



POLICY 3.5

HUMAN RESOURCE MANAGEMENT

Remuneration Policy – GSA Labour Relations Committee

POLICY INTENT

The purpose of this policy is to govern the remuneration of the Labour Relations Representative (LRR) and Labour Relations Committee (LRC) Members.

POLICY

Duration of Term

- 3.05.1. 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.
- 3.05.2. In the event of a by-election mid-term, all elected appointments continue to expire on April 30th.

Time Commitment

- 3.05.3. The following hours of work are generally expected each month:
 - a) Labour Relations Representative: 6 to 12 hours per month; and
 - b) Labour Relations Committee Members: 3 to 5 hours per month.
- 3.05.4. Because of the nature of positions, and in consideration for the students who serve as Labour Relations Committee members, work hours are fluid and vary month to month.

Leave

- 3.05.5. Labour Relations 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

3.05.6. 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.

3.05.7. All elected appointments shall be paid honoraria monthly.

3.05.8. The Labour Relations Representative shall receive an honorarium of \$3,600 per year.

3.05.9. Labour Relations Committee Members shall receive an honorarium of \$1,200 per year, except for the elected AUGSA Council Member, who is paid an honorarium for their elected appointment to the Council in accordance with the Council Remuneration Policy.

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

Adjustments to Honoraria

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

3.05.12. A two-thirds majority vote of the Committee is required to decrease compensation.

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

RELATED REFERENCES AND POLICIES

This Policy References

AUGSA Bylaws
Council Remuneration Policy
Employment Insurance Regulations

This Policy is Referenced by

POLICY RESPONSIBILITY

GSA Labour Relations Committee

POLICY HISTORY

Original Approval Date:	December 13, 2024
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