

1. CALL TO ORDER

Call to Order – 10:37 AM

2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^wməθk^wəyəm (Musqueam), Sk̓w̓x̓wú7mesh Úxwumixw (Squamish), Sel̓íl̓wítulh (Tsleil-Waututh), k^wík^wəłəm (Kwkwetlem) and q̓ícəy̓ (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 HRP Committee Composition

President (*Chair*).....Osob Mohamed
VP FinanceCorbett Gildersleve
VP Student Services.....Matthew Provost
At-Large RepresentativeBalqees Jama

3.2 Society Staff

Transition ManagerLawrence Jones

4. ADOPTION OF THE AGENDA

4.1 MOTION HRP 2020-11-06:01

Osob/Balqees

Be it resolved to adopt the agenda as amended.

CARRIED AMENDED UNANIMOUSLY

- Add a discussion item 5.1: Collective Agreement Bargaining
- Add a discussion item 5.2: Staff Expectations.

5. DISCUSSION

5.1 Collective Agreement Bargaining

- Time line: Late fall semester (December).
- Need to strike a higher bargaining committee.
- Need to develop SFSS package within that committee for change required to add to the collective agreement.
- Discussion on what the hiring committee and the bargaining committee would look like.
- What the involvement of the SFSS lawyer’s participation would be.
- Should we have SFSS lawyers at the bargaining committee to provide support through out the entire process.
 - Advantage: Having legal support through the all process
 - Disadvantage: It will be very costly
- Lawyers can assess the package after the meeting to get their feedback on the legal terms and

interpretations. There is no need for them to be at the entire meeting.

- A labour consultant or para legal person can be a part of bargaining committee during the negotiation meeting with the union.
- Action Item: Assign four people for the bargaining committee. Osob, Corbett, Lawrence, or the operation organizer and Balqees.
- Will pass a motion regarding this on the next meeting

5.2 Staff Expectations

- Minute work flow
- Uploading minutes once something is passed.
- Review and updating SOPs.
- Suggested to create a work order through SOPs.
- Suggested to train the board to know what the process is.
- Suggested to make the process simpler and automatic.
- Updating SOPs for Policies are passed at the board meeting and automatically uploading them to the website or other social medias such as Facebook.
- the policy generally sets expectations and standards and then the board or HR Committee should review and approve it.

6. IN-CAMERA

6.1 MOTION HRP 2020-11-06:02

Corbett/Matthew

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

CARRIED UNANIMOUSLY

6.2 Allowing staff volunteering support

6.3 Staff Contracts

6.4 Ongoing Grievance Updates

6.5 Hiring Committee Updates

7. EX-CAMERA

7.1 MOTION HRP 2020-11-06:03

Matthew/Balqees

Be it resolved to go ex-camera.

CARRIED UNANIMOUSLY

8. ADJOURNMENT

8.1 MOTION HRP 2020-11-06:04

Osob/Balqees

Be it resolved to adjourn the meeting at 12:47

CARRIED UNANIMOUSLY