

## 1. CALL TO ORDER

Call to Order – 12:05 PM

## 2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Sł<sup>w</sup>xwú7mesh Úxwumixw (Squamish), Selíłwítulh (Tsleil-Waututh), k<sup>w</sup>ík<sup>w</sup>əłəm (Kwkwetlem) and qícəy (Katzie) Nations. Unceded means that these territories have never been handed over, sold, or given up by these nations, and we are currently situated on occupied territories.

## 3. ROLL CALL OF ATTENDANCE

### 3.1 Committee Composition

President ( <i>Chair</i> ) .....	Osob Mohamed
VP External Relations .....	Samad Raza
VP Finance .....	Corbett Gildersleve
VP Student Life .....	Jennifer Chou
VP Student Services .....	Matthew Provost
VP University Relations .....	Gabe Liosis

### 3.2 Society Staff

Transition Manager .....	Lawrence Jones
Administrative Assistant .....	Somateh Naseri

## 4. ADOPTION OF THE AGENDA

### 4.1 MOTION EXECUTIVE 2020-12-17:01

**Gabe/Matthew**

*Be it resolved to adopt the agenda as amended.*

#### **CARRIED UNANIMOUSLY**

- Add a new in camera discussion Item 7.1 for Building manager PD
- Add a new motion item 6.6 Electoral Commission
- Add a new motion item 6.5 StudentCare Agreement

## 5. MATTERS ARISING FROM THE MINUTES

### 5.1 Executive Committee Minutes-MOTION EXEC 2020-12-17:02

**Samad/Matthew**

*Be it resolved to receive and file the following minute(s):*

- EXEC 2020-07-08
- EXEC 2020-07-15
- EXEC 2020-08-26

- EXEC 2020-09-24
- EXEC 2020-10-22
- EXEC 2020-11-05
- EXEC 2020-12-10

**CARRIED UNANIMOUSLY**

## 6. NEW BUSINESS

### 6.1 Spring 2021 Referendum - Bylaw Update-MOTION EXEC 2020-12-17:03

**Gabe/Corbett**

*Be it resolved that the Executive Committee, on behalf of and with consent of the Board of Directors, approve the following referendum question for the Spring 2021 referendum:*

- Do you agree to make the following changes to the SFSS By-Laws:
  - Change all references to “Society Act” with “Societies Act”
  - Change By-Law 4(10)(b) to read “Be an ex-officio voting member of all Committees of Council.”
  - Add a clause to By-Law 4(11) that reads “Shall train and advise the incoming Vice-President Internal and Organizational Development.”
  - Amend By-Law 6(16)(d) to read “Act as a liaison between their Student Union, Constituency Group, or Affiliated Student Group, and Council,”
  - Add a subsection under By-Law 6(24) that reads “If a Councillor represents an Affiliated Student Group, their Alternates must be a member of their respective Affiliated Student Group.”
  - In By-Law 10, replace “If the members of a proposed Student Union” with “If members of a faculty or department unrecognized by Council”
  - Create a subsection under By-Law 15(23) that reads “if the voting period is set to fall during the University’s reading break, the voting period shall be postponed to the next week of regularly scheduled classes”
  - Add a section under By-Law 16 that reads “By-elections shall not be scheduled during the University’s reading break”
  - Add “In accordance with By-Law 16,” at the beginning of By-Law 16(8)(b)
  - Amend By-Law 17(5)(b) to read “in accordance with the Constitution and By-Laws of the Student Union, Constituency Group, or Affiliated Student Group the Councillor represents.”
  - Replace the word “by-laws” in By-Law 19(1)(b) with “constitution”.

**CARRIED UNANIMOUSLY**

- This motion has the Board consent to pass on Executive Committee Meeting due to time constrains.

### 6.2 Spring 2021 Bylaw Order Update-MOTION EXEC 2020-12-17:04

**Gabe/Matthew**

*Be it resolved that the Executive Committee, on behalf of and with consent of the Board of Directors, approve the following referendum question for the Spring 2021 referendum:*

- The current SFSS By-Laws has many gaps in numbering, and the sequential order of the By-Laws could be improved to increase readability and better help students understand the By-Laws.

- Do you agree with changing the current order of the SFSS By-Laws to the following:
  - By-Law 1: Interpretations
  - By-Law 2: Membership
  - By-Law 3: Powers, Duties and Obligations of Members
  - By-Law 4: Powers, Duties and Obligations of Members' Meetings
  - By-Law 5: Council
  - By-Law 6: Powers, Duties and Obligations of Council
  - By-Law 7: Powers, Duties and Obligations of the Executive Committee
  - By-Law 8: Student Unions
  - By-Law 9: Student Union Levies
  - By-Law 10: Constituency Group
  - By-Law 11: Auditors
  - By-Law 12: Amendments
  - By-Law 13: Elections
  - By-Law 14: By-Elections
  - By-Law 15: Resignation, Impeachment, or Abandonment
  - By-Law 16: Referenda
  - By-Law 17: Accountability in External Provincial and National Student Organizations
  - By-Law 18: The Seal of the Society
  - By-Law 19: Dissolution
  - By-Law 20: Records
  - By-Law 21: Prohibitions on Discrimination
  - By-Law 22: Primacy of By-Laws

**CARRIED UNANIMOUSLY**

- The order mentioned above is to fix the gaps and numbering on the By-Laws.
- Amendment was done to improve the readability and help students to understand the By-Laws.

**6.3 MOTION EXEC 2020-12-17:05**

**Corbett/Gabe**

*Be it resolved that the Executive Committee, on behalf of and with consent of the Board of Directors, approve the following referendum question for the Spring 2021 referendum*

- Administrator Wage Restriction Do you agree to add the following bylaws?
- Add to Bylaw 1 - Interpretations
  - “Administrator” means a person who is employed by the Society on a permanent or temporary contract and who is union-excluded
  - “Hourly wage equivalent” means an annual salary divided by 70 biweekly hours divided by 26 pay periods
  - “Legacy employment contracts” means employment contracts entered into by the SFSS before May 1, 2021
  - “General Fund” means the Society fund that receives the Student Society Membership Fee
- Create a By-Law titled “SFSS Administrator Cost Restrictions”

1. An administrator's "hourly wage equivalent" cannot be more than 2.5 times the hourly wage of a "student staff" as defined and established in the most recent Collective Agreement for the SFSS's unionized employees
2. The combined salaries of all administrators, excluding the cost of benefits, shall be no greater than 10% of the total revenue from the General Fund or \$300,000, whichever is larger.
3. Legacy employment contracts for administrators are excluded from the wage caps established in subitems (1) and (2)

**CARRIED UNANIMOUSLY**

*\*Mathew Provost left at 12:30 PM.*

**6.4 SUB Operations During COVID-19-MOTION EXEC 2020-12-17:06**

**Corbett/Jennifer**

*Whereas the latest COVID-19 Provincial Health Order was extended into January;*

*Whereas COVID-19 cases have still been high;*

*Be it resolved that the Executive Committee approve keeping the Student Union Building at current operating levels until March 1st.*

**CARRIED UNANIMOUSLY**

**6.5 Independent Electoral Commissioners for Spring 2021-MOTION EXECUTIVE 2020-12-17:07**

**Osob/Gabe**

*Be it resolved to appoint Farhan Shahriar as the IEC Chief Commissioner for the 2021 Spring General Elections and Referenda,*

*Be it further resolved to appoint Kelsey Lucente, Catherine Qi, Jason Thiara, and Begum Yuksel as IEC Commissioners for the 2021 Spring General Elections and Referenda.*

**CARRIED UNANIMOUSLY**

- May 1<sup>st</sup> can be the start of new hiring

*\*Mathew Provost Joined the meeting at 12:43 PM.*

**6.6 Studentcare Agreements-MOTION EXECUTIVE 2020-12-17:08**

**Corbett/Samad**

*Whereas our agreement with Studentcare expires this fiscal year*

*Whereas Studentcare has proposed a new agreement with a length of time of 2 years with the possibility of a 2-year extension and no increase in fees for the length of the agreement*

*Whereas the Board discussed the proposal in-camera at their December 11th meeting and reached a consensus*

*Be it resolved that the Executive Committee approve on behalf of the Board of Directors the Studentcare agreement*

**CARRIED UNANIMOUSLY**

- Student care had a 5-year agreement
- Suggested to keep the same length for the agreement
- The option of 2-year extension
- Agreement on not user fees
- Possibility to get a lower premium for SFSS membership

## 7. IN-CAMERA

**7.1 MOTION EXECUTIVE 2020-12-17:09**

**Gabe/Samad**

*Be it resolved to go in-camera for the remainder of the meeting.*

**CARRIED UNANIMOUSLY**

- Operations Organizer Compensation
- Building Manager Employment Agreement Amendments
- Building Manager PD

## 8. EX-CAMERA

**8.1 MOTION EXECUTIVE 2020-12-17:10**

**Samad/Gabe**

*Be it resolved to go ex-camera.*

**CARRIED UNANIMOUSLY**

## 9. ATTACHMENTS

**9.1 BN - Bylaw Addition - Admin Wages Cap**

**9.2 BN - Recommendation for By-Law House-Keeping Referendum Question**

**9.3 BN - Referendum on Re-Ordering Sequence of By-Laws**

## 10. ADJOURNMENT

**10.1 MOTION EXECUTIVE 2020-12-17:11**

**Gabe/Samad**

*Be it resolved to adjourn the meeting at 1:22 PM.*

**CARRIED UNANIMOUSLY**

# Briefing Note

## Bylaw Addition - Admin Wages Cap

Author: VP Finance Corbett Gildersleve

### ISSUE

The SFSS administrative costs should have some financial bounds to prevent over extension of the budget. I recommend both binding the wages on future administrator hirings to the lowest paid wage (students) and putting a soft cap on total administrator wage costs.

### BACKGROUND

The SFSS saw a large increase in administrative costs from 2018-2020, going from around \$300,000/year to over \$800,000/year with little increase in annual operating revenue to cover that. So, over time the administrative costs went from around 10% of the General Fund (our main operating budget), to almost 25%. This includes increases in revenue from year-to-year from higher student enrollment.

This SFSS Board approved and implemented an administrative review and restructuring that resulted in a smaller administrator team of the Building Manager, Board Organizer, and Operations Organizer. The last two are in the final stages of being hired. This has reduced our administrative costs this term and going forward.

### COST BREAKDOWN/BUDGET ESTIMATES

The bylaw has three main parts:

1. A general cap on total administrative wage costs being either 10% of the General Fund revenue or \$300,000, whichever is greater.
2. Binding a future administrator's "hourly wage equivalent" to be no more than 2.5 times the hourly wage of a student staff as listed in the SFSS-CUPE Collective Agreement
3. That legacy employment contracts for administrators are exempt from this bylaw

Cost Breakdown:

1. Our current revenue from the General Fund is around \$3.2 million during normal years, this includes SFU undergraduate membership fees, FIC membership fees, interest, rent revenue, and other items. A 10% soft cap that grows or shrinks with the General Fund revenue would give us administrative wage costs of around \$320,000 each year. If revenue shrunk significantly, there is still the \$300,000 “floor” to provide stability. Currently our planned administrative wage costs are expected to be around \$225,000 a year. So there’s still room to increase the number of administrators if needed.
2. Using our current student wage category in the SFSS-CUPE Collective Agreement (2014-2019),  $\$15.63 \times 2.5 = \$39.08/\text{hour}$ . An administrator’s “hourly wage equivalent” is calculated at 70 hours biweekly with 26 pay periods per year.  $\$39.08/\text{hour} = \$71,116.50$  which is close to our current average administrator annual salary of around \$75,000/year. If future CA agreements increase student staff wages (minimum wage increases, living wage increases, etc.) then we can pay administrators more. This provides an incentive for future boards and administrators to pay student staff a reasonable wage and keeps the gap between the highest and lowest paid employees small.
3. Any current or soon-to-be hired administrators fall within the range of this bylaw restriction, and while exempt, this bylaw should help keep future contract renegotiations to be reasonable increases in wages.

## KEY CONSIDERATIONS

The majority of administrative costs are in administrator wages. Therefore, focusing on this area gives us the most impact in controlling costs. However, on legal advice current contracts would be exempt from this bylaw restriction as they were agreed to before it would go into effect if voted in by our membership. Trying to apply this bylaw restriction to current contracts could lead to future issues around trying to reduce a person’s pay. This would lead to constructive dismissal and issues with employment law.

Benefits would not be subject to this bylaw as they are generally smaller in costs and can vary from year-to-year due to changes in Health and Dental insurers, adding or removing benefits, etc.

## CURRENT STATUS

We currently pay our administrative staff around \$75,000 a year each in salaried wages. The current plan of having three administrators would cost the SFSS \$225,000 a year, which is below the bylaw threshold.

# MEDIA AND COMMUNICATION (if necessary)

This bylaw addition is planned for inclusion in the spring 2021 referendum and requires 5% of eligible members to vote (around 1500 students) and needs a 2/3rds majority vote to pass. Therefore, a campaign will need to be developed and implemented in order for this to be successful.

## TIMELINE

1. Approved by the Board at the December 11th, 2020 meeting.
2. Campaign plan is developed in early January
3. Campaign occurs in the first two weeks of February
4. Voting occurs during Reading Break
5. If successful, the bylaws impact future hiring decisions starting in May 1st

## MOTION/RECOMMENDED MOTION(S)

Be it resolved that the Board add the following question to the spring 2021 referendum

### Administrator Wage Restriction

Do you agree to add the following bylaws?

#### Add to Bylaw 1 - Interpretations

- "Administrator" means a person who is employed by the Society on a permanent or temporary contract and who is union-excluded
- "Hourly wage equivalent" means an annual salary divided by 70 biweekly hours divided by 26 pay periods
- "Legacy employment contracts" means employment contracts entered into by the SFSS before May 1, 2021
- "General Fund" means the Society fund that receives the Student Society Membership Fee

#### Create a By-Law titled "SFSS Administrator Cost Restrictions"

1. An administrator's "hourly wage equivalent" cannot be more than 2.5 times the hourly wage of a "student staff" as defined and established in the most recent Collective Agreement for the SFSS's unionized employees
2. The combined salaries of all administrators, excluding the cost of benefits, shall be no greater than 10% of the total revenue from the General Fund or \$300,000, whichever is larger.



3. Legacy employment contracts for administrators are excluded from the wage caps established in subitems (1) and (2)

# BRIEFING NOTE

## *RECOMMENDATION FOR BY-LAW HOUSE-KEEPING REFERENDUM QUESTION FOR SPRING 2021*

### ISSUE

After the By-Law amendments passed at the 2020 SFSS Annual General meeting, there were still a couple of minor amendments that must be made to the By-Laws to iron out a few issues that have come to our attention.

### BACKGROUND

After the last batch of By-Law changes at the 2020 SFSS Annual General Meeting, CRPC and the Governance Committee initiated another sweep of the By-Laws to determine which areas needed cleaning up and tidied. There were a number of areas in the By-Laws that were declared in need of fixing at the earliest possibility.

### RECOMMENDATION

I recommend putting forward a referenda for the Spring 2021 SFSS Executive Committee General Elections to remedy these small errors.

Because the last Board meeting of the Fall semester occurred on Friday, December 11th, 2020, the Executive Committee may approve the referendum question on behalf of the Board of Directors on delegated authority.

See below:

### MOTION

Be it resolved that the Executive Committee, on behalf of the Board of Directors, approve the following referendum question for the Spring 2021 referendum:

Do you agree to make the following changes to the SFSS By-Laws:

- Change all references to "Society Act" with "Societies Act"
- Change By-Law 4(10)(b) to read "Be an ex-officio voting member of all Committees of Council."
- Add a clause to By-Law 4(11) that reads "Shall train and advise the incoming Vice-President Internal and Organizational Development."

- Amend By-Law 6(16)(d) to read “Act as a liaison between their Student Union, Constituency Group, or Affiliated Student Group, and Council,”
- Add a subsection under By-Law 6(24) that reads “If a Councillor represents an Affiliated Student Group, their Alternates must be a member of their respective Affiliated Student Group.”
- In By-Law 10, replace “If the members of a proposed Student Union” with “If members of a faculty or department unrecognized by Council”
- Create a subsection under By-Law 15(23) that reads “if the voting period is set to fall during the University’s reading break, the voting period shall be postponed to the next week of regularly scheduled classes”
- Add a section under By-Law 16 that reads “By-elections shall not be scheduled during the University’s reading break”
- Add “In accordance with By-Law 16,” at the beginning of By-Law 16(8)(b)
- Amend By-Law 17(5)(b) to read “in accordance with the Constitution and By-Laws of the Student Union, Constituency Group, or Affiliated Student Group the Councillor represents.”
- Replace the word “by-laws” in By-Law 19(1)(b) with “constitution”.

## By-Law Clean-up 2021: Suggestions from the CRPC

### By-Law 1: Interpretation

More clarity around the term “SFSS fees” which is used in this by-law – in By-Law 2 s. 1, it mentions “student activity fee” which is the terminology SFU uses. I would select one term and mention the other.

s. 3 – as Affiliated Student Groups may have seats on Council, you may want to add “and is recognized by Council” to ensure it is similar to the Constituency Group definition yet distinctly separate.

s. 11 should be amended to specify “Council Committees”.

I know this has been noted, but s. 22 mention of “Society Act”.

Small error in s. 27 (a crossed out “or” is visible), but since this does not materially change anything, I believe it could be removed.

### By-Law 2: Membership

Update s. 7 c) iii) to say “sending” rather than “send”

### By-Law 3: Powers, Duties and Obligations of Members

No issues

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

This is just a grammar change, but I would change s. 1 from “The Executive Committee shall have seven (7) members, which shall consist of” to “The Executive Committee shall have seven (7) members, including the following”. One missing comma after VP Internal but again, a referendum not necessary to change.

s. 7 e) – I am curious about the intent here, and suggest defining single item a bit better – for example, Accessibility Committee may have to approve a grant for multiple items but in a single motion over that amount, and since Council committees are “of the Executive Committee” as per s. 10, that would be subject to this by-law. Alternatively, Council Committees could be better defined here.

s. 10 d) capitalise the first work, s. 10 n) strike “shall” as it is already written in s. 10.

s. 11 a) ii) Executive Committee Subcommittees aren’t defined elsewhere in the document. To avoid issues like we had with the lack of definition of constituency groups, I’d suggest adding a definition to By-Law 1 or omitting mention completely. These can still be struck as informal working groups as we have now (not mentioned in the previous by-laws). s. 11 l) capitalize first word.

s. 12 l) “make recommendations” rather than “makes”; strike “shall” as it is already written in s. 12.

s. 14 d) I would suggest adding “municipal or regional” to the types of governments as well

s. 15 d) the term “directors” should be replaced; although correct in terms of the Societies Act, it is not defined and is confusing. Suggest replacing with Council instead as all Councillors are directors of the Society.

General question: why does the outgoing President and VP Internal not have to train their successors?

## By-Law 5: Council

No issues

## By-Law 6: Powers, Duties and Obligations of Council

s. 1 – Remove the “BC” and keep it as “Societies Act” for consistency

s. 4 I would add “subject to these By-Laws” as there are some restrictions for delegation as noted in other by-laws.

s. 16 d) add “Affiliated Student Group”

s. 20 I would also add “subject to limitations of these by-laws and regulations” since in s. 22 it mentions ROR, which limits the number of times/for how long a member can speak before everyone has the chance to speak. Not a huge deal but just for clarity.

s. 24 Should affiliated be included here, or can they not have an Alternate?

Note: some formatting issues here, words on the next line. I tried to catch these instances before submitting to the Registrar but may have missed a few. These can be changed without referendum.

## By-Law 10: Student Unions

We should re-number these so there isn't a gap – so this becomes by-law 7.

s. 2 I believe this presents a bit of a Catch-22 – if programs have no recognized union, how can they be recognized by Council? The wording of the part on double-majors may need to be ironed out so it's not excluding most programs, particularly in the Arts and Social Science faculty. Some suggestions: “Council may recognize a Student Union provided that it is satisfied that the Student Union is from a University Faculty, or a University Department offering a major or minor, excluding those programs that are **only(?)** offered as double majors and excluding those programs that **are only offered as a minor**”.

s. 3 I think this still fails to address the fact that a union can't exist until it goes through the necessary steps to be recognized by Council, so I would replace “members of a proposed Student Union” and “provided that the Student Union” with “members of a faculty or department unrecognized by Council”. At the SFSS, we have a way of interpreting this but over my time here I have had to assist many student unions trying to interpret the language as it isn't clear.

## By-Law 11: Power, Duties, and Obligations of Members' Meetings

No issues

## By-Law 12: Auditors

s. 1 I would change “employees” to “Society staff”

## By-Law 13: Seal of the Society

No issues

## By-Law 14: Amendments

No issues, perhaps change the title to “Constitution and By-Law Amendments”

### By-Law 15: Elections

s. 8 g) this provision means that the IEC will likely not have time to make regulations, based on logistics of being hired during the Fall exam season, overlapping with the SFSS offices being closed from December 24<sup>th</sup> through January 1<sup>st</sup>, and little time to meet. I'd recommend allowing changes to regulations until the end of the notice of election period.

s. 23: Change "campaigning period" to "campaign period"

s. 24, s. 23 b) and s. 8 b) references to physical counting of ballots – do we still need this?

Note: Historically, it is very difficult to maintain a full IEC, and s.6 and s.7 may be routinely violated. If we change the wording to "The Society shall aim to maintain..." it could be abused in the future; however, it would also protect the Society from being in violation of its by-laws.

s. 29 and s. 30; I'm not sure how s.27 would apply as these provisions specifically cover Executive Committee General Elections. Suggestion to change that section title and make it clear which bylaw sections apply to which election (both, council minus exec, or exec only).

Suggestion to add a provision to ensure in the future, no election voting periods are held during a reading week

### By-Law 16: By-Elections

s. 3 b) change "campaigning period" to "campaign period"

Suggestion to add a provision to ensure no by-election voting periods are held during a reading week

### By-Law 17: Resignation, Impeachment or Abandonment

s. 4 is unclear – not sure if there are typos but I'm not sure what this is trying to say

s. 5 should mention affiliated groups

s. 8 b) seems to contradict By-Law 16 – I would also add "in accordance with By-Law 16" to ensure that a by-election always occurs even if an appointment is the interim step

### By-Law 18: Referendum

No issues

### By-Law 19: Student Union Levies

s. 1 b) mentions by-laws, but it should say constitution – student union constitutions are more like the Society by-laws for the respective student union, with their by-laws (if any) being more like Society policies

### By-Laws 20 through 27

No issues

### Overall thoughts:

- Final vs preliminary budget: if the budget is "final", does this mean it cannot be changed? That could pose issues. Could this require a referendum?

- Some clarity around the structure of the Executive Committee/Council, including committees and sub-committees, would be very helpful.
- A lot of these comments are extremely nitpicky, and we can separate those ones from more important changes – they don't affect the overall interpretation, but help with clarity.
  - o In that vein, some re-ordering of by-laws could help readability – e.g. move up the Constituency Groups by-law, group student union by-laws together, etc.
- Overall I don't feel like we necessarily missed things when reviewing the by-laws – it's hard to know how things work in practice and going through elections planning for Exec and Council is helping me understand the practicalities of the changes

## BRIEFING NOTE

### Recommendation on Re-Ordering the Sequence of the By-Laws

Gabe Liosis, Vice-President University Relations

#### Background

The SFSS By-Law changes that occurred at the SFSS 2020 Annual General meeting was one of the largest amounts of changes to the By-Laws in a number of years. A number of existing By-Laws were amended, however, a large number were also repealed, and new ones created.

#### Issue

The order in which each By-Law presents itself is now not in an order that makes sense.

#### Recommendation

I recommend putting forward a simple referendum in Spring 2021 SFSS Executive Committee General Elections to reformat the order in which each By-Law appears in the By-Law document.

By-Law #	Current By-Law Order	New By-Law Order
1	Interpretation	Interpretations
2	Membership	Membership
3	Powers Duties and Obligations of Members	Powers Duties and Obligations of Members
4	Powers Duties and Obligations of the Executive Committee	Powers, Duties and Obligations of Members' Meetings
5	Council	Council
6	Powers, Duties and Obligations of Council	Powers, Duties and Obligations of Council
7	N/A	Powers Duties and Obligations of the Executive Committee
8	N/A	Student Unions
9	N/A	Student Union Levies
10	Student Unions	Constituency Groups
11	Powers, Duties and Obligations of Members' Meetings	Auditors
12	Auditors	Amendments



13	The Seal of the Society	Elections
14	Amendments	By-Elections
15	Elections	Resignation, Impeachment, or Abandonment
16	By-Elections	Referenda
17	Resignation, Impeachment, or Abandonment	Accountability in External Provincial and National Student Organizations
18	Referenda	The Seal of the Society
19	Student Union Levies	Dissolution
20	Records	Records
21	Prohibition on Discrimination	Prohibition on Discrimination
22	Primacy of By-Laws	Primacy of By-Laws
23	Accountability in External Provincial and National Student Organizations	<i>Admin Wages Limit (if referendum passes)</i>
24	N/A	<i>Divestment (if referendum passes)</i>
25	N/A	
26	Constituency Groups	
27	Dissolution	
28		
29		
30		

### **Motion**

Be it resolved that the Executive Committee, on behalf of the Board of Directors, approve the following referendum question for the Spring 2021 referendum:

The current SFSS By-Laws has many gaps in numbering, and the sequential order of the By-Laws could be improved to increase readability and better help students understand the By-Laws.

Do you agree with changing the current order of the SFSS By-Laws to the following:

- By-Law 1: Interpretations
- By-Law 2: Membership
- By-Law 3: Powers, Duties and Obligations of Members
- By-Law 4: Powers, Duties and Obligations of Members' Meetings
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- By-Law 18: The Seal of the Society
- By-Law 19: Dissolution
- By-Law 20: Records
- By-Law 21: Prohibitions on Discrimination
- By-Law 22: Primacy of By-Laws