Call to order at 6:00 pm by Chair

1. Roll Call

<table>
<thead>
<tr>
<th>Councillors Present</th>
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<tr>
<td>Aisha Abawajy (she/her) – President</td>
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<tr>
<td>Isa Wright (she/her or they/them) – Vice President (Finance and Operations)</td>
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<tr>
<td>Hasan Sinan – Vice President (Academic and External)</td>
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<td>Ruby Coles (she/her) – Vice President (Student life)</td>
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<td>Calista Hills (she/her) – Vice President (Internal)</td>
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<td>Fatima Beydoun – Board of Governors Representative</td>
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<td>Naomi Bird – Indigenous Students Community Representative</td>
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<td>Claudia Castillo-Prentt – Black Students Community Representative</td>
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<td>Sara Goswami – International Students Community Representative</td>
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<td>Hannah Drake – LGBTQ2s Students Community Representative</td>
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<td>Sandra Sunil (she/her) – Residence Students Community Representative</td>
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<td>Nicole Blinn – Women’s Students Community representative</td>
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<td>Mhairin – Faculty of Arts and Social Sciences Representative</td>
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<td>Ryan Callahan – Faculty of Dentistry Representative</td>
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<td>Julia Sarty – Faculty of Engineering Representative</td>
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<td>Meghan Faught – Faculty of Law Representative</td>
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<td>Ameir Yahia – Faculty of Management Representative</td>
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<td>Herman Stubeda – Faculty of Medicine Representative</td>
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<td>Bakhmala Khan – Faculty of Science Representative</td>
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<th>Councillors Absent With Regrets</th>
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<td>Fallen Matthew – Faculty of Graduate Students Representative</td>
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<td>Joshua Yusuf (he/him) – Faculty of Health Representative</td>
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<th>Councillors Absent</th>
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<th>Others Present</th>
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<td>Charity Justrabo – Chair</td>
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<td>Kranthi Kiran Jalakam – Secretary</td>
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2. **Land Acknowledgment**

3. **Adoption of the Agenda**
   - Motion 3.1
     
     **BE IT RESOLVED THAT** the agenda be adopted as circulated.

     *Mover: International Students Community  Seconder: Vice President Academic and External  (18 – 0 – 0 abstentions)*

     **Motion Passes**

4. **Minutes of the Previous Meeting**
   - Motion 3.1
     
     **BE IT RESOLVED THAT** the minutes of the March 11th meeting be accepted as circulated.

     *Mover: Vice President Student Life  Seconder: Aisha  (17 – 0 – 0)*

     **Motion Passes**

5. **Communications Received**

   Faculty of Health Representative sends regrets.

   Faculty of Graduate Students sends regrets.

6. **Appointments**

7. **Presentations**

8. **Committee Reports**

9. **Old Business**
   - Motion 9.1
     
     **BE IT RESOLVED THAT** the Grants Policy be adopted as circulated.

     *Mover: Vice President Finance and Operations  Seconder: Vice President Academic and External  (18 – 0 – 1 abstentions)*

     **Motion Passes**
Motion 9.2

BE IT RESOLVED THAT the Financial Policy be adopted as circulated.

Mover: Vice President Finance and Operations  Seconder: Vice President Academic and External
(18 – 0 – 0 abstentions)
Motion Passes

Motion 9.3

BE IT RESOLVED THAT the 2020-2021 Budget be adopted as circulated.

Mover: Vice President Finance and Operations  Seconder: Vice President Academic and External
(18 – 0 – 1 abstentions)
Motion Passes

10. New Business

Motion 10.1

WHEREAS the 1993 levy question established the Student Accessibility Fund to enable the DSU to further support students experiencing access barriers; and

WHEREAS COVID-19 and public health measures to slow its spread have created a number of physical, financial, and medical accessibility concerns for DSU members, which have resulted in increased need for counselling and other mental health supports, decreased housing security, increased need for travel, and other financial hardship; therefore

BE IT RESOLVED THAT Council authorize a draw of $50,000 from past years’ reserves in the Accessibility Fund, which shall be used to fund a temporary expansion of the Student Accessibility Fund bursary program in response to COVID-19; and

BE IT FURTHER RESOLVED THAT that the Student Accessibility Fund will continue to administer the bursary program, in accordance with the following guidelines, in order to address the various physical, financial, and medical accessibility needs created by the COVID-19 pandemic:

1. All Dalhousie students who meet the temporarily expanded eligibility criteria may apply.
2. The applicant must demonstrate that they are experiencing new or exacerbated housing, medical, and/or other personal issues related to COVID-19 which have led to increased financial need;

3. The applicant must demonstrate that this financial need is not being addressed by current government measures to support individuals through the COVID-19 pandemic;

4. The maximum amount each individual is eligible for will be $1000;

5. In order to work within an equitable, anti-oppressive framework, applications from students with disabilities, 2SLGBTQ+ students, international students, and BIPOC students will be given priority consideration. Additionally, in order to address the increased financial impact on low-income students during this time, students who have had employment lost or otherwise disrupted due to COVID-19 will be given priority consideration;

6. Applicants may be contacted for clarification or further documentation on any part of their application;

7. All approved bursaries will be delivered in the form of a cheque made out to the applicant, and approved bursaries will be delivered via mail to the address listed;

8. One representative appointed by the DSU Equity and Accessibility Office will sit as a voting member on the committee, to ensure quorum may be met in the instance that an applicant holds a seat on the committee or holds a conflict of interest; and

BE IT FURTHER RESOLVED THAT these guidelines may be amended by ordinary resolution of the Student Accessibility Fund Committee based on changing public health measures and COVID-19 related member needs and/or the advice of legal counsel.

Mover: Vice President Internal

Calista - The reason this is different from what was originally sent over is, we kind of discussed about old terms of reference that I put forward to accessibility fund committee as well, it was contingent on feedback from legal council. He expressed concern on having an entirely new committee to access the fund. He expressed the most simple way was to just have things run through the same committee. An expansion of the current terms of the accessibility fund committee to basically enable what was proposed before as a separate committee to exist and be processed through the existing one.
Regarding the 50,000 amount – we did get the chance to go through the accessibility fund committee. 50,000 was approved through the committee to bring forward for the bursary.

Isa – Context about financial aspect of this motion. Just to clarify, with the SUB’s closure due to covid-19, we are seeing a substantial decrease in revenue for the rest of the fiscal year. Unfortunately led to disappointing changes to our operating budget for the rest of the fiscal year. We recognize that our part time staff and other members are being negatively impacted by this. We don’t have enough money in our operating budget to provide the necessary supports. This motion comes in when I was brainstorming for a way to support part time staff and students. We have a levy created in 1993 which established a student accessibility fund.
They were no guidelines in the original levy question to designate how those funds would be used. That has resulted in fund that we have now which is almost 300,000$ in funding that we are trying to figure out how to access to provide supports to students being impacted by Covid 19. We do have to go through council to access those funds just because they have been collected in previous fiscal years. They don’t come out of our operating budget for the year. It is a separate fund.

Our operating budget is drained for the year. We have no revenue for the next month or two. The budget we voted on wont change because that’s for the upcoming fiscal year. They might be minor changes because April and may revenue will be impacted by the closure. We are going to do what we can in those areas to balance it out.

We have in this motion that we are withdrawing 50,000$ which is out of the 300,000$. The legal context around this – we did consultation with Dal legal, Dal’s financial office and with our legal council. To access the funding, need to remain consistent with maximum amount each individual is eligible for which is 1,000$.

In terms of eligibility, we have to link the criteria to the accessibility fund, This motion explains why Covid 19 has created specific accessibility issues whether those are physical, financial, medical or other accessibility needs created by Covid 19.

Claudia – All of the part time staff have been laid off yesterday. My question is if we have this money for grants, why couldn’t we use that to pay staff during closure instead if turning it into a grant fund. If grants are our only option, then we should go ahead and prioritise our part time staff. Our part time staff are in distress because they were laid off with no communication. If we do go through with this I think we should prioritise our part time staff. Also, was wondering if we are going to be close for whatever amount of time, why cant we use this money to pay our salaried workers.

Isa – The Covid 19 emergency support benefit was announced today. The government will be giving 2000$ a month to anyone who was laid off or otherwise unable to work because of Covid 19. We are recognizing that for a lot of folks that might not be enough for exacerbated housing or travel or health needs at this time. We are encouraging folks to get that government funding but recognizing that in a lot of cases this will not be enough. We are not necessarily saying that low income students – that there will be a determination low income. But if folks tell us that they were working and have student loans and that they working to put them through school – we will prioritise those. Just like our part time staff who were laid off are being negatively impacted by all this. Other DSU members who have been laid off. from our jobs, coffee shop jobs or jobs at the University or other jobs they may have – we will also then have cause to give them funding.
About cheques – our auditors hold us to very strict protocols as to issuing funds. We are working to have direct deposit. Just haven’t had it approved by auditors yet. Our auditors need to see that we have two signing authorities approve every expenditure. We are working on that. We can update the language to indicate that the lowest contact and most efficient nature of financial transfer will be used. We do need to keep cheques as a backup in case auditors do not approve anything else. Will also look into the possibility of us issuing cheques to Dal for issuing cheques to student accounts so that students will be able to get that transfer online.

Isa to Claudia’s question – Definitely if we had 50,000$ to come out of operating budget, we would not have laid them off part time staff – we would have just continue to pay them. We had to get creative with supporting our staff as well as other members as we just cannot afford it with our operating budget right now. The fund that made the most sense was the student accessibility fund. Even though the levy question was quite vague, it just said that each student would pay a fee to contribute to a student accessibility fund. In order to access it, we just need to demonstrate that there is an accessibility issue for access need that is not being matched. When we are working with that criteria, we legally can’t just it to pay salaried staff. I asked legal council if we could use the fund to take any other form other than bursaries. He did recommend that, historically it has taken the form of bursaries that just keep everything legally as sound as possible that we continue to follow with that format. We are trying to be flexible and adapting to the need of our members and staff at this time. There are just regulations that we do need to follow strictly to stay true to the nature of the levy question.

Julia – Do part time staff who were laid off get their jobs back in the next fiscal year.

Isa – All of the part time staff who were laid off with the exception of one or two – all of the contracts were set to end on April 30th. Typically what usually happens, from what I understand from supervisors, the process will need to follow, now that part time staff are unionised is that we’ll be reopening those positions for hiring so they are welcome to reapply. My understanding was that contract was ending on April 30th for pretty much anyone who was laid off. For anyone whose contract that went to September or October, will get their job back provided we open by the end date of their contract.

**Motion 10.2**
**BE IT RESOLVED THAT** the Accessibility Fund Committee report back to Council during the April 8th Council meeting about how many total applications that were processed as per Motion 10.1 and the remaining funds.

**Mover:** Vice President Internal  **Seconder:** Faculty of Arts and Social Sciences Representative  
**(18 – 0 – 1 abstentions)**  
**Motion Passes**

**Motion 10.3**

**BE IT RESOLVED THAT** Motion 10.2 be amended to include the total number of applications processed and received

**Mover:** Indigenous Students Community Representative  **Seconder:** LGBTQ Students Community Representative  
**(19 – 0 – 0 abstentions)**  
**Motion Carries**

**Motion 10.4**

**BE IT RESOLVED THAT** Motion 10.1 be amended to reflect the following changes:  
2. and 3. Be amended to include “sufficiently addressed by government measures”.  
3. should read:  
The applicant must demonstrate that this financial need is not being sufficiently addressed by current government measures to support individuals through the COVID-19 pandemic;  
5. be amended to include women/womxn/femme-identified students

**Mover:** Women Students Community Representative  **Seconder:** Vice President Academic and External  
**(18 – 0 – 0 abstentions)**  
**Motion Passes**

Sandra – About point 2. In motion 10.1 where it says “are experiencing new”. If you could clarify is there a specific date that would considered “new” or would you be willing to change it to recent?  
Calista – Yea I think for “new” I would be fine with changing it to recent or something else if it is not clear. I guess it doesn’t particularly matter if it was today or like a few weeks ago as long as it is something that wasn’t being faced previously and that circumstances have arisen because of Covid 19. I guess where it includes exacerbated issues that were pre-existing, I feel
usually if someone has a particularly big issue, it was a precarious situation previously. But if there is something that has suddenly come up, for example students haven’t had their costs covered when they move home from residence that wouldn’t have otherwise happened if this wasn’t the situation.

Nicole – Just considering the way Covid 19 affecting everybody – there are 20,000 students on campus. So if we give every applicant 1,000$, that’s only 50 students. I was wondering if there was anyway to allocate more funds. Just in my opinion it would be better to allocate funds sooner than later so that we do not have to go through this intense discussion in council again. Because I think supporting only 50 or 100 students isn’t that many, and a lot of people are going to be having issues and I expect a lot of students to be applying for this grant.

Isa – that is a possibility. I just know that the amount discussed by the accessibility fund committee before this was 50,000$. If I a remembering correctly it is 264,000$ in the account. So yes, there could be flexibility to increase it. I would be vary of taking it over 150,000$ but that is not my decision.

Calista – So to speak to the 50,000$ amount – since it was approved by the committee, I kind of put it forward as a recommendation. That was then amount recommended to me by our legal council. But that was under the previous terms of reference that we proposed. That was kind of before he had a lot of information that we sent over the past few days as to like the kind of history of the accessibility fund committee and how much is available etc. I don’t want to speak for the rest of the committee, but I personally would be completely fine with allocating more if people feel it is completely necessary. The issue with email voting is that it would require everyone to respond, I am not sure policy wise how it would work. We could justs have additional funds added by the request of the committee rather than it having to continue to go through council.

Meghan – My understanding of the federal aid packages and the provincial ones, maybe my understanding is wrong but the part time staff would be able to collect EI. Am I wrong in that assessment? I’d be totally okay with voting to increasing the amount available – there is a lot of federal and provincial support available for students who were laid off even not by the DSU. So I was just wondering how that was factored in.

Isa – The accessibility fund is held by Dal. So I don’t have access to a completely up to date number. Just for everyone’s context, we collect about 31,000$ in funds each year, and our accountant estimated that we have about 254,000$ in the account right now. So to any funds that were collected in previous years, we would need council approval to access them. It would need to be expanded at the Council level and not at the committee level. As far as
helping only helping 50 students, something that we could propose is increasing the amount to 70,000 right now and decreasing the upper limit on the bursary. So that folks can get 500$ and the committee could report back on the next council meeting which is April 8th which is also when the government will have more updates on EI and the emergency support benefit and if need we can extend it further at that time. As far as part time staff eligibility for EI itself, in order to be eligible for EI, you technically have to be available for full time employment. So there is often debate on whether full time students do qualify for that. Some of our part time staff are only part time students so they would be eligible as long as they worked I think 654 hours in the last 52 weeks for HRM. Many of our part time staff work only about 5-8 hours each week so they are not eligible for regular EI. However the government announced just today that anyone regardless of their EI eligibility or how much they usually work will be eligible for 2000$ a month for the next upon 4 months. So it would mean all of our part time staff would be eligible for that. They haven't released any information of whether you need to be a citizen or permanent resident to access that. So as far as international student workers- we have several of them who are part time staff at the DSU. They are eligible for International Student Emergency Bursary which can be up to 1500$ which I’ve been very on the ball about collecting and reviewing applications for that. They would have that additional avenue in case Emergency Support Benefit doesn’t apply to them.

Claudia – I have a question about what the timeline looks like. About what the committee going to do to ensure that it does not take a long time to process that. In terms of supporting part time staff, in order to apply for the new grants that the Prime Minister proposed as well as EI, they need a record of employment and currently no staff have been given a record employment by the DSU. In order to have their applications reviewed by the CRA, they need that information. If we have only a certain amount of money, we should be giving our workers all of the information that they need in order to turn toward the government to get support. What is going to be done to make sure the process is expedited.

Isa – As far as the record of employment, because Dal does all of our payroll and it goes through Dal payroll, I have been talking to them almost everyday for the last week. That is also why there was a delay in communication with our part time staff because we had to have so many conversations with Dal payroll about processing the Layoffs and ROE’s. So Dal payroll will issue the Roe’s directly to service Canada. As far as I know that is standard procedure for most employers that ROE’s aren’t issued directly to employees, they are issued electronically to Service Canada and you actually don’t need them to apply for EI or the Emergency Support Benefit if your employer is going to issue them electronically. That was all laid out, the timeline for that and the electronic issue of the ROE’s, I’m pretty sure that was laid out in the layoff notices. If anyone has an issues with the EI, myself and our accounting department are always available to contact Dal payroll. The ROE’s will be made available online. In order to apply for EI, you can start the process to apply without an ROE. I talked with EI on the phone today. You can apply but service Canada will process it when they do receive the ROE. When Service Canada receives the application, they will reach out to Dal payroll to get ROE. Service Canada and Dal Payroll are aware of that. Dal Payroll will
comply with the timeline for Service Canada and the legal timelines and they are very used to dealing with that. If part time staff are having problems with processing the EI, I am more than happy to work on that if you contact me on case by case basis. As far as I know, there shouldn’t be issues at this time. I would speculate that some of the delays in reviewing will be because EI has received over a million applications over the past week. Unfortunately this isn’t just an issue that DSU staff are facing, it’s an issue that people across the country are facing. If you are having any issues, I would encourage you to reach out either to myself or accounting. But otherwise, everything is in order on our end.

**Motion 10.5**

**BE IT RESOLVED THAT** Motion 10.1 be amended to reflect the following:

7. be amended to read:

Bursaries can be issued through a mailed cheque, through deposit to their Dalhousie University Student Account, or, pending approval from DSU auditors, through direct deposit to their bank account.

Mover: Vice President Finance and Operations  Seconder: Vice President Academic and External  
(19 – 0 – 0 abstentions)  
**Motion Carries**

**Motion 10.6**

**BE IT RESOLVED THAT** Motion 10.1 be accepted with the amendments.  
(19 – 0 – 0 abstentions)  
**Motion Carries**

Julia – Just wondering, who is still getting paid and who isn’t? Who are part of the essential people still getting paid?

Isa – Council chair and secretary because council has to continue. There is one member services assistant who is still getting paid because we still have grants and society ramifications that can’t get held up. I believe there might be one person from info desk but I am not sure about that. It’s mostly just like If someone was needed for few hours for a hiring
committee. All of the other part time staff who are being kept on would be the food bank manager and part time staff who work at DSAS because all of the universities disciplinary bodies are happening online so DSAS is still operating based on need from students. ENA and DSUSO’s staff are still continuing. They are funded through a separate levy.

They are not part of our operating budget. If we could’ve reallocated those funds, that is something that we would’ve considered but its something similar to like a legal issue that if students paid for a specific service, it has to go to that specific service. Really just the offices, council staff and occasionally one person from another department to be kept on for hiring committees etc.

Naomi – Exec are all being paid at the same rate/amount?

Isa – Yes we are being paid at the same rate because according to the bylaws that is how much we get paid. That’s one of the last things to go because the exec are kept on to ensure that the DSU actually keeps running. We have all taken on way more hours. We are taking on more work as we need to. According to the bylaws, we kind of have to keep working no matter what.

MOTION

WHEREAS public health measures to slow the spread of COVID-19 have led to the unanticipated suspension of a majority of operations and services of both Dalhousie University and the Dalhousie Student Union for an indeterminate amount of time; and
WHEREAS multiple student unions across Turtle Island are continuing to pay employees during building closures;
WHEREAS the entire DSU student workforce has been laid off, with a single week’s advance pay;
WHEREAS DSU staff are slated to receive ROE’s by April 14th, which is not in accordance with federal regulations surrounding ROE’s and delay’s their ability to begin EI application processes.
WHEREAS the sudden and unexpected nature of these adjustments and the inadequacy of DSU executive to financially support those affected by closures and layoffs has led to financial hardship for many DSU staff including inability to pay rent, pay bills, or purchase necessities; and
WHEREAS this disruption to employment is causing significant emotional and financial stress for a significant amount of the DSU staff.

BE IT RESOLVED THAT
The DSU executive issue a public statement, detailing why the entire student workforce was laid off rather than paid during building closures;

BE IT FURTHER RESOLVED THAT
The DSU executive issue a formal apology to all DSU staff who were laid off;

BE IT FURTHER RESOLVED THAT
The VFO ensures all DSU staff receive their ROE's by April 1st, 2020.

*This motion was ruled out of order by the Chair, however, was discussed and that is why it appears here in the minutes.

Claudia – Want to have a discussion regarding the DSU exec went about laying off their part time staff. The staff has tried pretty hard to reach out to Exec, have either gotten no answers or lackluster answers such as you just apply for EI, when they don’t have a ROE to have their application.

Ruby (Point of Order) – We still can’t talk about employment issues at Council that don’t have to do anything with governance. This wasn’t a decision by the Executive, this is an issue everyone around the world is facing. If there is not a motion that necessarily pertains to governance, I don’t know what we can do with this.

Isa – Context around the closure- It was a huge number of part time staff who did reach out to DSU exec as well as many reached out to their supervisors and said that they were not willing to come into work anymore which is very fair. There was public health concern and while we were working to figure out a plan for part time staff as a whole. Things were moving quickly that we were telling part time staff that we were taking time to work out a system and have everything processed properly. Unfortunately due to labour law, cant give detailed information about those plans until they are finalised. While we were in contact with many part time staff hearing their concerns about building closure. Many staff we said we don’t know what compensation is going to look like. They said that fine, we want you to close the building and figure it out. That is when we made the decision which I’m very sorry to you Claudia if that felt sudden. We were tying to respond to many health concern which we were prioritising over immediate knowledge over financial compensation just based on our communication and feedback at that point with part time staff. As far as issuing the lay off notices and figuring out compensation, due to labor law, we cant give information about those plans until they are finalised and official notice is given. The part time staff union, when part time staff made the decision to unionise in the Summer, the union became the official channel to communicate between the DSU as the employer and the part time staff. We are not legally allowed to circumvent that and give information to part time staff. The union needed to be the intermediary there. We had to go through with our lawyers, with the union and have that plan in place before we could give any information. Unfortunately that took time. We prioritised health and safety and closed before we had everything figured out. I am still confident about that decision. We need to keep staff safe. I know that the decision is not ideal. This is something that businesses across the country have, it’s a tough decision, its not what we wanted to do. We simply cannot afford it because we are seeing a huge loss in revenue for the next several months. On this chat, we cannot really say any more about that. If you have concerns bout your employers, you need to be going to the Union because when folks unionised that became the official channel to have these conversations.

Chair – What Isa is saying that these things are not really under the jurisdiction of council so it makes it really complicated to be having these discussions because a lot of this is governed by labour law and
union and we don’t really have a lot of information about what can be done under Bylaws and policies because this is not something that is dealt with usually under council.

Claudia – wondering where it says – cant talk about staffing issues. What I was saying in relation to the motion that was put forward and specifically in relation to how the exec have been handling it. The employees are under a lot of financial stress because they haven’t even got a message they are working on it. No one knows essentially how they are going to pay their bills. That’s what was the context for the motion is that like a public statement and exec apology to the part time staff for the distress that they’ve been under. Its about the way that our employers chose to go about treating the staff more so than the fact that there is a global pandemic.

Chair – What Isa is trying to make understood is that the DSU and the VPFO have control over ROE’s. Can have things like that at council but don’t think it will impact anything. That’s not me speaking about other pieces of the motion, but some of that would be out of order and won’t result in anything because I don’t think council has an jurisdiction over what happens to ROE. I don’t think that council can have that changed.

Naomi – Fine with taking last potion off. Motion came from seeing lots of student unions across that are still paying their staff and just not letting them go in this quick fashion. Hearing from constituents, wanted to address what was going on because lot of people are stressed and confused. From what we talked about earlier, it seems like everyone is being paid for an extra week and Isa had said that they were 2-3 weeks for their terms to be up. So it’s a little confusing that we couldn’t have found budget to paid staff for that extra 2-3 weeks - Since you mentioned that a lot of part time staff are not working more than 5 hrs/week. I could be wrong but I think that would fit under the purview of council because I remember a few meetings ago, we agreed to spend 10,000$ on a lawyers fee. I think this is an unprecedented case and I think this is an unprecedented case and we could see changing some of that funding. Last one was just a question that I had from a few people, of commissioners who have been laid off and how that’s a budget lying within some of the execs’. People have been asking why they have been laid off when that’s not even a salaried position in the same way that some of the other part time staff are. So would like clarification that I can bring back to people who think they haven’t been able to get that from exec.

Isa – As far as other student unions paying their staff. I have also seen that. While there are other student unions, a lot of them are fee based rather than revenue based. Many student unions of our scale – 18,000 – 20,000 members do have either higher fees that their students pay or have reduced operations and reduced services. We are more of a revenue based union. Huge portion of our revenue is not actually generated by student fee, it is generated by food contracts and other contracts that we have in the building. It is done through revenue generation through our businesses as well. So likely for the next 4 months, likely we are going to see a huge reduction to our actual revenue. Where was a lot of other student unions like the ones you see paying their staff are fee based. So if they do have
similar scale operations, their members pay higher fees, which in a lot of cases students don’t like. But
in cases like this where revenue is disrupted, they are able to do things like pay their staff. Part of the
reason for delaying our notice to part time staff, was I spent a lot of days trying to figure out if there a
way to pay staff out for their contracts. I totally see where they are coming from and that this is really
stressful. While the contracts are done in about 5 weeks, we have over 100 part time staff , it would
be huge expenditure to pay out all of those contracts. We did the math, we are going to be out about
15,000$ for paying staff for one week which we are more than happy to do. When part time staff sign
contract to work at the DSU , they sign a clause saying that their contract can be terminated at any
time with one weeks notice or one weeks pay in lieu of notice. In the case of an unprecedented global
pandemic we did not have a contractual obligation to fulfil that, we were happy to fulfil it don’t get
me wrong. This is the kind of thing that the union would generally mandate and that is the point of
having a union. As far as lawyer fee vs talking bout staff issues at council, staff relation when staff are
unionised are governed by the trade unions relations act, its not in our bylaws but its in labour law,
that when there are staff relations, it needs to go through the union and not through council or a
governance body like a council. Whole point of union is to protect staff and give them a proper
channel to go through when they have an issue with their employment. As far as a public statement,
I think it is out of order. Personally I am sorry for all the stress and potentially financial hardships
that part time staff are going through as friends and fellow students. But as employers, those need to
be going through the union, so its out of order to put it in a motion. As far as the sentiment that the
DSU exec haven’t been responding to your questions or haven’t been working with you, I have
personally responded to any emails I received from part time staff. I have been available and
explained the ROE to anyone who has asked. I know it is not ideal that we cannot afford to pay you,
but right now we need to have a conversation about how we can move forward, work to ensure that
people have the support they need in the future and that needs to go through the Union.

Yes, commissioners are budgeted for under the Exec budget. However, Just like how folks like
members services staff or info desk staff – those were budgeted under our departments. Since we are a
revenue based union, we are seeing huge cuts to our overall operating budget and we needed to make
up for those in other places. Recognizing that all part time staff are unionised, we treat everyone
equally. So unless they were part of an essential service, we had to make the decision to treat
everyone equally. Exec budgets are taking hits through this. Things that are not staffing costs are also
taking hits even they were budgeted for because now our budget has changed because we are seeing
months without potential revenue.

Aisha – Wanted to reiterate in terms of shutting down of the SUB and all the decisions we had to
make. Things were moving very quickly. Were trying to catch up and stay up to date with the best
safety standards and protocols. We spent a lot of time talking about how we could afford to keep the
staff. I make cases to keep my commissioner in ways I can make it worth the amount that we would
be spending. I had both of my honoraria expenses about 500$ each that I didn’t use all year and I was
hoping to use that now to support staff and keep them on to do various things. But this pandemic
made the rest of the fiscal year’s budget null which meant all of budgets were hit. We did spend a lot
of time trying to figure out how we could support staff and coming up the accessibility bursary of up to 1000$ was our best way to touch funds that were not operational but that existed available. A lot of work was put into making this bursary available as well.

Chair – Based on everything that has been said, I feel that the motion as it currently stands, its not really fit to be set up to council at this point. The ROE is not something that can be done. Probably what needs to happen is that some more information needs to be gotten about what can be put to council and what can’t. As far as what I currently understand, this is out of the bounds of council.

11. Executive Reports

12. Councillor Reports

13. Notices of Motion

14. Announcements

15. Adjournment

Motion 15.1

BE IT RESOLVED THAT the meeting be adjourned at 8:15 PM.

Mover: Faculty of Arts and Social Sciences Representative  Seconder: Faculty of Management Representative  
(18 – 0 – 0 abstentions)  
Motion Carries

Meeting adjourned at: 8:15  pm
Minutes submitted by Secretary: