



MEMO

From the office of the...

Finance Commissioner

TO: Members of the Executive Board
FROM: Daniel D'Angela, SRA Finance Commissioner
SUBJECT: EB 14-25
DATE: March 11, 2015

Dear Members of the Executive Board,

I hope you are having a good morning. I am writing today to pass along the Finance Committee's Commissioner Summer hours recommendation. After thorough discussion and consideration, the Finance Committee recommended that our 6 Commissioners receive Variable Capped hours, up to 100 for the summer term. This change came from a recommendation from the President, Teddy Saull after his consultation with each commissioner. Here is the committee's reasoning for agreeing and supporting President Saull's recommendation.

First, this increase in hours is an investment; an investment in our employees. Currently there is a soft expectation commissioners work during the summer. However, this does not prevent commissioners from completing significant amounts of work and preparing for the upcoming year. By paying our commissioners, we are creating a fair system for compensating our employees for their work and dedication. This will allow the commissioners to complete more work during the summer, because they will be fairly and accurately compensated. This will improve productivity throughout the summer and by extension, the entire year.

Secondly, this recommendation still provides flexibility for Commissioners. If, due to different commitments, a commissioner is unable, or chooses not to, work during the summer months, they will not receive any compensation. If a commissioner is available and willing to invest this time, they will be able to claim upwards of 100 hours of work during that term, an average of almost 6 hours per week. We believe that this provides flexibility and fairness to Commissioners, much more than fixed hours per week. It allows for an accurate and fair system to pay commissioners for the work they do, while also allowing individuals who cannot invest that time to be effective commissioners during the year without being over compensated during the summer.

This recommendation is also based on past precedent for summer remuneration for other MSU employees. Currently, many employees, including many PTMs, make 100 variable capped hours, 12 PTMs and Service Coordinators exactly. Also, the Speaker uses this system for their summer pay, and their summer hour request was passed at SRA 14G, showing that there is a strong precedent and system in place for commissioner requests. This process will be identical.

Overall, I believe that this potentially \$7200 investment into paying our commissioners is fair, flexible and cost effective. It will make our committees more productive in the summer, and thus more productive during the day. Overall, I believe our committees could be even stronger catalysts for change in this organization, and this small, effective modification will be that first step. I encourage the Board to pass this motion.

Please feel free to ask for any clarification and for further understanding

Your Friend and Neighbour

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