



**BOARD OF
DIRECTORS
MEETING NUMBER TWO
21 AUGUST 2008
CHANCELLORS
MINUTES**

CURRENT DIRECTORS	7 JUL	21 AUG
GILARY MASSA	P	P
HAMID OSMAN	P	P
KELLY HOLLOWAY	P	-
HAMZA DAWOOD	A	P
NILA ZAMENI	P	R
LOVELEEN KANG	P	P
KRISHNA SARAVANAMUTTU	P	P
ALASTAIR WOODS	P	R
GARY BREWER	P	-
ROB TIFFIN	P	-
CARLEY WASECHECK	P	P
TROY DIXON	A	P
ALLA HANNORA	P	A
SHONA BRACKEN	A	A
STAFF		
ROBERT CASTLE, EXECUTIVE DIRECTOR	P	P
LIZ DEXTER, UNDERGROUND GENERAL MANAGER		P
LOUIS CHAN, CONTROLLER		P
GUEST		
SHONA BRACKEN		-

1. Call to order

The meeting was call to order at 5:10pm

2. Minutes of meeting number one

ON MOTION DULY MADE AND SECONDED, minutes of the Board of Directors meeting from July 7th2008 be tabled until the next Board of Directors meeting.

3. Chair's Remarks

The Chair welcomed everyone to the meeting.

4. Summary Financial Statements (As of June 30)

R.Castle gave handout of the Statement of Earnings for 2 periods ended 06/30/2008. He discussed the revenue from catering has been a large contributing factor to the surplus this summer. In the past the Student Centre runs at a deficit in the Summer months.

5. Osgoode Proposal

The following motion was moved by Saravanamuttu Seconded: Woods

BE IT RESOLVED that the proposal for the Underground to take over the Osgoode Hall cafeteria be approved based on the proposal presented to the Board on 27 July 2008 with the budget as amended.

Motion to reconsider the motion moved by Osman Seconded: Saravanamuttu; motion carried

ON MOTION DULY MADE AND SECONDED, the motion shall be reconsidered with the date changed from 27 July to 7 July 2008.

R. Castle discussed that he has been working very hard with L. Chan and E. Dexter to hammer out all of the details of the Osgoode cafeteria. It will be kept as a cafeteria because there is no exhaust in the space, therefore no grease will be able to be used to cook food. We have the keys currently and have been in the space working on getting it ready for September, including painters.

H. Osman spoke in favor of the motion saying he is happy with the proposal and thought this is a good proposal. He cautioned that the he does not want the board to become a rubber stamp.

R. Castle said he understands this, and the painting that has been done is because there would not be enough time to open the first week in September if work had not already started.

L. Dexter went over the proposal for Osgoode Hall Law school cafeteria, outlining the background, concept, food preparation, menu, and budget.

H. Dawood spoke in favor of the motion and asked if it would be possible to extend the hours during exam periods. He also suggested an increase in advertising around Hilal meat being served at the Osgoode Hall Law school cafeteria.

L. Dexter said she could look in to extending hours during exam periods and that broader advertising for Hillel meat is a good idea.

ON MOTION DULY MADE AND SECONDED the proposal for the Underground to take over the Osgoode Hall cafeteria is approved based on the proposal presented to the Board on 07 July 2008 with the budget as amended.

6. Catalpa Court Motion

The following motion was moved by Saravanamuttu Seconded: Dixon

BE IT RESOLVED that Catalpa court be granted to the York Federation of Students for use on Tuesday September 9 2008 from the hours of 8am-5pm for their welcome week activities.

R. Castle said the Student Centre Board of Directors does not have the authority to grant the access of Catalpa Court.

G. Massa stated that she looked at the By-Laws and it states that the access to Catalpa Court needs the permission of the Board. A temporary use of space form has been filled out and as long as it is ok with the Board then Catalpa court space will be granted from SCL&D.

R. Castle pointed out that he understood that the University would be willing to give positive consideration to an application from YFS for the use of the Catalpa Court.

ON MOTION DULY MADE AND SECONDED, the York University Student Centre supports the York Federation of Students application to use the Catalpa Court on 9 September 2008.

7. Transgendered Washroom Motion

The following motion was moved by Woods Seconded: Saravanamuttu

WHEREAS trans students at York University face harassment and the possibility of physical violence in public, gendered washrooms.

WHEREAS many washrooms across campus are shamefully ill-equipped to meet the needs of persons with disabilities.

WHEREAS there are students with medical needs which are best addressed and remedied in privacy (such as diabetes).

WHEREAS there are many students suffer from anxiety and nervousness in public spaces.

THEREFORE, BE IT RESOLVED that the Student Centre Board of Directors commit to the creation of at least one (1) gender-neutral, single-use, lockable washroom for every floor of the building, including the Underground Restaurant.

A. Woods spoke in favor of the motion. Stating that Transgendered students at York University face harassment and the possibility of physical violence in public, gendered washrooms. There are students with various needs that could benefit from this washroom.

R. Castle spoke in favor of the motion. It is too bad this did not come up sooner so that we could be included in the York-wide map with Transgendered washrooms highlighted. Signs were ordered two weeks ago and should be coming soon for the washroom on the 4th floor.

G. Massa spoke in favor of the motion. It is good to have an equal all-encompassing washroom for students who need it, but investigate the feasibility of the motion instead of commit to it right now.

The motion was amended as follows:

ON MOTION DULY MADE AND SECONDED the Student Centre Board of Directors investigate the creation of at least one (1) gender-neutral, single-use, lockable washroom for every floor of the building, including the Underground Restaurant.

Amended motion passes

T. Dixon spoke of a way to let people know that this washroom exists, maybe posting an article in Excalibur.

A. Woods spoke against the idea of putting an article in Excalibur, but instead letting community groups such as TBLGay and the Womens Centre know about the change. By putting an add in Excalibur, there is a risk that people who would harass Transgendered persons would go to that washroom to cause problems. The point of the washroom is to provide security and privacy for students who need it. A panic button could be put in place inside the washroom in case harassment does take place.

8. Management Attendance Motion

The following motion was moved by Osman Seconded: Woods

BE IT RESOLVED THAT the standard hours of operations be 9am to 5pm for all management staff excluding the Underground Managers and;
BE IT FURTHER RESOLVED THAT unless approved in advance all management staff excluding underground managers are expected to report to work for 9am daily and;
BE IT FURTHER RESOLVED THAT the chair draft a memo to all staff outlining this resolution and;
BE IT FURTHER RESOLVED THAT a tracking sheet be developed to ensure accurate record keeping for items such as but not limited to use of sick days, use of vacation days, and reporting to work on time.

H. Osman spoke in favor of the motion. This motion is put in place to make sure managers are held accountable and to make sure they are available when the Student Centre is open for any student that needs them.

C. Wasechek asked if there is a current problem with the management not coming in at a reasonable hour or not working the full amount of hours that they are suppose to be working. The last Be it resolved about keeping track of sick days and vacation is an extremely basic HR function and there is a problem if this is not in place already, asked if it is in place.

H. Osman responded saying he is unable to speak if there is a current problem with the management coming in late and is unable to speak if there is currently something in place for keep track of vacation and sick days.

R. Castle responded by saying he currently does keep track of all sick days and vacation. He reported that there is no problem with management not working their hours and no problems with management coming in late. Currently some management comes in at 7 am and some come in at 10am but all working is getting done at a very productive and efficient manner which can be seen through the large increase in success of the Underground and York fest in the past years. Proposal of a different motion that R. Castle feels reaches the same underlying goals without infringing on his contract agreement. The alternative reads: Be it Resolved that the Board requests, insofar as is practicable, that administrative managers be in attendance at the office during normal office hours (9-5) or alternatively (10-6) unless absent for meetings or other professional/operational purposes; the Board requests that the ED formulate a procedure whereby the monitoring of management hours may be achieved.

The proposed motion by R. Castle did not have a mover or seconder and was not considered.

H. Dawood spoke against the motion, stating that if there is not an issue with management coming in at unreasonable hours and not performing well, there is not a problem and therefore there does not need to be a solution. This motion seems like it is micro-managing the Student Centre, which is not what the Board is here for.

K. Saravanamuttu spoke for the motion, saying that he does not believe it is micro-managing but instead macro-managing and the authority still does lay with Rob.

Amendment to the Motion moved Osman Seconded: Saravanamuttu to delete the last Be it Resolved from the motion, the new motion carried and will read:

BE IT RESOLVED THAT the standard hours of operations be 9am to 5pm for all management staff excluding the Underground Managers and;
BE IT FURTHER RESOLVED THAT unless approved in advance all management staff excluding underground managers are expected to report to work for 9am daily and;
BE IT FURTHER RESOLVED THAT the chair draft a memo to all staff outlining this resolution

N. Zameni spoke in favor of the amended motion, saying that she thinks it is a motion that deals with the accountability and responsibility to be available to student when they need it during the hours in which the Student Centre is open (9am-5pm)

A. Woods spoke in favor of the amended motion, saying that he worked at a record store and he had to work late one night and was suppose to work early the next morning. He had to call his manager and ask if he could come in late.

Amendment to the Motion moved Dixon Seconded Wasechek

BE IT RESOLVED at least on manager be in attendance from 9am to 5pm Monday to Friday

Amendment to the Motion was duly defeated

H. Osman spoke in favor of the motion. The motion would lead to more accountability and accessibility from management to help students who need them.

R. Castle spoke against the motion, that as the ED it is not reasonable for him to be available to thousands of students at 9 in the morning, currently he comes in around 10am each day.

C. Wasechek spoke against the motion. Even if this motion was to be passed, Rob Castle would get approval from himself to work 10 to 6pm every day and still would not be available for students at 9am every day.

N. Zameni spoke in favor of the motion. This helps more students and not necessarily for the managers today; they are doing a good job. This motion will ensure managers in the future are held accountable for their actions.

H. Dawood responded to Zameni, stating that this motion then is assuming the Student Centre is going to hire incompetent, lazy management, which is not putting a lot of faith in the Student Centre.

Point of Information to the Chair from Osman, is the Secretary taking notes on this?

R. Castle spoke against this motion, and if this motion is passed, he will not follow it and still work 10am to 6pm daily and not be disciplined for these actions. This is an operational issue and there has been a reasonable alternative offered which deals with the underlying issue of this motion. If there is a meeting at 9am the ED still will not be available for students if they need to meet.

C. Wasechek spoke against the motion, stating that she is in the Human Resources program at York and has studies this type of case for the last three years. The best, most productive, successful companies with the lowest turn over and highest satisfaction of employees are those that give their employees freedom and options. By passing this motion, it will make managers feel like the Board does not trust them to work reasonable hours during the day.

This is not a motivator for managers, these are not front line teenage employees, these are competent managers that run the Student Centre that will be affected by this motion. We should vote on the motion because it is going to pass as there are the votes for it.

H. Osman spoke in favor of the motion. He felt it was very disrespectful to the Board's intelligence to suggest that we have the votes to pass the motion. Some people here do not even care about this and would like to be at home instead.

G. Massa spoke in favor of the motion. Members of the Board should respect each others opinions and by passing this motion the Board is creating a standard for the future.

K. Saravanamuttu spoke in favor of the motion. He apologizes for the side chatter. In response to comments of this motion not serving as a motivating factor for management, the Executive director decides to interpret this policy in whatever way they decide, this motion is simply about accountability. He respectfully disagrees with the arguments made against the motion, that we are setting a double standard for student employees and management. Student employees coming in at 9am are looking at their managers coming in later, that is not fair.

H. Osman points out the fact that one student at 9am looking to speak to the Executive Director should have that opportunity. Google is a successful organization but it is a for profit organization, whereas the Student Centre is not for profit, the Student Centre Board is responsible to student members equally.

ON MOTION DULY MADE AND SECONDED the standard hours of operations be 9am to 5pm for all management staff excluding the Underground Managers and;that unless approved in advance all management staff excluding underground managers are expected to report to work for 9am daily and; that the chair draft a memo to all staff outlining this resolution.

9. Next Board Meeting

G. Massa will gather everyone's schedules and determine the next meeting

10. Other Business

None

11. Adjournment

ON MOTION DULY MADE AND SECONDED, the meeting adjourned at 7:41pm.