

**University of Regina Students' Union
Board of Directors**

RECORD OF DECISION

Motions tabled and voted on June 12, 2018 to June 27, 2018

The results of the motion are as follows:

Quorum of Directors required for electronic vote to be valid: 10

Total amount of Directors responding to electronic vote: 12

Total amount of Directors that reached voting deadline: 11

Total in favour: 8

Total in favour that reached voting deadline: 7

Total against: 0

Abstaining: 4

Motion: CARRIED

In Favour

Allyson Watson, Aboriginal Director
Jashneet Kaur, Director for Students with Disabilities
Harmeet Singh, International Students' Director
Harmanpreet Sidhu, Business Director
Navjot Kaur Makkar, Women's Director
Patrick Scherr, Education Director
Supreet Pandher, Part-Time Students Director

Opposed

none

Abstain

Haris Khan, President, President
Heather O'Watch, Vice President External Affairs
Derrick Gagnon, Vice President Operations and Finance
Jermain McKenzie, Vice President Student Affairs

No vote recorded

Colin Keith, Arts Director (did not vote as acting chair)
Carly Hill, Campion Director
Usman Shafiq, Engineering Director (vote received post deadline)
Dakota Kaufman, Luther College Director
Barzany Ridha, Kinesiology and Health Studies Director
Vanessa Paynenburg, Graduate Studies and Research Director

WHEREAS the Board on April, 10 2018 approved a new Employment Agreement for Executives (Agreement) template to be implemented effective May 1, 2018, and;

WHEREAS certain newly elected Executive members have expressed concern that they may not be able to fulfill their obligations under the new agreement and have asked the Board to revisit and possibly amend certain articles of the Agreement, and;

WHEREAS the Board held deliberations on June 5, 2018 specific to this matter and passed a resolution that was unclear on exactly what changes to the Agreement were immediately required and that the motion as written would not pass audit scrutiny, and;

WHEREAS one elected Executive member has signed the approved April, 10 2018 Employment Agreement, and as such would have the prerogative of maintaining their current agreement with URSU to the end of their Term **or** transitioning to a new Employment Agreement for Executives Members of the University of Regina Students' Union should such a new agreement be approved by the Board, and;

WHEREAS the Board on June 23, 2018 by way of electronic vote approved several changes to the Employment Agreement for Executives (Agreement) to be applied specifically to Haris Khan, Jermain, McKenzie and Heather O'Watch;

Resolution 1:

Be it resolved that Section 1.8 be deleted from the Employment Agreement for Executive U of R Students' Union.

(Note: Section 1.8 presently reads as follows: PRACTICUM, FIELDWORK, CO-OP, OTHER PLACEMENT: The Employee is prohibited from participating in any type of academic program that would prevent them from fulfilling their obligations as per Sections 1.5 and 1.6. Enrolment in one of these programs shall require the employee to submit notice of resignation immediately as laid out in Section 6.

Resolution 2:

Be it resolved that the following provision be added to the Employment Agreement for Executive University of Regina Students' Union:

“EDUCATION: The Employee may have the cost of tuition for four (4) University of Regina undergraduate courses reimbursed during the term of this agreement. Tuition rates in this case are regardless of student status (i.e. domestic vs. international) and will be reimbursed at the rate normally assessed to the Employee by the University of Regina. Employee will be required to provide proof of enrolment and confirmation of tuition paid prior to receiving reimbursement.” (Section 3.8 from the 2017 contract)

Resolution 3:

BE IT RESOLVED that Section 6.5 of the Agreement be amended to read as follows;

6.5 PAY IN LIEU AND LIMITATION OF LIABILITY: In the event that the Employee is terminated as per Section 6.1, and a court of competent jurisdiction deems it not to be Just Cause, the maximum entitlement to damages shall be four (4) months of salary and benefits.

BE IT FURTHER RESOLVED that the above motion is not intended to delay execution of agreements and as such the Term start day of the Agreements shall be retroactive to the date of the original employment start date of May1st, 2018.