

## 1. CALL TO ORDER

Call to Order – 1:05 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), S<sup>k</sup>wxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k<sup>w</sup>ik<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

VP Finance ( <i>Chair</i> ).....	Corbett Gildersleve
Ex-Officio.....	Osob Mohamed
VP Student Life.....	Jennifer Chou
Student At-Large.....	Pariya Zabihi
Student At-Large.....	Ahmed Alam
Business Representative .....	Mehtaab Gill
At-Large Representative .....	Phum Luckkid
Applied Sciences Representative .....	Harry Preet Singh
Council Representative .....	<i>Vacant</i>

### 3.2 Society Staff

Finance Coordinator.....	Kurth Belliveau
Administrative Assistant .....	Joseph An

### 3.3 Absents

Student At-Large.....	Pariya Zabihi
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### 3.4 Regrets

Business Representative .....	Mehtaab Gill
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## 4. ADOPTION OF THE AGENDA

### 4.1 MOTION FASC- 2021-04-27:01

**Corbett/Jennifer**

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

**CARRIED AS AMENDED**

- Add Section 5 Ratification of Regrets for Mehtaab Gill due to medical emergency

## 5. RATIFICATION OF REGRETS

### 5.1 MOTION FASC 2021-04-27:02

**Jennifer/Ahmed**

*Be it resolved to ratify regrets from Mehtaab Gill*

**CARRIED UNANIMOUSLY**

## 6. MATTERS ARISING FROM THE MINUTES

### 6.1 MOTION FASC 2021-04-27:03

**Harry/Jennifer**

*Be it resolved to receive and file the following minutes:*

- FASC 2021-04-20

**CARRIED UNANIMOUSLY**

## 7. NEW BUSINESS

### 7.1 SFSS Council Remuneration Proposal Recommendation- MOTION FASC 2021-04-27:04

**Jennifer/Harry**

*Whereas the FASC has received a stipend remuneration motion through the SFSS Council Remuneration Proposal,*

*Whereas there has been consultation conducted with the Board, Council, and undergraduate students through meetings and a survey,*

*Whereas the survey shows support for the councilors and executive committee members receiving a stipend.*

*survey responses stated that student labour should be compensated and that a Living Wage stipend would help marginalized students participate as student leaders,*

*Whereas the Living Wage Model is easier to implement and provides Council and Executive Committee Members with a base living wage stipend,*

*Be it resolved that FASC recommend to Council and the Board of Directors the Living Wage Model as outlined in the SFSS Council Remuneration Proposal*

*Be it further resolved to amend R-2 to read:*

*2.13 In recognition of the time Non-Executive Councilor's volunteer, the Society provides a stipend of \$350.00 per month starting in May 1st, 2021 and \$390 per month starting in May 1st, 2022 and thereafter.*

*2.14 In recognition of the time the Council Vice Chair volunteers, the Society provides a stipend of \$525 per month starting in May 1st, 2021 and \$585 per month starting in May 1st, 2022 and thereafter.*

*Be it further resolved to amend R-3 to read:*

*3.13 In recognition of the time Executive Officers volunteer the Society provides a stipend of \$2100 per month starting in May 1st, 2021 and \$2340 per month starting in May 1st, 2022 and thereafter.*

*Be it further resolved to repeal R-15.3 to R-15.7 and renumber the R-15*

*Be it further resolved to amend R-4 to read:*

*4.3 Remuneration paid to the Council members shall be in the form of semi-monthly payments. Payroll processing will occur on the first business day on the 15th and the last business day of the month.*

*Be it further resolved to repeal 4.4*

*Be it further resolved that due to the mixed feedback concerning the way that accountability and stipend reductions occur, R-4.5 to R-4.19 should be reviewed with Council and amended at a future date.*

**CARRIED UNANIMOUSLY**

- Corbett sent out recommendation briefing note to members that outlines timeline of the whole remuneration motion proposal, methods, consultations survey, feedback, and summary.
- This Committee was tasked with making a recommendation to Board and Council if this proposal should be recommended or not to be approved.
- Overall, survey showed about half of people being in support, and some concerns about that set amount is not enough to cover the stipend. Some agreed to new stipend, some disagreed. This resulted in last portion of the motion to further consult about the issue.
- Living wage model is easier and efficient to implement from staff perspective.
- Cost increase are within budget because the increase is broken over two cycles. So it fits in within the revenue over the two next years.
- Council at April 21<sup>st</sup> supported living wage model after discussions.
- If approved by the Board, it would take affect on May 1<sup>st</sup>.
- Jennifer mentioned looking at the staff report, the wording "SFSS Student Staff" was confusing when the issues is looking at new living wage model.
  - Corbett said that there was some confusion on the original wording of the survey. The question was generally about SFSS paying students, staff, project workers and some clarity was put in later in the survey but it caused confusion in the end. So it was more helpful to look at comments at the end for more information. Some people are fine with increasing wage to inflation, or to \$16.50, etc. Point of living wage however, is to provide wide array of students in various socioeconomic situations.
- Jennifer wanted to know if student taking survey were informed regarding there not being student fee increase and also wanted elaboration on new accountability procedure.
  - There will be a new oversight committee managed by Council. Their responsibilities will be checking work reports, double checking on projects, and potentially run investigations based on complaints. And there will be new standard to follow for writing reports and members will know what to include.
  - Oversight committee can be composed by 4-6 non-executive Councillors including Chair person. Students can be included as well if there's demand to include Student-At Larges members
- Jennifer mentioned that there was some student opinion to have money funded into something else. And if there's future plans for other fundings such as for clubs, bursaries.
  - Corbett mentioned that there will be some funding coming in as part of the new stadium to go towards Student Financial Hardships to go to bursaries. For clubs and student grants, there are some systematic issues that needs to be fixed first.
  - Recently approved WUSC Scholarship as well.
  - Jennifer asked if there's plans to solve those systematic issues that are creating barriers for clubs and also that there's currently overall surplus but what would happen if enrollment goes down.
    - Usually work through Member Services Advisory Committee as they handle the rules that are related to the costs of grants. And next year's FASC can work with them to solve financial side of things. 95% of revenue comes from student enrollment and if it goes down, it would create challenge but would still have some surplus cushion built up from multiple years. And new opportunity for revenue generation through SUB. FIC was impacted due to COVID-19 but will likely go back to normal once the pandemic is over.
- Jennifer asked if the hiring of new Coordinators would impact the budget.
  - They are all still within budge due to administrative restructuring.
- Logic behind 2 years' time for the living wage model is that the current revenue is a little tight due to low enrollment from FIC so it makes financial sense to not increase directly to \$19.50 but to increase in increments, so to \$17.50 first.

- Jennifer asked if the wage increase could potentially change if oversight committee finds there's not enough work being done.
  - Oversight committee can do investigation and recommend to Council to increase or decrease stipend and similar process as this proposal and take effect next fiscal year.
  - Idea behind delayed effect of taking effect at next fiscal year is to prevent political punishment or self-awarding. So would work as a safeguard for future groups.
- Jennifer asked if Student Union Executives are being looked at for stipend increase.
  - Corbett responded that Board of Directors for SFSS have more legal responsibility and impacts. There may be ways to get stipends in the future.

## 8. ATTACHMENTS

- 8.1 BN - SFSS Council Remuneration Proposal (4)
- 8.2 FASC Remuneration Proposal Membership Consultation Summary 2021-04-06 (1)
- 8.3 Stipend Survey Report v4

## 9. ADJOURNMENT

### 9.1 MOTION FASC 2021-04-27:05

**Jennifer/Harry**

*Be it resolved to adjourn the meeting at 1:54 PM.*

**CARRIED UNANIMOUSLY**

# Briefing Note - SFSS Council Remuneration Proposal - FASC Recommendation

Author: VP Finance Corbett Gildersleve

## ISSUE

The Finance and Administrative Services Committee needs to provide a recommendation to Council and the Board of Directors concerning the SFSS Council Remuneration Proposal as part of a remuneration motion.

## BACKGROUND

### The Proposal

The SFSS Council Remuneration Proposal was developed as a result of changes in the governance structure that was approved by members at the 2020 AGM on October 26th. As part of exploring possible remuneration models, the VP Finance requested the Campaigns, Policy, and Research Coordinator to review the history of the SFSS's remuneration system. Some key items found were that the current stipend amount of \$1750/month for executives was set for the Board of Directors in 2008. The Campaigns, Policy, and Research Coordinator report is attached to the appendix.

The proposal compares the current stipend model for both the Board of Directors and Council including costs. It then compares two different alternate models titled "Redistribution Model" and the "Living Wage Model" and includes estimated upper-limit costs where all seats are filled.

The Redistribution Model takes the funds that would go to the Faculty and At-Large Board Members and redistributes it to Council members. It maintains the per diem structure where a Councillor is paid per meeting. It also maintains the current benefits structure of paying for a cellphone and Upass for all Councillors and Executive Committee members.

The Living Wage Model sets the stipend amounts for the Board members to be based on a living wage of \$19.50/hr with Councillors expected to work an average of 10 hours every two weeks, and Executive Committee members working an average of 60 hours every two weeks. This model removes the separate benefits as a living wage already incorporates basic cell phone and transportation costs making this model logistically simpler to implement and maintain due to not having to track and reimburse almost 60 members' benefits each month.

The proposal recommends the Living Wage Model as the cost difference between the two models is not significant and it is easier on staff to implement and maintain.

## Consultation Process

The SFSS Council Remuneration Proposal was presented to the Board of Directors March 5th, 2021. It was later presented to Council on March 17th, with an informal discussion with Councillors held on March 29th and a formal one at Council on March 31st.

The Finance and Administrative Services committee also held a special meeting on April 6th to allow students an opportunity to speak on the proposal and ask questions. A summary of that meeting is linked to the appendix.

Additionally, a survey on the proposal and motion was sent to students on March 25th and remained open for comment until April 9th.

The survey report was compiled by staff and is included in the appendix.

## Survey Report Summary

- 318 respondents
- 50.9% agree that the SFSS Executive Committee deserve to get paid
  - 88% of comments justified it with language like “a job is a job, and if students are putting in labour they should be compensated”
  - Some stated that “not having (a living wage) could prevent them from participating and having a say in student politics, further marginalizing these students”
- 51.6% agree that SFSS Council Members deserve to get paid
  - They should also receive financial compensation for their labour
- 70% of respondents believed that \$14.50/hr is not enough to cover living costs for students
  - \$14.50/hr was the base amount set by the Board in 2008 for stipends
- 63.4% of respondents did not agree with the proposal raising the amount to \$19.50
  - 52% of those felt a lower amount would be appropriate, either \$17.96/hr (correct for inflation) or \$16.50-\$17.00/hr

- 52% agree in general that the current stipend reduction policies are appropriate as an accountability tool
- The accountability questions contained the most comments
  - Some respondents requested a reduced penalty while others requested higher including removal of the tardy student executives.
  - One student suggested that the penalty should be proportional to the time listed
    - E.g. if \$19.50/hr is the wage, and you're 15 minutes late, you only get docked 0.25 hours worth of pay.
  - Another student suggested that financial penalties only affect students who depend on the income so it's not an effective system as for some members the "penalties can potentially mean nothing to them"
  - Overall, there's an interest to further exploring accountability systems

Please read the full survey to get a more detailed breakdown.

## BUDGET ESTIMATES

### Redistribution Model

Redistribution						
Positions	Seats	Per Meeting	Meetings	Subtotal	WCB+CPP	Total
Reps	50	\$120.00	20	\$120,000.00	\$6,528.00	\$126,648.00
Vice Chair	1	\$240.00	20	\$4,800.00	\$261.12	\$5,301.12
						\$61,200.00
<b>Total</b>						\$193,149.12
Positions	Seats	Stipend	Payments	Subtotal	WCB+CPP	Total
Executives	7	\$875	24	\$147,000.00	\$7,996.80	\$155,872
Benefits						\$8,400.00
<b>Total</b>						\$164,272
<b>Grant Total</b>						<b>\$357,420.92</b>

## Living Wage Model

Positions	Seats	Per Hour	Target Hours	Pay Periods	Monthly	Annual	CPP+WCB	Total
<b>2021/2022</b>								
Executives	7	\$17.50	60	24	\$2,100.00	\$25,200.00	\$1,370.88	\$177,770.88
Reps	50	\$17.50	10	24	\$350.00	\$4,200.00	\$228.48	\$210,228.48
Vice Chair	1	\$17.50	15	24	\$525.00	\$6,300.00	\$342.72	\$6,642.72
<b>Total</b>	<b>58</b>				<b>\$2,975.00</b>	<b>\$35,700.00</b>	<b>\$1,942.08</b>	<b>\$394,642.08</b>
<b>2022/2023</b>								
Executives	7	\$19.50	60	24	\$2,340.00	\$28,080.00	\$1,527.55	\$198,087.55
Reps	50	\$19.50	10	24	\$390.00	\$4,680.00	\$254.59	\$234,254.59
Vice Chair	1	\$19.50	15	24	\$585.00	\$7,020.00	\$381.89	\$7,401.89
<b>Total</b>	<b>58</b>				<b>\$3,315.00</b>	<b>\$39,780.00</b>	<b>\$2,164.03</b>	<b>\$439,744.03</b>

## KEY CONSIDERATIONS

The Living Wage Model is easier to implement and maintain by staff compared to the Redistribution Model. It also provides everyone on Council and the Executive Committee a base amount of remuneration that's based on a living wage.

The cost increases are within budget due to freeing up funds from the administrative restructuring as explained in the proposal. Therefore, there is no need to ask students for a fee increase to implement this model. It also takes two Council cycles to fully reach the base amount of \$19.50/hr.

Council at their April 21st meeting passed the following motion:

*Whereas the new governance model requires greater labour and quality of labour from Council as the legal body of the SFSS,*

*Whereas all remuneration models do not require an increase to student fees,*

*Whereas VP Finance Corbett Gildersleve recommends the Living Wage Model as it best reflects*



*compensation commensurate with responsibility,*

*Be it resolved that Council supports the Living Wage Model as the preferred SFSS Council Remuneration Proposal.*

## TIMELINE

The stipend changes would take effect on May 1st, 2021.

## RECOMMENDATIONS

That FASC recommends to Council and the Board of Directors to use the Living Wage Model in the SFSS Council Remuneration Proposal.

This model will require the following Council policy changes:

### Council Stipends

Amend R-2 to read:

2.13 In recognition of the time Non-Executive Councillors volunteer, the Society provides a stipend of \$350.00 per month starting in May 1st, 2021 and \$390 per month starting in May 1st, 2022 and thereafter.

2.14 In recognition of the time the Council Vice Chair volunteers, the Society provides a stipend of \$525 per month starting in May 1st, 2021 and \$585 per month starting in May 1st, 2022 and thereafter.

### Executive Stipends

Amend R-3 to read:

3.13 In recognition of the time Executive Officers volunteer the Society provides a stipend of \$2100 per month starting in May 1st, 2021 and \$2340 per month starting in May 1st, 2022 and thereafter.

### Board Reimbursements

Repeal R-15.3 to R-15.7 and renumber the policy.

### R-4 Stipends and Stipends Reduction Schedule

Amend R-4 to read:

4.3 Remuneration paid to the Council members shall be in the form of semi-monthly payments. Payroll processing will occur on the first business day on the 15th and the last business day of the month.

Repeal 4.4

Due to the mixed feedback concerning the form that accountability and stipend reductions occur, 4.5 to 4.19 should be reviewed with Council and amended at a future date.

## MOTION/RECOMMENDED MOTION(S)

Whereas the FASC has received a stipend remuneration motion through the SFSS Council Remuneration Proposal,

Whereas there has been consultation conducted with the Board, Council, and undergraduate students through meetings and a survey,

Whereas the survey shows support for the councillors and executive committee members receiving a stipend.

Whereas survey responses stated that student labour should be compensated and that a Living Wage stipend would help marginalized students participate as student leaders,

Whereas the the Living Wage Model is easier to implement and provides Council and Executive Committee Members with a base living wage stipend,

Be it resolved that FASC recommend to Council and the Board of Directors the Living Wage Model as outlined in the SFSS Council Remuneration Proposal

Be it further resolved to amend R-2 to read:

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# APPENDIX

[SFSS Council Remuneration Proposal](#)

[FASC Special Meeting - SFSS Council Remuneration Proposal Feedback](#)

[SFSS Council Remuneration Proposal - Feedback Survey Report](#)

[SFSS 2021 Remuneration Research](#)

## 1. CALL TO ORDER

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## 2. TERRITORIAL ACKNOWLEDGMENT

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## 3. ROLL CALL OF ATTENDANCE

### 3.1 Participants

VP Finance ( <i>Chair</i> ).....	Corbett Gildersleve
Ex-Officio.....	Osob Mohamed
VP Student Life.....	Jennifer Chou
VP University Relations .....	Gabe Liosis
At-Large Representative .....	Phum Luckkid
Council Representative (International Studies) .....	Alea Mohamed
Council Representative (Operations Research) .....	Ashutosh Dubal
Council Representative .....	Chris Lam
Council Representative .....	Jasper
Council Representative .....	Jess Dela Cruz
Council Representative .....	Kyle Saburao
Student At-Large.....	Ben Tischler
Student At-Large.....	Marie Haddad
Student At-Large.....	Michael Park
Student.....	Mitchell

### 3.2 Society Staff

Finance Coordinator .....	Kurt Belliveau
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## 4. Q&A

**Purpose:** Provide opportunity for students to comment on proposed Motion that was sent out to students on March 24th regarding changes in stipends for SFSS Councillors/Board Executives. The feedback from this session, SFSS Council, Board and the student survey will then be combined and looked over by FASC (Finance and Administrative Services Committee) which will then recommend for or against recommending this Motion to the Board.

**Background Information:** Due to administrative restructuring within the SFSS, \$400K a year has been freed up in the budget to go towards other purposes. Half of the budget has been allocated for expanding student support services and recruiting staff. The rest of the budget will be used to increase the stipend for Council and Executive Committee

Members.

**Information Regarding the Motion:** Currently, the stipends are below minimum wage. Increases to reach living wage will be spread out over two years. Detailed definitions of a living wage, minimum wage, and details as to how the proposed stipends were calculated and compare to current stipends can be found in the proposal. This increase will not result in an increase in student fees over the next two years.

**Student Participation:**

<b><u>Question</u></b>	<b><u>Answer/Comment</u></b>
	(Incoming Board Executive Jess Dela Cruz) A student mentioned that a living wage would be beneficial and was unsure as to why there would be opposition to this motion. The student mentioned that jobs are not currently stable or constant because of the pandemic. The student added that many of those on Council and in other positions like it do a lot of work behind closed doors (i.e. emailing, talking to students, etc.) and go over their allotted hours.
(Ash) How would the amount of time someone puts into their work on Council be measured?	VP Finance mentioned that Councillors and Board members are responsible for completing Board Reports that indicate details about the meetings they attended (i.e. when, how long, who attended, purpose, next steps) as well as work that that individual worked on during a specific time period. He mentioned that an oversight Committee is being considered to oversee the work Executives are doing.
<b><u>Question</u></b>	<b><u>Answer/Comment</u></b>
(Mitchell) Why up to \$50/month for cell phone plans for all Council Members?	VP Finance mentioned that this would be covered by the stipend in the living wage model which would save time and money in the reimbursement process. He mentioned that Canadian cell phone plans are typically expensive and that as the legal Board of the SFSS, Councillors will have reimbursement benefits for transportation and cellphone costs.
	President mentioned that the new Council structure would help to avoid accountability issues as the Board previously did not answer to Council and could create mandates that the

	<p>membership did not agree with in previous years. She commented that Council would be able to remove Executives or Councillors that were not performing their duties. She commented that Council would now have the capacity to handle the capacity to handle the Oversight Committee to hold Executives accountable. She added that many students might not be financially able to have a role in the SFSS as they must do SFSS work and their other job. This would allow SFSS roles to be open to all students and not only those who are financially well off. Overall, she is in favour of the proposal but understands the concerns about spending student money and fees.</p>
	<p>(Incoming Board Executive Marie Haddad) – A student mentioned that this proposal is thinking ahead and encouraging those who will come to SFU in the future to be a part of the SFSS who might not have the financial resources to otherwise participate in the SFSS. The student also mentioned that this motion would hold a standard across SFU to promote a liveable wage. The increase in stipend would also coincide with increased power and responsibility due to governance changes. The student mentioned that supporting students also means supporting them financially.</p>
<p>(Michael Park) How much increase in tuition cost are we looking at per student to fund this?</p>	<p>VP Finance clarified that there would be no increase in fees due to administrative restructuring. He clarified that SFU tuition and SFSS fees are separate. He mentioned that SFSS fees cannot be changed without student approval during a referendum with at least 1500 students to vote on it with at least 50% voting yes while SFU has their own governing body and does not need student permission to change fees.</p>
	<p>VP University Relations mentioned that he was in support of the proposal as a Board member. He mentioned that his would allow the SFSS to function better as a good,</p>

	<p>democratic institution and allow for increased accountability as it would allow those with a lower socioeconomic status to join. The stipends would pay students for their labour. He also referred to governance changes with Council acting as the legal Board of Directors. He emphasized that if Councillors were not upholding their duties, they might face stipend reductions or censure for lack of action and if there is clear and consistent evidence that they are not doing their job, the can be removed from Council.</p>
<p>(Michael Park) What kind of improvements can SFU students expect with this raise? Will there be another study done that compares performance before &amp; after raise?</p>	<p>VP Financed mentioned that through standard Work Reports, the general student body will see exactly what their elected representatives are working on. He mentioned that because of the liveable wage stipend, Councillors would be able to dedicate more work to their SFSS work instead of having to work another job. He mentioned that for a performance comparison, the SFSS can compare events, spending and whether the spending was appropriate to measure success. He mentioned that these increases would result in the SFSS running more effectively with a faster grant process, reimbursement, and that it would be easier for students to bring issues to Council and the Executives. Student Representatives would be able to help more students regarding academic advocacy issues.</p> <p>President mentioned that Council has been inactive and are currently paid per meeting. The stipend increase would allow for better and more regular feedback and information from Student Representatives as well as more representation in the Board of Directors.</p>

## 5. ADJOURNMENT

- Meeting adjourned at 2:05 PM.



**simon fraser**  
**student society**

# STIPEND SURVEY REPORT



# INTRODUCTION

## SFSS Council Remuneration Proposal Open Consultation

With the [reform of the government structure](#) approved by the membership at the Annual General Meeting on October 26, 2020, the 2020-2021 Board of Directors proposed an update on the way the SFSS remunerates student leaders. In an attempt to inform the membership on the proposal and get their input on the matter, a Digital Campaign ran from March 24th until April 9th, 2021, across the website SFSS.ca and the Society's Social Media pages (Facebook, Instagram and Twitter). The student feedback process also included an open discussion on Zoom on April 6th and a Survey that was conducted from March 25th to April 9th, 2021. This survey received 318 submissions and this document discusses its results.

Read the full Briefing Note - SFSS Council Remuneration Proposal written by VP Finance Corbett Gildersleve [here](#).

## Council/Exec Stipend Proposal Feedback Survey

By analyzing the data collected, it can be said that over half of respondents agree that the SFSS Executive Committee (50.9%) deserve to get paid for their job representing SFU undergraduates.



**50.9% agree that SFSS Executive Committee deserve to get paid**

Of the respondents that justified their answer, 88% believe that this group of student leaders should receive a stipend to compensate for their work. For example, a student said that “a job is a job, and if students are putting in labour they should be compensated.”

Another reasoning mentioned by some students is that fair pay will offer an incentive for students to run for a seat on the committee:

“ **NOT HAVING THAT (A LIVING WAGE) COULD PREVENT THEM FROM PARTICIPATING AND HAVING A SAY IN STUDENT POLITICS, FURTHER MARGINALIZING THESE STUDENTS.** ”

As for the Council, 51.6% of respondents agree that their members should also receive financial compensation for their work at the SFSS. The additional responsibilities and time commitments created by the expansion of the role with the bylaw changes was pointed out as one of the reasons for some sort of financial compensation: “It is not built in a way that is accessible for students, particularly disabled and otherwise marginalized students, and a living wage would help offset the labour required to be a Council rep”.

However, the survey exposed concerns and confusion about how the new Council will conduct its job, including working their working hours. For example, a student mentioned that “there has been no discussion on how exactly the council will keep the executives accountable”. With that, a few students have asked for a separate discussion for the Executive Committee and for Council Members.

## Amount of Stipend

When asked about whether a stipend of \$14.50/h was enough to cover living costs for students, including housing, clothing, food, transportation, child care, medical care and other related costs of living in Vancouver, over 70% of the respondents answered no. This understanding is relevant since, according to the initial research, conducted by the 2020-2021 VP Finance, Corbett Gildersleve, the current stipends for board members, set in 2008, worked out to around \$14.50/hour.



**70% of respondents**

**\$14.50/hr is not enough!**

However, about 63.4% of respondents do not agree with the proposed stipend under the living wage of \$19.50/hour set in 2019 for Metro Vancouver. Approximately 52% of the respondents justified their opposition by recommending a lower increase of “\$17.96 to correct for inflation” or at least “it would be reasonable to raise the rate of pay to \$16.50-17.00/hour”.

Even though, according to the SFSS Council Remuneration Proposal, due to the Administrative Review and Restructuring conducted over the summer term of 2020, the SFSS budget can accommodate the proposed stipend update, worries about increased fees or misappropriation of funds are still recurrent.

## Accountability

During the feedback process, students were also informed about the [current SFSS stipend reduction policy \(R-12\)](#), that penalizes board members who arrive late to meetings, submit incomplete work reports and other matters. The example given in the survey was of an Executive being late to a board meeting by more than 10 minutes without previously alerting the chair, and being fined \$50. If that same individual submits a late board report, they are fined \$100.

When asked to rate their level of agreement with the statement “The current stipend reduction policies are an appropriate accountability tool and ensure that Executives only get paid for fulfilling their tasks and duties” about half (52%) of the respondents agreed in some level (27.5% Strongly agreed and 24.4% Somewhat agreed). On the other hand, this topic was the most discussed on the “any other comments or feedback” question.

Points were raised for less punitive policies as they, according to one of the students “serve to discourage and shy members away from seeking these roles”. While other students asked for even harsher mechanisms, including removal of the tardy student executives. Some made further recommendations on the price of the fine. For example, a student suggested that “if they are 15 minutes late or under, they should only be deducted the value of 0.25 hours (based

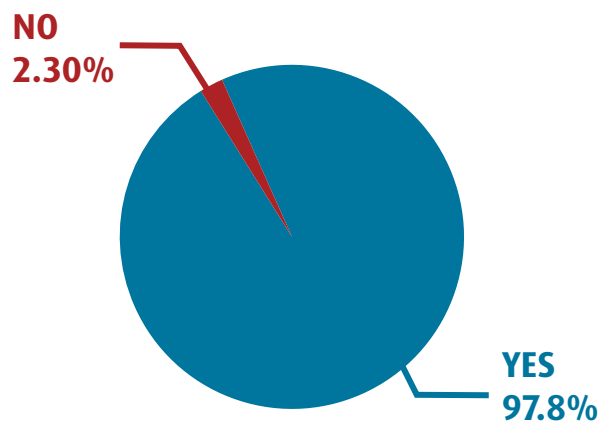
on a rate of \$19.50”.

Others don't think that financial penalties are the way to go since “if someone is not depending on the income, these penalties can potentially mean nothing to them”, or because “accountability needs to be built on trust and reciprocity”.

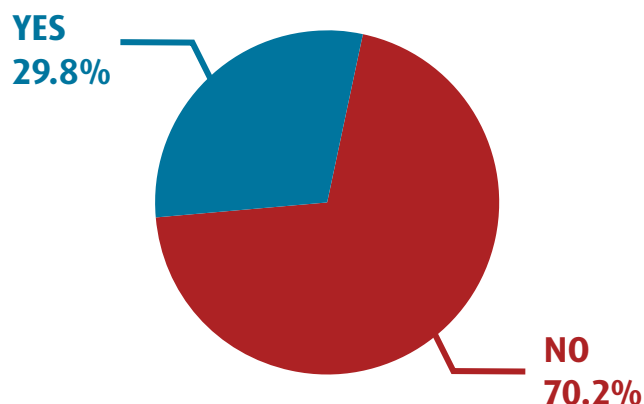
All in all, the discussion being raised by students pointed out to a will to further understand the matter of control and accountability. For example: “I also don't know all the mechanisms involved, so I might be missing certain information that would make me better informed on the topic” and “we should get a report to see what actions and plans are being completed and fulfilled”.

# FULL SURVEY RESULTS

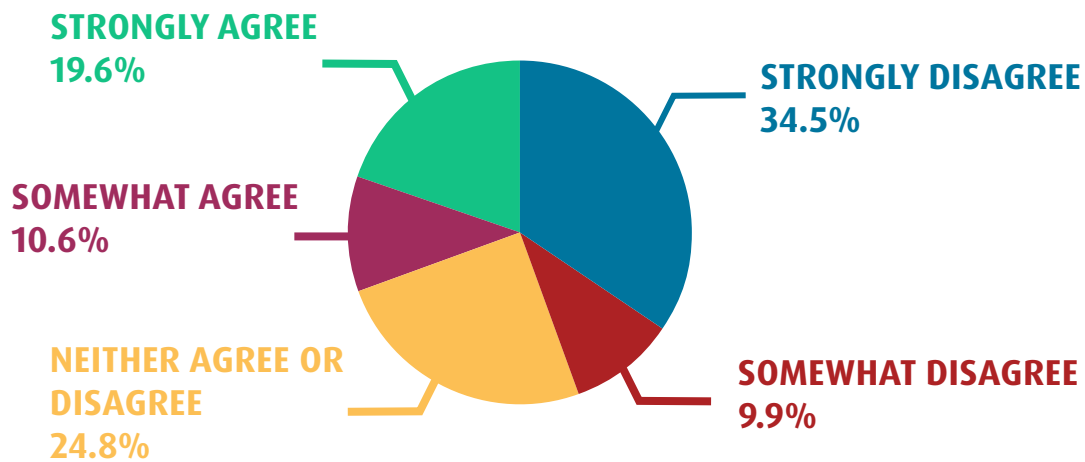
1. Are you aware of the difference between a minimum wage and a living wage?



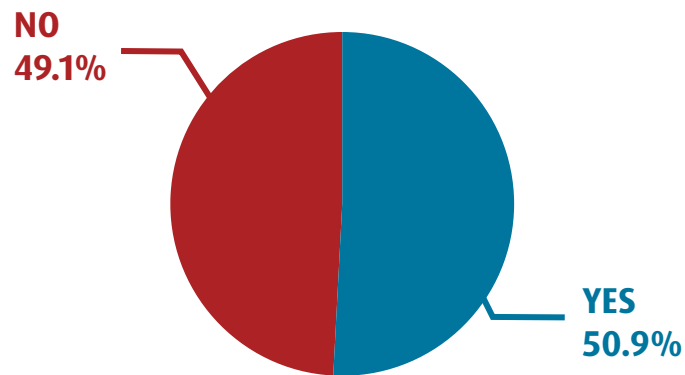
2. Do you believe that \$14.50/hour is enough to cover living costs for students (including housing, clothing, food, transportation, child care, medical expenses, and other related costs in Vancouver?)



3. I would be more willing to run for a seat on the SFSS Executive Committee or Council if I received fair remuneration for it

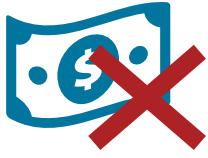


4. Do you agree the SFSS Executive Committee should get paid a stipend for their work representing SFU undergrads (at least 60 hours biweekly)?



5. Do you agree the SFSS Executive Committee should get paid a stipend for their work representing SFU undergrads (at least 60 hours biweekly)? Justify (Total: 118)

**NO REASONINGS - TOTAL: 64 (54.2%)**



**Shouldn't get paid at all (not a real job or a volunteer position)**  
17 (14.4%)



**Worries about how the 60 hours biweekly aspect**  
16 (13.6%)



**Amount of raise is not justifiable**  
12 (10.2%)



**Worries about increased fees or misappropriation of funds**  
11 (9.3%)



**Unhappy with the way job is being done**  
11 (9.3%)

**YES REASONINGS - TOTAL: 51 (43.2%)**



**To compensate for their work - 45 (38.1%)**

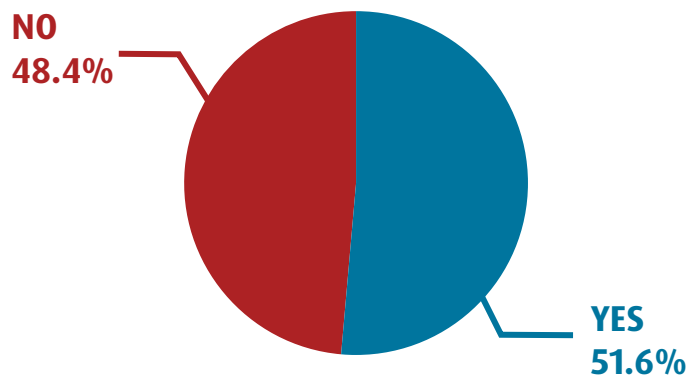


**Uncertain- 4 (3.4%)**



**Why not- 1 (0.8%)**

6. Do you agree that Council Members of the SFSS should be paid a stipend for their work representing SFU undergrads (at least 10 hours biweekly)?



7. Do you agree the SFSS Executive Committee should get paid a stipend for their work representing SFU undergrads (at least 60 hours biweekly)? Justify (Total: 7)

**NO REASONINGS - TOTAL: 7 (100%)**



**Amount of raise is not justifiable**  
2 (28.6%)

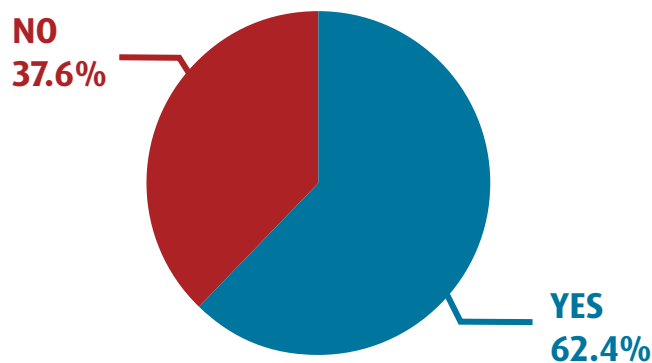


**Shouldn't be a paid position at all**  
4 (57.1%)

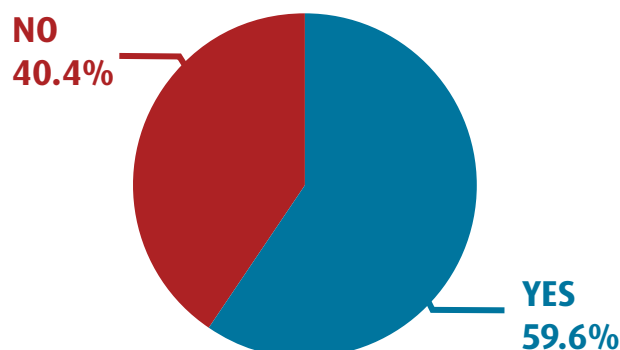


**Unsure 1 (14.3%)**

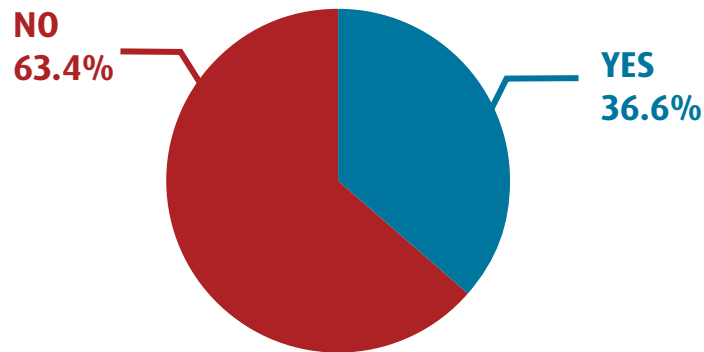
8. Did you know Executive positions received a stipend?



9. Did you know Council positions received a stipend?



10. Do you agree that SFSS should pay SFSS student staff a living wage (calculated at \$19.50/hr for Metro Vancouver in 2019)?



Question 11 - Do you agree that the SFSS should pay SFSS student staff a living wage (calculated at \$19.50/hr for Metro Vancouver in 2019)  
Justify (Total: 47)

**NO REASONINGS - TOTAL: 27 (57.4%)**



**There should be a lower increase**  
14 (51.9%)



**They shouldn't get paid at all**  
5 (18.5%)



**Current pay is appropriate**  
5 (18.5%)



**Worries about how to guarantee that the work is being done and the hours of work are being recorded**  
3 (11.1%)

**YES REASONINGS - TOTAL: 20 (42.6%)**



**Every Student Worker deserves better pay**  
2 (10.0%)



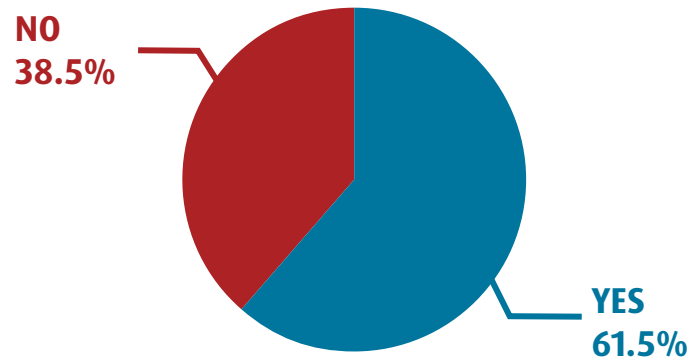
**For financial support**  
17 (85.0%)



**But not as high**  
1 (5.0%)



12. Do you believe that the current stipend reduction policies are fair?



13. Do you believe that the current stipend reduction policies are fair?  
Justify (Total: 24)

**NO REASONINGS - TOTAL: 17 (70.8%)**



**Should be more flexible**  
4 (23.5%)



**Not fair at all, should consider extenuating circumstances**  
7 (41.2%)



**Only if it can be correctly enforced**  
2 (11.8%)



**Worries regarding the financial deduction**  
3 (17.6%)



**Others - 1 (5.9%)**

**YES REASONINGS - TOTAL: 7 (29.2%)**

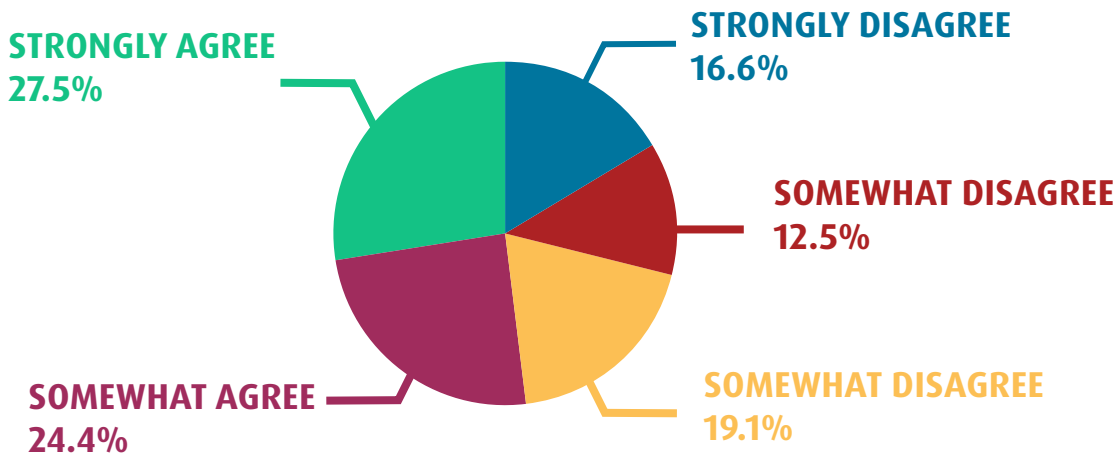


**It holds them accountable**  
6 (85.7%)



**Worries regarding the financial deduction**  
1 (14.3%)

14. The current stipend reduction policies are an appropriate accountability tool and ensure that Executives only get paid for fulfilling their tasks and duties



15. Any other comments or feedback? (Total: 72)



Disagrees with proposal  
28 (38.9%)



Concerns and recommendations regarding the accountability policy  
23 (31.9%)



Agree with a lower raise than the proposed  
8 (11.1%)



Asks for greater discussion on the topic  
6 (8.3%)



Asks for the money to be invested towards the students instead  
5 (6.9%)



Agree with proposal  
2 (2.8%)