



POLICY 3.4

HUMAN RESOURCE MANAGEMENT

Remuneration Policy

POLICY INTENT

The purpose of this policy is to govern the remuneration of Council Members and the Executive Committee.

POLICY

Duration of Term

- 3.04.1. The length of all elected appointments is one (1) year, commencing on May 1st and expiring on April 30th of the following year unless otherwise terminated per bylaws and policies.
- 3.04.2. In the event of a by-election mid-term, all elected appointments continue to expire on April 30th.

Time Commitment

3.04.3. The following hours of work are generally expected each month:

- a) President: 50 to 85 hours per month;
- b) Vice-President Academic: 40 to 60 hours per month;
- c) Vice-President External: 40 to 60 hours per month; and
- d) Council Members: 5 to 10 hours per month.

3.04.4. Because of the nature of Executive Committee positions, and in consideration for the students who serve as Executive Committee members, work hours are fluid and vary week to week.

Leave

3.04.5. Executive Committee members are entitled to leaves of absence as approved by the Human Resource Committee.

3.04.6. Executive Committee members are entitled to the same statutory holidays observed by the University, including the additional weekdays that the University is closed for the December holidays.

Honoraria

3.04.7. Elected appointments, though not employees of the organization, will be adequately compensated for the governance services they provide so that they may effectively govern the organization.

3.04.8. All elected appointments shall be paid honoraria monthly.

3.04.9. The President shall receive an honorarium of \$35,000 per year.

3.04.10. The Vice-Presidents shall receive an honorarium of \$26,000 per year.

3.04.11. The Council Members shall receive an honorarium of \$3,600 per year.

3.04.12. Executive Committee member appointments represent a tenure of office and are not insurable earnings given that none of the conditions of paragraph 6(f) of the Employment Insurance Regulations have been met; however, these positions are subject to Canada Pension Plan contributions.

3.04.13. The organization shall have no responsibility for the withholding, collection, or payment of any taxes on the Council Member's behalf, including but not limited to income taxes, employment insurance, Canada Pension Plan, and worker's compensation.

Communications Benefit

3.04.14. All elected appointments shall receive a communications allowance of \$50 per month.

Reimbursements

3.04.15. Council Members may be reimbursed for reasonable expenses incurred as a direct result of their Council positions at the discretion of the Council and with the provision of appropriate receipts and other supporting documentation.

Adjustments to Honoraria

3.04.16. The Council may reduce the compensation of elected appointments at any time if deemed necessary based on a significant change in the organization's financial resources.

3.04.17. A two-thirds majority vote of the Council is required to decrease compensation.

3.04.18. Increases to compensation for elected appointments will be governed by the organizations bylaws.

RELATED REFERENCES AND POLICIES

This Policy References

AUGSA Bylaws

Employment Insurance Regulations

This Policy is Referenced by

POLICY RESPONSIBILITY

AUGSA Council

POLICY HISTORY

Original Approval Date: December 13, 2024

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