

Call to Order – 2:30 pm, March 2, 2015 | MBC 2290

**1. Roll Call of Attendance**

**Committee Composition**

Executive Officer (*chair*) ..... Darwin Binesh  
President (*ex officio*) ..... Chardaye Bueckert  
Board of Directors Representative ..... Shadnam Khan  
Board of Directors Representative ..... Rebecca Langmead  
Board of Directors Representative ..... Shirin Escarcha  
Board of Directors Representative ..... Adam Potvin  
Councilor ..... Marija Jovanovic  
Councilor ..... Charles Turo  
Student At-Large .....  
Student At-Large .....

**Society Staff**

Minute Taker ..... Dion Chong

**Guests**

Board of Directors Representative ..... Ayla Kooner  
Board of Directors Representative ..... Kayode Fatoba  
Member ..... Brandon Wong  
Member ..... Enoch Weng  
Member ..... Arjan Mundy

**2. Adoption of the Agenda**

**MOTION CPR 2015-03-02:01**

Khan

*Be it resolved to adopt the agenda as amended*

*AP-11 Added*

**CARRIED**

**3. Matters Arising from the Minutes**

**MOTION CPR 2015-03-02:02**

Escarcha

*Be it resolved to approve the minutes of 2015-02-23*

**CARRIED**

Abstention: Langmead

**4. Unfinished Business**

**a. Health Science Undergraduate Student Union Constitution and Bylaws**

**MOTION CPR 2015-03-02:03**

Khan

*Be it resolved to recommend to Board to approve the Health Science Undergraduate Student Union Constitution and By-Laws.*

Item was brought to CPR in the previous week and the document has been updated to reflect the recommendations from the committee and from the Student Union Resource Office. Includes a superseding clause as per other Faculty Student Union bylaws.

Bylaw 9 — should indicate that SFSS constitution and bylaws both supersede those of HSUSU. Bylaw 6.6—Quorum of 2% of HSCI membership (26 members at present), as consistent of both SFSS and BASS bylaws. At present, regular meetings have 13 members, and the low threshold was justified in order to maintain activity.

**CARRIED**

**b. Amended—AP-11 Childcare**  
**MOTION CPR 2015-03-02:04**

Langmead

*Whereas* Remunerations Advisory Committee has reviewed the following recommendations in principle;

*Be it resolved to* recommend to BOD to amend AP-11 as presented.

The amendment had been outstanding since the summer. The amendment recognized issues with the current remuneration rate of \$5 per hour and proposes changes towards a larger lump sum. This change was based upon research conducted by the Applied Sciences Representative into childcare providers in the Burnaby area, which charge by day or half day as opposed to hourly. The policy continues to require supporting documentation as defined by the Vice President Finance and the Finance Office, generally consisting of a signed contract with provider or receipts. There was a desire to ensure that the two authorizing parties continued to have flexibility in defining documentation.

Over the past two years, only two individuals (a councilor and a faculty representative) have used the subsidy. Usage may increase in the future.

Policy does not currently include provisions for the Independent Electoral Commission. It was deemed outside the jurisdiction of the Board to require the IEC to budget for childcare subsidy. The President would communicate the opportunity to the current IEC. This was seen as valuable in promoting student involvement in the IEC alongside the Society at large.

Childcare was considered a form of remuneration by the Remunerations Advisory Committee. The RAC was currently defunct as a result of a lack of students at-large impacting its ability to reach quorum. The President had been in active contact with members from the RAC mailing list, and those appointed to the committee discussed the matter extensively over the summer.

The President was commended for the depth of research and information provided to the committee.

Concern was raised that such subsidy opened the door for subsidies in other areas, such as student loans and cost of living.

**Action Item:** Vice President Finance was tasked to address the forms of supporting documentation accepted for childcare subsidies within their procedural manual.

**CARRIED**

**5. Attachments**

2015-02-23 AP-11- Childcare Expenses.pdf

HSUSU constitution (1).docx

**6. Adjournment 2:45pm**

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DC | CUPE 3338

# Constitution and By-Laws

September 2014

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Health Sciences Undergraduate Student Union

## **ABSTRACT**

Proposed constitution and by-laws for the future faculty student union for the Faculty of Health Science.

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## Constitution

The organization shall be known as the Health Sciences Undergraduate Student Union, constituted as the faculty student union of the Simon Fraser University Faculty of Health Science as defined by the Simon Fraser Student Society (SFSS).

The purposes of the Faculty Student Union shall be:

1. To promote and represent the interests of undergraduate students in the Faculty of Health Sciences.
2. To undertake projects that reflect the objectives and interests of its members.
3. To act as a liaison with the Simon Fraser Student Society, other student unions, clubs, the Faculty, and other University organizations.
4. To offer resources and organize activities of educational, social, recreational, and professional value for the membership.

## By-laws

### By-law 1: Interpretation

1. "Active" is defined as an individual's status as either a Health Science major or minor in the Faculty of Health Science
2. "Board" shall refer to the Executive Board of HSUSU
3. "HSUSU" shall refer to the Health Sciences Undergraduate Student Union
4. "Regulations" shall refer to the constitution, bylaws, and policies of HSUSU
5. "Society" shall refer to the Simon Fraser Student Society
6. "University" shall refer to Simon Fraser University
7. "Faculty" shall refer to the Faculty of Health Science
8. "Membership" shall refer to active undergraduate members of the Faculty of Health Science
9. "Associate membership" shall refer to any individual who is a non-voting member of HSUSU
10. "Quorum" shall refer to two-thirds of Executives being present
11. "Constitution" shall refer to the HSUSU constitution
12. "Simple majority" shall refer to a value of more than half
13. "Signing officer" shall refer to members of the Executive Board able to represent HSUSU, except in entering legally binding contracts
14. "Executive" shall refer to the President, Vice President Finance, Vice President Internal Relations, Vice President External Relations, Vice President Student Life, Vice President Marketing, Creative Director, Undergraduate Studies Committee Representative - Arts, and Undergraduate Studies Committee Representative - Sciences.
15. "VP" shall refer to Vice-President positions
16. "DSU" shall refer to a departmental student union, as defined by the Simon Fraser Student Society
17. "Semester" shall refer to an academic calendar semester

**By-law 2: Membership**

1. All members of the Faculty of Health Sciences, as defined by the University, and as indicated on a University transcript are members of HSUSU.
2. All members of HSUSU may vote at any HSUSU Annual General Meeting, Special General Meetings, Elections and By-Elections.
3. Non-voting associate membership shall be granted to undergraduate students who do not fulfill the requirements of By-Law 2.1, but are registered in at least one undergraduate Faculty of Health Science course.
  - a. Individuals holding associate membership shall not count towards quorum in any Board or Annual General meeting.
  - b. Associate members shall be eligible to hold a non-voting committee position.
4. No proxy votes shall be permitted.

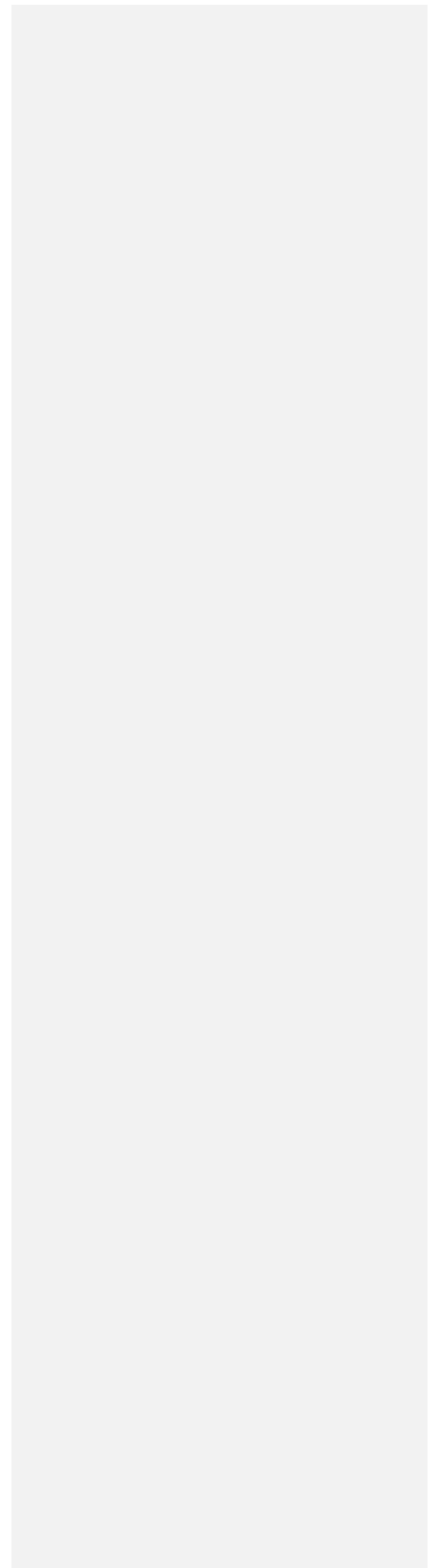


## By-law 3: Executive Board

### Composition

1. The Executive board shall consist of the following positions:
  - a. President,
  - b. Vice President Finance,
  - c. Vice President Internal Relations,
  - d. Vice President External Relations,
  - e. Vice President Student Life,
  - f. Vice President Marketing,
  - g. Creative Director,
  - h. Undergraduate Committee Studies Representative - Arts,
  - i. Undergraduate Committee Studies Representative - Science.
2. The President shall:
  - a. Chair all Board meetings, and coordinate the activities of HSUSU.
  - b. Officially represent HSUSU and liaise with the Faculty of Health Science and Simon Fraser Student Society.
  - c. Make an immediate and urgent decision if one needs to be made.
  - d. Coordinate and direct the activities of the Executive Board,
  - e. Act as a signing officer.
3. The Vice President Finance shall:
  - a. Maintain all financial records of the HSUSU, including accounting of all funds received and spent.
  - b. Ensure long-term financial planning is sustainable and viable for HSUSU.
  - c. Act as a signing officer.
4. The Vice President Internal Relations shall:
  - a. Oversee and control all communication and messaging internal to HSUSU, including the membership and Executives
5. The Vice President External Relations shall:
  - a. Act as the official liaison between HSUSU and all organizations external to the membership
6. The Vice President Student Life shall,
  - a. Organize and execute all HSUSU events.
  - b. Chair the Events Committee, and shall:
    - i. Support and facilitate all activities of the Events Committee.
    - ii. Initiate call out for committee members.
    - iii. Be held accountable for the activities of the committee members to Board
7. The Vice President Marketing shall,
  - a. Organize and execute all marketing and campaigning strategies necessary for all HSUSU activities.
8. The Creative Director shall,
  - a. Be responsible for creating all media or materials used for marketing HSUSU activities.
9. The Undergraduate Studies Committee Representative - Arts shall:

- a. Act as the official liaison between FHS Arts students and the Undergraduate Studies Committee.
- 10. The Undergraduate Studies Committee Representative - Science shall:
  - a. Act as the official liaison between FHS Science students and the Undergraduate Studies Committee.



#### **By-Law 4: Powers, Duties, and Obligations of the Executive Board**

1. All Executives shall be members of HSUSU.
2. The Board shall carry out the operations and management of HSUSU in a manner consistent with the HSUSU Constitution and By-Laws
3. All decisions made by the Board shall be passed by a simple majority of Executives, unless otherwise stated by another policy or regulation.
4. The Board shall hold a minimum of one Board meeting per month.
5. Proxy votes are not permitted.

#### **Removal of Members of the Executive Board**

6. Where a member of the Board is derelict fulfilling his/her/zir duties as outlined in these By-laws, or has committed a violation of the Constitution, By-laws or Policies, they may be removed from their position by:
  - b. Making a motion to the effect of removing said member and motivating for said motion,
  - c. Providing notice in writing at least one week in advance, or by
  - d. Achieving a two-thirds ( $\frac{2}{3}$ ) majority consensus of the voting members present and voting at a general meeting.
7. Executives who have been absent for three consecutive scheduled meetings without ratified regrets, shall be considered to have abandoned their position and the position shall be considered vacant.

#### **By-Law 5: Department Student Unions**

1. The Faculty of Health Science Undergraduate Program Concentrations may be constituted as Department Student Unions (DSU), so long as they are constituted as DSUs by the SFSS.
2. Any DSU that is created within the Faculty of Health Science will be allotted one representative Executive seat on the Board.

#### **By-Law 6: Annual General Meetings**

1. The Annual General Meeting shall be held within 6 weeks of the beginning of the Fall academic semester.
2. The current President shall chair Annual General Meetings.
3. All members of HSUSU shall be able to put forth any business on the Annual General Meeting agenda.
4. Individuals holding associate membership shall not contribute to total quorum count, but will retain all speaking privileges at Annual General Meetings.
5. Notice of the Annual General Meeting requires two weeks of advertisement to the membership and must state the date, time, location, and proposed agenda items for the meeting.
6. Quorum shall be the lesser of 2% of the most recent membership count or 30 members of HSUSU

#### **By-law 7: Elections**

1. Only active members who are declared Health Science majors or minors in the faculty may be nominated.
2. All Executive positions on the Board shall be elected by the HSUSU membership.
3. Elections shall take place in March.
4. Members elected to the Board shall hold office for one year (from May 1<sup>st</sup> April 30<sup>th</sup> of the following year).
5. Nomination period shall be no less than two weeks, and shall remain open until 96 hours before the meeting for voting.
6. Voting shall be by secret ballot, with the person receiving a majority vote being elected.
7. In the event that any of the yearly positions remain or become vacant, an election for this position shall take place at the next scheduled general meeting and notice of the election will be included with notice of the meeting.
8. No proxy voting shall be allowed.

#### **By-law 8: Amendments**

1. Amendments to this constitution shall be allowed if passed by a two-thirds (2/3) majority of members present and voting at a quorate general meeting.

SFSS 2015-2-19 10:59 AM

Deleted:

2. The general nature of the proposed amendment must be clearly stated in the notice of meeting preceding that general meeting.

**By-law 9: Superseding Clause**

1. This Constitution repeals and supersedes all previous constitutions.
2. If conflicts arise between this Constitution and the SFSS Constitution and By-Laws, the SFSS Constitution shall supersede this Constitution in those conflicting areas



# Policy Proposal Form

*The policy request form will be used to frame the development of any new policy and the revision of any existing policy. It will also be filed permanently to provide context to any future revision, addition, or deletion.*

## General Information

Name	Type of Request	New Policy
Position		Revision
Date		Deletion

### Policy Reference Number

*For new policies, indicate the number of the proposed policy. For amendments, indicate the policies affected.*

## Organizational Need

*Any policy creation or change should result from a need not currently being met by the current policy manual. Provide the context that prompted this request.*

## Explanation of Proposal

*In light of the need outlined above, provide an explanation of the policy proposal as the best available option for catering to that need.*

Large empty area for providing the explanation of the proposal.

## **Relation of Proposal on Existing Policies**

*Provide an analysis of how your policy proposal will impact existing policies. Make sure that any policies you cite are attached to the email generated when you submit this form.*

## **Checklist for Proposal Submission**

The following should be included with the proposal submission:

- Both the current and proposed policy language as a tracked changes document in .doc, .docx. or .pdf format
- Any supporting documentation demonstrating organizational need and/or area approval  
*(Ex. VP Finance and Financial Office email approval of a finance-related policy change)*

Please use Adobe Reader to read and fill out SFSS PDF documents - <http://get.adobe.com/reader>



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## AP- 11 Child Care Expenses Policy Change Proposal Report

Prepared by Chardaye Bueckert, SFSS President & Ben Rogers, SFSS Applied Sciences Representative (on behalf of the Remuneration Advisory Committee)

### Introduction:



In summer 2014, SFSS President Chardaye Bueckert introduced a proposal to the Constitution and Policy Review Committee to amend AP 11- Child Care. This change was deemed to be related to remuneration, and was thus referred to the Remuneration Advisory Committee to prepare a report. The initial part of the report reflects the initial proposal presented in summer 2014. The second portion reflects research conducted by the SFSS Applied Sciences Representative Ben Rogers, as tasked by the Remuneration Advisory Committee. The third and final suggestion is a recommendation that was sent to the Remuneration Advisory Committee for consideration electronically.

**Part 1 -**

**Proposed Language:**

**AP-11: Childcare Expenses**

1. Members of Forum, the Board of Directors and all members of the Society's committees and working groups, shall be entitled to reimbursement of childcare expenses that result from their involvement in meetings of the Society.
2. Childcare expenses shall be reimbursed up to five dollars (\$5) per hour per child to a maximum of one hundred hundred dollars (\$100) per semester for Forumrepresentatives and students at-large, -hundred-fifty dollars (\$250) per semester for Faculty and At-Large members of the Board of Directors, and to a maximum of two thousand dollars (\$2000) per semester for Executive Officers.
3. Applications for reimbursement shall be made to the Finance Office and shall be accompanied by supporting documentation satisfactory to the Society.

Amended: BOD 05-15-02, BOD 09-22-04, AGM 10-10-07:006,  
BOD 02-06-08: 011, BOD 04-16-08, 5

**Rationale for change:**

- i) This policy has not been amended since 2008
- ii) This policy does reflect current costs of child care funding
- iii) This policy allots funding in a seemingly arbitrary manner

- iv) The Chief Electoral Officer and Independent Electoral Commission Commissioners contribute a substantial amount of time to the Society but do not have child care funding available via this policy (or any other policy)

**Explanation of suggested changes:**

- I came to the new total Executive allowance based on the number of hours of child care that the \$5/hour rate would have allowed for ( $\$2\,000$  divided by  $\$5/\text{hour} = 400$  hours.  $400 \text{ hours} \times \$11/\text{hour} = \$4\,400/\text{term}$  for Executives).

If the 400 covered hours a term is averaged over the 4 months in a term, it means that 100 out of 120 hours a month (~83%) are covered. This seems like a reasonable percentage of hours to be covered as at least 20% percentage of work (emails, reading minutes, scheduling, etc.) for Executives can be completed remotely.

- If a calculation using the number of hours the \$5/hour allows for is applied to FARM, the following breakdown results:  
 $\$250$  divided by  $\$5/\text{hour} = 50$  hours.  $50 \text{ hours} \times 11/\text{hour} = \$550/\text{term}$  for Faculty and At Large Representatives

Given that FARM members work 60 hours a month for a total of 240 per term, this childcare allowance would have covered only ~20% of hours for FARM members, which is inconsistent with the coverage allowed for Executives. Similar to Executives, at least 20% of FARM member work can be completed remotely. Thus, I came to the new total FARM allowance using the 83% coverage that is in place for Execs ( $83\% \times 60 \text{ hours/month} = 49.8$  hours, rounded to 50 hours for simplicity.  $50 \text{ hours/month} \times 4 \text{ terms} = 200$  hours/term.  $200 \text{ hours/term} \times \$11/\text{hour} = \$2200/\text{term}$ )

- If a calculation using the number of hours the \$5/ hour would allow for is to applied to Councillors and students at large, the following breakdown results:

$\$100 \text{ divided by } \$5/\text{hour} = 20 \text{ hours. } 20 \text{ hours} \times \$11/\text{hour} = \$220/\text{term}$  for Councillors and students at large.

When 20 hours a term is averaged over 4 months in a term, this allows for 5 hours a month of coverage. On average, a Councillor would spend 3 – 6 hours a month in Council meetings (exclusive of preparation) and an additional 2-4 hours a month in committee meetings (exclusive of preparation and completing committee work). Given that a Councillor's duties involve meetings almost exclusively, 100% coverage is more appropriate than 83%. Thus, the total 10 hours a month maximum should be covered.  $10 \text{ hours/month} \times 4 \text{ months} = 40 \text{ hours/term. } 40 \text{ hours/term} \times \$11/\text{hour} = \$440$

A student at large sitting on one committee will likely spend 2-4 hours a month in committee meetings, depending on the level of activity of the committee. Given that a student-at-large's duties primarily include attending meetings, 100% coverage is appropriate. Thus,  $4 \text{ hours/month} \times 4 \text{ months in a term} = 16 \text{ hours/term. } 16 \text{ hours/term} \times \$11/\text{hour} = \$176/\text{ term}$  for students at large.

**Interactions with existing policies & procedures:**

i) Rule 6, 1. i. states:

“Notwithstanding the above, during the months of April, August, and December it is understood that the duties and responsibilities of Executive Officers may be reduced by a maximum of one-half (1/2) of the required hours (60 hours), and that this reduction in activity shall not affect stipend allocations.”

Consideration: Should the policy take into consideration the 3 exam period months?

ii) R 7 1. j. states:

j. Notwithstanding the above, during the months of April, August, and December it is understood that the duties and responsibilities of Faculty Representatives and At-Large Directors may be reduced by a maximum of one-half (1/2) of the required hours (30 hours), and that this reduction inactivity shall not affect stipend allocations.

Consideration: Should the policy take into consideration the 3 exam period months?

- iii) R 16 1. b states:  
In this Rule, “remuneration motion” refers to any motion to create or amend any regulation which shall set or change the amount of a stipend or other remuneration paid to a member of the Board of Directors or Forum, **or which shall establish or change any other form of remuneration available to them.**”

And R 16 2 states:

“Any remuneration motion shall be referred to the Remuneration Advisory Committee for a report.”

Consideration: Does this change to the amount of child care funding available for Board members need to go to Remuneration for a report?

- iv) Rule 17 8 a i 4. states:  
“Remuneration for each available Board or Forum position [must be advertised]”

Consideration: Should child care remuneration be advertised along with Board member stipends?

- v) Rule 17 5 outlines the remuneration available for the Chief Electoral Officer and the Independent Electoral Office Commissioners but does not currently speak to child care funding

Consideration: Should the Chief Electoral Officer and Commissioner have child care funding available? Should this be stipulated in the electoral policies or in AP 11?

**Interaction with proposed/intended policy and procedure changes:**

- i) The President, CRPC, and Executive Director have all indicated the desire to create a more formal SFSS Board of Directors Orientation protocol. Part of this Orientation could include a mention to child care funding being available and the procedure for obtaining it

Consideration: Processes for advertising the availability of child care funding and procedure for obtaining it should be kept in mind in all Orientation plans (including plans for Committees and Council).

**Identifiable principled considerations:**

- Is child care funding a form of remuneration?
- Should 100% of hours worked by FARM member and Executives be covered?
- Is \$11 an hour a high enough amount?
- Is it fair to expect students to pay out of pocket and be reimbursed?
- Given the variance in amount of time spent by Councillors and students at large, is it fair to have a fixed number of hours they can be reimbursed?
- Should child care funding be provided for activities related to committee participation that aren't meetings? Eg. volunteering at outreach sessions, etc.
- Should allowances be done semesterly (vs monthly, yearly, etc.)?
- Should the same formula be applied to Councillors and Students at Large as Board members?

**Identifiable administrative considerations:**

- Childcare line item (945/20) currently is budgeted at \$600 for the 2014/2015 year. No applications for reimbursement have been made this year.
- A system of reimbursement is likely administratively easier but may inhibit students ability to participate if they are unable to pay for costs out of pocket
- If CPR decides that the Chief Electoral Officer and Commissioner should have child care funding available, should this come from the IEC budget? Where should this be stipulated (eg. AP 11 or electoral policies)?

**Identifiable next steps:**

- CPR should have principled discussions about the aforementioned issues
  - A decision should be made by Remuneration Advisory Committee about whether this is considered remuneration and if so, they should provide a report on the matter as stipulated in SO-16: Remuneration Advisory Committee
  - Council representatives should decide if they wish to refer the matter to Council for consideration or if they feel qualified to make recommendations as Council's delegates to CPR
- Update - an open call out for consultation was announced at Council in Summer 2014. No feedback was received.
- The Finance and Administrative Services Committee and/or Finance Office should report on how budgeting for child care should work given that budgeting usually happens before new Board members and Councillors are elected. There may be years where large amounts of funding are required and others years where none is required. Discussion

about which line item the costs for Council and students-at-large should appropriately come from should also take place (there is currently a line item for Board childcare expenses but not for Council or students-at-large).

## **Part 2 - Research**

### Childcare Rates Research

In order to determine a new rate for SFSS child care subsidies, a search of daycare centres in the Burnaby area was conducted. This was to determine the current cost of childcare and any associated fees. Of the daycare centres that listed their prices, the range for 1 month of full time child care was \$730 - \$1030. However, this range may be somewhat inaccurate for many reasons:

1. The rates vary depending on how old the child is at the time of registration. In general, rates tend to decrease as the child's age increases since children require less constant supervision as they age.
2. The rates are also highly dependent on the type of license a daycare has. These include group child care, family day care, and Montessori-type care. In addition, the maximum number of enrolled children can also affect rates. In general, daycares with a smaller maximum number of enrolled children tended to have higher rates than those with larger maximums. This is likely due to the fact that the cost per child with regards to area upkeep is higher than those with large licenses.
3. These rates are for daycares in the Burnaby area only. Whilst the Canada Childcare Directory website listed some Group Daycares in Surrey, these tended to only have licenses to enroll 8 children and thus their rates would not be listed. Furthermore, different areas are likely to have different rates and thus a general amount should be considered for those within the SFSS that do not live in the Burnaby area.

### BC Government Rates Research

In order to support low-income families, the BC Provincial Government does offer childcare subsidies to qualifying applicants. There are numerous categories in the Child Care Subsidy Rate Table which are split into <4 hour coverage and >4 hour coverage. In addition, the list is then further split into the cost per day and cost per month under the above categories. As with the daycares, the rates for coverage decrease as the child gets older. Assuming full time coverage in a licensed group

daycare on a per month basis, the subsidies vary between \$415 for a child of school age to \$750 for a newborn baby. For reference, the table can be accessed here:

[https://www.mcf.gov.bc.ca/childcare/pdfs/subsidy\\_rate\\_table.pdf](https://www.mcf.gov.bc.ca/childcare/pdfs/subsidy_rate_table.pdf)

### How much does BC cover?

The difficulty associated with calculating a coverage amount for SFSS Board/Council members is that BC doesn't cover a fixed percentage of childcare costs. As noted earlier, they provide an amount based on the type of daycare and the age of the child with individual rates being determined by the daycare itself. In other words, the monetary gap between what BC covers and what the parent covers can vary inconsistently with the aforementioned age and type of care. However, in all of the research conducted,

In addition, the current wording of AP-11 provides subsidies on a per hour basis when none of the daycare services charge clients in this manner. Instead, the daycares generally offer coverage in increments of 4 hours for part time (<4 hours) and full time (>4 hours) coverage. The amount that the SFSS should subsidize could be based on four hour increments of work done by the Board/Council member. This way, the subsidy can be more effective when considering childcare options.

### **Part 3- Recommendation**

In light of the research that showed the Government of British Columbia provides a partial child care subsidy and the average cost of full-time child care is no more than \$1 030, providing over \$4 000 per term for Executive Officers may be unnecessarily high. Additionally, given most formal child care does not operate on a per- hour basis, simply allowing for a per-term limit (while still requesting documentation to support the reimbursement) is likely a better model.

Thus, an amount of up to \$3 000 for semester for Executive Officers and \$1 500 for Faculty and At-Large Representatives would be adequate to ensure individuals elected to the Board are able to fully participate even if they are caring for their children.

Given that some Councillors and students at large volunteer a good deal of time for the Society, allowing up to \$500 would enable child care subsidization beyond simply attending meetings.

Proposed policy change -

**Proposed Language:**

AP-11: Childcare Expenses

1. Members of Council, the Board of Directors and all members of the Society's committees and working groups, shall be entitled to reimbursement of childcare expenses that result from their involvement in the Society.
2. Childcare expenses shall be reimbursed up to \$500 per semester for Council representatives and students at large, \$1 500 per semester for Faculty and At Large Representatives, and \$3 000 per semester for Executive Officers.
3. Reimbursement requests shall be accompanied by supporting documentation.

Amended: BOD 05-15-02, BOD 09-22-04, AGM 10-10-07:006,  
BOD 02-06-08: 011, BOD 04-16-08, BOD xx-xx-2015

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