

## PSA Remuneration Committee Report – 2020/21

### Committee:

Kelly Bertrand (Chair)

Heidi Huisman

Philip John

### Recap of 2019/2020 Report:

#### *Past Recommendation:*

We are recommending that over the next year an audit be undertaken to determine the annual time commitments required to fulfill the expectations and obligations associated with each Executive role. This data can then be assessed to determine the appropriate level of remuneration and differential associated with each role and/or to further negotiate release time with the University.

#### *Past Recommendation on Honoraria:*

Position	Current	Proposed
Chair	\$1,800	\$2,000 (11% increase)
Vice Chair	\$1,400	\$1,550 (10% increase)
Secretary	\$1,000	\$1,100 (10% increase)
Treasurer	\$1,000	\$1,100 (10% increase)
Total Cost to PSA	\$5,200	\$5,750

### 2020/21 Review:

#### *Results of Audit:*

An audit was conducted of the Secretary and Treasurer roles. An audit was not conducted of the Chair or Vice Chair role due to the variable nature of the roles and the fact that these two positions receive release time.

As per the compact, both the Chair and Vice-Chair are entitled to release time of 20% each. In addition, the past two negotiations have secured an additional .20 FTE worth of release time that can be utilized by the Chair, Vice-Chair or Problem Resolution Chair (or co-chairs).

While the committee feels that the release time provides some capacity to address the varied roles that the Chair and Vice Chair fulfill there are other considerations that warrant continuation of the honoraria. Those considerations include impacts on current career growth, increased stress and conflict management and the recognition that there is a personal sacrifice in taking on leadership positions for a large and diverse group in a labour relations environment.

In regard to the roles of Secretary and Treasurer, both of which are critical to the ongoing operation, organization, and ability to operate as a going concern, the time commitments are significant and include various deadlines and peak periods. Both of these roles demand as much as 100 hours per year with peak periods often coinciding with University peak periods, i.e., year-end (April 30<sup>th</sup>) which is the same for both the Association and the University.

**Based on the audit and other considerations, the committee is recommending the following changes to honoraria for 2021/22:**

<b>Position</b>	<b>Current</b>	<b>Proposed</b>
Chair	\$2,000	\$2,000 (0% increase)
Vice Chair	\$1,550	\$1,550 (0% increase)
Secretary	\$1,100	\$1,250 (14% increase)
Treasurer	\$1,100	\$1,250 (14% increase)
Total Cost to PSA	\$5,750	\$6,050 (5% increase)