1. CALL TO ORDER
   Call to Order – 4:01 pm

2. TERRITORIAL ACKNOWLEDGMENT
   We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x̱w̓məθkw̓əy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), Sel̓ílwmítulh (Tsleil-Waututh), kʷik̓w̓kw̓əƛ̓əm (Kwikwetlem) and q̓ic̓c̓əy̓ (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 HR & Personnel Committee Composition
   President (Chair) .......................................................... Liam Feng
   VP Equity and Sustainability (Vice-Chair) ......................... Priyanka Kaur Dhesa
   VP Finance and Services ................................................. Jadvinder Bolina
   Acting VP Internal and Organizational Development .......... Ashley Flett
   Molecular Biology and Biochemistry Student Union .......... Sam Killawee

   3.2 Society Staff
   Temporary Operations Organizer ..................................... Sindhu Dharmarajah

   3.3 Guest
   Administrative Assistant ................................................. Hope Alica

4. CONSENT AGENDA
   4.1 CONSENT AGENDA
   Be it resolved to adopt the consent agenda by unanimous consent.  
   CARRIED UNANIMOUSLY

   4.1.1. MATTERS ARISING FROM THE MINUTES - MOTION HRP 2023-12-18: 01  
   Be it resolved to receive and file the following minutes:
5. ADOPTION OF THE AGENDA
5.1 MOTION HRP 2023-12-18:02
President / VP Equity and Sustainability
Be it resolved to adopt the agenda as presented.
CARRIED AS AMENDED
• President moved to include an In-camera discussion item titled “Staff Restructuring” and a motion for New Business titled Staff Restructuring.

6. NEW BUSINESS
6.1 Staff Body Restructuring- Title- Motion HRP 2023-12-18:03
SUBMITTED BY: President
President/Acting VP Internal and Organizational Development
Whereas this SFSS is currently undergoing staff restructuring initiatives to enhance efficiency and meet budgetary goals;
Whereas there is a need for streamlining positions and reallocating resources to align with the SFSS’s financial objectives;
Whereas the facilities manager and Board Organizer roles are also currently vacant;
Be it resolved that the employment of the Operations Organizer be terminated effective a date to be determined by the Executive Committee by January 31st 2024.
Be it further resolved that the SFSS expresses appreciation for the Operations Organizer’s contributions during her tenure.
Be it further resolved that the SFSS leadership is authorized to initiate the necessary steps to fill or adjust the position as required by the restructuring plan.
Be it further resolved that this decision is made in accordance with the SFSS’s commitment to fiscal responsibility and adherence to the strategic restructuring initiatives.
CARRIED UNANIMOUSLY
• President moved to amend the clause to include another “Whereas Clause” stating “Whereas the facilities manager and Board Organizer roles are also currently vacant; “and to change any instance where organization is mentioned to change this to SFSS, MBBSU Councillor seconded this.
• AVPOID asked when the date will be added, in this meeting.
• President shared that the committee could decide on a date now.
• AVPOID asked to amend the motion to stated that “add a date to be decided by the Executive officers before.” and provide a deadline for Exec’s.
• President agreed; however, decided it was better to make a decision for a date now. He suggested April 30th.
• MBBSU asked if the date discussion would require the committee to return In-Camera.
• President did not believe this was an In-camera topic. The president suggested putting today as the date.
• AVPOID shared that she agreed with April 30th although not later than that. She asked if the president was recommending today.
• The Temporary Operations Organizer shared they support the Executive having a deadline to decide so that this decision can be made through another group as well.
• MBBSU Councillor shared that they could share this with the Executive and still have a deadline of April 30th.
• President shared that they want to take caution as April 30th is a transitional period.
• AVPOID suggested the Executive committee should have a deadline of January 31st to decide. They moved to change the clause stating “by a date to be determined by the Executive committee before January 31st, 2024. VP Equity Seconded this.

7. IN-CAMERA
7.1 MOTION HRP 2023-12-18:04
SUBMITTED BY: President
President / VP Equity and Sustainability
Be it resolved to go in-camera for the remainder of the meeting.
CARRIED UNANIMOUSLY
• Staff Restructuring

8. EX-CAMERA
8.1 MOTION HRP 2023-12-18:05
President / VP Equity and Sustainability
Be it resolved to go ex-camera for the remainder of the meeting.
CARRIED UNANIMOUSLY
*Return to New Business Item

9. ADJOURNMENT
   9.1 MOTION HRP 2023-12-18:06
   President/ VP Equity and Sustainability
   Be it resolved to adjourn the meeting at 4:28 pm
   CARRIED UNANIMOUSLY