also had similar issues in the past.

Moved by: Riddhi Modi, Director of Communications & Internal

Seconded by: Francis Torres, St. James Campus Director

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Vote: Carries - **RECONSIDERED**

Motion to Reconsider item 7 for discussion

Moved by: Tiffany White, Director of Education

Seconded by: Sheldon Mortimore, LGBTQ Representative

Vote: Carries with two-thirds (2/3) vote.

Motion to Amend and add: Be it further resolved that the amendment to By-Law Article 1, 2, 3, 4.6, 4.7,4.8, 5, 6, 7, 8, 9, 10, 11, 12, 13 be enacted as of May 1, 2017.

Discussion:

- If these by-laws are only active as of May 1, 2017, what happens to proposed amendments such as the Black Students' Representative?
 - Charles Wilson, Chief Returning Officer (of SA 2017 General Elections): As May 1, 2017 is the beginning of the term that students will be running for, there will be a Black Students' Representative on the ballot.

Moved by: Tiffany White, Director of Education

Seconded by: Carla Rudberg, Student Member

Vote: Carries

Motion to Amend articles 4.7.n. and 4.8.m. to read: Shall meet the obligations of a 5-to-7-hour work week, and is available to work a minimum of 3 out of 7 hours during regular office hours of the corporation on a consistent and predictable basis, and receive a remuneration of \$14.25 per hour, paid out in bi-weekly payments between \$142.50 or \$199.50, which is equivalent to 125% of the legal minimum wage of the province of Ontario as of October 1, 2016.

Motion to Amend the amendment to read: Shall meet the obligations of a 4-to-7-hour work week, and is available to work a minimum of 3 out of 7 hours during regular office hours of the corporation on a consistent and predictable basis, and receive a remuneration of \$14.25 per hour, paid out in bi-weekly payments between \$114.00 or \$199.50, which is equivalent to 125% of the legal minimum wage of the province of Ontario as of October 1, 2016.

Moved by: Dilan, Student Member

Seconded by: Sheldon Mortimore, LGBTQ Representative

Vote: Fails

Moved by: Ron Greenberg, Business Representative

Seconded by: Tiffany White, Director of Education

Vote: Carries (4 abstentions - Sheldon, Gracel, Brittney, Riddhi)

Vote: Carries (1 abstention - Sheldon)

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8. By-Law Changes (2)

Preamble by Tiffany White, motivating the proposed changes as a single member-moved motion, rather than as a full Board-supported motion.

Motion: Be it resolved that the amendment to By-Law Article 4.1, 4.2, 4.3, 4.4, 4.5 be accepted as presented. (Please see Appendix B)

Discussion:

- Ron Greenberg: HR background, does not agree with wage increase, should be all equal at \$14.25, 125% of minimum wage as per SA Student Employment Mandate. Factors in wage consideration include education and experience, neither of which are needed to run. This is a public service position.
- Sheldon Mortimore: Agree with Ron, also equity vs equality, this is a student position.
- Gameda Beker: Rebuttle to Sheldon and Ron. Those are only some of the factors of wage consideration. Equitable means that if we are doing more work and have larger responsibilities within those hours, we should be compensated for that increased responsibility.
- Brittney DaCosta: Executives do log many hours of work and with the various committees and responsibilities, there is an accountability element. But every dollar that goes to the execs gets paid back in work for the students, in advocacy, events, internal structure, etc.
- Carla Rudberg, Student: What would be in it for me to run for Executive positions rather than my educational centre, Business?
 - Tiffany White: Hierarchy. Educational centre representatives have a limited scope, deal mostly within their constituents and bring concerns up to the rest of the board, the college, etc. Executives have other responsibilities and scope, deal with higher levels, other colleges, our college.
- Carla Rudberg, Student: Seems like the educational centre reps are doing the groundwork in terms of hearing the voices of the student body and the executives are just dealing with other concerns, why shouldn't they get the wage increase instead of you?
 - Tiffany White: Executives still do lots of student facing work, just not as often, and often it's in the upper levels of bringing the student concerns to the people who can implement solutions.
- Anna, Student: Are the positions compensated above their minimum hours, and if not, should the hours of the positions be increased to reflect the work being done?
 - Gameda Beker: No they are not, and we've discussed the hours increase for the 5- and 10-hour per week positions but decided not to go through with them for accessibility reasons.
- Anna, Student: Executives then, should they be paid more if this is just reinforcing the idea of hierarchy? Is there a way of being retroactively compensated or a policy being instated for overtime hours?
 - Gameda Beker: All positions sometimes go above and beyond their minimum required hours, and execs do a lot of work that is unfortunately not always student-facing, lots of internal business work being done.

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- Gameda Beker: It's a student position, "if you want more money you can work somewhere else" but full-time executives can only work at the SA, must ask approval from the board to work other jobs.
- Student: Understanding that your work is valid, and that the educational centre and constituency representatives do lots of work on the ground, on their feet, above and beyond their hours, and that the executives do a lot of internal work, above and beyond their hours, why aren't all positions moving up in terms of wages? Or can they get discounts or privileges in other areas on campus?
 - Sheldon Mortimore: Remuneration was originally an honorarium, a thank you for the work you do as an elected student leader. Not really a hierarchy, just different work, everyone is elected the same. Don't think that the wages need to be moving up, as it is an honour to be working on behalf of the students and to be their voice. Anyone can sit on a committee, it's not assigned.
- Tiffany White: Remuneration policy says no working other jobs as executives, by-laws state there can be no additional pay for taking second role. Committees aren't actually open to anyone, many SA seats are decided by the College to not oversaturate committees with SA representation, though many Board members indicated interest.
- Riddhi Modi: On topic of honorariums, other schools and colleges have maximum \$500 or \$200 honorariums for educational centre and constituency representatives. Sometimes they have campus discounts, etc. At the SA, trying to make it equitable by paying all positions. Executives can also only run two years whereas other positions are unlimited in years. This increase is for the future leaders of the student association.
- Anna, Student: Many valid points being raised. Equity vs Equality: if the executives are getting a wage increase, maybe other positions should be getting an increase in hours or privileges.
- Brittney DaCosta: The hierarchy definitely exists as SA removed presidential structure a couple years ago. Now it is a group structure at the top, teams work better than individual and now the responsibility is divided across the executives. There was some confusion coming in to our positions in terms of our understanding of our roles and responsibilities. The money going to executives goes back to the students in all ways.
- Ron Greenberg: Will raising the salary from \$30 000 to \$35 000 really attract more students, not too much of a difference over the year.
- Avez, Finance Coordinator: Is that salary pro-rated (will they be compensated for the past 10 months)?
- Chair: The by-law changes go into effect once the meeting is adjourned, so from this day onwards unless otherwise specified.
- Riddhi Modi: We asked about that and thought that it would take place May 1, 2017.
- Tiffany: Propose to limit it to May 1, 2017, officially, for budget purposes etc.

Motion to Amend to add: Be it further resolved that the amendment to By-Law Articles 4.1, 4.2, 4.3, 4.4, 4.5 be enacted as of May 1st, 2017.

Moved by: Tiffany White, Director of Education

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Seconded by: Riddhi Modi, Director of Communications & Internal

Vote: Carries

Discussion:

- Sheldon Mortimore: Propose to amend wages to \$14.25, we are all students working for students, pay should be equal across the board.

Motion to Amend: Changing all wage numbers of \$17/hour to \$14.25/hour in the sections of the By-Laws presented.

Moved by: Sheldon Mortimore, LGBTQ Representative

Seconded by: Ron Greenberg, Business Representative

Vote: Fails (13 in favour, 0 opposed, 32 abstentions)

Motion to Roll Call

Moved by: Ron Greenberg, Business Representative

Vote: Fails

Moved by: Tiffany White, Director of Education

Seconded by: Francis Torres, St. James Campus Director

Vote: Carries (2 opposed - Ron Greenberg, 6 abstentions - Tiffany White)

9. CPI Fees Increase

Presentation: Gameda Baker, Director of Operations

Discussion:

- Carla Rudberg, Student: How would this be reflected in the SA fees that the students pay?
 - The CPI fee increase would apply to all SA and CFS fees.

10. Question and Answer Forum: (Speaker)

- Dilan, Student: Is there a breakdown of hours the different representatives have to work?
 - Sheldon Mortimore: Not really, there are job descriptions and specific responsibilities for different reps but not really an hourly breakdown.

11. Adjournment – (Speaker)

Speaker will ask Member to properly adjourn the Meeting and proceed to the Question & Answer period.

Motion: Be it resolved that the Spring General Meeting be adjourned at: 1:31PM

Moved by: Brittney DaCosta, Director of Campus Life

Seconded by: Sheldon Mortimore, LGBTQ Representative

Vote: Carries