



BOARD OF DIRECTORS' MEETING PACKAGE
Association of Part-time Undergraduate Students of the University of Toronto
(APUS)

February 2, 2016
APUS North Borden Office



January 28, 2016

Board of Directors' Meeting #5

Dear Directors of the Board,

The following package includes all the relevant documents in anticipation of the next APUS Board of Directors' Meeting to be held on **February 2, 2016 at 6 pm** in the APUS Board Room, at the North Borden Building.

Included in this package:

- I. Agenda
- II. Minutes Package

Please feel free to forward any question or concerns via email to me directly.

Sincerely,

Maina Rambali
President
Association of Part-Time Undergraduate Students of the University of Toronto (APUS)
Local 97 of the Canadian Federation of Students
president@apus.ca



I. AGENDA

1. Call to Order

2. Approval of the Agenda

MOTION Moved: Rambali Seconded:

Be it resolved that the agenda for the February 2, 2016 Board of Directors' Meeting #5 be approved as presented.

3. Approval of the Minutes

MOTION Moved: Rambali Seconded:

Be it resolved that the Minutes' Package be approved as presented.

- a. *Board of Directors' Meeting – December 18, 2015 (p.4)*
- b. *Executive Committee Meeting – December 18, 2015 (p.13)*
- c. *Executive Committee Meeting – January 26, 2016 (p.14)*

4. APUS Operating Budget

MOTION Moved: Pyne Seconded:

Be it resolved that the APUS Operating Budget be approved as presented.

(See draft budget - p.18).

5. Council on Student Services (COSS) Fee Increases

Be it resolved that the APUS Council on Student Services representatives vote ____ (in favour, against) the proposed fee increases for the Office of Student Life.

Be it further resolved that the APUS Council on Student Services representatives vote ____ (in favour, against) the proposed fee increases for the Faculty of Kinesiology and Physical Education (Athletics)

Be it resolved that the APUS Council on Student Services representatives vote ____ (in favour, against) the proposed fee increases for Hart House at the February 22, 2016 meeting of COSS.

6. Executive Reports

7. Adjournment



II. Minutes Package

a. Board of Directors' Meeting – December 18, 2015

In attendance:

Maina Rambali, Mala Kashyap, Margaret Ebifegha, Susan Murray, Richie Pyne, Bryan Murray, Susan Froom (on phone)

Staff: Danielle Sandhu

Guests: George Gawronski, Anna Dohler

I. AGENDA

1. Call to Order

The meeting was called to order at 6:24 pm.

2. Approval of the Agenda

MOTION Moved: Rambali Seconded: Murray, B.

Be it resolved that the agenda for the December 18, 2015 Board of Directors' Meeting #4 be approved as amended.

DISCUSSION

Froom states she would like to move the item Bylaw Review Committee to the start of the agenda and executive reports to end.

Vote carries.

3. a) Striking Bylaw Review Committee

MOTION Moved: Pyne Seconded: Froom

Whereas APUS has successfully incorporated as a provincial not-for-profit corporation; and

Whereas the APUS bylaws need to be reviewed for compliance with provincial legislation; and

Whereas the Board recognizes that there are some areas of the APUS bylaws that need immediate review and clarity; therefore

Be it resolved that a Bylaw Review Committee of the 2015-2016 Board of Directors be struck; and



Be it further resolved that this committee be chaired by the Vice-President Internal as a voting member; and

Be it further resolved that one additional member be appointed by the Executive Committee, and three additional members of the Board be elected from and by the 2015-2016 Board of Directors to sit on the Bylaw Review Committee.

DISCUSSION

Pyne states that he stated previously that this would be priority for him as VP Internal. He states that there are some areas of the bylaws that require clarity and are currently vague. He states he therefore wants to strike the committee and invite members of the Board to join. He states he would like to have weekly meetings. He states that he wants members to bring their ideas to each meeting. He states that we will be consulting APUS' lawyer to ensure that all bylaws are legally compliant. He states Sandhu will also be resourcing the committee.

Dohler asks if the lawyer has stated they are not compliant.

Pyne states no, that this would be to ensure moving forward we are compliant.

Motion to Amend

Moved: Rambali Seconded: Murray, S.

Be it resolved that two additional members be appointed by the Executive Committee, and two additional members of the Board be elected from and by the 2015-2016 Board of Directors to sit on the Bylaw Review Committee.

DISCUSSION

Rambali states that she would like to amend the last BIRT clause and the committee composition to have three Executives and two Board members.

Froom asks if there are sufficient numbers for the Executive seats to be filled.

Rambali state she wants to ensure we designate enough representatives from the executive and board.

Sandhu states that executive members are also board members, so anyone that does not get appointed through the executive committee, still has an opportunity through the board appointment process.

Kashyap asks if others can attend the meetings. She further asks if the changes need to be ratified at Board.



Dohler asks if this also needs to be approved at the Assembly.

Sandhu states that the Board and Assembly need to approve bylaw amendments.

Murray, S. asks about the term of the committee.

Sandhu states the duration of the committee as per the motion is until April 30, 2016.

Murray, S. asks if the bylaw review committee would be required to propose changes before that date.

Dohler states that we would need to adopt any bylaw changes that we want to make by April 30, 2016.

Amendment to the amendment

Moved: Froom Seconded: Murray S.

Be it further resolved that the Bylaw Review Committee bring recommendations to the Board and Assembly at a meeting prior to April 30, 2016.

DISCUSSION

Sandhu states that it is preferable to have a tighter deadline if there are changes to be made in this Board of Directors' term.

Froom states that the recommendations can be adopted by the Assembly any time before April 30, 2016. She states it would be preferred to have these changes come in earlier, but at latest April 30, 2016. She states that the Committee is open to board members participation to attend or submit ideas to Pyne.

Pyne states his goal is to have this work done well before April and have recommendations come forward to him beforehand.

Murray, S. asks about time commitment for the meetings.

Pyne states one hour and that he will consult members.

Vote on Amendment to Amendment



Vote carries.

Vote on Amendment

Motion fails.

Motion to Amend

Moved: Rambali Seconded: Pyne

Be it further resolved that four additional members of the Board be elected from and by the 2015-2016 Board of Directors to sit on the Bylaw Review Committee.

Be it further resolved that the Bylaw Review Committee bring forward recommendations to the Board and Assembly at a meeting prior to April 30, 2016.

DISCUSSION

Ebifegha asks for clarity around role of the lawyer and time commitment. She asks if he would attend all meetings.

Sandhu states that the lawyer will not attend meetings but will be asked to review changes before Board and Assembly approval.

Main Motion

Moved: Rambali Seconded: Murray.S.

Vote carries.

b) Appointments

Be it resolved that Susan Murray, Susan Froom, Maina Rambali, and Riley McCullough be ratified as members of the Bylaw Review Committee.

Vote carries.

Froom exits at 7:20 pm.

Motion to destroy the ballots

Moved: Murray, B. Seconded: Ebifegha

Vote carries.



4. Approval of the Minutes

MOTION Moved: Rambali Seconded: Pyne

Be it resolved that the Minutes' Package be approved as presented.

- a. Board of Directors' Meeting – October 29, 2015 (p.5)*
- b. Executive Committee Meeting – November 20, 2015 (p.14)*
- c. Executive Committee Meeting – December 4, 2015 (p.17)*

DISCUSSION

There was none.

Vote carries.

Dohler asks about posting of minutes.

Sandhu states we distribute motions with a notice of five (5) days to board members and that we are moving to have board packages posted online next semester.

5. Appointment of At-Large Director

MOTION Moved: Rambali Seconded: Murray, S.

Be it resolved that George Gawronski be appointed At-Large Director.

DISCUSSION

Rambali states that Gawronski has attended previous board meetings and events. She states she will invite him to speak.

Gawronski states want to expand social networks, expand skills, and support part-time students.

Murray, S. states she's looking forward to potentially have him on board.

Vote carries.

6. Ratification of Board Resignation

MOTION Moved: Rambali Seconded: Pyne

Be it resolved that the resignation of Non-Woodsworth St.George Director, Yolen Bollo-Kamara, be accepted.



Vote carries.

7. Food Services

MOTION Moved: McCullough Seconded: Pyne

Be it resolved that the APUS Board of Directors create a Campus Food Service Working Group to research the current state of food on the University of Toronto campus, including issues such as food access, justice, security and sustainability, and report back on future options to improve campus food services; and,

Be it further resolved that the Campus Food Services Working Group meet at least once a month and have an open membership to all members of the University of Toronto community; and,

Be it further resolved that the Campus Food Services Working Group work closely with the student-led University of Toronto Food Policy Council to lobby the central administration on future Food Service contracts.

DISCUSSION

Sandhu states McCullough would like to withdraw the motion as she will not have the capacity to support this Working Group in the next semester.

Murray, S. states that she had an opportunity to participate in food justice coalition and those meetings were informative. She states as GC member she was capable of making changes.

Sandhu states that if there is interest she can provide staff support. She states that the Executive and Board set food justice as a priority for this year.

Ebifegha states that she can take a lead for now with assistance from Murray, B. and Gawronski.

Dohler asks if this would include food trucks.

Pyne states that he thinks this would also be included as there are contracts in places for food trucks.

Murray, B. states that we can perhaps consider partnering with SBA.

Pyne states that he is also interested in working on this project.

Vote carries.

8. Executive Reports

Rambali states that we had a good meeting with the Office of the Vice-provost Students (OVPS). She states that we can bring forward issues we want to see resolved at the University. She states we raised items including mental health, discounted VIP Metropasses for students, transition from FT to PT status. She states that we met recently with the Provost where we brought forward some items. She states we will bring those items back for consideration. She states that they will be putting forward a policy they want us to review. She states we also have COSS meetings coming up where we will be reviewing the budget and programming for KPE, Hart House, and Student Life. She states that we also saw an overview of the University's budget of \$2.61 billion, over fifty percent comes from students. She states that in the long-term the enrolment plan for undergraduate students is six (6) percent with increases largely at UTM and UTSC. She states that we collaborated with WCSA on the Red Party. She states that we collaborated with UTMSU and UTM MSA on the Town Hall on Islamophobia. She states we collaborated with SCSU on exam de-stressors. She states that the Puppy Therapy was a huge success along with the Ball pit, yoga, and balloon twister de-stress events. She states that we had created a submission on fossil fuel divestment which was submitted in October. She is pleased that the Advisory Committee on Fossil Fuel Divestment is recommending targeted divestment.

Murray, B. asks about what is represented by targeted divestment.

Sandhu explains that this is a threshold of divestment that would see climate change limited to a change in 1.5 degrees. She states that the advisory committee is calling for the University to divest from companies that are seen as blatantly disregarding this target through their practices.

Murray, S. states that we had a part-time and proud event. She states that our events are key to building community and engaging our members. She states that she would like to see Board members attend. She states we had a great instructor for the yoga event, and the puppy event was well-received. She states that it was a great collaboration with WCSA. She states that she would like to see another de-stressor event next semester and also a social.

Ebifegha states that another collaboration we have going on is with the Workers Action Centre on the \$15 and fairness campaign. She states we have been having several meetings to discuss ideas and have been campaigning to students. She states that the Minister of Labour is open to the idea. She states that we have to keep pushing for this increase in minimum wage.

Dohler asks if there is discussion about gender equity in that campaign.



Ebifegha states that we are looking for equal pay for equal work and also to advocate for all to have access to paid sick days. She states many of our members are mature students who are working. She states that we are looking to partner with Hart House on a mentorship program for part-time and mature students.

Dohler states that she used to work at 40 hours a week at \$40, or \$1/hour. She states that she used to work a government job at \$10/hour. She states that seeing changes over time in the workplace, we should keep in mind that the things we are discussing are relative over time, including our ask around wages.

Murray, B. asks if the campaign is for public sector jobs.

Ebifegha states that we attended the CFS National meeting last month, where our Chairperson was re-elected, alongside the Deputy Chairperson. She states a new Treasurer was elected. She states that there will be an upcoming CFS Ontario meeting where there will be elections. She states that she is working on an upcoming Lunch & Learn which will be focused on social media for professional use, specifically geared towards mature students.

Kashyap states that sexual violence has been a big thing over the last few months. She states there were two vigils to honour the women that were murdered in Montreal in 1989, one hosted by UofT on December 3, 2015 and one by Women Won't Forget on Philosopher's Walk. She states that there were two conferences on the issue, one hosted by the Philippine Women's Centre and another workshop called Thrive offered by Metrac. The former focused on the experiences of the Filipina women and the latter focused on the inquiry into the missing and murdered Indigenous women. She states that Reclaiming Our Bodies and Minds is accepting submissions until the middle of January. She states this is a three-day conference happening March 11-13, 2015, themed Navigating Space, Places, and Histories, co-hosted by UofT, York, and Ryerson. She states that the Presidential and Provostial Advisory Committee on Sexual Violence is releasing its report soon. She states that APUS and SBA is in the process of creating of a Mental Health Task Force, which would involve hosting forums across all three campuses and to stay tuned for details. She states that she attended a CAR Equity Meeting, and advocated specifically for mature students and students with disabilities and it was a productive meeting. She states that there is an anti-racism meeting in the next semester, hosted by the Anti-racism and Cultural Diversity Office as a new coordinator has been hired, Ahmed Ahmed.

Rambali states that she had a meeting with the KPE Assistant Dean Co-Curricular programs to discuss how part-time and mature students could be included in the programming.



Kashyap states that she is looking to host an event for mature students with Murray, S.

Pyne states that he is glad that we recently struck a Bylaw Review Committee. He states that he attended the Policy Review Committee of the CFS body. He states that he attended the Town Hall on Islamophobia with Sandhu and it was very productive. He states that he will be focusing on outreach at UTM working with Murray, S. and Events and Outreach Coordinator. He states that members can view the minutes for Executive Committee and folks can send him questions at any time.

Sandhu states that we have made some updates to the Sid Smith office, including a layout change, adding in a new express printer and a flat screen TV which we are using to promote our campaigns, services, and events.

Murray, B. asks if Kashyap has anything that she takes away from the vigils in particular.

Kashyap states that some attendees have attended the vigil every year since 1989. She states that also the Faculty of Applied Science and Engineering funds the luncheon, the significance of which hit her afterwards, given that the massacre at L'Ecole occurred in the Faculty of Engineering. She states that with the speakers there was a linking of issues and communities, including Black, Indigenous and Muslim women.

Murray, B. asks if there were ideas of how we can address this issue.

Kashyap states that there was an activist perspective to the event and the comments.

9. Adjournment

Motion to adjourn

Moved: Rambali Seconded: Pyne

Vote carries.

The meeting adjourned at 8:22 pm.



Executive Committee Meeting - December 18, 2015

In attendance: Richie Pyne, Maina Rambali, Mala Kashyap, Susan Murray, Margaret Ebifegha

Staff: Danielle Sandhu

1. Call to order

The meeting was called to order at 8:25 pm.

2. Student Info Clerk Hire

MOTION Moved: Pyne

Seconded: Rambali

Be it resolved that Erika Murray be hired as Student Information Clerk for January-April, 2016.

DISCUSSION

Pyne states that we have selected a part-time student for the position of Student Info Clerk.

Motion to go in camera

Moved: Pyne

Seconded: Murray

The meeting went in camera at 8:29 pm.

Motion to go out of camera

Moved: Pyne

Seconded: Ebifegha

The meeting went out of camera at 8:48 pm.

Vote carries.

3. Adjournment

Moved: Pyne Seconded: Rambali

Vote carries.

The meeting adjourned at 8:49 pm.



Executive Committee Meeting - January 26, 2016

In attendance: Richie Pyne, Maina Rambali, Mala Kashyap, Susan Murray, Margaret Ebifegha (on phone)

Staff: Danielle Sandhu

1. Call to order

The meeting was called to order at 7:15 pm.

2. APUS Operating Budget

Moved: Pyne Seconded: Kashyap

Be it resolved that the APUS operating budget be approved as presented.

DISCUSSION

Pyne states that we have a draft operating budget for approval. He states that he and Sandhu have looked at our spending thus far for the year and projected our budget for the remainder of the year. He provides a quick overview of the budget, highlighting the columns for revised budget for April 2015, preliminary budget for August 2015, and draft operating budget for January for approval.

Rambali asks about why the numbers have changed in terms of projected revenue for the preliminary budget from August and revised budget for April.

Sandhu states that this current budget has altered the representation of transfers to OPIRG and CFS. She states that previously the amounts transferred were not included in the total revenue, as these monies do not belong to APUS. She states they are now included in the revenue section, and also included under expenses in order to show the amounts as revenue neutral but maintain visibility and awareness of the transfers.

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Murray asks if we receive proof of bursary and scholarship funding being distributed to students.

Sandhu states that we receive a list of the recipients and the amounts they receive. She states that the names of the recipients are not disclosed to the board for confidentiality reasons but she could ask Enrolment Services for a summary of the number of applicants, and how many recipients there are.

Rambali states that it would be good to have the number of applicants, number of recipients and how much each recipient receives.

Murray asks why there is an increase in campaigns and events.

Sandhu states that we haven't spent this money as of yet, there was an increase in the allocation due to the events proposed for this semester.

Pyne states that the revised budget will indicate numbers that are closer to actuals, but that this is an operating budget based on what has been spent so far and what is predicted to be spent in the next three months.

Murray asks about the transportation allocation, stating the allocation may be a bit low given our needs for transporting event equipment and materials.

Sandhu states that we are going to be setting up a zipcar membership to help reduce costs, and that transportation costs associated with events may be built into our event budgets and therefore fall under the Events and Outreach line item.

Ebifegha asks for our membership size.



Sandhu states that we will not know final numbers until March. She states that the health and dental plan size gives an indication. She states we can estimate over 5000.

Ebifegha asks about our total operating budget.

Sandhu states it is dependent on winter registration but she would estimate about \$340,000.

Ebifegha asks if this includes covering our staffing costs.

Sandhu states yes.

Murray asks about the cost of our phone bills.

Sandhu states she has worked to reduce our phone costs from \$400/month from when she arrived at APUS to less than \$250.00 a month. She states that she would like to reduce further still.

Rambali suggests use of a pay-per-use conference line.

Murray states perhaps we can investigate wifi-based phone plans.

Rambali asks about what is anticipated in the increase for campaigns and events.

Sandhu states we have spent approximately \$10,000 at this point for that line item, and based on the large speaker event proposed for February, as well as the Mature Gala planned for April, in addition to other smaller events such as destressors, we allocated \$24,000 to the line item. She states this will cover all events until April.

Ebifegha exits at 8:01 pm.

Rambali asks about the health and dental administration line item and whether this is the administrative buffer.

Sandhu states yes, this represents the administrative reserve which is the difference between our premium fees and the fees paid by students.



Rambali asks about interest income.

Sandhu states that we do not expect or aim to make money off of interest on our fees but we may acquire some interest in our account.

Vote carries.

3. Reclaiming our Bodies and Minds

Moved: Kashyap Seconded: Murray

Be it resolved that APUS endorse and sponsor the Reclaiming Our Bodies and Minds Conference in the amount of \$1000.00.

DISCUSSION

There was none.

Vote carries.

4. Adjournment

Moved: Pyne Seconded: Murray

Vote carries.

The meeting adjourned at 8:16 pm.



ASSOCIATION OF PART-TIME UNDERGRADUATE STUDENTS Local 97, Canadian Federation of Students

DRAFT OPERATING BUDGET 2015-2016

Fiscal year ending April 30, 2016

REVISED REVENUE

	Revised Budget	Preliminary Budget	Operating Budget
	apr./15	aug./15	jan./16
MEMBERSHIP FEES			
Summer Term (May-Aug 2015)	166,781.00	165,000.00	174,405.59
Transfer to OPIRG ⁽¹⁾	12,218.00	12,000.00	12,721.05
Transfer to CFS ⁽¹⁾	45,330.00	45,000.00	47,195.10
Fall and Winter Terms (Sep-Dec 2015, Jan-Apr 2016)	172,784.00	165,000.00	165,000.00
Transfer to OPIRG ⁽¹⁾	6,329.07	6,000.00	6,000.00
Transfer to CFS ⁽¹⁾	47,631.36	45,000.00	45,000.00
Sub-total	451,073.43	438,000.00	450,321.74
SERVICES			
Health and Dental Plan Administration ⁽²⁾	100,752.00	100,000.00	100,000.00
Sub-total	100,752.00	100,000.00	100,000.00
OTHER			
Interest Income	208.00	150.00	150.00
Miscellaneous Income ⁽³⁾	4,373.50	200.00	2,000.00
Sub-total	4,581.50	350.00	2,150.00
TOTAL OPERATING REVENUES	556,406.93	538,350.00	552,471.74

Notes:

- ¹ These monies are remitted directly to OPIRG and CFS.
- ² Exact figure cannot be determined until the end of the policy year. Plan fees for premiums are not included.
- ³ Miscellaneous revenue includes copier income, event ticket sales, membership dues for 2014-15.



ASSOCIATION OF PART-TIME UNDERGRADUATE STUDENTS
Local 97, Canadian Federation of Students

DRAFT OPERATING BUDGET, 2015-2016

Fiscal year ending April 30, 2016

REVISED EXPENSES		Revised Budget apr./15	Preliminary Budget aug./15	Operating Budget jan./16
MEMBERSHIP FEES				
Summer Term	Transfer to OPIRG ⁽¹⁾	12,218.00	12,000.00	12,721.05
	Transfer to CFS ⁽¹⁾	45,330.00	45,000.00	47,195.10
Fall & Winter Term	Transfer to OPIRG ⁽¹⁾	6,329.07	6,000.00	6,000.00
	Transfer to CFS ⁽¹⁾	47,631.36	45,000.00	45,000.00
		111508.43	108,000.00	110,916.15
SERVICES				
Scholarships & Bursaries ⁽²⁾		8800.00	8,800.00	8,800.00
Accessibility Subsidy		0.00	1,000.00	1,000.00
Daycare Subsidy		0.00	1,000.00	1,500.00
Health and Dental Plan Administration		100,752.00	100,000.00	100,000.00
Income Tax Clinics		0.00	250.00	500.00
Sub-total		109552.00	111,050.00	111,800.00
CAMPAIGNS, PROJECTS, EVENTS				
Campaigns and Projects		346.00	1,000.00	2,500.00
Events and Outreach		13,928.00	11,000.00	24,000.00
Publications		0.00	250.00	250.00
Coalition and Solidarity		479.00	400.00	400.00
Donations		2,400.00	2,000.00	2,000.00
Sub-total		17153.00	14,650.00	29,150.00
ADMINISTRATION AND OFFICE				
Audit		7,910.00	7,900.00	7,910.00
Bank Charges		1,916.00	1,000.00	600.00
Computer Supplies and Maintenance		2,912.00	2,500.00	2,500.00
Copier Services and Supplies		7,440.00	7,000.00	7,500.00
Insurance ⁽³⁾		5,040.00	5,000.00	5,000.00
Legal		11,530.00	6,000.00	7,000.00



Telephone	3,238.00	3,500.00	3,000.00
Repairs and Maintenance	3,295.00	3,500.00	2,000.00
General Office	6,262.00	5,000.00	5,000.00
Transportation	2,431.00	500.00	500.00
Advertising	767.00	750.00	750.00
Sub-total	52741.00	42650.00	41760.00

MEETINGS, CONFERENCES

Accessibility	346.00	500.00	250.00
Annual General Meeting	1,552.00	1,500.00	1,500.00
Board of Directors	3,970.00	3,000.00	1,500.00
Class Assembly	1,281.00	750.00	750.00
Executive Meetings	603.00	500.00	800.00
Staff Meetings	0.00	200.00	100.00
Other Meetings and Conferences	252.00	300.00	100.00
CFS Meetings	9,763.00	10,000.00	7,500.00
Sub-total	17767.00	16750.00	12500.00

ELECTIONS AND REFERENDA

Notices	1,000.00	1,000.00	1,000.00
Meeting of Assembly	100.00	100.00	100.00
Sub-total	1100.00	1100.00	1100.00

HUMAN RESOURCES

Salaries and Benefits ⁽⁴⁾			
Executive Honoraria ⁽⁵⁾	38,846.00	36,000.00	37,000.00
Salaries and Wages ⁽⁶⁾	181,242.00	180,000.00	180,000.00
Employer Contributions			
CPP	7,005.00	7,000.00	7,000.00
EI	4,257.00	4,250.00	4,250.00
RRSP	2,258.00	3,000.00	4,000.00
Payroll Service	1,838.00	1,900.00	1,200.00
Health Insurance	6,424.00	6,000.00	6,000.00
Other	15,323.00	500.00	250.00
Sub-total	257193.00	238650.00	239700.00

MISCELLANEOUS	0.00	5,000.00	5,000.00
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TOTAL OPERATING EXPENSES	567,014.43	537,850.00	551,926.15
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SURPLUS (DEFICIT)

-10,607.50 500.00

545.59

Notes:

- ¹ These monies are remitted directly to OPIRG and CFS.
- ² Scholarships & bursaries are awarded by Admissions and Awards
- ³ Insurance includes Director and Office Liabilities
- ⁴ Obligations under the Collective Agreement
- ⁵ Approved by Board of Directors in 2015, executives receive \$500.00/month base honorarium, \$25/month cellphone allowance.
- ⁶ Represents salaries and wages for (1) Executive Director, (1) Administrative Assistant, (1) Events & Coordinator, (1) Campaigns & Outreach Coordinator (1) Health Plan Administrator, (1) Member Services Coordinator (1) Book-keeper, (4) Infoclerks