

# Student Association of George Brown College

## Board of Directors Meeting Minutes

**Date:** Monday, August 17, 2017

**Time:** 2:00pm – 4:00pm

**Location:** Casa Loma – Games Room

<b>Board of Directors – Voting Members:</b>	
<b>Executive Members:</b>	
Director, Communications & Internal	Riddhi Modi
Director, Campus Life	Mercedes Burrowes
Director, Education	Tiffany White
Director, Equity	Alex Stewart
Director, Operations - Interim	Francis Torres
<b>Campus Directors:</b>	
Casa Loma Campus Director	Jasmyn St. Hilaire
St. James Campus Director	Francis Torres
Satellite Campuses Director	Ashley Cammisa
Waterfront Campus Director	<b>Vacant</b>
<b>Educational Representatives:</b>	
Arts, Design and Information Technology Representative	Alejandro Prieto
Business Representative	Ron Greenberg
Community Services and Early Childhood Representative	Tisha Graham
Construction and Engineering Technologies Representative	<b>Vacant</b>
Health Sciences Representative	<b>Vacant</b>
Hospitality and Culinary Arts Representative	Chioma Adaeze Ogbonna
Preparatory and Liberal Studies Representative	Vanessa Truong
<b>Constituency Representatives:</b>	
Accessibility Representative	Yuseph Jackman
First Nations, Métis and Inuit Students' Representative	Leslie Van Every
LGBTQ Students' Representative	Garth Vernon
International Students' Representative	Kushagra Manchanda
Women and Transgendered Students' Representative	Tiah Beckles
Black Students' Representative	Sabrina Mohammed
<b>Non-Voting Members:</b>	
General Manager	<b>Vacant</b>
<b>Resources:</b>	
Chair	Alastair Woods
Operations Manager	Faris Lehn
Equity and Advocacy Manager	Rosalyn Miller
George Brown College Representative	Joseph Stapleton
Minute Taker	Jessica Pasion/Tiffany White
Interpreters	
<b>Guests:</b>	
	Dialog Staff
	George Brown College Staff

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### 1. Roll Call:

Board of Directors: Voting Members	Present	Absent	Regrets Sent
<b>Executive Members:</b>			
Director, Communications & Internal	X		
Director, Campus Life		X	X
Director, Education	X		
Director, Equity	X		
Director, Operations - Interim	X		
<b>Campus Directors:</b>			
Casa Loma Campus Director	X		
St. James Campus Director	X		
Satellite Campuses Director	X		
Waterfront Campus Director	N/A		
<b>Educational Representatives:</b>			
Arts, Design and Information Technology Representative		X	
Business Representative		X	
Community Services and Early Childhood Representative		X	
Construction and Engineering Technologies Representative	N/A		
Health Sciences Representative	N/A		
Hospitality and Culinary Arts Representative		X	X
Preparatory and Liberal Studies Representative	X		
<b>Constituency Representatives:</b>			
Accessibility Representative	X		
First Nations, Métis and Inuit Students' Representative	X		
LGBTQ Students' Representative		X	
International Students' Representative	X		
Women and Transgendered Students' Representative		X	
Black Students' Representative		X	
<b>Non-Voting Members:</b>			
General Manager	N/A		

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### ***Land Recognition Statement:***

*I would like to take a 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.*

## **2. Call to Order**

**Time:** 2:26 pm

## **3. Approval of the Agenda**

**Be it resolved** that the Board of Directors accept the agenda as presented. Any amendments to the Agenda should be made at this point in time.

**Moved by:** Riddhi Modi, Director of Communications and Internal

**Seconded:** Francis Torres, St. James Campus Director

**Vote:** Carries

**Discussion:** Tiffany motions to amend the agenda.

**MOTION: Be it resolved** that the agenda be amended to include a motion for consideration regarding Board Accountability after item #8.

**Moved by:** Tiffany White, Director of Education

**Seconded:** Alex Stewart, Director of Equity

**Vote:** Carries

Riddhi motions to amend the agenda.

**MOTION: Be it resolved** that the agenda be amended to include two motions for consideration regarding the Part Time Staff HR Policy after item #7.

**Moved by:** Riddhi Modi, Director of Communications and Internal

**Seconded:** Ashley Cammisa, Satellite Campuses Director

**Vote:** Carries

## **4. Speaking Time**

**Be it resolved** that the Board of Directors, resource persons and guests respect Robert's Rules of Order and, when invited to speak by the Chair, limit their speaking time to 3 minutes per item.

**Moved by:** Alex Stewart, Director of Equity

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**Seconded:** Francis Torres, St. James Campus Director

**Vote:** Carries

### 5. Limitation of Speakers

**Be it resolved** that all discussions and/or debates be limited to four (4) speakers for and four (4) speakers against each individual motion.

**Moved by:** Tiffany White, Director of Education

**Seconded:** Vanessa Truong, Preparatory and Liberal Arts Representative

**Vote:** Carries

### 6. Approval of Meeting Minutes

**Whereas** the meeting minutes from the July 17, 2017 board meeting requires approval (see Appendix I); therefore

**Be it resolved** that the Board of Directors accept the meeting minutes as presented (please refer to Appendix I). Any amendments to the meeting minutes should be made at this time.

**Moved by:** Riddhi Modi, Director of Communications and Internal

**Seconded:** Alex Stewart, Director of Equity

**Vote:** Carries

### 7. UPDATE: IT Fees

**Presentation:** George Brown College

**Discussion:** Tiffany noted the presenters mentioned a potential for collaboration between the SA and LLC for the use of space within the LLC's on all campuses. Tiffany requested follow up to discuss further, particularly regarding the WF campus where the SA has limited spaces. The Board overall commended the College on the improvements of the technology within the College. It was recognized that GBC is leading the charge in student satisfaction regarding technology and related services.

### 8. Part Time Staff HR Policy Revision – Minimum Wage

**Whereas** in the Human Resources Part Time Staff Policy Manual, the part time staff receives 125% more wages than the legal minimum wage of Ontario; and

**Whereas** there is a proposed legislation from the Government of Ontario to increase the legal minimum wage from \$11.60 per hour to \$14 per hour as of January 1, 2018; and

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**Whereas** there is a proposed legislation from the Government of Ontario to further increase the legal minimum wage from \$14 per hour in 2018 to \$15 per hour as of January 1, 2019; and

**Whereas** continuing the current policy of 125% would increase the part-time minimum wage to be more than the full-time staff; and

**Whereas** the Student Association of George Brown College supports the “\$15 and Fairness” campaign, which states that all workers are entitled to a fair minimum wage of \$15 per hour; therefore

**Be it resolved** that the part time staff minimum wages outline within the Part-Time Staff Manual be changed to \$15 per hour, effective January 1, 2018.

**Moved By:** Riddhi Modi, Director of Communications and Internal

**Seconded:** Jasmyn St. Hilaire, Casa Loma Campus Director

**Vote:** Carries

**Discussion:** Yuseph and Jasmyn ask for clarification of how much the 125% of \$14 and \$15 per hour would be. A minimum hourly wage of \$14 per hour at 125% is \$17.50 per hour, while \$15 at 125% is \$18.75 per hour.

Rosalyn informs the Board that, based on these numbers, our part-time staffing would decrease if it remains unchanged. While it is an ideal wage for many students, it is not financially possible for the Student Association’s operating budget. The impact of leaving the current policy unchanged means that full-time staff wages would also increase, marginally, which would cause a decrease in the operating budgets for services and programs. There is a larger impact that needs to be considered when considering wages, as our budget must be able to accommodate the changes.

Tiffany acknowledges Rosalyn’s input and reiterates, “to be blunt: it’s either we hire 120-150 part time staff every year at \$15/hour, or we hire maybe 40-60 part time staff at 125% of those wages and make cuts in other areas and hope students can understand.”

Tiffany explains that this still needs to be motioned to the members at either an AGM or Special Meeting of the Members, as this 125% of minimum wage rule also exists within the bylaws. As such, the bylaws always supercede any other policy, so the members would have to be told the facts and be allowed to make an informed decision. However, it’s important to make sure that the students voting understand that, while we absolutely support a fair, liveable minimum wage, and that 125% of \$14 per hour is a great idea, we also have a fiduciary responsibility to the organization and need to ensure it stays financially stable.

### **9. Human Resources Part-Time Staff Policy Manual Revision**

**Whereas** in the Human Resources Part Time Staff Policy Manual states that there is an incremental increase of \$0.50 per year to the part-time returning staff; and

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**Whereas** the practice involves paying 50 cents with a cap up to three (3) years; therefore

**Be it resolved** that this incremental increase be struck from the Part Time Staff Policy Manual and a fair wage of \$15 be paid to all part time staff including any returning part-time staff, effective January 1, 2018.

**Moved by:** Riddhi Modi, Director of Communications and Internal

**Seconded:** Alex Stewart, Director of Equity

**Vote:** Carries

**Discussion:** Yuseph, Riddhi, Rosalyn, Jasmyn, and Faris discuss the concerns regarding inflation versus minimum wage increases. Yuseph is concerned that, while minimum wage will increase within the next two years, so will the cost of living which will bring us back to the same position prior to the “Fight for \$15 and Fairness”. Jasmyn, Rosalyn, Riddhi and Faris agree that this is a concern, but they reiterate that we must also do our duty as a Board and ensure we also look at the impact on the organization when considering financial changes such as wages.

### **10. UPDATE: SA AGM Accessibility Report (Tabled from July)**

**Whereas** the Student Association mission statement declares that the Student Association is “committed to supporting each other in the struggle for students’ rights, the pursuit of quality education and the provision of services in a safe, equitable and accessible environment”; and

**Whereas** an accessibility audit was delegated by the Executive Committee to the Accessibility Representative in the 2016-2017 term, which was completed by the Community Action Centre, based on the most recent Student Association General Meeting; and

**Whereas** simple changes in planning could allow the Student Association to move towards barrier-free General Meetings and Special Meetings of the Members where all members can fully participate; therefore

**Be it resolved** that the Board of Directors of the Student Association of George Brown College accepts and adopts the recommendations made in the SA AGM Accessibility Report (Appendix III a) and Timeline Checklist (Appendix III b).

**Moved by:** Alex Stewart, Director of Equity

**Seconded:** Jasmyn St. Hilaire, Casa Loma Campus Director

**Vote:** Carries

**Discussion:** Rosalyn expresses that it should be up to the Educational Centre Reps and Constituency Reps to do the outreach to students to determine the accessibility needs to

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truly live this report. Passing a motion does not mean everything gets better. It must be implemented.

### 11. Motion to Go In-Camera

**Moved by:** Tiffany White, Director of Education

**Seconded:** Alex Stewart, Director of Equity

**Vote:** Carries

\*In-Camera Discussion – no minutes taken\*

**Motion to exit in-camera**

**Vote:** Carries

### 12. Board Accountability

**Be it resolved** that the Board of Directors accepts the Board Reports that have been adequately completed.

**Be it further resolved** that the Directors who have submitted an inadequate Board Report be referred to the Board Mediation Committee for necessary disciplinary action and/or follow up.

**Be it yet further resolved** that the Directors are to submit their reports to the Director of Communications and Internal on the 12<sup>th</sup> day of every month at noon.

**Moved by:** Tiffany White, Director of Education

**Seconded:** Alex Stewart, Director of Equity

**Vote:** Carries

### 13. Other Business

### 14. Motion to Adjourn

**Moved by:** Alex Stewart, Director of Equity

**Seconded:** Riddhi Modi, Director of Communications and Internal

**Vote:** Carries