



Concordia Student Union – Council of Representatives

**CSU Special Council Meeting**  
**Wednesday, November 8th, 2017**  
**MB-9A, 18h30, Loyola Campus**

We would like to acknowledge that Concordia University is on the traditional territory of the Kanien'keha:ka (Ga-niyen-gé-haa-ga), a place which has long served as a site of meeting and exchange amongst nations. The Concordia Student Union recognizes, and respects the Kanien'keha:ka (Ga-niyen-gé-haa-ga) as the traditional custodians of the lands and waters on which we meet today.

1. **Call to Order**
2. **Roll Call**
3. **Approval of the Agenda**
4. **Consent Agenda**
  - a) Reports from Committees
  - b) Executive Reports
- c) **Chairperson's Report**
5. **Presentations & Guest Speakers**
  - a) UTILE

**6. Appointments**

- a) Sexual Violence Working Group
- b) Appointments Committee
- c) Loyola Committee
- d) CCSL
- e) AVEQ Mobilization Committee
- f) AVEQ Community Action Fund Committee

**7. Returning Business**

**8. New Business – Informational**

- a) SUDS Payment Update

**9. New Business – Substantive**

- a) First Voices Week Budget Line
- b) UTILE Term Sheet
- c) CEO Payment
- d) Conflict of Interest
- e) Finance Committee Report
- f) Sustainability Committee Report

**10. Question Period & Business Arising**

**11. Announcements**

**12. Adjournment**

## 1. Call to Order

Meeting Called at 18h46.

## 2. Roll Call

Executives present for the duration of the meeting were: *Omar Riaz (General Coordinator), Soulaymane El Alaoui (Finance Coordinator), Asma Mushtaq (Academic & Advocacy Coordinator), Veronika Rydzewski (Internal Affairs Coordinator), Maria Gabriela Polanco (Loyola Coordinator), Leyla Sutherland (Student Life Coordinator), and Ahmed Badr (External Affairs and Mobilization Coordinator)*

Executives absent for the duration of the meeting were:

*Devon Ellis-Darity (Sustainability Coordinator)*

*Councillors present for the duration of the meeting were: Rim Hamila (Engineering and Computer Science), Khadidja Komah (Engineering and Computer Science), Sally Younis (Engineering and Computer Science), Peter Zhuang (Fine Arts), Eamon Toohey (Arts and Science), Camille Thompson-Marchand (Arts and Science), Julia Sutera Sardo (Arts and Science), Dylan Applebaum (John Molson School of Business), Patrick Megallanes (Arts and Science), Rowan Gaudet (Arts and Science), Ali Sherra (Arts and Science), Aouatif Zebiri (Arts and Science), Tabea Vischer (Arts and Science), Ahmed Jemma (Engineering and Computer Science), Rory Blaisdell (John Molson School of Business), Mikaela Clark-Gardner (Fine Arts), Charlotte Genest (Arts and Science).*

Councillors absent for the duration of the meeting were:

*Jeremy Laxer (Arts and Science), Alienor Lougerstay (Engineering and Computer Science)*

*C.Thompson-Marchand moves to excuse the absent councillors and one absent executive.*

*E. Toohey seconds the motion.*

**For:** 12

**Opposed:** 0

**Abstentions:** 0

*The motion to excuse the absent councillors and executive passes.*

### **3. Approval of the Agenda**

*R. Blaisdell moves to approve the Agenda*

*V. Rydzewski seconds the motion.*

**For:** 11

**Opposed:** 0

**Abstentions:** 0

*The Agenda is approved.*

*The Consent Agenda is tabled.*

### **5. Presentations & Guest Speakers**

#### **a) UTILE Presentation**

The presentation document is available in the Appendix.

**Laurent:** Please refer to slide one. Most of you know who I am;

I am with UTILE CSU's development partner for the CSU housing project. We've kept council posted about the advancement of the project in the last years. Moving on to slide three, today my objective is to give you the latest news and talk about some minor updates. Moving on to slide five, the Projects Funding Situation. Keep in mind that the total costs stands at around 14 million. Today we had confirmation that the mortgage certificate has been confirmed, so half of the funding. 13 of the 14 million dollars are confirmed and attached. We are very close to completing the budget, and the final partner is in final talks and is awaiting approval.

You will also see in the document that demolition on the site has been nearly completed. If you remember, this specific location used to be an abandoned funeral home. We're going to dig out the contaminated land. That's the first step, and then decontamination of the soil, then foundations and then the building will rise.

In the next slide, you will see the latest External form of the building. We have had a major breakthrough in the construction permit, the first thing you need before beginning construction. So it has been approved by the Plateau Mont Royal borough, a very significant step. Now they just need to approve the external textures.

Hopefully the result will be pretty; the final elements are in the hands of the borough. Once the facade is completed we will be moving forward with the final plans and the RPF from contractors, one of the big steps in confirming the construction budget.

All of this has been going according to plan, except it's not the exact plan we wished for. Normally this would have been done in August or September, to deliver next summer. We consulted with your Executive team to see which risks would be taken to push the project forward, and last month it was determined we could not go as fast as wanted. We needed borough approval and the deadlines have been revised. The last month has been behind schedule. The demolition was also behind schedule. Now that we are not under pressure to meet a stringent deadline, we can afford to handle it with cheaper means. On to slide 13, we've consulted with your Executive to avoid very risky procedures, which can sometimes work but sometimes not. The project prioritizes affordability over 'glamor'; we've been taking a more prudent approach. The current delivery target is May 2019, putting us at the latest time in the term sheet in a two phase project. This allows us more margins of error in case of other surprises, almost certain with a construction project.

The term sheet has been updated to reflect this, basically the term sheet initially provided for the construction of two buildings. Now we're on the deadline of the second putting us at opening around May 2019 which has the advantage of your members visiting the building before moving in. Otherwise construction would have finished at the same time they were moving in. So there are advantages to the 8 month delay. For your information, generally delays to a construction projects incur some costs, because there are costs to owning land. But we've already organized a budget to absorb that. On slide 16 I wanted to update you, as I said we were recruiting this fall for the Provisional Housing Committee composed of 6 CSU members and 4 new people coming in the next two weeks. And the next steps are, now that we've finalized the management partnerships, we'll move forward with HOJO to ensure students who need it the most have access. And that's it. Any questions?

**R. Blaisdell:** There's a lack of specifics. Risky procedures, is there a project management professional on staff? When you talk about risk management, and costs for deadline extensions, what is the budget for that? Has that been provided to council? What is the project plan?

**Laurent:** These things are planned for; we have a very tight risk management procedure. Contingency planning is what we spend most of our time on. It has a lot of flex time and adjustment at present, and this is why we chose the least risky approach. We can't control, but we can quantify the delays and the average delays that can occur. We tried to go with a Six Sigma approach: Every possible delay is accounted for within a wide margin of error, validated by seasoned professional.

**R. Blaisdell:** A certified PMD?

**Laurent:** Someone with 40 years of construction management experienced. Everything is validated and cross-checked and all of the professionals are involved in these discussions. Architects, engineers, specific fields of expertise.

**P. Zhuang:** You mentioned there will be delays. If something does happen, do you have a way to resolve the issue?

**Laurent:** Absolutely. Things have happened. To give you an idea, we had to pull political pressure to make sure things moved forward with the borough. We've tried to create a network of partners around the project. As you can see the partners in the slides, we have many people involved financially. There are a lot of eyes on the ball. The target deadline is comfortable, and we still have a few months' margin of error. Most of your members leave between July and September, the real deadline is July and the ultimate deadline is September first.

**R. Blaisdell:** All major construction companies have certified project managers on staff and a risk management professional when the project is this big, that is how they get insurance. Seasoned construction professionals might not have the education or background for a project plan or risk assessment. I am concerned with this being 14 million\$, but there is no certified authority behind that?

**Laurent:** Because the development budget does not allow it, short answer. I want to be clear that everyone involved is doing risk control. The mortgage risk certificate comes from CMHC, they have exercised due diligence. Everyone wants this to work, to be affordable, and we answer to a lot of people, first and foremost the CSU because it is for your members. I speak to Omar more frequently than CMHC, but it has taken six months for them to finalize the project and come to you with this today. We're next door if you want information on those specifics you can see, about tools and processes.

**Chair:** Thank you for coming, Laurent.

**R. Blaisdell:** Point of order, is there a motion? Are we able to keep Laurent to ask questions? I don't feel comfortable on us deciding without them around.

**Chair:** Is council Amenable to moving the motion? People keep sending me presentation and motions separately; you can do them both one after the other. The Agenda is arranged for convenience, it can be done. If anyone wants to move the motion, go ahead.

*O. Riaz moves to approve the updated term sheet*

*J. Sutura Sardo seconds the motion.*

**O. Riaz:** The term sheet was already approved by council; nothing has changed other than the dates given the delays in the project.

**R. Blaisdell:** It's not an updated contract is it? If we're deciding on adjusting a contract of something of this size, I'd like to call personal privilege and ask for a copy in English.

**Laurent:** There is a version of the original contract in English; the revised contract hadn't been translated because it had not been an issue for the CSU.

**FOR:** 10

**OPPOSED:** 1

**Abstentions:** 5

*R. Blaisdell's no vote has been noted.*

*D. Applebaum's abstention has been noted*

**R. Blaisdell:** Because this is a previously approved contract, does it not qualify for our rules about two-thirds majority? If it's an adjustment to an already agreed contract, as a point of parliamentary inquiry.

**Chair:** I would say no. I can look into it; it passed with a two-thirds majority anyways.

## 6. Appointments

### a) Sexual Violence Working Group

**L. Sutherland:** There is a working group specifically to consider the sexual violence policy for the recommendations for the motion we signed onto two weeks ago. There are spots on this Working Group that Asma and I will be taking on as part of Our Turn. There is a seat available for a councillor and I would like to nominate Mikaela, as they are familiar with policy and what's being done. It is not only open to that one spot and all help is welcome.

*L. Sutherland moves to appoint M. Clark-Gardner.*

*M. Clark-Gardner consents to the nomination.*

*V. Rydzewski seconds the motion.*

**For:** 12

**Opposed:** 0

**Abstentions:** 1

*M. Clark-Gardner is appointed to the Sexual Violence Working Group.*

### b) Appointments Committee

**V. Rydzewski:** We tend to appoint student at large from different CSU bodies.

**Chair:** If nobody is appointed, it will come back next meeting.

### c) Loyola Committee

**G. Polanco:** We still have one seat open. We have a lot of fun things prepared for the winter semester. We still meet once a month, given the G-lounge conversation we'll be meeting twice a month.

**P. Zhuang:** Right now Charlotte is on sick leave. We need someone, it would be great.

**Chair:** This will return next meeting.



## **f) CCSL Appointment**

**L. Sutherland:** It meets about once a month, Concordia Council on Student Life. It's mainly to approve projects that are funded through moneys dispersed through the Dean of Students office. It's a way to be involved in fun activities. Veronica, Eamon and I all sit on it. There's always food. There's one meeting coming up on the 24th, there are many committees who have spots for students that will be elected. You'll get to meet a lot of people who work within the University and it's a fun committee I would highly recommend it.

**C. Thompson-Marchand:** Point of information: Can you take decisions? Do you have quorum?

**L. Sutherland:** There's voting seats, you can speak about projects. Yes, we have quorum.

**Chair:** It won't come back unless requested as it is not a standing committee.

## **6. E) AVEC Mobilization Committee**

**A. Badr:** We have two seats for two councillors. The mobilization committee would be working to support and connect a network mobilization committee; they will meet once per month, online. We have two working groups. The first is related to Accessible Education and the second one is related to Climate Justice.

**J. Sutura Sardo:** What's the commitment?

**A. Badr:** It's once per month, online by Google Hangouts.

**A. Zebiri:** How many seats did you say for each working group?

**A. Badr:** It's one committee, two seats on it for councillors, with two working groups.

**A. Zebiri:** For executives, too?

**A. Badr:** I'd like to give a chance for someone else. Third it's a good learning experience if people are familiar with the Divest structure; it's a brainstorming where everyone brings their own ideas and connects them to work on this project.

**R. Gaudet:** I'd appreciate leaving spots open for council, but not having any of our executives. Councillors are mostly part time, executives are meant to be a first time job. Ahmed is the External Mobilization Coordinator, it means representing groups like AVEC. I don't see why he wouldn't be sitting on it; it seems like part of his job. Leaving a seat open to council is great, but it feels like offloading onto councillors. We're not paid.

**A. Zebiri:** As far as discussion in mobilization committee, I think we decided for each working group would have three seats. That was my understanding. It needs clarification.

**A. Badr:** At the beginning they told us we had three seats, I asked and we were given two seats for councillors and two for Student at Large. To respond to Rowan, I'm still a member of AVEC and still attend their meetings and conferences where we discuss and give them the problems of the work. It's not a working group, I don't mind to sit on this again if no one is interested I'm happy to be part of this. But because I'm already a member and voting, that's why I made a decision to give a chance to someone else. But if council aren't okay with it, I'm on this committee.

**J. Sutura Sardo:** If I understand Aouatif, it would be one councillor sitting on three things: Mobilization committee and then both working groups?

**A. Badr:** The mobilization is related to accessible education, unpaid internships, austerity, and the second one is related to climate justice. So we have two working groups and one mobilization committee.

**J. Sutura Sardo:** I was wondering if the CSU campaigns team couple have ERMAC sit there as a representative of CSU.

**O. Riaz:** I'm not sure because it's a representative body for ERMAC to take that on, if there's no objective. It's for Executives first to represent and not for employees.

**A. Sherra:** If she's going to be representative of a body like that then the CSU has to pay her. I don't think that a staff member of campaigns office should take that job.

**Chair:** This is off topic and we can't appoint without consent. Would anyone like to appoint themselves to the working group?

**A. Zebiri:** It's two working groups in the Mobilization Committee; if you nominate yourself you chose either Accessible Education or Climate Justice. You're going to one working group of the committee.

#### **f) CAF**

**A. Badr:** The second committee of AVEC is looking for students from the association. They have three seats, currently Leyla is sitting as the executive and one seat is available for council. They meet once per semester as needed. They receive progress reports, it's one seat.

**Chair:** Would anyone like to nominate themselves?

**A. Badr:** One for council, one for executive, one for Student at Large

*P. Zhuang nominates themselves.*

*C. Thompson-Marchand seconds the nomination.*

**P. Zhuang:** I think it's related to all the other committee work I do. It would be good for me to be part of it.

*A. Zebiri nominates themselves.*

*J. Sutura Sardo seconds the nomination.*

**A. Zebiri:** The reason why I want to sit on it: I have an interest to sit on CAF and because of my second major. We do a lot of work with community groups studying their funding and structure. I have a lot of relevant knowledge.

**Chair:** At this point we have two applicants for one seat.

**P. Zhuang:** Are the both of us allowed to vote?

**Chair:** Yes, you can vote.

**R. Gaudet:** Where is the attendance sheet?

**V. Rydzewski:** I forgot it. I will have it shortly.

**Chair:** Decorum please, we are voting.

**Chair:** Aouatif has won the secret ballot, with Cory as my witness. Congratulations!

## 7. Returning Business

(There was no returning business.)

**A. Zebiri:** Can I break Robert's Rules to add a point to the agenda? It's a point that needs to be discussed.

*A. Zebiri moves to break Robert's Rules*

*L. Sutherland seconds the motion.*

**For:** 13

**Opposed:** 0

**Abstentions:** 1

**A. Zebiri:** There is a document circulated with the documents we received called Stop the Exploitation of Interns. It's a declaration by CUT, we all need to read it before signing on it. It has a part that's very sensitive so that's why I'd like council to discuss it first.

**Chair:** I'll add it as 8 B) since it's a discussion point, and with that we can move back into Robert's Rules.

**C. Thompson-Marchand:** Point of information: I see that we moved to New Business, Report from Committees and Executive report aren't there?

**Chair:** Those are under the consent agenda, they pass through.

**Chair:** We are moving back into Robert's Rules

## 8. New Business – Informational

### a) SUDS Payment Update

**S. El Alaoui:** Since September 20th when we had the motion to pay back whatever ASEQ gave us as gifts. The deadline for that is on the 19th of December. The payment will be done no later than that council. We got a confirmation after the most recent council, for 841.81 cents. Omar and I each will be writing a cheque to the CSU in that amount before then.

**R. Gaudet:** 800 + each? Or in total?

**S. El Alaoui:** Each.

**R. Blaisdell:** We have a meeting the day before the deadline?

**Chair:** On the 22nd of December.

**R. Blaisdell:** Could you send it to council two to three weeks before hand so we can have input? If you don't fulfill that obligation by that deadline we won't be able to address it.

**S. El Alaoui:** We'll submit a draft of the later before November 22nd.

**Chair:** Is everyone amenable? Good, consensus.

**R. Blaisdell:** It's noted in the minutes?

**Chair:** Yes. We can move on to Aouatif's discussion point.

**A. Zebiri:** I just posted the Declaration on the group. We need to vote on the matter of striking for the *Stop the Exploitation of Interns* document.

**R. Gaudet:** Correct me if I'm wrong; is this us supporting their strike? As in their ideas being good, not the CSU going on strike, right?

**A. Zebiri:** That is not explained here, they say "a collective offensive must be launched". Whether that means the CSU joining or only supporting is unsure.

**A. Badr:** I got in touch with them before sending the English version of this and the idea that we had, they would have a one day strike on Friday November 10th for interns, it's the international day of Interns. They didn't quote whether it was general in terms of a strike. We signed on as an endorsement of their cause. It's more a protest than a strike.

**R. Blaisdell:** If this isn't a full strike and these people don't go to work on that Friday, what happens when their jobs fire them? If it's one day, if all interns stop working for a longer period, there's leverage. If they stop for one day, what repercussions have they anticipated?

**A. Badr:** To clarify, these interns are unpaid. They want to use this day as a special day to raise their voice and convey their message. It's a pressure method. About the consequences, I'm not sure. I can get back to you on this.

**A. Zebiri:** I rescind.

**R. Gaudet:** When did the CSU sign off on this?

**A. Badr:** I did on Friday.

**R. Gaudet:** Since council has already backtracked on something you signed off on because the External Mobilization Coordinator did not get approval, why did they think it was appropriate to do it again without consulting?

**A. Badr:** The CSU wasn't committed to any strike. My signature was, as mentioned in my report, I worded the document "To be considered only with the approval of council".

**P. Zhuang:** Talking about the strike, what would happen? One day of work?

**A. Zebiri:** I share your questions; I don't know exactly what they're asking for.

**D. Applebaum:** I was curious if any other groups have also signed on to endorse this strike.

**R. Blaisdell:** I'd like some clarification for all of council, what is in our bylaws to give signing authority on behalf of the organization to members of the executive?

**Chair:** The executive decree, beyond that nothing specific.

**R. Blaisdell:** Because most bylaws have specifics on what we can be bound to by signing off by executives. We've encountered this twice that someone decided on something that obliges the corporation to a cause, to a contract or to anything like that. Mistakes have been made in that sense. Without any bylaw in place there's no way to blame anyone if they didn't know better. I'd like some kind of awareness and if it doesn't exist it needs to be addressed. Otherwise say Omar could sign off on contracts for the Daycare or other things, it's different than legal signing authority on behalf of the corporation.

**Chair:** To respond to your question, there's the bylaw of executive decree. It has to be something that can't be done before the next meeting is called so there has to be a justification as to why it had been done at that time. And reported to council as soon as possible.

**R. Blaisdell:** That's a decree. In company bylaws and in letters of incorporation you need to have things like that. Those tend to handle how signing authority is delegated. We don't have that?

**Chair:** It is possible. I don't want to induce you in error, I know the by-laws and the by-laws don't have that. If anyone else can speak to that, feel free

**O. Riaz:** To add, the executive decree can be used by the general coordinator otherwise it has to come back to council. Even this has to be reported at the meeting immediately after, it has to be an emergency and not just a matter of convenience. It would have had to go to a special meeting.

**R. Gaudet:** According to the previously cited External Executive Report. My question was when council was supposed to be asked? There was no motion presented to us originally.



**A. Badr:** It's my mistake to not include it in the consent agenda. It's my mistake. I didn't add it as a point in the Agenda.

**A. Zebiri:** Going back to the declaration. The structure of CUT is like AVEC, it includes student associations and unions. So when CUT as an organization decides to go on a strike that means the associations and the unions are going to go on a strike as well, unless we're not part of CUT. We did join them last meeting because we had the same campaign, right?

**A. Badr:** CUT is not a provincial association, it's a coalition. It has two mandates, to fight against unpaid internships and to recognize study as work. They want students to be paid for work. That's why the CSU didn't join them, but they are supporting them. We have an observer role.

**J. Sutura Sardo:** Having been part of the CSU since last year I know that sometimes the executive can come together and support other people's strikes. Is this is what happen then it should be okay. That doesn't tie the entire CSU to it.

However again there's ambiguity about the word "support" and the people making decisions who they receive their requests and look through their bylaws and if they defined it properly it would be easier for these decisions to come to council. If the executive is just saying it's in line with their positions book, then that's fine. Clarify the support definition.

**A. Mushtaq:** I echo this statement.

**S. Younis:** I also second this statement. We don't know what we're offering as support.

**A. Badr:** We support their protest on November 10th, getting remuneration for all unpaid internships and ending unpaid internships. When I clarified with them and asked them about the strikes they told me they had not yet voted for any strike. If they were to call one, but not yet.

**S. Younis:** I'm still unsure.

**A. Badr:** If the CSU is invited to a general assembly, but we didn't call for a strike.

**R. Blaisdell:** I support the intent of this position, I don't think anyone in this room is against interns getting paid and having better working conditions. My concerns is about us signing off on this. If the CSU is agreeing to this strike in any way shape or form I would feel comfortable having our general council review this document to see if there's any liability exposure if anything goes wrong. I can't vote on approving this or consenting to it in an appropriately informed manner. This is an objection.

**C. Thompson-Marchand:** I have many questions. So this would be for last Friday? When did the callout happen?

**A. Badr:** I received the email Thursday and the deadline they had was November fifth (the Sunday).

**C. Thompson-Marchand:** Did they organize it a while ago?

**A. Badr:** They've planned it for a long time but they didn't contact us until November on Thursday, with their deadline.

**A. Zebiri:** I do not agree to sign on this, not because of its topic, but because my explanation of "collective offensive must be launched", implies we'd be part of it unless the Mobilization and Campaigns Coordinator verifies otherwise with a new declaration that says whether they want us to join them in the strike or to support them instead. Then we can decide. At this moment I feel the wording is vague and doesn't tell us what we're signing on.

*D. Applebaum calls Orders of the Day.*

**Chair:** We can move on.

## **9. New Business – Substantive**

### **a) First Voices Week Budget Line**

**S. El Alaoui:**

“Whereas the Miscellaneous Expenses budget line was created for risk mitigation but also for projects that come up during the year that are not accounted for;

Whereas Council approved the creation of a budget line relating to expenses for such a project (First Voices Week);

Be it resolved that \$5,000.00 be moved from the Misc. Expenses budget line to the First Voices Week budget line.”

**S. El Alaoui:** We discussed this last week. We're using the misc. line intended for this purpose. I assume this is going to be a recurring event for next year as well, so it would be in place.

**A. Sherra:** It's something that's going to be in place next year, what does that mean?

**S. El Alaoui:** So that when they have First Voices Week next week, the budget allocates funds for it. So next year's team knows it was exactly 5000\$.

**P. Zhuang:** Do you mean that you will be able to put the 5000\$ every year permanently?

**S. El Alaoui:** It's not permanent. It's so that once we close our books you can see "This is something we budgeted for 5000\$ and this is what we actually spent on it so next June council they can consider it"

**J. Suter Sardo:** This is what I did with menstrual products, so that it's there in the budget line as a reminder.

**Chair:** We can move to a vote.

**For:** 10

**Opposed: 0**

**Abstentions: 5**

*J. Sutura Sardo's yes vote has been noted.*

*The motion passes.*

## **9. C) CEO PAYMENT**

### **S. El Alaoui:**

“Whereas there is no formal policy for determining the CSU CEO’s pay;

Whereas in previous years the pay has been either an honorarium or a bi-weekly pay based on hours worked;

Whereas the 2016-2017 CSU CEO was paid bi-weekly based on hours worked at a wage of \$15 per hour by cheque;

Whereas the total amount paid to the 2016-2017 CSU CEO was \$8,384.28, including bonuses and 4%;

Be it resolved that the 2017-2018 CSU CEO will be paid by cheque on a bi-weekly basis based on hours worked;

Be it further resolved that the 2017-2018 CSU CEO be paid an hourly wage of \$15 per hour;

Be it further resolved that the total amount paid to the 2016-2017 CSU CEO not exceed \$9,000 including bonuses and 4%;

Be it further resolved that Policy Committee come up with a formal policy to be implemented in the Standing Regulations that reflects how the CSU CEO will be paid, based on the method used in the 2016-2017 and 2017-2018 CSU Fiscal Years.”

*A. Sherra seconds the motion.*

**S. El Alaoui:** Our current CEO asked about how they were being paid and we didn't have a set response. Every year has been managed a little differently. The fifteen dollars per hour is based off of last year's per

hour wage, I calculated what it would be at fifteen and sixteen dollars. That's the nine thousand dollars and bonuses and 4% so we can move forward with paying the CEO.

**A. Sherra:** Does this mean that the CEO's getting less money than everyone else? It should at be at least the regular salary of our staff.

**O. Riaz:** The reason why the bi-weekly was introduced is because the CEO spends a lot of time doing their job and for them to not be able to work elsewhere it did put some people at a difficult position. It's their job and they should be paid regularly. This is why it's bi-weekly.

**A. Zebiri:** I heard Soulay say this is the first time such a thing had been done.

**S. El Alaoui:** I don't think so.

**A. Zebiri:** I think on Policy Committee last year we worked on a system for CEO payment.

**S. El Alaoui:** I couldn't find it.

**J. Suter Sardo:** We talked about it but I don't know that Sophia had written out a policy. It was just what we said with Stephanie.

**M. Clark-Gardner:** I'd recommend talking to Sophia.

**D. Applebaum:** Who logs their hours?

**S. El Alaoui:** They log their own hours.

**D. Applebaum:** Then I motion to exclude the bonus of four percent, because they log their own hours. This allows for inflation of the hours they receive a bonus on.

**Chair:** I won't accept that because it was half way through a speaking term and that's not what the motion says. It's determined the same ways that executive bonuses are determined based on performance.

**D. Applebaum:** What's the 4%?

**Chair:** Vacation pay.

**S. El Alaoui:** It's standard.

**R. Blaisdell:** To make sure this salary is at the same standard as for other CSU employees, is it per hour or total?

**A. Sherra:** I think the CSU has a 16 hour minimum. I think it's good that we have a CEO and DEO all being paid the same. But over time it increases. I think that it should be flexible. Something should be written down.

*S. El Alaoui moves to amend their motion:*

**S. El Alaoui:** Where it says they be paid 15 dollars per hour, changed it to say "To the amount that CSU employees are paid at the minimum"

**S. El Alaoui:** Motivation, it's vague so that it can be adjusted.

*The amendment is considered friendly.*

**R. Gaudet:** I like this motion it brings a lot of good points and needed reforms. There needs to be something done to change this. My concern is limiting it to nine thousand dollars including bonuses; I think it should be up to the council at the end of the year?

**S. El Alaoui:** The total last year was 8884\$, the nine thousand was to allocate an extra in case but we can strike it out at our discretion. So that the CSU puts in 40 hours a week and they do 20 hours of work, the limit was a control policy.

**R. Gaudet:** I get that for hours, but for bonuses it's based on performance and basing it off last year has its merits. But the limits don't make sense to me, last year's General Election and no contested council seats, let's say there are four full executive seats and the CEO would hopefully warrant a larger bonus. Limiting the amount of bonus doesn't make sense. I believe in our inflation for the actual pay but for bonus it doesn't make sense to me.

**O. Riaz:** The lowest that the CSU pays is 14.26, and to look to the collective agreement, the salaries would be different if they were paid for a similar job.

**A. Sherra:** What CA staff gets 14 dollars? This is the first time I ever hear anyone under 16.40. I see here the Deputy of Electoral officer gets 14.25, but that was last year.

**O. Riaz:** The collective agreement says each dog is in a class, but the CEO is not classified as one. That's why I said we should classify it; it would be 14.26 if it were to exist at level one. Level two, level three, so on. We should compare in the collective agreement how they ought to be classified. I'm providing the information, if we were to base it off the collective agreement those are the amounts.

**A. Sherra:** I would say I wouldn't change it to the lowest pay class. I would make it the same as staff. If they were paid fifteen just like all staff last year, it should increase.

*S. El Alaoui moves to make a second amendment to their motion:*

**S. El Alaoui:** Then it would read to apply to a normalized CSU staff wage.

**S. El Alaoui:** It wouldn't be the minimum. The second amendment would say the bonus would be excluded from the not exceeding 9000\$.

**Chair:** Can we agree to the amendments via consent?

**S. Younis:** the wage is from fifteen to twenty five, it's not fixed?

**S. El Alaoui:** It's like a weighted average, basically.

**Chair:** Is there agreement for the two amendments?

**L. Sutherland:** I would like to express concern about tying the pay of the CEO to how other CSU staff is paid. Their pay is determined by a collective agreement which is not how the CEO is paid. I would refer to Policy to see how to pay the CEO more consistently. The CEO's not part of CUPE.

**S. El Alaoui:** Would everyone be comfortable with 16.50\$ for this year?

**S. Younis:** Has it been normalized to 16.50?

**S. El Alaoui:** It's a standard raise.

**R. Blaisdell:** Can we not amend this to go to finance committee first?

**S. El Alaoui:** The reason I brought it to council was because were trying to figure it out, we got the numbers for the motion late. If we don't come up with a way to pay our CEO as soon as possible it is very likely that the CEO will quit.

**R. Blaisdell:** Can I move to amend the motion? "Be it further resolved that Finance Committee to be approved by Policy Committee to be approved in the Standing Regulations"

**Chair:** There are currently two amendments on the table because there were dissenting opinions, so you'd have to amend those or vote them down.



**A. Zebiri:** Can the amendments be repeated?

**S. El Alaoui:** The first one was that the wage be based off a normalized rate based off standard CSU staff, the second part would be it would not exceed 9000\$ excluding the 4%.

**J. Suter Sardo:** I think the proposed wage is reasonable and Policy can come up with a better standard authority in the future. Council can override it if there is a problem. If we all think 16.50 is reasonable we should vote on it now.

**R. Blaisdell:** What normalizing method are we using?

**S. El Alaoui:** I'd like to amend my amendment.

*S. El Alaoui moves to amend the amendment: To make the CEO salary 16.50\$ instead of normalization and to retain the 'does not exceed 9000\$' clause.*

**A. Zebiri:** Is the motion posted on the Facebook group?

**Chair:** It was sent out; I'll share it on the group in case it was not sent out.

**O. Riaz:** It was sent out with the last round of documents.

**A. Zebiri:** But the amendments?

**Chair:** It's just 16.50\$ an hour instead of 15\$, and not exceeds 9000\$ including the 4%. Very small amendments.

**R. Gaudet:** This current form of the bill still takes the bonus part out?

**S. El Alaoui:** Yes.

**D. Applebaum:** Why 16.50\$? Inflation?

**R. Blaisdell:** It's a fair wage.

**S. El Alaoui:** For the amount of work that goes into the elections, unless you have a counter-offer.

**R. Blaisdell:** Can I call to question?

**Chair:** Yes, we'll move to a vote.

**For:** 11

**Opposed:** 0

**Abstentions:** 3

*S. El Alaoui moves to amend the rest of the motion:*

**S. El Alaoui:** "Be it further resolved that Finance committee have a system to be reviewed by Policy committee for implementation", and the second part "to have it amended for the DEO".

**S. El Alaoui:** (Motivation) The DEO not being paid in this was an oversight. The Finance Committee would devise a model to follow annually and Policy would rubberstamp it.

**R. Blaisdell:** I am concerned with "copy pasting" this with DEO, does that mean that we're approving everything?

**S. El Alaoui:** The whereas wouldn't be for the DEO, but to say we're paying the DEO 16.50 an hour as well to the same maximum not including bonus and Finance Committee will come up with a model for it.

**R. Blaisdell:** So we're changing the motion from approving 9000\$ to approving 18000\$?

**S. El Alaoui:** They're already budgeted at similar amounts; it would be to formalize it so we can start paying them.

**Chair:** We can move to a vote.

**For:** 13

**Opposed:** 0

**Abstentions:** 3

*The motion carries.*

**Chair:** We're back on the motion as amended.

**For:** 12

**Opposed:** 0

**Abstentions:** 3

*The motion carries.*

**Chair:** I will inform the CEO in accordance with the Standing Regulations.

**Chair:** We can move on to conflict of interest.

## **D) Conflict of Interest**

**R. Blaisdell:** I want to bring it up as a discussion first and it's come up before. Both Soulaymane and Omar sit on the BoD for CASA, as paid executives of the CSU they have different duties and responsibilities to the CSU. It's different when you're a director than when you're paid to be in a specific role at a specific job. I'm concerned that these two executives are sitting on the board of CASA with potentially conflicting interests, and this impacts their capacity to make decisions as executives.

**O. Riaz:** I recognize what you're saying. As chair on CASA I don't have any voting power, no operating role, I've never expressed my opinion on CASA, never been part of any decision they've taken. I'm there to administer the meetings to make sure they're in accordance with their positions and bylaws. I'm not sure how my position as Chair would conflict.

**S. El Alaoui:** I'm an independent director on CASA's board; I represent what councillors on the CSU do. I'm supposed to represent the interests of business students at CASA. CASA and the CSU are not affiliated in any way and I didn't see a conflict of interest there. They are mutually exclusive.

**R. Gaudet:** I want to respond to the general statement, going off of what Rory has said and responding to Omar's comment that the chair doesn't make political decisions. Chair is a specifically a political decision, I see Rory's concern where it can be hard to balance. I agree there's potential for conflict in that.

**J. Sutura Sardo:** Does anyone sit on a financial committee of any sorts and what are responsibilities with that, between either of you?

**S. El Alaoui:** I was appointed to their finance committee to oversee their budgets but I resigned.

**O. Riaz:** I don't participate in any committee. My level of involvement is nothing.

**D. Applebaum:** It's not our role to see if Omar's fulfilling their position on their board.

**R. Blaisdell:** That was not my point at all. We're not commenting on whether we think CASA thinks they're a conflict of interest. Both of them receive remuneration from CASA. As a chairperson, we know how student politics work. The chair has a lot of informal power in creating the agenda, making exceptions, controlling discussion, it's a potential for conflict that exists. I've been on CASA before; it works differently than the CSU. The expectations and procedures we expect here don't necessarily exist there. I'm also concerned with the amount of time, I'm concerned specifically for someone like Soulaymane who has an active day to day role with CASA stuff, a director needs to be involved constantly. There are duties in their constitution and bylaws that you have to abide by. The CSU, every executive sends a report every month, at CASA there's only Soulaymane. They receive payment for it. I'm concerned if it has the potential to impact their performance at the CSU.

**O. Riaz:** I want to go back to about controlling the speaker's list, agenda, and soon, CASA has the policy of not submitting anything after the Friday before the meeting. We have the same kinds of safeguards that the CSU uses. People wouldn't remain quiet if I as chair were neglecting their positions. I spend at most three hours a month working as chair. I upload the documents, the secretary uploads them to the drive, I don't have to meet with anyone to clarify, I have prioritized previous things at the CSU and have not attended at CASA and they're aware of it.

The point about conflicts, CASA is apolitical most of the time, whereas the CSU is about taking strong political stances. For example Bill 62, I have taken the tone the CSU desires, at CASA I have not spoken of it. I have not taken anything regarding CASA to the CSU.

**R. Gaudet:** I have two points, to build off of Rory's remarks about time commitment. As a signing authority I did see that during orientation when they were a Frosh leader. I noticed cheques going through Orientation took weeks to go through as opposed to normally when all hands are on deck. Seeing the cheques not even coming in until after orientation is done it was strange to me and the time commitment can be a large part of that.

The second and separate point was discussion whether it was a conflict of interest. I would like to also put out that it was also the Finance coordinator that put forth the collaboration fund in the CSU Orientation budget. This fund gives money to different faculty associations, including CASA. It was an idea that came from the Finance Coordinator and it needs to be considered.

**D. Applebaum:** Are we really going to argue about time commitments? We're micromanaging and nitpicking. It's like saying "Soulay spends a long time on breaks". Are we trying to link things together? There's no causality here.

The other thing I'm interested in is; Are the other executives involved in an overseeing fashion in other groups to evaluate their conflicts?

**Chair:** I'm not going to entertain that question; it will go way off topic.

**S. El Alaoui:** One things in terms of time commitment, it's two the three hours a week. We're five independent directors, the workload is distributed evenly and they know that my commitment is firstly to the CSU. I just help out. Most of the time it's done after work hours or on the weekend and doesn't take up much time.

In response to the Orientation issue, I was the Frosh leader for CASA's Frosh, which happened the week before orientation, it was three days long and I did step out of CASA's Frosh to take part in CSU meetings. In terms of cheque requisitions, but that's unrelated to CASA. I have regulated it to a point I think I improved in terms of my timing and I hope other executives can speak to that.

**C. Thompson-Marchand:** I have a comment and then a question. I think it's important that the responsibility of the executives are committed in terms of time. Also a question for the Financial Coordinator, you're getting paid by CASA as a job?

**S. El Alaoui:** At the end of the year I receive an RAM of up to 500\$ and it can be less than that depending on performance in terms of meeting objectives set out in the beginning of the year. The whole board decides on this honorarium.

**D. Applebaum:** No.

**J. Sutura Sardo:** My concern would be if anyone had authority in terms of financial matters. I might be mistaken but I think Leyla is the one who administers the Faculty Coordinator budget line. If there's a conflict of interest there, it would be transmission of information at council. I would assume Omar would remain private to our interests but I don't think it's necessary to delve into their operations unless it's completely in question. If Soulaymane offers people a cheque from the CSU, that'd be different.

**R. Blaisdell:** I want to bring this back to me not accusing either of the two executives of being in a conflict of interest. The problem is that I wouldn't know. I'm not sitting in on CASA meetings to watch them. By nature of behavior show in the past, judgement on this matter may not be what is expected by council.

Last year CASA had the international tuition hikes, brought to their council. If the CSU is taking a position on it, and CASA is asked to act, those are situations where they would want to recuse themselves. But there are situations that CASA a non-political group can take actions that affect the CSU. The potential exists.

To go off what Dylan has said, we're not trying to nitpick. We're not talking about 500\$ on CASA. I'm at CSU saying we pay them a salary, more than five hundred bucks. It's not nitpicking to be concerned about how they spend their time as CSU executives or if they have a conflict with another organization.

**D. Applebaum:** What your Executive does on their after-hours is of their discretion. If they decide to sit in on meetings, it's their business.

**S. El Alaoui:** I forgot to talk about the collaboration budget brought up before. When I was running for the CSU position one of the things I wanted to do was bridge the gap between the faculties. I don't like that there is a divide between Business students and Arts and Sciences students. The collaboration budgets were suggested to council in that spirit to be able to collaborate with groups we're not affiliated with, FACA, ECA or CASA. Not just for CASA, it's not at my discretion. It's overseen by the student life coordinator. The second point I wanted to make about us being paid a salary: We're salaried as a full time job, an average of 40 hours a week. There's a lot more time than that in a week. I don't see it as an issue.

**O. Riaz:** Thank you for clarifying that you're not accusing us. It's not that I don't recuse myself because I'm not involved in the conversation. To me it makes no difference, it's a speaker's list and other people are voicing their opinions. A councillor involved in the international student hike. I voted for the hike as a councillor. When it came to CASA they had a petition for a general assembly, they had one, and they had equal opportunities to present. I did not give anyone favor. It's a demonstration of how I can engage apolitically.

*R. Blaisdell presents a motion:*

**R. Blaisdell:** "That the CSU mandates any Executive who sits as a director on another corporation's board, to include in their monthly report any decisions related to finances, any decisions that relate to the CSU and any potential activities or initiatives that may infringe upon the CSU."

*O. Riaz seconds the motion.*

**R. Blaisdell:** My point was not to punish these people but to express concern about a potential of conflict, to put into place a preventative mention. So if they submit in their monthly report what they discuss if it affects us, anything that overlaps that they add it to their monthly reports to make us aware.

**K. Komah:** Can I be excused?

**Chair:** If it goes on longer than 90 minutes I'll put the motion on the table.

**C. Thompson-Marchand:** Is it confidential, their minutes?

**O. Riaz:** No they're not.

**S. El Alaoui:** I like the way that this motion was presented. I have a question about what's being submitted, is it about what the CASA might do procedurally?

**R. Blaisdell:** Only if you were involved in a decision or a decision came up that you witnessed, that you include it. "Last month we discussed this, I recused myself and didn't sign this", so we know what you've done.

**S. El Alaoui:** The question to the board was, I was sitting on CASA's finance committee to oversee the budgets, but I have resigned for that once I recognized that there would be a conflict of interest motion to avoid any issue. Is the board okay with me sitting on the finance committee of CASA? I'm trying to see.

**Chair:** It's separate, it's off topic. We'll deal with this after.

**D. Applebaum:** Which executives are within director positions of other organizations?

**Chair:** I'm not going to make people answer that question.

**D. Applebaum:** But it's the motion at hand, if we're not aware of what boards people are on how do we check their reporting?

**R. Blaisdell:** I don't want to go around policing executives. It's not a nice relationship. If you're on a board, you know, you put it on your report. If you don't and we find out later, it looks suspect. That's the whole point; it's a protection for later if something happens.

**D. Applebaum:** If we don't know which boards the executives all sit on, we can't follow up on that on our own behalf.

**Chair:** I would entertain the question in a Concordia context but I don't feel comfortable asking people if they're part of the "Young Liberals" or the "NDP"?

**D. Applebaum:** Then how do we ask them to report?

**R. Blaisdell:** If there's a connection.



**D. Applebaum:** One of the reasons behind my suggestion is you're trusting people who might have a conflict of interest to draw attention to it.

**C. Thompson-Marchand:** It feels odd having people say where they're working. It has been brought up by a councillor. I feel like I can trust the people in this room to make the right decisions, forcing people is very oppressive.

**E. Toohey:** I would like to demystify the verbiage of what Rory proposed. Execs have to disclose any involvement they have in other boards in Concordia that affects the CSU?

**R. Blaisdell:** I didn't include "In Concordia" for a reason. If they direct something externally, but if they're on say "the Young liberals of Quebec" and the YLQ asks us to fund a conference, it's a connection or a conflict. Conflict has a negative connotation, but it happens. It's about connections, if there are connections and if those decisions affect those connections, I ask that people proactively disclose those in their monthly reports.

**E. Toohey:** The motion isn't a reprimand, but solely that in the future we have a way to deal with it that's codified in our bylaws.

**R. Blaisdell:** This is mostly to give Council the opportunity to see what kind of situations might come up. If we see what decisions are occurring and potentials of conflict, we can ask them about it. That is how it works as a preventative measure. This forces us to be aware of these relationships so we can ask them about it.

**D. Applebaum:** You're only going to know if they do exclude themselves from conflict, you won't know if they're withholding information. They're not going to include it without having an understanding what organizations people are a part of there is no follow up.

**A. Mushtaq:** I'm listening to this conversation and getting the sense that this would be useful to refer to Policy committee. There's many more things being added but I don't know whether we could resolve it tonight. We could present it as a policy when we have something more concrete.

**S. Younis:** I was going to echo that. The motion is very vague, and it needs definition. I see where it's going but it lacks structure. The motion at hand is not ready.

*O. Riaz moves to amend the motion so that Finance Committee come up with a system to be reviewed by Policy Committee for implementation.*

**R. Blaisdell:** That changes the nature of the motion.

**Chair:** I am contemplating the nature of the first motion; the first motion pertains to disclosure of conflict in the report. This still pertains to that.

**O. Riaz:** We need more clarity with regards what needs to be disclosed, and how it ought to be regulated.

**Chair:** There is no dissent so it can be adopted by unanimity.

**A. Sherra:** This motion is very similar to a motion raised last year regarding receiving gifts. If an executive went out and received gifts from interests regarding the CSU, this is pretty much the same.

**O. Riaz:** I would say it's very different. It's still something Policy committee should bring back. This is part of a decision making process, not gifts. Policy should consider both of them as it's been quite some time.

**E. Toohey:** There have been some sentiments expressed about how we're supposed to know if Executives are being truthful. It's like the gifts, if they don't report it someone will find out about it. There is a degree of trust and an honor system that it's based on and it's fundamental to the well-being of the CSU as an organization, that we do operate in good faith and if there are means that we can deal with breaches of that faith. The idea of having a registry what boards we're on doesn't hold a lot of water. The entire project of the CSU is based on the good faith of the representation of the people who elected us.

**R. Blaisdell:** I wasn't opposed to changing our bylaws, specifically because this isn't something new. This is something in the company's act that is already required of any director or officer of a legal entity. We're already legally bound to report conflicts of interest. This motion is notifying everyone of that obligation. Creating policy is great, but even if we don't create it Executives and Directors are obligated by the law. I

brought this forward as mandating them to disclose it, but as with the motion last year about receiving gifts, it was not disclosed. This is the same proactivity as that gifts motion last year. Let us know about anything that might be conflicting. Find a way to send it to policy, but so everyone knows we are still bound to that legal obligation.

**S. El Alaoui:** I do think it's important to have it in the policies as well; our roles have a high turnover. If someone isn't familiar with their legal obligations as an officer or director of a corporation we can add to the bylaws that they are obligated to know. It's a tackling it on all fronts thing, so that what happened to Omar and I on the SUDS fund doesn't happen again.

**R. Blaisdell:** That any Executive of the CSU be mandated to report in their monthly reports any involvement as executives in any corporations (Get full motion from Rory)

**Chair:** With that, all in favor?

**For:** 12

**Opposed:** 0

**Abstentions:** 2

**S. El Alaoui:** Point of information, was the gifts rule put into the Standing regulations?

**R. Blaisdell:** It doesn't need to be, it's applicable.

**S. El Alaoui:** We could combine the policy.

**Chair:** I can find the exact wording if you want and send it to you.

**S. El Alaoui:** Full disclosure, I was on Financial Committee for CASA. I would like to still be a part of it, if that's alright with everyone? Is anyone opposed?

**C. Thompson-Marchand:** You said that you resigned, did you resign?

**S. El Alaoui:** This happened today once I saw that there was a conflict of interest point I thought "What could this be about" and I thought "Oh no, is this about CASA?" So I sent an email to the CASA director to say I resigned. I wanted to be open about it.

**C. Thompson-Marchand:** You're a director and on the financial committee?

**S. El Alaoui:** They have ad hoc committees. I'm the equivalent of a councillor on finance.

**R. Blaisdell:** We added this agenda point at 6:45, you saw the conflict of interest point and the Finance Coordinator was concerned enough to resign themselves from that committee before knowing that would be the topic of discussion?

**S. El Alaoui:** Finance coordinator, finance committee, I felt that might be the issue. Since September 20th I've been paranoid about everything that I do. I was going to bring it up regardless during the motion as a matter of disclosure.

**C. Thompson-Marchand:** I'd like the feeling of the room the pass the policy on having things disclosed on what's related to the CSU. I don't have a problem with you being on the financial committee but to be honest I don't know what it includes.

**S. El Alaoui:** This whole academic and fiscal year, nothing that CASA's finance committee has approved relates to the CSU in any way and I can provide minutes for all the finance committee meetings. And none of that relates to the CSU in any way that I can think of. There might be a couple of things in terms of collaborative projects like one of the Sustainable Committees and SAF, I'm not 100% sure on all that but I'm willing to show all this and all the documents are public anyway.

**R. Blaisdell:** I don't have comments on whether the Finance Coordinator's position is de facto a conflict, personally I think it would be better to not merge those two roles. But what comes to mind is something

that happened last year when I was on CASA, which was CASA held a joint frosh with UCA and ASFA and payments from CASA to those other organizations was delayed and it caused friction between them. In a situation like that there's the potential for CASA to be withholding thousands from another group in the university, maybe the CSU next time, your loyalties to one organization versus to another affects behavior.

To stay above board transparency wise it would be easier for you to not sit on finance committee on CASA. Yes those things are public, and someone can check, but it would be hard would be my impression.

**D. Applebaum:** From what I gather, the only obligation of the executives is to disclose. It is their judgement for them to act and remove themselves from positions of potential conflict.

**P. Zhuang:** Unless there is a specific rule in the bylaws that says Executives can't sit on other committees, they should be able to. So for now they should be able to finish their work.

**Chair:** There is no more speakers' list on this agenda point.

## **E) Finance Committee Report**

**M. Clark-Gardner:** The report is not sufficient and this is becoming a repeat issue. The Finance coordinator does not seem to be fulfilling the amount of work that is required for a coordinator. It is not nitpicking. The Finance Coordinator is currently working on a document that explains financial statement, that is not a lot. I have two questions: Why aren't you specifying what your projects that you're working on are?

**S. El Alaoui:** Because we sent in our working plan for the year I assumed it was clear if referred to that?

**M. Clark-Gardner:** Everyone else mentions what they are.

**S. El Alaoui:** Do you all remember the audit explanation? The document that explains the audit, it's something like that but for the CSU's entire budget. All the funds, where they come from, how it's used. I was inspired by SMU's report. I want to help with transparency, and I need a lot of metrics from the University.

The next metric needed is about internal control and documentation. One of the documents I've made is a credit card document, every month the Finance Coordinator has the account for all of the credit card purchases. I worked out an efficiency method to make that less tedious. We also get a bunch of emails saying about what we get from suppliers and I have to allocate them to a budget line. I can keep going about my responsibilities.

**M. Clark-Gardner:** That's not my concern. We don't know all of what you're working on. You have to explain what you're doing in that time; otherwise we don't see what your role has been.

*R. Gaudet motions that the Finance Coordinator Report be resubmitted for the next Council Meeting.*

**R. Gaudet:** There are one-line points, two point lines. This is not what a report is meant to be. It is ridiculously short and vague and these projects are not expanded on at all and even the statement the Finance Coordinator made doesn't explain anything. There's no actual update in either report. Following that I don't see why we're waiting on the University regarding our own budget. This actual vagueness doesn't add up.

I want it resubmitted outlining how the projects are actually going. I want to give them the benefit of the doubt and assume they're doing their work, but as far as the contents of the report there isn't much.

**R. Blaisdell:** Excuse me if this comes off draconian, but could we get the Finance Coordinator to allocate their tasks on a timesheet? A time audit for their tasks, this day I did this many hours on this project, this task, and these duties. Is that appropriate?

**S. El Alaoui:** Would everyone be open to be submitting the drafts and projects I'm doing? It would look sloppy but or do you want me to into a lot more detail? I wasn't sure about the expectations regarding detail.

**R. Gaudet:** A report is a pretty simple concept, you state what you're working on, what you did, did it go well, closing statements, it's not complicated, and we're in November. Executives have submitted four reports by now. This should have been figure out. I already submitted a warning a month ago and the Finance Coordinator was among them last time as well. Only two of the reports have been pulled for this purpose. A lot of the other Executives have figured this out; there has been no outreach to find out how to write a report?

**S. El Alaoui:** You want me to resubmit this one for the next council?

**R. Gaudet:** It's what the motion states.

**A. Zebiri:** I echo what Rowan has said about reporting, look at the other reports and one of the reports I like is Leyla's report. Go through that to get an idea and in response to the suggestion made by Rory I do not think we should do that. That's too much micromanaging and it's oppressive, if we do it for one Executive we should do it for the rest. I don't agree with it.

**S. Younis:** I agree.

**Chair:** We can move to a vote, all in favor of resubmitting the report?

**For:** 12

**Opposed:** 0

**Abstentions:** 2

*The motion carries.*

**Chair:** We had a speaker's list before the motion, do you all rescind? Perfect we can move on to Sustainability Coordinator.

## **f) Sustainability Committee Report**

*R. Gaudet moves that the report be submitted at the following council meeting.*

*M. Clark-Gardner seconds the motion.*

**R. Gaudet:** I'm concerned by how little work is defined in this report. The only actual work that the Sustainability coordinator describes themselves doing is designing the game. I'm not criticizing the project, but there's two events described and it's like this is the only work that's put together. The final and only point mentioned is the Campus Fund Committee. What is it working towards the Sustainability coordinator's role? I'm hoping there's more that's been done by this coordinator. If you take out the long description of the game, it's under a page. Most describe events, not the coordinator's role within the

events. I have given warning to the Executives already about reports not being out to scruff. Neither of these two reached out to me.

**Chair:** All in favor of having the sustainability coordinator resubmit for next meeting?

**For:** 9

**Opposed:** 0

**Abstentions:** 4

*The motion carries.*

**Chair:** There is nothing more in Business Substantive so we'll move on to Question Period and Business Arising.

**R. Blaisdell:** I've come up with a motion. It's verbose.

“Be it resolved, until the CSU formally establishes bylaws concerning: legal signing authority, rights to bind the organization or commit the CSU in writing or otherwise to enter any agreement, contract, or publicly or privately commit the CSU or its name in any fashion – no executive, officer, or director of the corporation shall perform the above, or imply in any fashion to external parties that they have such authority, without express approval by council at a duly convened council meeting.”

*S. El Alaoui seconds the motion.*

**R. Blaisdell:** Until then this is warning to everyone not to do this, because it has happened twice.

**R. Gaudet:** I like this motion, like Rory said this has happened twice now. I want to be clear to everyone in the room where the signature is dependent on Council's approval. Because there's been no motion, Council hasn't given its approval.

**A. Zebiri:** What does "without express approval" mean?



**R. Blaisdell:** Us knowing, acknowledging, and giving our permission for that person to permit something.

**A. Zebiri:** If something is to be signed before we have a meeting, what do we do?

**R. Blaisdell:** In the Bylaws the Decree allows the General Coordinator to exercise the duties of Council in those types of emergency circumstances. Legally, they would be making this decree that would take the place of us expressly agreeing to it.

**A. Zebiri:** Do you want to add that to your motion?

**R. Blaisdell:** It's already in the bylaws. Do you feel it needs to be there? Friendly amendment if you want.

**A. Zebiri:** Maybe.

**O. Riaz:** Is this taking a position, if it includes an administrative service contract. Like a software or service.

**R. Blaisdell:** Anything, you signing and it binds us. But you could not have signed this sheet until Council said we agreed. You brought it to us first, good job, but without this you could have just signed it.

**O. Riaz:** So to say to license software you have to sign a purchase agreement.

**R. Blaisdell:** If you're signing something, yes.

**A. Sherra:** I would really like what Aouatif was saying be added to the motion as a reminder that the bylaw exists. It would be a reference.

**A. Zebiri:** I only mentioned that because I forgot to read the first two sentences. The motion basically asks us to read the bylaw.

**O. Riaz:** Clarification, for Rory, if there's a 500\$ purchase tomorrow and you need to sign the agreement.

**R. Blaisdell:** Does it expressly come under your duties already. Administrative is part of your duties.

**Chair:** I'm going to cut this short.

**R. Gaudet:** The CSU already has standing regulations about purchasing limits. Under 10,000\$ the Finance Coordinators is allowed to make such and such a decision, and so on.

**R. Blaisdell:** A very good point from Aouatif, just to identify that sentence. "Until we establish bylaws, don't do it". If we have them and they're already established, it's exclusionary from this motion. For the gaps that exist, don't do it until we fill the gap.

**L. Sutherland:** I would be important if this motion were to pass to formalize that these bylaws are created, if a gap is established we should send it to Policy to be dealt with permanently. There are aspects of this motion that remain unclear, like what falls into individual Executives mandates. For example, a position in line with our positions book, our annual campaign, with an understanding of what our mandates are it is not going against any of our obligations to offer support a campaign that shares certain mandates we already have. I can think of many situations where I had to sign things over the summer related to orientation that I could have just as easily decided like a band at orientation as an example. What does "sign on" mean? Endorsing, promoting? It creates a slippery slope to decide how executives and councillors are going about their mandates.

**R. Blaisdell:** It's a good point. The situation right now creates a slippery slope to begin with. We're already sliding down a slope and having issues come up. My intent was to say for the bylaws that don't exist already: If there's something under your mandate, you signing a band for orientation is you doing your job. Your position approving something isn't the same as saying "The CSU is doing this" "approving this". If it's something we already agreed to of course you can.

**A. Badr:** To clarify the question of CUT, first for them they aren't a student association they are a community group. I would like to clarify this. Even if it's not related to the motion. It's part of my mandate. They're trying to expand beyond Montreal by forming CUT. Concordia is working with them, anyone here can become committed to a certain work with them. Thirdly the CSU isn't a member with them, they're supporting them financially in terms of sharing and promoting their events. Fourthly if CUT is calling for a general open strike that doesn't mean that the CSU has to go on strike. The CSU is not obligated in that way toward them. My endorsement was just support to have an equal criteria for all internships.

**R. Gaudet:** To respond to Leyla's comment. The CSU signing regulations require two signatures from two signing officers. Leyla is the authority when it comes to selecting a band and have it approved, it does not affect the motion being considered.

**Chair:** All in favor of Rory's motion?

**For:** 8

**Opposed:** 0

**Abstentions:** 6

*The motion carries.*

**Chair:** We're back in General Question Period and Business Arising.

## **10. Question Period & Business Arising**

**P. Zhuang:** I know that for in December's last meeting I won't be able to make it, I have a class requirement. I would like to ask for excusal now in case we have a lot to do then.

**C. Thompson-Marchand:** It's for the future month?

**P. Zhuang:** It's for the December meeting. I know we only have two more left. The December one I cannot attend. Do I do it now in case we have a lot to do in the next month?

*S. Younis moves to excusing Peter from next meeting in December.*

*C. Thompson-Marchand seconds the motion.*

**For:** 11

**Opposed:** 0

**Abstentions:** 0

*The motion carries.*

**J. Sutera Sardo:** Can I be sure to have a gluten free meal next time?

**Chair:** We all submitted our food intolerances, please keep that in mind

**S. Younis:** For food, can you bring coffee?

**O. Riaz:** Did you ask if we could bring coffee? Absolutely.

**S. Younis:** No, every council meeting?

**O. Riaz:** Yes every council meeting.

**A. Jemma:** Last council meeting I did a motion regarding the HVAC system at Concordia. There are still complaints about this issue. I want to push this forward to find a solution for this issue.

**R. Blaisdell:** Not to mandate Asma but I think they would be able to work with facilities management. At JMSB I've tried to advocate about it, and even a Professor complaining about it, it was too cold in winter and we couldn't write, and they didn't change it.

**A. Sherra:** I think we can bring that up in this week.

**A. Jemma:** Maybe a petition would be a good option to put on the table for this if maybe students participate the Administration will hurry up to put this process forward.

**O. Riaz:** I don't think this has to go to Senate, that being said I can work with you to work with Facilities. I want a motion to let me know I can do it and what the process is. Thanks for bringing it up, we can work on it next week. If a petition can be done, I don't know how much Senate can mandate something be done.

**R. Hamila:** This is about HVAC systems not working in the labs?

**A. Jemma:** Not just there.

**R. Hamila:** I tried to pursue this last year, they said "We're trying to conserve energy and this is how it is".

**R. Blaisdell:** A recommendation before you take your time with a petition, sometimes there's a good reason things cannot be done, if you find out "It can't because the system won't allow it" it's different from "We don't want to" and now that we have that insight it's to "save energy" you can argue that with them.

**O. Riaz:** Maybe we should do an information gathering about the HVAC system and why they "can't" change it, if it's because of money or something that's not acceptable, but it might be a logistical limitation.

**C. Thompson-Marchand:** It's a good point Rory brought about spending time on a petition, but I think given that a petition would have good weight.

**A. Mushtaq:** Am I mandated to act now?

**R. Blaisdell:** No, it was just to suggest you work together.

**S. Younis:** If it's midnight we can leave, right, for future information?

**Chair:** Is it in the Standing Regulations? Yes.

## **11. Announcements**

**L. Sutherland:** Special project funding deadline is November 25th. Anyone can get projects funded, if you know someone with a project you can apply, it's all on the CSU website. You can make an appointment with me; it's a really great accessible funding opportunity.

## **12. Adjournment**

*R. Gaudet moves to adjourn*

*C. Thompson-Marchand seconds the motion.*

Meeting adjourned. 9:58 pm

## APPENDIX

### 5. A) UTILE Presentation

PDF Document:



UTILE PRESENTATION.pdf