

**Students' General Association  
Emergency Board Meeting  
Sunday, December 11<sup>th</sup>, 2016  
1:00 PM**

***Chairman of the Board: Roberto Bagnato***

Roberto: **Call the meeting in order**

Moved: Abraham

Seconded: Astrid

Roberto: **Approval of agenda**

Moved: Rachel

Seconded: Graham

Carried

Roberto: **Approval of minutes**

- Tabled until January

***Information Items***

1. Email with letter sent to VPSL

Roberto: On December 5<sup>th</sup>, 2016, there was an email with a letter sent to the VPSL with concerns that outlined the following topics:

- 1) Frost Week
- 2) Hours
- 3) Communication

This letter was signed by the President and CEO, Kraymr Grenke. Kraymr, would you like to explain this letter or prefer a general discussion?

Kraymr: General discussion instead of explanation.

Roberto: Daniel, would you like to state your side/ concerns?

Daniel

Concern: There were no actions done prior to giving the letter. There was no executive meeting called. In regard to the communication, Daniel states that he has communication open 24/7. In regards to his hours, Daniel states that the two other executives were aware of the hour exemption and during the debate were also aware of his availability for the upcoming year.

Astrid: Last year, there was a meeting in regards to exempting Daniel's office hours. At that time, it was agreed upon that we will make a special exception for Daniel and exempt his office hours.

Connor: I would like to agree with Astrid. This was known by the Executives last year and knew going in this year.

Kraymr: I am aware of this. There was an email conversation between Astrid and Nick that talked about the exception for the VPSL.

Laura: Reads Daniels contract out loud and states the requirements. With the exemption, what hours do work for you?

Kraymr: You will have to ask Daniel for his availability

Daniel: I can do any time after 6.

Roberto: Does that work with the office?

Kraymr: I will discuss this with the office and get their input on it.

Astrid: In regards to Alyssa, is her role to work with the staff? Is the issue she doesn't do that or she doesn't meet hours or required work? What does she do?

Daniel: Alyssa attends meetings for me that I cannot attend. She also organizes things for me that I can't.

Kraymr: I don't even know if she works for us.

Astrid: Has she not been paid?

Kraymr: Last time she was paid was in April. What meetings has she attended?

Daniel: Meetings with Huntington, Thornloe and Humans of Laurentian.

Kraymr: Isn't Humans of Laurentian a club?

Astrid: It is a club. It's under the University.

Daniel: The SGA looks after it. Daniel explains the SGA's role in running it. Alyssa also contacts different business that he can't because he's in school or in placement during business hours.

Abraham: We're not using our resources efficiently. If it has to do with contacting businesses, Jason can do it. He contacted different businesses throughout the summer and in my opinion, did an excellent job.

Daniel: This isn't sponsorship or vendors.

Kraymr: Jason is versatile when it comes to work. He can do other tasks outside of sponsorship.

Daniel: But Jason is busy with you and helping out other people in the office.

Kraymr: He can help if needed. You don't use our staff efficiently.

Daniel: Is this meeting about Alyssa?

Roberto: Would she be getting paid bi-weekly or monthly? I would like to put an action item on the table.

### **Action Item – Alyssa needs to get paid**

Astrid: This could be a conflict of interest because she would be staff and on the board. I think the action item should be:

### **Action Item Suggestion – What should we do with Alyssa**

Kraymr: This is not the boards discretion because this is Amanda's job. Amanda takes care of the staff.

Roberto: I want to focus on the letter but should we look more into Alyssa's role?

Daniel: Alyssa is doing a good job. He can't do certain task because he's teaching or in class.

Astrid: In regards to Human's of Laurentian, why is it run under the SGA instead of running under a club?

Connor: We're not talking about Humans of Laurentian.

Kraymr: Anything to do with staff and their roles is a staff issue and looked after by Amanda.

Roberto: Let's look at the letter.

### **1) Lack of communication**

Kraymr: Daniel and I have talked everyday but this is more of an issue with the office. The office has no ideas what's going on. An example is with Alyssa not being paid and the COO

(Amanda) not being aware of it. Amanda didn't even know if she worked here or not. Amanda had a conversation with Alyssa and discussed her role with her. In regards with Frost Week, we talked about the dates but the office felt their opinions were pushed aside. The office feels their opinion doesn't matter and when they get notified about an event with no time, the quality of the work won't be at the level that we want it to be.

Daniel: Alyssa didn't bring up not being paid to me. Everything that came from the idea of Frost week came from the office. I talked to the girls about Frost Week and got their input on it. I talked to Residence and Voyaguers Rec in regards to Frost Week to get their opinion.

Kraymr: The ideas that are currently in placed they feel is not feasible.

Daniel: Some ideas that have been thrown out wouldn't work out. Like a snowball fight wouldn't work out, you can't organize something like that and also get a group of students to attend.

Abraham: Agrees with Kraymr that the communication is not there with the office. Maybe it would be beneficial to bring Alyssa into the office.

Kraymr: The office just wanted a open discussion.

Daniel: You could have booked an executive meeting.

Kraymr: We're not having a shout match.

Astrid: Why wasn't there anything done before the meeting?

Rachel: He's had good meetings with pride after 6 pm.

Laura: Do you guys have weekly meetings? If so, Alyssa needs to attend or someone has to.

Kraymr: The staff has weekly meetings on Tuesday mornings.

Laura: Maybe you could change the time of the meeting so Alyssa can attend. What are your class schedules.

Daniel: Monday – Friday all day.

Astrid: Isn't the office all set up on Google Drive? Can they just comment on the work? Why can't they do that?

Kraymr: That's a staff issue. There is a staff meeting on Thursday after 4.

Andrew: Brings up Alyssa being an issue and states that the letter is a warning letter.

Kraymr: This is not a letter of discipline but just concern. This is input from students and staff that I am addressing.

Astrid: This letter does not look good on the SGA.

Abraham: This letter is between us and will never see the light of day.

Kraymr: This letter will never be discussed outside of the board.

Daniel: Complains from student and staff... this is 2 different things.

Connor: Who are the students?

Kraymr: I am not disclosing but students have had issues because you're not in the office.

Daniel: My number is on my business card

Astrid: How many students complained?

Kraymr: Doesn't matter.

Roberto: Make sure Alyssa attends every staff meeting. You need some form of representation. You need to have meeting with staff too.

Astrid: Is it possible for the staff to start later one day?

Laura: No they have set hours in their contract.

Roberto: Set executive meeting for next semester.

Andrew: Depends on how much content you have but at least have it every other week.

Kraymr: You think we run some form of dictatorship. This is not true. You need to use the staff.

Daniel: I don't need all of the staff

Connor: The point is staff need to know or be involved. They need to be included.

Kraymr: A lot has to do with promotion before the event and they need to know with enough time so push out the content.

Abraham: In the future, we need a game plan for each event.

Daniel: Promotion could be done during the break online. Online promotion works a lot better than offline.

Kraymr: But when will the promotion material be worked on and completed?

Daniel: When things are not stopped.

Astrid: You need to know what's going on before being planned.

Andrew: You need to know where the money is going

Daniel: Planning things takes months. This include things like finding the right performer

Andrew: That's fine but that's a lot of money

Daniel: If you keep stopping the ideas or we continue to just discuss things, we will lose out on the acts. I've had discussions with Amanda.

Kraymr: She's raised concerns.

Daniel: What concerns? We talked about it.

Laura: We have to remember what we do on the board level. We do not have say on day to day operations of the business. We make the recommendation that Alyssa or Daniel attend a meeting and they have executive meetings. It is the staff's role to handle day to day operation or things that have to do with event planning. There also needs to be set office hours for the VPSL so students can access him.

Connor: We as a board have to state if it's okay to modify his hours

Andrew: We need to take this seriously for people in the future.

Astrid: Right now, let it be okay but for the future, no.

Roberto: So recommendation is business hours is excused. What do you guys think of the meeting for communication. Would the meeting be okay?

Astrid: Advertise to the students that he's available after certain hours like have office hours at certain times.

Roberto: Set a time so the staff can let students know.

Kraymr: Are you here for Frost Week? What about Model of Parliament?

Daniel: Yes, I am here.

Astrid: Can you elaborate with him being disrespectful?

Kraymr: Through staff, with his tone and messages.

Roberto: The staff need to have that conversation with that message.

Astrid: Should we have an action item on whether if the events should be stopped or not?

Kraymr: This is a letter of concern. I didn't expect it to blow up.

Daniel: It was more of a letter of warning.

Astrid: When you halt event planning, you stop him from doing his job.

Roberto: As a board, in the future, we have to see if the executives still want him to plan events.

Kraymr: The week that you put forward does not work.

Daniel: Explains the events put forward. Ex: Yoga and the time of each event.

Kraymr: These events are representing us. We as a team. We're working together as a team. You need to use our team.

Daniel: A lot of our events don't require our staff. An example is with the Yoga, that is Campus Rec. They are the one's running the event. We don't need to use our resources there.

Kraymr and Abraham: It's a SGA Week. We cannot have another week like Welcome Week

Daniel: What was wrong with Welcome Week?

Connor: We're talking about Frost Week, not Welcome Week. Why is this the first time we are hearing Welcome Week had issues. This is pointed towards Kraymr. Communication is a two-way street.

Roberto: This is a SGA Week, follow up with them and make sure someone is at those events. This is a staff role though and not a board. The last thing we have is to have a bad event and it looks bad on the SGA. Utilize the staff and get someone to those events to make sure we support it.

Graham: From a visibility standpoint, it is important to have someone there.

Astrid: We haven't got to the point to coordinate people to go to events because the event is stopped.

Roberto: It looks like the staff wants to know what there's role in the event.

Kraymr: Our office is good in a sense that we have a very diverse group (Graduates, going to different schools).

Roberto: Are there any last points?

Astrid: We have the V-crew.

Jason: They are not existent at this point.

Daniel: Didn't know about the V-Crew being not existent or survey being pushed.

Roberto: Action Items put forward:

- 1) Daniel to keep planning events**
- 2) Daniel have power to plan event**

Roberto: After that, it is up to the Executive Council.

Laura: We have to make sure we don't over step the board. Can the board over the executive 2/3?

Astrid: I thought Daniel was suspended with pay but seems like that because he can't do his job.

Roberto: Suspended with pay and halting events are 2 different things.

Astrid: It's getting close to that.

Andrew: 2/3 of the Executive voted on that though.

Kraymr: Used the word temporary and that he wants discussion. Temporary hold.

Daniel: The 14<sup>th</sup> is too late. He could have had an Executive meeting.

Connor: It's not on Daniel shoulders. You did your best.

Astrid: 7 days of planning a event is not enough.

Kraymr: This Frost Week will happen.

Daniel: Tell me when this week will happen.

Kraymr: That week.

Daniel: That's not enough time to get the promotion material done and get everything organized.

Astrid: Let's make an action item to decide when the Frost week will happen.

Kraymr: We will not talk about this until talking to the staff. Staff want to see this happen but need to be involved.

Astrid: This letter was sent on December 5<sup>th</sup>, we already lost a week.

Kraymr: I have faith that our staff can do it. We will have a consensus on it tomorrow.

Roberto:

**Action Items:**

- 1) Ensure Alyssa is paid**
- 2) Daniel sitting with Alyssa so her role is clear**
- 3) Exception for Daniel's office hours**

**Recommendations:**

- 1) VPSL to attend weekly meeting**
- 2) Weekly or bi-weekly Executive meetings**

Moved: Connor

Seconded: Astrid

Abstained: Daniel

Andrew: Is there a recommendation on if he can still plan events?

Kraymr: We will determine tomorrow.

Roberto: Other business

Astrid: The French newspaper wrote an article that translates about the wording on SGA in there and states we are Anglophone which isn't true. I have already talked to the editor about it but this seems like a way to get people to switch.

Kraymr: I am more than willing to write a letter. In the future, the SGA will write and send a letter.

Astrid: A lot of valid points. The person who wrote this is a board member on the AEF.

Kraymr: At this point, them switching does not matter financially. Five months from now, it will not matter either.

Astrid: We should make it more clear that we are bilingual.

Kraymr: We will make it more on a PR note to make it clear. By law Friday: this will not be an issue. Next year, new students will be based on language and high school. 2018 will be different:

Went pure based off language: 5250

Preferred language: 5280

Hybrid: 5109

Abraham: How will it show?

Kraymr: Webadvisor is going to be revamped. The University bought a new code for the system but will take some time to be implemented. We have also chosen an architect to build the student centre. This architect has done work on the buildings on campus and they are not bringing any ideas. All the ideas will come from us but it still has to follow some of the University look. Last thing, the Bookstore survey is out and the RFP is out to make it better.

Connor: Why are we doing a RFP for the bookstore?

Kraymr: It's for the provider. We are hoping to be in the driver seat and want more Voyager brand.

Roberto: Any other business?

**Motion to Adjourn**

**2:21 PM**

**Moved: Abraham**

**Seconded: Connor**

**Sustained and Carried**