



Wilfrid Laurier University Students' Union Meeting of the Board of Directors

Location: Students' Union Boardroom, Waterloo
Date: January 12th, 2017, 6:00 PM

The Strategic Ends of the Students' Union

The Organization exists to represent, advocate for, and support the primary stakeholders, the students of Wilfrid Laurier University, and to provide them with a holistic university experience and an enhanced student life. The costs of these benefits will be justified by the results.

In no specific order of priority, students will benefit from:

- An affordable, accessible, and high quality academic experience
- A safe, sustainable, and empowering environment
- Diverse and inclusive social interaction
- Products and services that cater to the financial needs of students

Start	Duration	Agenda Item	Type	Presenter
6:00 PM	6:00 PM	Call to Order	adm	Chair Plummer
6:00 PM	6:01 PM	Adoption of Agenda	D	Chair Plummer
6:01 PM	6:01 PM	<u>Adoption of Consent Agenda:</u> Monitoring Reports: EL#2d, #2e, #2f, #2n		Chair Plummer President Brar
6:01 PM	6:02 PM	Adoption of Minutes: November 7th, 2017	D	Chair Plummer
6:02 PM	6:03 PM	Regrets	adm	Chair Plummer
6:03 PM	6:04 PM	Conflicts of Interest	adm	Chair Plummer
6:04 PM	6:10 PM	Comments from the Chair of the Board & CGO	fi	Chair Plummer
6:10 PM	6:20 PM	Items Pulled from the Consent Agenda	D	Chair Plummer
6:20 PM	6:35 PM	#LaurierVotes Expectations	fi	Director Naeem
6:35 PM	6:45 PM	<u>Committee Updates:</u> Ownership Linkage Committee/Elections Involvement	fd	Director Hakim
6:45 PM	7:05 PM	Strategic Discussion: Board-Elect Training/Mentorship Program	fd	Chair Plummer
7:05 PM	7:10 PM	Announcements	fd	Chair Plummer
7:10 PM	7:10 PM	Adjournment	D	Chair Plummer
Total	1hr10min			

REMINDERS:

- 1) The next Board Meeting is January 26th at 6:00pm on the Waterloo Campus
- 2) Make sure you promote the #LaurierVotes Elections, January 30th, 31st, and Feb 1st!

LEGEND:

- fi, For Information
- fd, For Discussion
- D, Decision required
- adm, Administrative task

Present: Tarique Plummer, Michael Del Bono, Kevin Bonnell, Zemar Hakim, Idris Omar Hassan, Talha Naeem, Joseph Small, Ricky Liu, Klaudia Wojtanowski, Kanwar Brarr, Stephanie Bellotto, Courtney Collard, Ilana Roitman, Emily Rezkalla, Moumita Paul

Regrets: Phil Champagne

Guests: Ian Muller, Adam Kovacs, Chris Turner

1. Call to Order

Chair Plummer

So, we call this meeting to order at 7:29 pm on November 7th 2017 in the board room of the Fred Nichols campus center in Waterloo. We acknowledge that we are on the traditional territory of the Neutral, Anishnaabe, and Haudenosaunee peoples.

2. Adoption of Agenda

Motion 1 (Hakim/Bonnell): Motion to approve the agenda package as amended

Vote: 10-0-0

Result: Motion Pass

Chair Plummer

Can I get a motion to approve the agenda package as amended with the three following changes: one, the removal of the agenda package distribution, the board disciplinary issues and also in the reminder section, number one, that the Board meeting November 21st will be in the Brantford campus?... Now as it relates to discussion on the matter let me just reveal that these two items were put forward by Director Hassan. The first agenda package distribution speaks to the timeline to which the packages are distributed and the second items speaks to the Board conduct, which is one of the parts of our GPs. The reason that we are moving these items is because they were added prematurely. These items will be part of the evaluation process for our GPs or our GP b, GP d and GP e in our next Board meeting, so there is no need to have repetitive discussion. Since it is already scheduled for that Board meeting we can have it then. For the next reminder, the Board meeting will be on the Brantford campus on the 21st, so just an error on my part. Any further questions?

Director Small

Pardon my Chair Plummer I would like to make a further amendment to the agenda package. I would like to remind the Board that at the last meeting the Board tabled approval of the Finance Committee's mid-term report. I did not see an entry in the package to approve or motion approval of the package, so I would like to have that added to the agenda.

Chair Plummer

So, the Board tabled for discussion or tabled for approval?

Director Small

Tabled for approval

Chair Plummer

At this meeting?

Director Small

At the previous meeting, I believe it was October 24th, the Board tabled approval. So, the Finance Committee mid-term report has yet to be approved, and I don't see a section or a timeslot on this month's agenda package to approve the package.

Chair Plummer

I will just comment on that. So, it is in my updates that I am going to review shortly and bring to the table at the November 21st Board meeting after going through another series of steps to ensure that we have a separation from the recommendations versus the entire report to be brought back to the Board table. Now, based on my understanding of what happened at the previous Board meeting, I am not sure whether it was tabled for discussion or tabled at this November 7th Board meeting. Since that was not officially communicated to me, then I put it down for November 21st if that is acceptable? That provides us with more than adequate time to bring back something thorough and robust to the Board table. Thank you, Director Small. Any further amendments?

3. Adoption of Minutes: October 17th, 2017

Motion 2: (Wojtanowski /Liu): Motion to adopt the meeting minutes from the October 17th Board meeting

Vote: 10-0-0

Result: Motion Pass

Chair Plummer

Can I motion to adopt the meeting minutes from the October 17th Board meeting?

4. Regrets and Absences

Chair Plummer

Unfortunately, ED Champagne could not be here today; however, his updates will be presented by President Brar who is well equipped on his behalf.

5. Conflicts of Interest

No conflicts

6. Payroll System change

Motion 3: (Wojtanowski /Bonnell): Motion to approve pay-roll changes

Vote: 8-0-2

Result: Motion Pass

Chair Plummer

We will be having a presentation by Chris Turner and President Brar will be able to assist in this particular regard. At the end of the presentation we will then put forward a motion to approve the payroll system change, which has to be seconded and then we

will have further questions that need to be asked, final vote and then we will move forward.

Chris Turner

I will just stand up here so everybody in Brantford can see me here. So, there is a briefing note included in your package that I think was pretty in depth so I won't go to much more than what you see here. Just so you understand, we as a Students' Union, between students and full-time staff over the course of the year employ about three hundred different individuals and on any one payroll we could typically have to process pays for 225 to 250 people, so it is a pretty big process. We use to do it internally, we use to have a person here who did it in our own accounting system. She left the organization and at that point I realized that because we have a fairly small staff, it's hard to have backup for everything that you do, if the main person left than you can just slot somebody else in. So, at that point in 2015 we just outsourced it to ADP. So, we provide then with every payroll file that contain all the part-time people, all the full-time people, the hours that they worked in the previous two-weeks, and then they process the payroll, transmit the money into all their bank accounts, produce T4s at year end, produce records of employment for people who leave the organization, pay all our payroll taxes on behalf of the organization and it has worked fairly well. Where we have run into problems, and the reason we are here now, is that our organization is really unique in the sense that every year we have this on-ramping of new employees in September when we hire for Wilf's and when we hire for the U-Desk and Turret Staff and William's, Golden Grounds, and so we are always, constantly, every year a whole bunch of people and then terminating people at the end of the school year. Even in January when the Winter terms starts we hire a whole bunch of new people for Wilf's, terminate people and the other unique aspect of our organization is that we have certain individuals who are both hourly, so they may work in Wilf's and occasionally they are salaried employees with the Students' Union because they have another role, and what we found was that ADP is probably better suited for an organization where you would get setup and you would have a base of employees and you would add or subtract a person here or there as they leave the organization and not so much for what we have here, where we are 100 new people every Fall, terminating people every Winter and they don't seem to handle the part-time versus the full-time hours for multiple individuals. So, what we are looking at is a different solution with Ceridian. It's a cloud-based solution, it's a lot more above and beyond the simple pay-roll system, we can do some pretty neat things for it with Wilf's that a lot of times students need to trade shifts all the time because they have exams coming up or an important class they have to attend, there is actually software that lets them trade shifts amongst themselves. Right now this is all done verbally or on paper and it is kind of a "mish-mash," so that is really neat. And down the road there are more options to get into HR related functions. One of the things that is always tricky for us is issuing T4s is because people have a Waterloo address, they have a home address, they may have an address where they are off on a co-op term and we often never know where that T4 needs to go and so we will get dozens of calls every year- I never got my T4, can you send it to me to this email or this address! So, anyway this system allows people to go on and get their own emails. So, the reason it has come to the Board is that to implement the new system there is a one-time cost that is greater than that 10,000-dollar threshold that the Board would need to approve on and that is the time and effort on behalf of

the company to implement the product. We have already go operating budget money associated with the ADP that we are currently using, so we don't need to budget anything new other than it will cost us, I think I said here, \$3000-to-4000 more per year which we can find easily in our operating budget. It's the one-time implementation cost that is anywhere between \$10,000 and \$12,000, and I can't be any more specific for that as the time implementation is time related. So, if it only takes 3 months it will be \$10,000, if it creeps up to 4 months to get it fully implemented then it will be closer to \$12,000, and same with the annual operating cost, we pay them based on the number of employees in the system, so we never know how many employees are going to be active in the system at any one time so that is why I estimated the cost at 2000 to 4000 dollars more a year. So, again the reason it is brought here, before we can make changes, the Board has to approve that one time capital cost for implementation which is greater than \$10,000, and I think I said in here that we are able to find that money because we have had a number of staff vacancies this year – positions that were budgeted for people to be here for the full year but for whatever reason they are not here right now, so we have saved money on those positions and can use those savings to pay for the implementation costs. So, that is it, I will now open it up to questions.

Chair Plummer

Just before we take questions, can I have a motion to approve pay-roll changes... Those who would like to be added to the speakers list please raise your hand...

Director Hassan

Thank you. First, can I request that the camera be moved a little bit in that direction so that we can see everybody because we can only see the outside door

Vice Chair Del Bono

It would be towards your left

Chair Plummer

Perfect! We do apologize for that

Director Hassan

Thank you very much! So, I have a couple of questions if that is okay with the Chief?

Chair Plummer

Fire away

Director Hassan

Alright, so the first question is this company that you guys are interested in switching into from ADP to this new company, this new company was the company that you did research initially in 2015 when you first decided to go with ADP, so the first question would be that was the perfect opportunity instead of switching back and forth, so why did you not choose this particular company? And the I have a follow-up question

Chris Turner

A couple of reasons, we though the products were similar at the time, the product that we are switching to is actually a new product that was introduced about a year after we reviewed Ceridian, so it's a little different, it has a little more functionality and has probably three to four main functions that we didn't see the first time around and at the time we made the decision we really weighed heavily on the pricing of the product and I even think back then the ADP option was 4000 to 5000 dollars cheaper on an ongoing basis than the Ceridian product and there wasn't enough difference at that

point in time to justify the increased cost and now we think that what we are getting with the Ceridian product it more than justifies the increased costs.

Director Hassan

OK, so, my follow-up question is outside of this new company have you guys done any new research to compare any other company out there that may have better options or similar options? So, you don't have a similar issue in two years

Chris Turner

We looked at a third company they are called Pivotal and they, from what we have seem, were a similar product closer to Ceridian than ADP in having a bit more functionality but not quite where Ceridian was and that was part of our initial review. So, those were the three companies that we reviewed, there aren't a lot of companies that provide this service so there is not a whole bunch more that we could have looked at and those were the three that we did look at.

Chair Plummer

Director Hassan was that it?

Director Hassan

Yes, thank you

Director Naeem

So, my question is that since the payroll department is outsourced what I am thinking is that we have some very talented students on almost both campuses that are accounting students, so have you ever thought of creating student opportunities for such roles? Is that a possibility? Is that an option that has ever been considered?

Chris Turner

We haven't really considered it for a number of reasons in that because it is an ongoing process that needs to happen on a consistent basis to bring somebody up to speed, to have them trained and then the next year they are gone and have to do that all over again would be very cumbersome and difficult because by the time you get comfortable with it, it would take probably a number two to three months to be comfortable, then you would switch over and then they would be gone. The other factor is the confidentiality around the payroll and banking information and not to say that a student would not be good with that it is just something that we try not to let more people look at it than absolutely necessary. For those two factors, we really haven't considered student involvement with the process.

Chair Plummer

Director Naeem are you satisfied?

Director Naeem

If you are asking for my personal opinion I will always, that is kind of true of every position, like what about the President's position for example, it takes a few months for the President to get adapted – that is my rationale. How about a co-op, a position that offers co-op opportunities for students who are eight months or something like that? There are students over hear who would love to have co-op opportunities, I think this is a part of the strategic plan, but nevertheless the arguments that are made are strong arguments but we are kind of doing that with all the over positions as well.

Vice Chair Del Bono

Awesome! Thank you again for the presentation, it was fantastic, of course the agenda package included here. My first question, I will save my second question until later so that other people have an opportunity to speak, you mentioned that we had problems

with ADPs payroll processing product and so as of now do you know any potential problems that we may face with Ceridian's product because I only heard possible?

Chris Turner

As I think all of you will find as you work in your careers and start in positions it is just like anything when you bring in a new product it's all shiny and new and you only know the best of the best for it, I am sure some stuff will crop up. As part of our due diligence though we talked to a local company in Kitchener that is currently using it to discuss their happiness with it and functionality and based on that conversation we were satisfied that it's the right route to go.

Director Liu

My question is answered

Chair Plummer

Lovely. Director Small

Director Small

I've got a couple of questions if you don't mind, Chris could you elaborate more on the service transition process from ADP to Ceridian. My concern is that the briefing note says that there will be a certain delay process between the termination of our services with ADP to the beginning of our services with Ceridian, but my concern is will there be a possible layover period where the organization I receiving no payroll services at all and if so does the organization have contingency for that?

Chris Turner

No that won't happen and what typically happens, so these two companies are the two big players in the field and so they have clients that will switch back and forth all the time, so as much as they are competitors they know that happens so they have processes in place to work with each other and I believe what happens in this case is while we are still with ADP we will do what's called - for lack of a better term - shadow payroll with Ceridian. So, the actual payroll for a two week period will be processed by ADP as we are going through the transition process but in the background Ceridian will run a payroll, just a sample payroll and then we will compare the numbers between the two and make sure that the two numbers that actually happened with ADP would have happened if we ran Ceridian and they will run that for a couple of pay periods to make sure everything is okay and then it just goes the past pay period ends for ADP then we move to Ceridian for that new one so there is no lag time in between.

Director Small

Okay. You wouldn't anticipate any payments delays for employees of the organization.

Chris Turner

No

Director Small

Okay

Chair Plummer

Any further questions Director Small

Director Small

One more if you don't mind. Has the forecasted implementation costs and operational costs we expect the organization going from ADP to Ceridian has it been accounted for in the 2017/2018 budget? The forecasted change?

Chris Turner

It wasn't anticipated for in the budget. So, that is why is the presentation I said we could find the one time money for the implementation from cost savings that we have had

from staffing changes, the implementation costs because by the time we get around to actually making the switch there will probably only be a couple months – two to three months – left in the fiscal year, so we are talking hundreds of dollars on a ten million dollar budget, so we will be able to find that operating cost saving even though it wasn't built into the operating budget this year. So, we are fine from the perspective.

Chair Plummer

So, so far on the speakers list we have President Brar, Vice Chair Del Bono, Director Bonnell, Director Hassan, is there anyone else who wishes to be added at this point in time? Lovely, seeing that there are none we will cap the speakers list.

President Brar

To Director Naeem's point we are actually exploring an option through the International Experience Program through the Careers and Co-op Development Center and they actually offer positions for one term for international students on campus. To Director Naeem's point there is definitely a possibility to give the career experience to a student to get the exposed to that, but I just want to reiterate Director Turner's Point regarding the length of it and how we are over turning year by year that is a concern, but looking at options to expose students to work experience.

Chair Plummer

Thank you President Brar. Director Naeem would you like to respond to that before we proceed to Vice Chair Del Bono?

Director Naeem

No, thanks

Vice Chair Del Bono

Referring to Ceridian product which is cloud-based, at this point do you have any knowledge of the levels of security that will be guaranteed with this product given that we have such a big focus on confidentiality?

Chris Turner

I can't get into the details because I don't know the specifics; however, Ceridian is used by a number of large corporations in both Canada and the United States and they have been around for 15 to 20 years at least, so I am quite confident that they're security is up to snuff. Ceridian is also big on employee assistance programs that deals with confidential employee information as well so, in that kind of whole field that they work confidentiality is important so, I don't have any concern about security issues.

Vice Chair Del Bono

Awesome, thank you. Just to clarify I didn't have any concerns either I'm just curious to see what we could pick up.

Chair Plummer

Last question, Director Hassan

Director Hassan

I was just thinking a little out loud, the individual who used to work for the organization leave this whole initiative of the organization looking outside. What is the possibility of going back and or hiring an individual or a team member who can be a part of HR who can take this responsibility. Maybe that can be a student who graduate in the accounting department, I don't know I am just thinking out loud. So, then at least we are giving opportunities to students; following up on what Director Naeem's point. So, can you tell me a little bit, if we go back to that original initiative would that be possible and what would be the difference joining this company or hiring an individual to be part of the HR team.

Chris Turner

Back at that point in time when the person left I had a number of conversations similar to the question you just raised and again our big reason for outsourcing was that payroll is something that absolutely has to happen every two weeks because people have mortgage payments and rent payments that they have to cover so, that is something that we can never not have covered within this organization and not to say that the person coming in would not do it, but if they ever turned around and left then we're left with that problem again and then we have to find someone else. So, it was that whole risk mitigation as to why we did it, also back internally our current system that we use for our financial accounting is called Sage, it is a small business accounting software package that has a payroll module built onto it that functionality that it provides for us is nowhere near what we could get out of this Ceridian system. So, while it could create an opportunity for a person in that role to do that, the product that they would be using would not be what we are looking for moving forward. Just because the Ceridian product is so much more advanced to what we have internally, so that was the other factor that swayed us to make that decision.

Director Hassan

Just a quick follow-up. The 45,000 dollars that you mentioned is that yearly, so every year 45,000 dollars plus two 4,000 dollars per year for that still to function. Am I getting it right?

Chris Turner

Yeah. The total cost will be, again I cannot give you the exact number because it depends on the number of employees that we have in the system, but is somewhere between 40,000 – 50,000 dollars per year to process the payroll on behalf of the organization.

Director Hassan

Just one follow-up and then other people will be able to ask. So, about 50,000 thousand dollars for this system to function, is there any way possible we can stay with ADP until the contract that we signed in 2015 is ending instead of renegotiating with the possibility of incurring a penalty for us to cancel that contract?

Chris Turner

I don't believe there is a penalty, all we have to do at this point in time is give them 90 days notice that we are about to make the switch and to be honest, by the time we give them the 90 days notice, we go through the implementation process we would probably be close to the end of a three year period anyway, but there was never when we did the initial arrangement there was never in the contract a time frame set as to when the initial contract ended, so just as long as we give them the notice we are okay to switch.

Chair Plummer

In light of the information that was just been revealed are there any more questions before we move to the vote? ... Thank you so much Chris you may have a seat.

7. Agreement Respecting Default Line of Credit

Motion 4: (Bonnell/Small): Motion to approve the agreement respecting the default line of credit and giving the CGO permission to sign it

Vote: 10-0-0

Result: Motion Pass

President Brar

So, in my letter to the Board in my acknowledgement of the loan we have with the University, the President and the Chair of the Board has to sign it based on the agreement that was actually signed when we first developed the loan repayment process, has been included in the agenda package and it is my formal request to allow Tarique Plummer to get the board to sign off on the Annual Acknowledgement of the terms of position as required by the actual agreement. The President is simply not allow the Chair to do that, it must get Board approval to let the Chair do that.

Chari Plummer

Are there any question of President Brar? One last time are there any questions for President Brar on the default line of credit? So far on the speakers list we have Director Small, Director Hassan...

Director Small

If you don't mind could Director Hassan takes the floor first?

Chair Plummer

That is perfectly fine. Anyone else who wishes to be added to the speakers list?

Director Hassan

Does this normally happen every year or is it every two years that we update the other thing?

President Brar

It is an annual acknowledgement so it is every year

Director Hassan

Okay, you can pass it to the next person

Chair Plummer

I am going to let Director Small speak and then I am going to wait a minute to let everybody process what has been said to see if you have questions before we move forward because I don't want us to rush before making an cordial decisions.

Director Small

President Brar, if you don't mind this question may be a little tangential to the main conversation but when I looked at the arrangement stated in Appendix B of Default Agreement on page 14 of the agenda package, I crossed reference those numbers with the budget summary of 2017/2018 and when I did so I observed surplus allocations of 427,000 dollars last year and 434,000 dollars the year before towards loan and interest repayment. Is the line of credit default arrangement the sole obligation covered by these payments to your knowledge?

President Brar

The reason for that is that in the past we have also made one time payments at the end of the year after the audit report is done, that put ourselves in a difficult financial situation to expedite that off any sooner, so that is the basis for that.

Director Small

And that is encapsulated in the ... the organization has reduced the debt load by over two million dollars – is that correct?

President Brar

Yes, we are under the five-million-dollar limit which is the cap to use more.

Chair Plummer

Are there any questions for this particular topic? Director Hassan... We cannot hear your Director Hassan could you please unmute the conference system

Director Hassan

So, is there anything that we need to know in terms of what's included in this document, are there any specific things that we need to be aware of before we give the approval to the Chief Governance Officer to sign this document on behalf of the Board?

President Brar

Aside from what has been presented, no. This is the University acknowledgement that the student leadership that comes into place every year based on the transition we are actually aware of the situation that the organization is in, and the Board needs to sign off on that. The numbers which are reflected here are accurate, this has been under our five-million-dollar limit and has been consistent with our payments and we have also made one time payments to, once we were satisfied with the auditor's financial situation, to make sure we would be financially strong.

Director Hassan

You mentioned that we increased to five million?

President Brar

We are under the five-million-dollar limit, yes.

Director Hassan

Was there any particular reason why we needed to increase it to five million dollars?

President Brar

No, no, our debt when we first took it on was over five million, we were eight to nine million dollars in debt about half a decade ago if not longer. So, we have moved under the five-million-dollar limit based on our payments and based on the University the understand was as long as you were five million dollars in debt we are not allowed to borrow more, but since we have moved under the five-million-dollar limit if we ever choose to borrow and take on more debt we are allowed to do that upon approval by the Board of Directors

Director Hassan

Thank you

Chair Plummer

Alright are there any further questions?

8. Auditor's Statements

Motion 5: (Hassan/Naeem): Motion to rescind the passing of the auditor's statement

Vote: 1-7-2

Result: Motion Fail

Chair Plummer

So, in the previous meeting based on my understanding the auditor's statement was past; however, based on a request, a formal motion, by Director Hassan who has put forward that motion for the passing of the auditor's statement to be rescinded or to be cancelled. I have checked with Robert's and he is perfectly able to put forward that motion for the passing of the auditor's statement be cancelled. So, what is going to happen now is that I am going to put that motion forward, someone will second that motion and then Director Hassan will have the floor to say why he believes the Board needs to reconsider the passing of the auditor's statement and if the Board is satisfied the Board can say "hey we want to cancel the approval and reopen the floor to

discussion.” Perfect, just so everyone understands what is happening at the Board table right now. One last time, Director Hassan put forward the motion to rescind the passing of the auditor’s statement because there were a few unanswered questions and he believes that there will be much more ability in asking these questions that can actually make an impact rather than just getting them for information purposes... that essentially means that we can have a bit of discussion on the matter. So, now the floor is open to discussion, let’s start with Director Hassan who will be stating his reasons for why he thinks the Board needs to reconsider.

Director Hassan

Thank you very much I appreciate you giving me this opportunity. The first thing that I would like to say is that we are all students and we took this responsibility as a volunteer and because we did that I think we deserve a little bit more time when we are reviewing such a document. The document that was being passed last Board meeting is a very very important document, it’s a document that translates the entire financial operations of the entire organization, it is a document that requires all Board of Directors to have an in-depth understanding of, it is a document that we can easily be accountable for because we are approving it. So, the first main reason is that I never got an opportunity to ask any questions, number one our Vice Chair was new to the Chairing position in my opinion, number two he was following specific instructions to maintain order, number three he did not consider the variables that we were experiencing in that particular time which was a technical difficulty. I was in the Brantford campus and we were disconnected at least three or four times, we tried at least three or four different methods to communicate with other team and the one on campus, because of all those variables I personally did not have enough time and enough opportunity to ask any of the questions. Now, that is not the only reason why I am saying that this item should come back to the Board table, I believe that the document contains crucial information that we all need to understand and as far as my understanding goes we’re are all not an expert in the finance department. In fact if we need to approve such document, in my opinion, the Board needs a third person to come and explain what this document is all about, then with the full understanding of this document is get together and ask the specific questions that we might need to understand – to ensure that we approving it with our knowledge. Not just saying well I have a little bit of understanding; therefore, I strongly believe that we need at least a week or so to bring that document back and then review it on our own time and then with at least good appropriate questions that will affect that document, whether or not we should approve it or in that particular time think about what we should do next. That is why I strongly believe that this document needs to come back to the Board table.

Chair Plummer

So, just before I take people on the speaker’s list, just to summarize what Director Naeem said is only based on what I’ve heard from him is his three reasons for suggesting that we revisit this particular conversation as one, a procedural error, two, limited time for asking questions and three, educational period would be very much beneficial because not all individuals at the Board table have that financial background and just passed the documentation because it needed to be passed – is was very much important. Those are the key reasons that I got from Hassan’s argument. Am I correct Director Hassan?

Director Hassan

That’s right

Chair Plummer

Now, I am going to open the floor for individuals who want to be added to the speakers list. So, I have Director Naeem down, Director Rezkalla would you like to be added...?

President Brar

Could you put me in?

Chair Plummer

Director Rezkalla, President Brar would like to be added as well. Anyone else? Perfect. So, so far we have Director Naeem, Director Rezkalla and President Brar.

Director Naeem

Thank you. I just have this general point of information that I want to bring to the Board, and Chair Plummer correct me if this allowed me to proceed with such a request per the Robert's Rules: I just want to hands raised of all the Directors who think that they can effectively and efficiently read an auditor's statement and can understand the interpretation of it?

Chair Plummer

So, Director Naeem is just requesting informally a raise of hands which is perfectly acceptable. The question was, all those Directors who believe they can confidently read and auditors statement, and so far we have one, two, three,... five, six, hands raised thus far out of the eleven people that are hear. Seven. Okay seven hands.

Director Naeem

Just to clarify that this means that you have an understanding of income statements, cash flow statements, you have an understanding of what a balance sheet is and you have a basic understanding of inflows and outflows, and the liquidity. That is what you guys are raising your hands and have an understanding of these things.

Chair Plummer

Director Naeem is speaking because he has a strong accounting background in his native country. Lovely, so we will then proceed to the next person on the speakers list.

Director Rezkalla

Yes, thank you. With regards to the reasons that we are bringing this up, one was said to be procedural, I just want someone to reiterate which part of the procedure, other than claiming that our Vice Chair did not take the appropriate means to go about the Board Governance structure efficiently in terms of this document and just a second point to bring up, in terms of us being volunteers and being a board as a collective – coming together as a team – brining different perspectives, I understand that some of us feel we can read a document more effectively than others which is why we are all hear to work together; however, Director Hassan I apologizes that the technical difficulty happened; however, I am interested in what questions you had that were so pressing to bring up such an important document up to the table again which kind of takes up the time of the Board when it was already approved and because it was approved it makes it even more important because this document includes financials. If we take it back from the decision that we already made it takes away from the decision already made and takes away from our basic precedence I guess you could say, so looking back on this I guess you could take away or rescind any motion based on the fact that we are only Directors and only volunteers. So, I feel that is not a sufficient reason on behalf of this Board as a collective to bring up such an important document to the table. That is just something that I thought I would bring up to the table for discussion, if anyone has any opposing arguments or discussion I am open to hearing it.

Chair Plummer

I will just comment on the procedural error, again I was not here, I was informed based on my conversation with President Brar, my conversation with Vice Chair Del Bono. When it comes down to the speakers list typically according to Robert's Rules that would have to be capped and we have just been doing it informally for several times and if you have noticed the way I proceed is that they answer the question after I have capped the speakers list I will still accept the question, so based on my understanding that was perhaps not done and that is the only part that I can speak to, so now I am going to turn it over to Director Hassan to maybe comment and what questions there were.

Director Hassan

Thank you very much, I appreciate your questions. This is the entire reason we are having this conversation, I just believe that we do not have the opportunity to have this discussion. So, you mentioned – to just basically respond to your question – what will make this document even more important, you just mentioned: number one, we are volunteers because we volunteered for this position, number two, this document is very important and we'll make it even more important and that is the entire reason we were elected to sit is this Board table and discuss matters that are important to such a financial document. So, for this instance, if a Director or Director(s) that a matter needs to come back to the Board table we always value and look at if the matter is something that is not going to waste the time. I don't think this will waste anyone's time because if there is any document that needs to be approved, it is one of the most important documents of because it is a financial document that talks about the entire fiscal year of the organization. So, if we should waste time we should waste time talking about this document and understanding it in and out. The second main reason is that we do not have enough time, I always complain about, I always think about how much we should get – time wise – to receive an agenda package and there are still things that I need to talk about. We are all busy, we all have classes that we are taking, we all have a lot of other stuff in our hands, so we need enough time to be able to be ready and when you speak you do not speak on behalf of the Board – you speak on behalf of yourself. We have someone who can speak on behalf of the Board.

Chair Plummer

I am going to direct it to you (Director Rezkalla) and then President Brar and then Director Wojtanowski, just before we proceed one of the items on the agenda package was agenda package distribution timeline, what Director Hassan put forward with his concerns about time, which I said we will have in our next conversation in one of our GPs- just want to put that out there. Now we are going to go to Director Rezkalla so that she can respond, after which we will go to President Brar and then Director Wojtanowski. Anyone else who wishes to be added? Nope

Director Rezkalla

I was not speaking on behalf of the Board, I apologize if that was not communicated. Director Hassan I appreciate your perspective; however, I was not trying to emphasize the time aspect – I just briefly mentioned it. I was more emphasizing the pressing matter of your question because you did ask a lot of informative questions and so did a lot of people, there was a discussion about the auditor's statement and I felt that it was a sufficient amount; however, from your position you felt it was not sufficient, so I just want to know the pressing questions that you had that should put this document back on the table. What aspects of the document were so pressing to bring it back, I just need to

ask. I apologize if there is not enough time, I know we all have commitments and time constraints I guess you could say.

Chair Plummer

Director Hassan, if could provide the questions to Director Rezkalla I could respond because we have President Brar who would like to make a comment. So, are you going to provide the questions?

Director Hassan

Just a very quick response

Chair Plummer

Go ahead

Director Hassan

Good man. So, first of all I have not had any discussion on the matter at all so just quickly to correct you have not had any questions, I have not been able to ask any questions at all. There was one time that I requested but the telephone was not working and the Vice Chair at the time did not hear me, so I have not had any questions that I have asked and again, if I bring this document back on to the table, if we decided to bring this back on to the table, this is not going to put anyone in jeopardy, this is not going to ruin the organizations efforts. This will only give us a little more time to read, to discuss and then we can approve because obviously the number one reason that we are here is to ensure the smooth functioning of the organization. But all I am saying is to be careful about those things, let's read more, let's have a good understanding and then let's approve it. That is all I am saying. I believe that we did not have enough time. Thank you

Chair Plummer

Lovely stuff. So far on the score Director Hassan emphasized the even more limited time period to review the necessary documentation. President Brar, you time for comment

President Brar

Yes, I have a few comments, these are the comments that were initially raised by Director Hassan, first of all, to have a third party come in and assess it; I would like to reiterate that having KPMG is the third party and the independent auditor which comes in from the outside and assesses it. If the membership would like to have someone else come in, there are a few complications along with that, per the Ontario Corporations Act require all corporations, including ours as a not-for-profit, section 94 subsection 1 and 2 state that the shareholders of a company at its first general meeting shall appoint one or more auditors to hold office during general meetings, so essentially if you would like someone else on top of KPMG to come here that has to be approved by the membership as a whole during the elections process. So, if this were brought in and this were rescinded and another organizations were brought in to audit our financial statements that would need approval of the membership. So, if that is something that you do want to go through then you have to wait until January and February at the Annual General Meeting, get that approval then bring that back. I would also like to clarify that this is standard across all other not-for-profit corporations, for example, remember the Ontario Undergraduate Student Alliance (OUSA) and the General Assembly is responsible for approving the Financial Statements and they also have an independent auditor which comes in and gives their statements, and I think we need to look at the impact they have done as a whole and this also impact our relationship with the auditor with whom we work with which is approved by the membership. The other thing is that there are costs associated with the auditing process as a whole which is

done on behalf of KMPG and is budgeted into the annual budgeting process which is approved by the Board of Directors at the Annual General Meeting. So, if this were rescinded, we would need to be brought back, more questions would be asked of the Board and in the case that Finance Director Turner and myself or ED Champagne are not in the name for that, you have to go back to KMPG and there will be financial costs associated with that and that is something to be careful about. Regarding the preparations of the agenda package and not giving feedback, and the most appropriate place to look at that would actually be GP#2d and 4e which should be monitored for the next few days. For the past three years Chairs have interpreted that as the agenda package has to be submitted 48 hours in advance and the past Boards, frankly, have approved that. So, if the members in question believe that 48 hours is not adequate, then the Board needs to hold that Chair accountable for monitoring report GP#2d. I would like to reiterate Director Rezkalla's comment that his should not be rescinded for the reasons that this was done badly for the organization as a whole.

Chair Plummer

Lovely. I am going to allow Director Wojtanowsk to make her comment and then I am going to go back to Director Hassan to make his final remarks and then we will take the vote.

Director Wojtanowsk

Mine is a comment and question I guess

Chair Plummer

Go ahead

Director Wojtanowsk

So, again, the reason why this is being brought by Director Hassan to the table after having approved it because he said that his questions were not heard at the table. So, I would just ask Chair Plummer to urge Director Hassan to ask the questions that he needs to ask as Chris Turner is still with us – as the Director of Finance – that can answer some of those questions hopefully to the best of his ability, so that Director Hassan can feel that he has the most information that he has, so that he can feel comfortable with his motion or moving forward meeting because I think that we can all agree that there were technical difficulties last meeting – it's a learning process, we will know what to do for the future – but I think for the most part we felt comfortable approving, but of course we are all Board of Directors – we took our time to review that document – and I think it is really important that if you feel you did not have enough time that is definitely something that needs to be brought forward to Chair Plummer so that maybe he can help work with you. But also, you can see that there are several of us here at the table that are very confident around and auditors statements and around that cash balance and cash flows and all that stuff, so if there is every a need to in the future, I am pretty sure any of us would be comfortable walking through and help you understand that better, but I just want to say that the auditor that came from KPMG and Chris who have come did an amazing job last time, so if there are any further questions I would just urge those to be asked now so that we can proceed with the meeting.

Director Naeem

I think one of the points that Director Hassan mentioned and the point that I was trying to make was ... which will also relate back to some of the past meetings that we have had around the Board training, another thing that we need to put in our Board training rigorously is reading these documents and understanding it from the point of view of liquidity. Until these aspects are not understood fully, no one can say that they have

effectively stood the statements. Another point that I would like to make is for Chair Plummer, make a precedent for future Boards to follow is to have something solid in our initial training which enables us and puts us in state of knowledge where we can understand fully these documents because even those six Directors who raised their hands – which is half the Board – so even one of the points that Director Hassan made was that we need sufficient training to sufficiently ask questions on the auditors statements without even knowing what the basics of auditing reporting is or what it means. I mean that is a lot, even the round of applause at the beginning of an auditor's statement is, this is not how external auditors, in my knowledge, are perceived or doing what is an amazing job or something like that. So, it is very much professional, it is a comprehended relationship but it is an incomprehensible relationship because they are evaluating from an external source and approving that everything is financially good in a sense that countability, so that is my comment.

Chair Plummer

Thank you Director Naeem. Final statements from Director Hassan then we will make the vote, if the vote passes then the decision has been rescinded. If the vote fails then the decisions stands and we will just proceed.

Director Hassan

So, first of all we all have a different responsibility, whether it be the President or the Board of the Executive Director – each one of us has a responsibility. I am confused when we have these conversations because I am concerned if we all have the accurate descriptions of each of our responsibilities, I am talking about the Board of Directors that are sitting at this table, that are deciding what needs to be done in terms of guiding the organization in a strategic way. Now, going back to the main reasons why I am brining this back: our responsibility as Board of Directors, as far as my understanding goes, is to ensure, number one that we have a good understanding of what we are approving and I am sorry to say this, but a lot of times there are only a good number of us who actually have a good understanding of what we are doing. Sometimes there is a majority of us that will go along, but again let's go back to let's educate ourselves, let's have more time to look at those documents. Let's have the Board of Directors functioning for a day instead of without working towards the success of the organization. The second thing is if we end up paying more money, if we end of paying a little fee because that document needs to come back, it is always better accurate and confident about that document that is talking about the entire organization instead of worrying about a little bit of fee that is an extra when utterance comes back and we're ready to ask those questions. Thank you

Chair Plummer

Perfect and without a due we will move forward with the motion to rescind the document of statements and reopen discussion was moved by Director Hassan, seconded by Director Naeem... Before we move forward I want to thank Director Hassan for putting forward his concerns and questions, one thing that I thoroughly encourage is for Directors whenever you have an item to put forward on the agenda feel free to let me know, have a conversation with me; it is always good to have that conversation instead of shutting down, so I will be more than happy to accommodate them. Something else that I want to make note of is Director Naeem's point about additional training, I have made note of so many relevant items that I will bring up in the next Board training, I am sure that the next Board will be very very equipped based on what we have gone through to do their job and so their job well, and so I strongly

encourage you if you see any discrepancies, if you see any inefficiencies, as soon as you see issues that need to be dealt with feel free to make your concerns know, whether you want to make it known at the Board table or send me a message – I will be more than happy to accept that. So, again Director Hassan thank you so much for raising that point because if there are any concerns about the state of the organization, about needing more time to evaluate things then put that forward, because again we are the highest moral authority of the organization and so we are the main people responsible for that. Now, when it comes time to adequate review of documentation it is going to be in the Monitoring Report for the next Board Meeting – GP#2d, so feel free to go and have a look. One thing that I will be doing based on the recommendation of the policy personal is putting my interpretations online in our platform, in our group and please when I put it forward comment, make your suggestions so that we can ensure that we have a robust document, a document that is very much solid when it is submitted in the agenda package and sent out prior to. Sound good? Absolutely lovely.

9. Comments from the Chair of the Elections Portfolio

Director Hassan

I don't at this meeting but there will be a few updates coming up in the next meeting.

10. Comments from the Chair and CGO

Chair Plummer

I don't have any updates this week; however, during our November 21st Board meeting in Brantford I will have comments to make.

11. Comments from the President and CEO

President Brar

All my updates were submitted in the agenda package so as to the Executive Summary this month has a few last minute additions which include, the OUSA General Assembly, our Federal Lobbying Trip, our upcoming lobbying conference at the end of November, in addition we are starting to plan out the volunteer appreciation and we continue to make progress on our major obligation renewals this year. Finally, the Executive team has successfully completed one half of their term and we are looking forward to the next six months. I can also speak for the Executive Director right now, the one thing I would like to add is the oversight on my part I forgot to include the Director of Brantford Operations, and one thing that I want to highlight based on the conversation raised at the last meeting was attendance at homecoming in Brantford. We sold over 400 tickets which is higher than last year and surveys are currently being completed which concern the concert, the entertainment and the athletic or the hockey game and anything else related with alumni.

Chair Plummer

That sounds absolutely lovely, are there any questions for President Brar for his updates and also the updates of ED Champagne? So far we have Vice Chair Del Bono, are there any more individuals who wish to be added at this point in time? Director Rezkalla

Director Rezkalla

I have two questions

Chair Plummer

That is fine, anyone else?

Vice Chair Del Bono

Thank you, so this question is in reference to programming and services in Waterloo, which I believe is on the eighteenth page of the agenda package. This is just in reference to Winter Carnival, and so just a little premise here for the last couple of years we have been trying to mold Winter Carnival into a kind of programming that is much more inclusive and innovative and so referring to these past couple of years, President Brar can you elaborate on any specific efforts and ideas that have and haven't worked as we continue to plan for this year to see if we can get something better

President Brar

Yup. The one thing I am actually working with Vice President Tomizza in conjunction with Jason Verhoeve for Winter Carnival and for all committees to potentially look at grit and liabilities associated with any events that we hold; what are the severities of that and how do we overcome that? Is it a risk worth taking? It is my job as President to ensure that I take that into consideration without getting into the nitty gritty of the planning because having been to Winter Carnival, as a volunteer and as an Executive – it is not my responsibility as President to micro manage the way those programs are run because that is up to the volunteers who are running it. Of course I can put limits on the risk associated with it, and after the conversation at the Board table, based on concerns raised in the past we are actually looking at the student body as a whole. In the past Winter Carnival has been limited to teams only and last year speaks to the major enhancements that we've made with the opening of the broader student body. One of the biggest things that I would like to highlight is prior to last year we had the mystery bar night where teams would go to a bar, we changed that, there is an event night, it as an event that anyone can go to – including first year students. I think that is the bigger presence for all of Winter Carnival is we are taking things into consideration and doing work with all the other committees, since we look at programming, ADP does a lot of programming as well, so there is potential in collaborating together for some type of event and I think there is and we have already taken steps to do that and I think that applies to the progress that we've made.

Director Rezkalla

Thank you. I have two questions President Brar, the are both different ones: the first one is on page seventeen for the non-tuition fee. I just want some description on the agreement and its negotiations and how it is meeting the financial needs of the students.

President Brar

Non-tuition fees is actually a tri-lateral agreement between the University, the Graduate Student Association and the Undergraduate Student Association, and it looks at all the facility needs which are the fees not directly related to the cost of tuition and that agreement lays out the responsibilities of the path towards overseeing that: what cannot be done, and those are governed by a framework for publicly assisted universities which was approved in 2013. In regards to the original for this agreement, we have only had one subcommittee meeting so far to assess the timeline when we will have this draft ready to bring to our Board of Directors, but also the University Board of Director and the committee as a whole, and we are making sure that lines up with the University Governance guidelines and we are compliant with all of that.

Director Rezkalla

Amazing, thank you. And my second question is on page eighteen regarding the mental health report done at Queens Park ... I really appreciate its goals, I went through it and how specific it is to post-secondary students towards empowering a safe space. But, I just want to know if this document has been made publicly accessible to Laurier students, other than the agenda and the OUSA site?

President Brar

In regards to making it publicly accessible we actually had VP Bellotto who attend the event where OUSA had basically done a presentation accordingly, so we do plan on putting that on our Universities Affairs page and we did blast it out to the student body via Twitter, but it is accessible, and having it in the agenda package does make it available to all student to access it. I would really like to highlight the work VP Bellotto did with regards to this and in conjunction with OUSA and our organization as well and I think that work needs to be celebrated.

Director Rezkalla

Thank you

Chair Plummer

Just before we move on to our questions from Director Hassan, I just want the Board to know that I am on my phone profusely because I am in communication with Directors in Brantford and President Brar, Director Naeem had to leave- he is not feeling well, so we wish him all the best in that regard. We are now down to ten directors at the Board table for voting, just an update to the Board so we know what is happening. So, any other Board members who wish to be added to the speakers list, speak now or forever hold your peace.

Director Hassan

Can you talk to us a little about our relationship to the Syrian Steering Committee, what kind of involvements do we have as the Students' Union?

President Brar

So, the Syrian Steering Committee was struck when President Lin and Ian Muller was actually President of the Graduate Student Association and that was in response to the Syrian refugee crisis, more specifically the things circulated in the midst of the election. This is especially important for Laurier and alumni development to make this a priority and at the time we sponsored three families to come to Laurier from Syria, they relocated to the K-W Region and one in the Brantford region... there was fundraising being done in local facilities hosting events because we were not in the position to donate on behalf of the student body and last year the committee actually did get together when we were settling in and this year the committee was re-struct again to actually make sure that we are going through because one year of donations is technically completed which was done through fundraising and we must see what are the needs of the family, what are their limitations and what goals can be put in place to make sure that they are successful to integrating into Canadian life.

Director Hassan

Is it only two individuals or two families that we sponsored?

President Brant

These are three families that we have sponsored and at this point that I gave my updates, we are discussing re-unification efforts because members of the family are still left in Syria and parts of the Lebanon area and our private institutions are actually connected are re-unified with their families in Canada and for the University this is a

priority that they are looking at for the team leadership as well and what efforts can the University take to make sure this takes place. My role as the undergraduate student rep and representing the student body is to make sure that we have a student voice in there, we don't play a role in fundraising because we don't donate any student money because it is not our responsibility to donate on behalf of students without their approval, so my role is not directly related to fundraising but is the facilitation of events or any other ways for us to help out. Ok, thank you, you answered my third question.

Chair Plummer

Thank you so much, any final thoughts? Seeing that there are none, thank you President Brar for your final updates, we will now move on to our updates from the Ownership Linkage Committee.

12. Committee Update: Ownership Linkage Committee

Director Hakim

Let me make this short, what we have done in September is put out a get involved fair booth and in October I talked to Residence Coordinator of Academic Incentives for Waterloo, unfortunately I have neglected to talk to the Brantford one but I will contact the committee about that. So, what I want to do this month is Residence is if we could get presentations done at House Council meetings I am going to talk to Adam Rook, I think his name is, about that. We are going to get a package going for our RA's to be able to give to their first years along with the accommodation packages to get them... as an incentive to run for election so we can boost our voting numbers. Hopefully we can get at least one mock Board meeting this year... this month sorry, either in Laz, the Science Atrium or the FNCC and as far as Brantford location were recommended, the SCR Johnson Building, the RCW and possibly a residence building -is that what you said Mike?

Vice Chair Del Bono

Yes, that is correct

Director Hakim

I am formulating an ends-based survey right now and hopefully we can have it towards events just a booth book in the concourse or two years ago they did it at a Sports Bar in Brantford and that would be pretty cool. That is me

Chair Plummer

Thank you so much Director Hakim. Are there any questions of Director Hakim? Director Bonnell, are there any other people who wish to be added to the speakers list?

Director Bonnell

I had a question about the get involved fair, I was wondering if you had an ends-based survey for that and if you have any tips that we could use for future events or from other booths?

Director Hakim

That's a good idea; to ask if they saw something that they liked?

Director Bonnell

Even if it is just between us or other folks that spoke to us, what they thought went well and what they thought we could do better. Just so we don't make similar mistakes and repeat stuff that went well.

Director Hakim

Anything else

Director Bonnell

Nope

Chair Plummer

Are there any other questions for Director Hakim?

Director Hassan

When are you planning on coming to Brantford to deliver those presentations, have you made any arrangements outside of the initial connection?

Director Hakim

No, unfortunately I have not talked to a Brantford Executive yet, but I think that I am going to talk to Jesse Schneider about that you is basically your RA coordinator. And those are my plans.

Director Wojtanowski

Just for future reference, if you want to speak to RAs then speak to Melissa Pratt and when it comes to House Council meetings they all happen at the same time for all twelve buildings on Wednesday nights at 10 pm, so that might be something you want to think through before...

Chair Plummer

Director Wojtanowski, I think it was November last year, I think we had quite a few individuals go from meeting to meeting in house council, so you could do that but you would probably not be able to reach all of them.

Director Wojtanowski

You would have to have a strong coordinated strategy

Director Hakim

There is twelve of us

Chair Plummer

That is a good idea as well. Director Bonnell

Director Bonnell

I was going to highlight that if we split up...

Chair Plummer

Thank you so much. Now, this is a conversation that we are going to have later on: Director Hakim is going to go back to the drawing board to the Ownership Linkage Committee very soon, hash out those details and come back to us and we will hear our roles and responsibilities and let's get this on the road.

13. General Announcements/Reminders

Chair Plummer

One, all those individuals here raise your hand if you are on an SLL Committee? Ok, if you are on the Student Life Levy Committee. Okay, perfect, lower your hand. A reminder that your meetings start next week. Things are on next week so be back and be sure that you are communicating to me that you can make it and when documentation is sent to you, just read and if you have any questions definitely let me know. Now, President Brar do you have any announcements or reminders?

President Brar

Yes, I would like to congratulate the Laurier football team on the semi-final win against McMaster, we will be defending the Yates Cup in London Ontario this Saturday, tickets have gone online for Laurier students, we have a bus that goes directly to the game and comes back, tickets can be purchased directly from Laurier athletics, I encourage our network to know and hopefully you have time to please come out and support the team.

Director Wojtanowski

And if you cannot make it out to London, but still want to support the team on campus the Rugby men' league has their bronze medal game here in Waterloo on Saturday as well.

Chair Plummer

Absolutely lovely, are there any more general announcements?

Director Small

On November 23rd the Laurier Career Center is posting an experience panel to encourage international students to get involved with extra-curricular activities across campus, I have been invited as a guest speaker to speak about the role of the Board on campus so check that out.

Chair Plummer

In addition to that there is also a similar panel happening in January around January 10th and I will be speaking at that one too. So, any further announcements? Seeing that there are none, I want to extend an apology to my Director's in Brantford and apologize for the situation that happened that prevented you from entering the building today. I will have a conversation with President Brar and ED Champagne about this to ensure that this situation does not happen again or happens infrequently, hopefully so. So, from the Waterloo campus we truly apologize for that and hopefully we can fix things up on our end to make sure that you do not have to stand outside the door for that period of time again, and if you take away the time period that you stood at the door which is around 29 minutes from the time period now then Director Wojtanowski I would have been correct. Thank you so much, with a further a due

14. Adjournment

Motion 6 (Roitman/Del Bono): to adjourn the meeting

Vote: 10-0-0

Result: Motion Pass

Announcements

Abortion Facts

There's been a lot said on campus about abortion lately, but how much of it is true?

Learn the true facts about abortion, including history and current practices from local sexual health educators.

6:30PM | JAN 23 | BA 112

WLU
Centre for
women &
trans
people



SHORE CENTRE
SEXUAL HEALTH • OPTIONS • RESOURCES • EDUCATION

For accessibility concerns, please email: cwt@wlu.ca

Announcements

SEXUAL AND REPRODUCTIVE RESOURCE FAIR!

LEARN ABOUT CURRENT ISSUES,
GET RESOURCES, AND CONNECT
WITH LOCAL ORGANIZATIONS!

JANUARY 17/18, 10AM-4PM, LAURIER CONCOURSE

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people



SHORE CENTRE
SEXUAL HEALTH • OPTIONS • RESOURCES • EDUCATION



ACCKWA



SEXUAL ASSAULT
SUPPORT CENTRE
OF WATERLOO REGION