



Association étudiante de l'Université McGill

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.

Students' Society of McGill University

Located on Haudenosaunee and Anishinaabe, traditional territories.

ssmu.ca | (514) 398-6800 | 3600 rue McTavish, Suite 1200, Montréal, QC, H3A 0G3

MOTION REGARDING AN INTERIM PROVISION TO THE INTERNAL REGULATIONS OF STUDENT GROUPS

Submitted for: 2024-08-14

Submitted to: Board Of Directors

Document no.: BOD-PUB-MOT-2024-08-20-003

Moved by: Dymetri Taylor

**Current
Status:**

FOR APPROVAL

APPROVED

POSTPONED

COMMITTED

NOT APPROVED

Seconded by: Pauline Jolicoeur

Issue

The SSMU must be in Compliance with the Collective Agreement (CA) by September 2024. This means that all regular part-time employees must follow certain hiring and removal processes, which includes all Services employees. To make sure the CA is followed it is integral that we add this information to the IRs of Student Groups, so that all parties are aware of the implications of the CA.

Background and Rationale

Now that we have officially signed the new Collective Agreement (CA) with the Union the SSMU is required to follow certain guidelines for the hiring and removal of all regular part-time employees by the beginning of September 2024. This applies to certain SSMU office staff but also all Service employees. In order to make sure that these guidelines are followed and understood by Services it is necessary to include this information in the IRs of student groups. It is important that both the SSMU and other Service Employees are aware of this information so that all parties comply with the CA. This is necessary for four (4) main reasons:

1. This will help provide a documented trail that the SSMU is following the CA.



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2. Such transparency will also make it easier for Services to know who to contact when issues with service employees arise, allowing us to help resolve issues much quicker.
3. This will also make it clear that all Service employees are part of the Union and are protected in certain ways.
4. If added to the IRs Services will know that they have to follow these guidelines otherwise they could be sanctioned.

It is important that the Services are informed of these changes to the IRs with enough time before the beginning of the school year. In order to give them more notice I wanted to pass this as an email motion instead of waiting until August 20th.

Alignment with Mission

The SSMU must comply with the CA that was signed in order to protect the rights of all our regular part-time employees and serve our mission of equitable hiring and removal of paid employees.

Overview of Proposed Amendments

Add the following highlighted sections to the IRs of student Groups:

- **2.y. Union:** the Canadian Union of Public Employees (CUPE) Local 5447.
- 9.2 Human Resources
 - 9.2.1 All regular part-time employees of the SSMU are members of the Union and their standards of employment must adhere to the most up-to-date collective agreement.
 - 9.2.2 Hiring of Service Employees
 - Services may not hire staff without the written approval of the Vice-President (Student Life). All hiring of regular part-time employees on behalf of Services must be conducted through the Society's Human Resources Department in accordance with hiring policies set out for Services and and must adhere to the standards of the most up-to-date collective agreement with the Union.
 - 9.2.3 Disciplinary Action Against Service Employees
 - a. The SSMU Human Resources Department holds exclusive authority to issue disciplinary actions, up to



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and including termination, for all regular part-time employees of SSMU Services. All such actions must adhere to the standards of the most up-to-date collective agreement with the Union.

- b. Concerns regarding any paid employee of an SSMU Service can be directed to the [SSMU Human Resources Department](#) by any member of the SSMU community.

Consultations Completed

All of June and July, the SSMU Office of VP Student Life has been working with the **Equity and Policy Specialist** (who is also currently helping with the organizational restructuring plan), **the Policy Advocacy Coordinator, the Governance Manager, and the General Manager** (who is leading an organizational restructuring plan) to make changes to the Removal Clauses detailed in the Constitution Template we give to all Clubs and Services. This template has already been distributed in case any Student groups want to change their constitution. Through this working project we also created a “Removal Clause for Paid employees”, specifically for Services, detailing how the process should function. Adding this specific clause to the IRs of Student Groups is pertinent in making sure all HR and CA guidelines are followed by SSMU and Service members.

Conducted multiple in-person consultations throughout June and July with a **Service Representative from the UGE** about why a change to the IRs of Student Groups makes more sense than making changes to all individual constitutions of Services.

1. This would allow for all the information to be centralized in one place for all SSMU members to access easily.
2. If the CA is updated it would be easier to just change one document than all 18 Constitutions.

All the proposed changes have been reviewed by the **Governance Manager** to make sure that they make sense within the context of SSMU documentation. She approved the proposed changes on 08/12/24.

All the proposed changes have been reviewed by the **HR Consultant**, who is helping with the organizational restructuring plan as well as making sure that these processes align with the Collective Agreement. She agreed with the proposed changes through email on 08/13/24.



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All the proposed changes have been reviewed by the **Executive Committee**. They agreed with the proposed changes on 08/13/24.

Risk Factors and Resource Implications

Not amending these changes to the IRs will hinder the SSMU's ability to comply with the Collective Agreement.

Sustainability Considerations

There are no sustainability considerations.

Impact of Decision and Next Steps

If approved at the BOD level these changes will be added to the IRs as an interim provision for a year and all Services will be notified by email of this change.

The Vice-President (Student Life) will also make sure that this Interim Provision is updated on the SSMU website.

Once Legislative Council begins the Vice-President (Student Life) will submit a motion to add these changes as an official change to the IRs.

In addition, when the Services Committee begins Vice-President (Student Life) will work to make sure all current Service Constitutions are up to date and do not contradict the IRs.

Motion or Resolution for Approval

Motion to amend the IRs of Student Groups as an Interim Provision lasting from **08/16/24 to 08/16/25**.

Results of the Vote

In favour	(5)
Opposed	(1)
Abstain	()
