



BOARD MEETING ATTENDANCE
DATE: Thursday, August 29th, 2024
TIME: 10:00 - 12:00 pm
LOCATION: Virtually- Zoom Apps

Note: Please ensure to add the attendance if they are attending virtually or at the venue and the Proxy name and title if being represented.

AUSU BOARD MEMBERS	TITLE	AUTHORIZED PROXY NAME	ATTENDANCE P- Virtual P- On the venue
Minion Paul (V)	AUSU President		P- Virtual
Abdul Hayyi (V)	VP Campus Affairs		P- Virtual
Nidhi Patel (V)	VP Student Life		P- Virtual
Cheryl Toulouse (V)	VP Indigenous		P- Virtual
Anvi Thakkar (V)	Brampton Representative		P- Virtual
Wayne Thompson (V)	Timmins Representative		P- Virtual
Pushya Patel (V)	Accessibility Representative		P- Virtual
Karma Gurung (NV)	International Representative		P- Virtual
Ashwin Sharma (NV)	Business Representative		P- Virtual
Pushp Magoo (NV)	Cross Cultural Representative		A
Ryan Mwaura (V)	Queer & Trans Representative		P- Virtual
Nina Toulouse (V)	SASA President/ Rep		A
Vani (NV)	Faculty of Science Representative		P- Virtual

AUSU BOARD MEMBERS	TITLE	AUTHORIZED PROXY NAME	ATTENDANCE P- Virtual P- On the venue
Harleen Dhillon (NV)	Faculty of Humanities and Social Science Representative		A
Vidhi (V)	Women's Affairs Representative		P- Virtual
Sierra Macslaac (NV)	Residence Representative		P- Virtual
Vacant	Mature & Part time Representative		-
STAFF NAME	TITLE		
Teresa Placha (NV)	Ombudsperson		P- Virtual
Marissa Ditoro (NV)	Equity Centre Director		P- Virtual
Matt Trainor (NV)	General Manager		P- Virtual
Hunter Greer (NV)	Finance Manager		P- Virtual
John Holland (NV)	Food Service Manager		A
Brenna Tomas (NV)	Communication & Marketing Lead		A
Gurwinder Chawla (NV)	Food Pantry Coordinator		P- Virtual
Arjan Suri (NV)	Brampton Facilitator		A
Keila Kontulainen (NV)	Media Coordinator		A
Alma Bau (NV)	Admin Assistant		P- Virtual

Legend:

V- Voter

NV- Non-Voter



BOARD MEETING MINUTES

DATE: Thursday, August 29th, 2024

TIME: 10:00 - 12:00 pm

Chairperson: Andrea Ryall, AUSU Board Chair

1. Land Acknowledgement:

“As members and employees of Algoma University Student Union (AUSU) of Algoma University (AU), we acknowledge that we are on Robinson-Huron Treaty, treaty 19, and Treaty 9 territory, and that the land on which we gather is in the traditional territory which spans across Sault Ste. Marie (Bawating), Brampton and Mississauga (Mississaugas), and Timmins (Cree) campuses respectively.

We also acknowledge that we serve the community based on sacred lands set aside for education as envisioned by Chief Shingwauk for our peers, children, and for those as yet unborn. Let us embrace that vision and commit to working towards bringing this vision into creation through the work that we do together.

We aspire to create a community that honors the land we reside and work on and build a community based on respect, and honesty. We remind ourselves to come with clean and positive intentions as we work together to make AUSU a better place. We remind ourselves about the land and space we are in, so we continue to respect and honor it.”

2. Call to Order:

The meeting was called to order at 10:05 am, by Andrea Ryall, AUSU Board Chairperson for this year.

Motion:	Be it resolved that the August 29th, 2024 meeting be called at 10:05 am.		
Mover:	Brampton Rep.	Second:	President

Discussion:	Seeing several new students, and a great attendance, Andrea, the AUSU Board chair gave a brief introduction about AUSU and what AUSU does, and how AUSU is here to represent the students.
Action:	Approved unanimously

3. Attendance – (Board Members and Staff)

Andrea took everyone’s attendance

4. Approval of the Agenda (2024/00:000)

Motion:	Be it resolved that the August 29th, 2024 meeting agenda be approved as presented.		
Mover:	VP Campus Affairs	Second:	President
Discussion:	None		
Vote count:	In favour: 8	Opposed: 0	Abstain: 0
Action:	Approved unanimously		

5. Approval of Previous Minutes (2024/00:000)

[Minutes of meeting dated July 25, 2024](#)

Motion:	Whereas meeting minutes dated July 25, 2024, have been pending approval; be it resolved that minutes are approved as presented.		
Mover:	President	Second:	VP Campus Affairs
Discussion	none		
Vote count:	In favour: 8	Opposed: 0	Abstain: 0
Action:	Motion has been carried.		

6. **Announcement:** (2024/00:0xx) - 5 Min

- 6.1. Elected Women's commissioner in the Ontario General meeting
- 6.2. International Students Commissioner at OGM
Minion delightedly announced that 2 of the board members, Vidhi, women's affairs rep. and Vani, the Science Rep. have been elected as Women's Commissioner and International Students Commissioner respectively at CFS,.
- Acknowledgment of their representation and potential.

7. **Adoption of Reports:** (2024/00:000)

7.1. Equity Centre Report - Meshwa & Marissa - 20 Min

Meshwa, one of the support workers at the food pantry, gave a brief introduction about the food pantry and what & how it helps the students.

- The report was about the new approaches that are being practiced at the food pantry, and also about the needed support from the board.
- Sandra, another support worker, gave a brief overview on the 4 phases that are being practiced at the food pantry in order to achieve a more sustainable and inclusive environment. This includes, "Rock The Jar" Campaign, making containers mandatory for limited and dry products, eliminating plastic and unnecessary wastes, etc.
- She further talked about building relationships and supporting local organizations, as well as identifying overlap with services, like the Pride Centre and People's Garden.
- The report also suggested having Board Representatives to be a part of their projects and programming. This will enable them to take a few broader projects and break them into smaller sections. Each member can take up projects that align best with their job descriptions.
- Meshwa mentioned that they were using a volunteer program for the last 5 to 6 years, where the volunteers would help out in daily activities, daily accessing services, interacting with certain sectioning things.
But now, transitioning to a more comprehensive style of volunteering approach will give them a chance to practice and develop their skills, regardless of their level of knowledge. They suggested extending this to the board members as well.
- Following are some of the recommendations/changes:

- International Crisis Response Team. Having a response team consisting of board members, students and staff to handle response for international and national crises and conflicts that affect the student community.
 - Lack of recognition of important days: Establishing a dedicated AUSU team from important days.
 - Enhancing and implementing more inclusivity: Communications - getting the information to students in a much more accessible manner.
 - Image description - write what the image says
 - Making events more accessible and welcoming.
- Marissa, the Equity Centre Director shared that the people's garden is thriving. They have had their biggest harvest of the year so far. She further mentioned, that they're now into the stages of wrapping up the harvest, and getting into seed savings, to have that continuity for the rest of the year, as well as sharing with their partner organizations, such as Clean North, and some of the other community gardens, developing those relationships - to learn from them, develop any joint programming, as well as developing a better plan for indoor gardening. Not only to make sure that they're providing the food pantry with necessary items, but also greening campus and meeting some of those other campus needs.

The pride center will be doing a pride garden, in the upcoming season, which will include flowers that are representative of the queer and trans community. Looking to see how to utilize any other waste from the kitchen and cafe, such as coffee grounds for the garden, as well as containers to use for pots to bring things inside.

Focusing on the connection with volunteers and using the food pantry model as a model for the garden and building up their capacity, education, and connection to each other in the land.
 - Pride Centre: Issues in the pride center space - misuse of space - addressed through a joint memo with the food pantry and the people's garden, ensuring more staffing hours with folks from the food pantry and the garden doing some office hours in there, with the implementation of a camera, with recording procedures to make sure that folks still feel safe in terms of confidentiality and privacy. Developing more programming with new volunteers. Had their 1st internal Queer 101 - hosted for the residence life team, for the residence advisors. Training that was provided will be used as a model to develop further Queer 101 for the students, as well as AUSU's particular departments. Looking forward to making that mandatory for all AUSU board members, volunteers, and staff, with specific tailored training. Making sure that the Pride Centre is working with groups like the 2 Spirit Organizing Committee, Bawating Babes, PFLAG, and many other organizations in the Sault and at large - Developing that to other campuses as well, so that

folks in other areas can also receive the same services, and the same level of care offered here.

Lastly Marissa thanked all the folks in the equity center, the food pantry, the pride center, and the people's garden.

Abdul also appreciated Raman and everyone for working tirelessly to grow the community. He further asked to clarify about the involvement they are looking for from the board members as presented in their report.

Meshwa stated that this would depend on where their expertise and their job description lies. She mentioned 2 things:

1. Response committee: responding to the crisis, international or domestic - statements, letting the students know what is going on and where do AUSU stand.
2. Another team: helping in making sure that all the observation days or important days that AUSU recognize are known by the students.

Vani asked if they had anything in mind, how would they divide the roles to all the board members, or still have to plan it.

Marissa responded, that for that one, they're looking for folks to be able to give feedback, comments, and support the development of the services around the particular constituencies that each represent. "It may not necessarily be day to day stuff in the pantry where you're helping with programming or a particular event. But we're looking for that feedback. What does your particular constituency or students that you're talking to, need to be reflected in the services."

"Being better informed on how we can do better or do things differently, in ways that best serve specific student demographics."

Abdul asked if they have authority or any kind of licenses to help students with these mental health problems, and if they should be redirecting them to the wellness team.

In regards to Abdul's question, Marissa stated that when talking about mental health support, you're not necessarily talking about myself or yourself acting as a counselor or a mental health practitioner. It's more about addressing, like, bigger scale mental health issues that may stem from systemic issues. Helping to put students at ease by putting it out there publicly, 'We are there for you, We are supporting you'.

She further clarified that they will still direct them to mental health services, whether that be AU or external. It's addressing mental health concerns in a different way outside of just practitioners, - showcasing how we care that we're standing up for students. Looking at alternative methods of community care.

Minion showed immense appreciation for the work that is being done by the Equity Center, People's Garden, and the Food Pantry. She also appreciated the recommendations and the great ideas presented.

She further thanked Meshwa, who, as she mentioned, has been a part of AUSU more than she has been, as well as other folks like Raman, Sandra and Fleming, and Gurwinder.

7.2. Financial Report: Hunter G. - 10 Min

⇒ Profit & Loss Report - May to July 2024

Finance Manager Hunter went over the profit and loss report.

He stated that since August is complete, the numbers are till July 31, 2024.

- Low Income: Reason - waiting on transfers of revenue.
Only income shown is, interest received from a savings account, revenue from events, food bank donations, and some miscellaneous revenue that doesn't really fit in any categories. He mentioned that they are going to be getting revenue soon. Hopefully, in the next 2 months, by October, they are expecting a transfer of funds, for the current year's revenue.
- Expenses - The equity centre. Nothing really major. All going according to budget.
The biggest expense: the food pantry.
- Communications and marketing: relatively small expenses. The only big one is the branding and advertising, which is for a sponsorship given out to the athletics in the school.
Campaigns, marketing, honorariums, and wages: Scholarships and bursaries. -Biggest expense is the wages and salary for the staff and the executives.
- Office expenses - Swag and merchandise: some audit fees for getting an audit complete, some legal and HR fees for continuing the operations and getting lawyer advice and setting up the new board.
Insurance and small license fees due, bank charges, and vehicle fees for fuel and maintenance.
- Travel and events.
Training checks and recreations: for some training done by staff and executives when the year started.
- He mentioned about the negative profit, but assured that it's common for student unions and once receiving the transfers from the university, they will definitely be on the positive side.

⇒ Budget Comparison - May to July 2024

Hunter briefly went through the total budget for this fiscal year coming up.

The totals spent up that seen on the profit and loss.

A column, illustrating the amount of budget left for each area, and percentage.

- One account where they've gone over the budget: Website maintenance. He explained that they were going to switch providers to get a cheaper rate, but that didn't happen in time, so it went a little bit over. But he reassured everyone that it's a very small expense, and nothing to be afraid of. They went over \$200. The budget was around \$500. Hunter stated that they have low percentages on everything - Everything's in line with the fiscal year budget in the months. He also stated that if there's any area where they start going over or gets close to the maximum, he'll make sure to let people in those departments know and bring that up as a concern. He further mentioned that they plan on going over the budget by December time, to re-evaluate the budget and updating numbers or fix anything needed.

8. Discussion: (2024/00:0xx)

8.1. AUSU Board Report Templates - 5 Min

Most of the board members have been informed to prepare their board reports for the spring term as a part of their duty. Minion further stated that those who have not yet prepared and submitted the reports, should submit it before the set deadline, which is September 9th, to be eligible for their honorariums.

Science Representative Vani questioned the extension of the deadline for the submission of the board report, which was 26th August and was extended afterwards to 9th September. She stated that doing this was not a good thing to do, as this just shows that the deadline doesn't mean a lot of value.

Minion acknowledged Vani's concerns. She also showed her understanding regarding some folks who might be away for whatever reason, and some folks have indicated those reasons. Minion explained that since it is a new board, and their first term, they are being a little bit flexible and lenient this time, but she reassured that her recommendation has been noted, stating that the deadlines will not be extended in the future.

8.2. Volunteer Form Success - Abdul H. - 5 Min

Abdul Hayyi mentioned about the volunteer form that was initiated last week. He mentioned that it was a big success in regards to engagement.

-Received around 400 responses for all 4 campuses.

-The executive team is working on how to go ahead with it.

-Training programs for them, with the help of Teresa,

-Ideas from the equity center director about the kind of training that should be provided to the volunteers.

Abdul also pointed out the increase in the town hall meeting attendance, which shows that more students are now engaging with AUSU.

8.3. Future Projects

-AUSU/AU - MOU Agreement - 5 Min

-Student Engagement - 5 Min

Minion stated that AUSU is in its next phase of projects, where they're establishing what needs to be done.

AU reached out to the last board to start working back again on the AUSU/AU-MOU Agreement - a memorandum of understanding agreement, which brings both AU and AUSU together, where there are agreements and negotiations, for services, spaces, and all the things that AUSU shares with Algoma University.

Minion also encouraged everyone not to hesitate putting forward any suggestions, feedback or questions. She also mentioned that there will be clauses for confidentiality, which may not be shared with everyone, but the progress reports can be answered. Teams will be divided up among the executives and staff to talk about those topics and ensure that all the grounds are covered.

Student Engagement: Minion mentioned that Abdul has started his campaign to help AUSU to have more student engagement.

Abdul has mentioned his ideas about class talks, and other areas where they can talk to students and engage with them and even inform them about the events or advocacy campaigns [1 on 1 table for students].

Minion further encouraged all the board members, from both campuses, SSM & Brampton to come together to support the student engagement and bring students together, whether it being by other events or by doing class talks. And she is hoping to do something similar on Mississauga and Timmins campus as well.

8.4. Student VIP Invoice Info. - 5 Min

General Manager Matt brought the Student VIP Invoice to the Board's attention. Paid the term 3 invoice for student VIP in the amount total \$226,938.

Abdul asked, AUSU is paying for the 1st year for Virtual health clinic, if that is included in the invoice.

Hunter clarified that the invoice is for the 2023-24 fiscal year. Since, they sent it after the year ended, that won't be reflected on this invoice, but the next invoice that they will receive from them for the current year 2024-25, will show the virtual health clinic.

8.5. [AD & D Student Health & Dental Plan- Student VIP - 5 Min](#)

Matt mentioned that this is just awareness as well, additional information from Student VIP.

Outlines the summary of the benefits for accidental death and dismemberment or any incident.

Abdul requested to send out a communication memo, either from AUSU or Student VIP to the student body, outlining and breaking down the kind of coverage and benefits, and reimbursement the students are entitled for.

8.6. [September Board Meeting - 5 Min](#)

Andrea mentioned that the September board meeting date has not been set, as not all the board members or majority board members have not sent their availability to Alma.

Andrea emphasised the urgency to all the board members to send their availability.

Minion also mentioned sharing one's google calendar with Alma, so she has an idea about everyone's whereabouts and can schedule the BOD Meeting accordingly.

9. [Yummy Board Inc.](#)

9.1. [Profit & Loss Report - The Kitchen - Hunter G. - 5 Min](#)

Hunter briefly went through the Profit and Loss report for the Kitchen (May-July). Services are high. Includes catering – events at the university or other clubs/organization.

Meal Plan Income: relatively low – majority students who have meal plans from the fall and winter semesters have left/gone home/not on campus. Expecting an increase in August, because people have ordered a lot of stuff just to finish up their meal plans. The total was about \$52,000 for the total income for the 3 months.

Cost of Goods Sold: This includes the cost for getting the food, the delivery for the food, and materials and other items used to help create the food. The total cost is \$37,511. Hence, the gross profit after taking out the cost of goods sold is about \$15,000.

Expenses: Covers everything else, including bank charges, advertising, processing fees, legal professional fees, office expenses, cleaning supplies, QuickBooks payment fees, and other administrative expenses.

Wages: Major expense in the expense column, \$77,000.

Payroll Expenses: After getting a better idea of how much sales are happening and how much staff's really needed, this went down as the months went by. WSIB expenses: Paid, every quarter. Paid for July

It is clearly noticed from the report that the Kitchen is running at a loss. For the summer so far, it lost about \$78,000. It is assumed that by the end of summer, it will be closer to about a \$100,000 loss (Hunter’s estimate of what he expects to see by the end of August). Majority of the reasons why this happened is because the goods costs are really high compared to the revenue they get.

9.2. Price Changes - 10 Min

[Menu | AUSU Kitchen \(generalmanager667.wixsite.com\)](http://generalmanager667.wixsite.com)

Motion:
Whereas the food service committee and the Kitchen management analyzed food cost calculations for each menu item;

And whereas our 23/24 profit and loss report indicates our food costs are 84%;

And whereas food price increases are required for the sustainability of Yummy Inc.;

And whereas Yummy Inc. has implemented price increases based on a 40% food cost;

Motion:	Be it resolved, AUSU Board supports the 40% food cost operating strategy for Yummy Inc.		
Mover:	VP Campus Affairs	Second:	Faculty of Science Representative
Discussion	<p>Matt briefly went through the website with the new menu and new prices of the Kitchen.</p> <p>Ryan asked who are the folks responsible for the menu on the website and the price changes.</p> <p>Matt stated that John Holland, the food service manager and the communications department is responsible for the price changes and any other updates. He also clarified that the only time there will be any price updates will be when the costs of food items significantly increase.</p> <p>Abdul stated his concerns regarding the 40% food cost, and the price changes and spoke against the motion. He mentioned his meeting with Logan, the manager of auxiliary services, the communications team and the manager of The Kitchen to have some program to increase the engagement for the kitchen. But nothing was done for any of the ideas that were proposed.</p>		

	<p>He further mentioned the role of AUSU-to serve students. The Kitchen was started for students to have food at a reasonable price. Abdul stated his concerns regarding students' questioning him for this change in price, when he did not even know that this change was implemented. And now there is no point in coming to the board after the price has already been changed. Abdul felt very disappointed and insulted with the board's decision and chose to vote against it in the future.</p> <p>Anvi T. spoke against the motion as well. Anvi stated that they were presented with the prices, but as a group of executives, they were still looking for more options/alternatives in order to face the challenges, rather than this sudden price increase. Anvi mentioned that it came as a shock to them that the next day or the next week, the prices were changed, and no one was informed about it. And, when asked, were told that this was the only option they had, although the group was looking for more alternatives.</p> <p>Anvi stated they are still firm on looking for more options (price changes being the last), because as a union, our motives are to help students, to make their lives easier and by increasing the prices, we are not doing so.</p> <p>She further talked about affordability and food security that AUSU is actively fighting for in other spaces, like food pantry and people's garden. This would be something completely on the contrary, and AUSU would be going against their own voices.</p> <p>Vani spoke against the motion, and added to what Abdul and Anvi mentioned about AUSU's role for the students. She further stated that students would start to feel that the AUSU is looking for its own profit and not the student's needs.</p> <p>Ryan chose to speak for the motion. He mentioned that he liked the idea of the website, and suggested an extra tab to be added for the price changes and the daily special changes or any other changes the menu would have, so the students are clearly informed of any updates.</p> <p>Minion pointed out AUSU's agreement with AU, and stated that the board is under certain obligations that need to be fulfilled, one of them being, AUSU has to be in profit. She did realize that a proper notice was not given, but there are certain obligations, for AUSU, as to run this service.</p> <p>Cheryl empathized with the comments made against the motion, but she also stated that the price changes do reflect the cost of goods sold and to offset some of the loss. According to Cheryl, the prices are reasonable, compared to any expensive fast food places.</p>		
Vote count:	In favour: 4	Opposed: 4	Abstain: 1

Action:	According to Robert's rules of order, in case of a tied-up situation like this one, the board chair has the power to vote and break ties. The Board chair, Andrea voted in favor of the motion for the price changes in the Kitchen. and hence the Motion passes.
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9.3. Fall Hours Changes for Yummy Inc. - 10 Min

Information:

Baristas

Monday to Friday - 8 am to 3 pm
 Saturday and Sunday - Closed

-Last year we closed at 7 pm with very few sales after 3 pm, this would save us 8 hours of labor per day, Approximately \$ 160.00/day (\$800.00 per week) (41 K per Year)

The Kitchen

Monday to Friday - 8 am to 8 pm (grill) 9 pm (Grab n Go) - last year Grab n Go was open until 10pm

Saturday and Sunday - 10 am to 5 pm - last year was open 9am to 6pm (the highest sales were between 10am and 5pm) -Traffic is always significantly quiet on the weekends, hence the shorter hours.

Motion: *Whereas the food service committee and the Executive discussed changes to the Kitchen and Baristas hours of operation;*

And whereas management has reviewed sales data and labor costs to determine efficiencies;

And whereas the Kitchen and Baristas is committed to providing campus food service hours to meet student, faculty and staff needs (especially residence meal plan students);

And whereas the Kitchen and Baristas will expand hours of operation if there is a student need;

Motion:	Be it resolved, AUSU Board supports the proposed hours of the Kitchen and Baristas for the 2024/25 academic year.		
Mover:	VP Campus Affairs	Second:	VP Indigenous

Discussion	<p>Cheryl chose to speak against the motion. She mentioned that at this point, one is not allowed to tip employees working there, and from a student's pov, the ones that are losing on the hours, this would affect them.</p> <p>Matt clarified that they do have the capabilities for the gratuities, it is already in place at baristas, but it will be implemented at the kitchen as well.</p> <p>Ryan spoke against the motion. He did agree with the Barista's hours, but he suggested the extension for the Grill and Grab & Go hours.</p> <p>He further mentioned that instead of reducing the hours, reallocating the wages like what was done in the spring semester, where comparatively few people work in the evenings, and students can still get food during the evenings rather than closing the entire store.</p> <p>Vidhi spoke in favor of the motion, and stated that cutting down a few hours can help the kitchen save a little.</p>		
Vote count:	In favour: 7	Opposed: 1	Abstain: 1
Action:	Motion has been carried		

Having no questions and discussion the chairperson proceeded with the next agenda item.

10. **In-Camera Session - Voting Items: (2024/00:0xx)**

Andrea requested everyone, including students, and staff who are not part of AUSU Board to step out of the meeting for the in-camera session, except Matt and Teresa.

Abdul raised his concern regarding the presence of Matt and Teresa for this agenda, since the agenda includes their compensation. Minion requested Matt to stay, since it is his project and he has been working on it.

Andrea requested Teresa to leave the meeting for this agenda and can come back for the next agenda.

Teresa left the meeting.

10.1. **HR Tasks and Hours per week - 10 Min**

Whereas the Human Resources Manager resigned as of July 12, 2024; and whereas the position will not be replaced, creating an annual savings of \$70,200; and whereas the responsibilities of the Human Resources Manager require distribution among 4 senior employees which should

include fair compensation; and whereas the workload of senior salaried staff requires an increase in compensated weekly hours from 35 to 37.5 or 40;

Motion:	Be it resolved that AUSU Approves the compensation change recommendations totaling \$66,122 for the Ombudsperson, Admin Assistant, Finance Manager, Equity Centre Director and Food Pantry Coordinator to be retroactive to August 1, 2024.		
Mover:	VP Indigenous	Second:	Women's Affairs Representative
Discussion	<p>Matt made a note that the motion doesn't read as presented. It doesn't include the general manager in the motion.</p> <p>Matt gave an insight to what happened. The HR Manager was hired - worked from January to July - recently resigned. Since then, the responsibilities have been reallocated, adding work to the Finance Manager, the Admin Asst., Ombudsperson, and the General Manager. Hence, the provided document is a memo which indicates a combination of reallocating those responsibilities as indicated and adding some compensation for those responsibilities.</p> <p>The additional compensation is for additional HR related responsibilities they've taken on. It aligns the positions closer with market rates. A discussion with the staff to determine what they're working average on a weekly basis, and the 35 hours/week is consistently exceeded. Some employees have extremely high overtime hour balances that creates a significant liability for AUSU. So, in general, AUSU actually owes these employees compensation for the time that they've worked. Hence, the additional hours/week is gonna help alleviate the buildup of overtime or lieu time hours for employees going forward.</p> <p>Ones with higher balances will be given the opportunity, or a plan to have them work less than the 40 hours to ensure the lieu time or overtime balances are reduced in a timely manner.</p> <p>As a General Manager, Matt was tasked with the responsibility to come up with a plan to address the amount of hours worked for salaried employees, and this is part of that plan.</p> <p>Each section summarizes the increase in hours per week due to the additional responsibilities. Most positions opted to take the 40 hours a week because typically they're working at least 40 hours a week.</p> <p>Since the motion doesn't include the General Manager part, Andrea the board chair, has to make an amendment to the motion. She read the new motion again (in the document/memo attached-at the very end)</p> <p>Wayne mentioned that he will be voting against this motion in the</p>		

chat -"I believe that Matt, Teresa, Marissa & Hunter have full plates as it is - each of them have been overworked already - the HR function responsibilities given between each of them will create a failure when hiring, disciplining or creating/dropping new staff or Board positions - I believe that a part time HR position should be created."

Minion spoke in favor of the motion, stating that with the financial constraint that AUSU have, it is best to add the responsibilities to the people that are already here and the responsibilities that have been added are nothing new that they have not been doing. General manager was usually responsible for a lot of the HR work. She also appreciated Alma for her amazing work.

She also mentioned that there are some folks on the AUSU team that have worked over 100 hours, and have not been acknowledged in the past, and now it's time to actually compensate for what they actually deserve.

Minion suggested that a review is necessary for the Equity Center Director position, as they oversee a big department, as it is not fair if others are being compensated, and they have been ignored for the longest time.

- Before the next speaker, Andrea made a motion to extend the meeting.
- Motion approved to extend the meeting till 12:20pm.

Abdul asked, as seen in the past - the problems with the vacation and time in lieu for the staff, and now with more responsibilities added, does AUSU have any plan to help or any safety plan for them?

Matt stated that the entire AUSU executive and management team is on board with changing the expectations of constantly working.

Managing the expectations of employees, and respecting their personal time and their wellness to make sure that they're taking time out of work, leaving at reasonable hours. It will mean sometimes things won't get done that day, but it's still gonna be on their desk the next day. And so, part of it is changing the culture internally and the work habits of the people responsible. It will take a little time to adjust the personal and professional expectations.

The time sheets - Hunter is tracking accurate hours for each employee.

Abdul further agreed with what Minion suggested about the raise for the Equity center director.

Matt clarified that there were no additional HR responsibilities added to the Equity center director. However, there is a commitment, as noted, to do a full job review and represent the additional compensation changes for that position. He further clarified that the Equity center director was away when the other job reviews were

	completed, and it will be done as quickly as possible. Abdul mentioned he was not aware of the staff job reviews. Matt stated that the job description adjustments have been done over the last month.		
Vote count:	In favour: 6	Opposed: 1	Abstain: 1
Action:	Motion has been carried		

-Meeting Extension

Motion to extend the meeting:	Be it resolved that the meeting be extended to 12:20 PM.		
Mover:	Faculty of Science Representative	Seconded:	VP Campus Affairs
Vote count:	In favour: 7	Opposed: 0	Abstain: 0
Action:	The meeting extended to 12:20 pm		

-The Queer and Trans Rep.'s request to change his vote

- Ryan asked to change his vote on the price changes
- Voted in favor of the motion before.
- Change of mind, want to change his vote to against the motion - price change for the kitchen.
- Minion stated, the majority has to first agree to bring it back to reconsideration before it goes back to the voting again.

Motion:	Whereas, the Queer and Trans rep is asking for a reconsideration of motion-9.2-price change under the Yummy Board Inc. Be it resolved that there is a reconsideration of the motion 9.2		
Mover:	VP Campus Affairs	Seconded:	President
Discussion	Andrea read the motion 9.2 - Price change.		
Vote count:	In favour: 5	Opposed: 1	Abstain: 2

Action:	Motion 9.2 will be reconsidered for voting.
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**-Reconsideration of the Motion 9.2 - Price Changes
Menu | AUSU Kitchen (generalmanager667.wixsite.com)**

Motion:

Whereas the food service committee and the Kitchen management analyzed food cost calculations for each menu item;

And whereas our 23/24 profit and loss report indicate our food costs are 84%;

And whereas food price increases are required for the sustainability of Yummy Inc.;

And whereas Yummy Inc. has implemented price increases based on a 40% food cost;

Motion:	Be it resolved, AUSU Board supports the 40% food cost operating strategy for Yummy Inc.		
Mover:	VP Campus Affairs	Second:	Queer and Trans Representative
Discussion	<p>Minion raised his concern regarding this decision. Since the chair did break the tie, she was unsure on how to move forward after a vote changed. To be fair to everyone, she requested a more rationale to be brought forward, and suggested for the board to meet separately, as a special resolution to discuss this. Andrea also stated that as this motion was open for the student body to view, it might not be ethical to vote on it without the student body present. She requested Minion and the executives to choose a date for the special meeting.</p> <p>Abdul questioned the final decision on the motion. What will be the timeline in between today's board meeting and special board meeting, as the prices have already been changed? "If there is no vote right now, are the prices going back, or are the prices gonna stay increased?"</p> <p>Andrea clarified that she is not sure and would have to do some research and will look at this and send an email later to the board on the decision. She also mentioned that the special board meeting will take place early next week.</p> <p>Abdul agreed that it's reasonable to give the Board Chair time to research on it and see what they have to say on it, and then</p>		

	<p>reconsider the vote or not. But the only question is, should it go back or not. If yes, it should be implemented as soon as possible. And if not, it just puts in the question for the board. It creates a confusing environment for the board and for the staff members.</p> <p>Andrea asked Matt for assistance, if he has any experience on what needs to be done in such a situation.</p> <p>Matt stated that the current status right now is that the vote was in favor. It would remain until the board votes in favor of a change. He also stated that going back to the old prices is really not even an option, from an operational perspective, hence, an alternative need to be discussed, if it's not approved, but there is an understanding that there is a reconsideration.</p> <p>Abdul stated that regarding the rules, the motion will be tabled for the next week. Nothing else can be done at this point. The prices have already increased.</p> <p>Minion stated that because there was one voting that had already happened which was in favor of the motion, and until the reconsideration happens, it would remain that way. She understands that it may cause some issues and concerns, but it is necessary for the board to review all the documents prior to the meetings, to understand and be able to question anything prior to the staff. She also mentioned that it would be Andrea's decision as a chair, if she would want this discussion to be continued or not.</p>		
Vote count:	In favour: –	Opposed: —	Abstain: –
Action:	Andrea stated that the discussion doesn't need to continue at this point. This motion is passed, but there is an understanding that there is a reconsideration for a revote early next week.		

-Meeting Extension

Motion to extend the meeting:	Be it resolved that the meeting be extended to 12:40 PM.		
Mover:	VP Campus Affairs	Second:	Accessibility Representative
Vote count:	In favour: 5	Opposed: 3	Abstain: 0
Action:	The meeting extended to 12:40 pm		

- Andrea asked Teresa to come back.
- Andrea also asked Minion and Wayne to abstain from voting for the next motion.

10.2. Timmins Rep Resignation - 10 Min
[Report from AUSU President](#)

Motion:

Whereas Timmins Rep has resigned from their role;

Whereas there is a conflict with the effective date;

Motion:	Be it resolved that the board would approve their resignation effective date, August 31st 2024.		
Mover:	VP Campus Affairs	Seconded:	President
Discussion	<p>Matt gave a brief overview about the matter:</p> <ul style="list-style-type: none"> - Timmins Rep. Wayne Thompson, resigned earlier this month. - A date given of September 27th for the resignation. The resignation has been accepted. - However, the dates have not been agreed yet - The report attached is, recommending 31st August as the ending date for Mr. Thompson, and information about some of the actions that have occurred, or interactions that took place between the president and the Timmins rep, in the General manager's presence. <p>Nidhi had to step out of the meeting.</p> <p>Wayne stated, "I have no more energy to give to AUSU, and I encourage everyone that has a vote, please vote me out of office today."</p> <p>Abdul thanked Wayne for the services that he provided over the last 2 years, and wished him luck. Andrea also appreciated Wayne for all his work and services that he provided.</p>		
Vote count:	In favour: 4	Opposed: 0	Abstain: 2
Action:	Motion has been carried.		

Having no questions and discussion the chairperson proceeded with the next agenda item.

11. Adjournment (2024/00:000)

Motion to adjourn:	Whereas there is no further business for discussion. Be it resolved that this meeting be adjourned at 12:29 pm.		
Mover:	President	Second:	VP Campus Affairs
Vote count:	In favour: 7	Opposed: 0	Abstain: 0
Action:	The meeting adjourned at 12:29 pm.		

Recording Secretary:

Humaira

Humaira Ughradar
Recording Secretary - AUSU

23 / 10 / 2024

Date

Approved by:

a. Ryall

Andrea Ryall
Board Chair - AUSU

15 / 11 / 2024

Date

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