

# **University of Winnipeg Students' Association Board of Directors**

**OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.**

**Virtual Meeting due to the COVID – 19 Pandemic**

## **Board in Attendance:**

Chair of the Board: Anjola Aderinto

President: Kiratveer Singh Hayer

Vice-President External Affairs: Jonathan Henderson

Vice-President Student Affairs: Reza Saker

Accessibility Director: Sarah Anderson

Arts Director: Umar Awan

Business and Economics Director: Bedel Shafe'a

Community Liaison Director: Shawna Péloquin

Emerging Leader Director – 2 Year Term: Faith Marcial

Emerging Leader Director - 1 Year Term: Chhavi Dhir

Environmental Ethics Co-Director: Adhiraj Majumder

Environmental Ethics Co-Director: Navdeep Singh

International Students Co-Director: Riya Katia

Part-Time/Mature Students' Director: Clifford Stornel

Student Living Director: Ifeoma S. Onyekwelu

Urban and Inner-City Director: Dagen Perrott

## **Board Absent:**

International Students' Co-Director: Priyanshu Setia

Recreation & Athletics Co-Director: Will Sass

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Science Director: Bavleen Kaur

Women, Trans & Non-Binary Co-Director: Gursimran Kaur

Women, Trans & Non-Binary Co-Director: Mansi K. Joshi

**Staff in Attendance:**

Jennifer Black, General Manager

Thomas Hanan, Admin Assistant: Interim Secretary

Karolya Vargscarr, Chief Operating Officer

**Open Session**

**1. Call to Order**

The regular monthly meeting of the University of Winnipeg Students' Association Board of Directors was held on Wednesday June 30, 2021 via a virtual meeting due to the COVID-19 pandemic. The Chair called the meeting to order at 5:34 p.m. Following the confirmation of quorum, the house continued to the agenda.

**2. Introduction Circle**

**3. Approval of the Order of Business**

Jonathan H. requests to add item 7.C – Sacred Fire Donation

Kirt H. requests to add Item 9.B – Strategic Planning Update

**Shawna P. moves to approve order of business as amended.**

**Motion carries.**

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**4. Special Business**

a. Resignation

J. Black received a resignation from Hasini Abeyseker as Secretary of the Board of Directors. Hasini served 3 years in the role, which is the maximum a director can serve as per the UWSA By-laws.

**Dagen P. moves to approve the resignation.**

**Motion carries.**

b. Final Report of the 2021 General Election

J. Black explains that no one from the election team could attend to share the report but it is in the package. Consultations around the elections will be happening soon so that all participants can share their experiences.

**Cliff S. moves to approve the election report.**

**Motion carries.**

**5. Consent Agenda**

a. Reports

i. Executive Reports

a) Kirt H.

- Recently spoke to UWinnipeg Foundation, and talked about the Alumni Committee about upcoming plans.
- Attended Board Orientation last week and presented on the Executive Charter for 2021-2022.

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- Attending the Sacred Fire this evening.

b) Jonathan H.

- Has had a lot on his plate; Waiting for posters to put up for Healthcare for All Campaign to help international students and others who do not have required ID for vaccinations
- Very involved in Sacred Fire camp at Legislative building, contact him or Shawna for information, encourages people to come out.
- Has worked on motion that was added to new business for a donation to the Sacred Fire and is reaching out UofW Administration to match the donation.
- Additionally working to provide orange shirts to students, staff, and faculty of campus in partnership with UofW.
- Campus will be lit orange while Sacred Fire is going and it will go on until all residential schools are searched.
- Working on long term ideas around creating a bursary for intergenerational survivors of the residential school system.

c) Reza H.

- Brought Alternative Grading motion to senate on June 22, and unfortunately the motion failed by a slim margin.

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- Working on help students through focused advocacy since alternative grading will not be in place.
- Advocacy was busy in June, met with around 10 students and attended meetings of the Senate Academic Standards and Misconduct as support.
- Attended orientation for the Senate and Board of Regents.

### ii. Director Reports

#### a) Sarah A.

- Focused on the More Than a Door Campaign
- Has a meeting with Administration at the University to talk about their Accessibility Policy.
- Met with K. Vargscarr about accessibility training for people who are hired within UWSA. Working on training modules to make the training more universal.

#### b) Dagen Perrott

- Explains UIC to new directors to help with understanding the differences in their programs.
- Past month and a half working with the Merchants Corner board to hire full time staff, to help the students have access on a larger scale.

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- The UIC / UWSA office at Merchants Corner is moving to the second floor, helping to establish more student space.
- Also sitting on the board for a new community development building and residence opening up on Selkirk.
- Planning how to transition back to in-person safely.

c) Ifoema Onyekwelu

- Attended Board Orientation last week.

d) Faith Marcial

- Attended Board Orientation last week.

e) Riya Katia

- Attended Board Orientation last week.

f) Cliff S.

- Attended Board Orientation last week.

g) Adhiraj M.

- Making plans for campaigns for the summer.

h) Umar A.

- Brain storming ideas for the upcoming terms, and hopefully share something next meeting.
- Attended the board orientation.

i) Shawna P.

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- Attended Board Orientation last week
- Continued work on Truth and Growth, and had a workshop in May.
- Holding camp at legislative Sacred Fire until the fall.

j) Navdeep S.

- Working with Adhiraj on campaign plans for the summer.

k) Bedel S.

- Plan to meeting with BASA, JDC West, and UWASA to build collaborative projects.

b. Minutes

i. BOD 210421 OPEN

ii. DMC 210408 OPEN

iii. DMC 210513 OPEN

**Sarah A. moves to approve entire consent agenda omnibus**

**Motion carries.**

## **6. Communications**

a. U-Pass Update – For Information

Kirt H. asked if anyone has questions from the package. Dagen P. asks if there are ways to support students with specialized funding that cannot be spent on transit purchases. Kirt H. says they have been talking to administration about a

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flex parking pass and suggested a meeting to talk about other possible solutions.

Sarah A. requested to be part of that meeting as it relates to accessibility needs.

**b. Indigenous Advisory Circle Update – For Information**

Jonathan H. said they are a little behind schedule, and working on making the application for membership. Will be heavily focusing on it over the summer and have it ready for September.

**7. New Business**

**a. Committee Appointments**

J. Black calls for directors to volunteer for committees. Reza H. noted that since they are an all-men executive team, they are requesting women and gender diverse directors to volunteer for Executive Committee.

**Jonathan H. moves:**

**BE IT RESOLVED THAT the UWSA strike the committees of the board with the following director appointments:**

- **By-Law & Policy**
  - **Clifford Stornel, Dagen Perrott, Shawna Péloquin, Kiratveer**

**Hayer**

- **Student Life Committee**



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- Clifford Stornel, Chhavi Dhir, Faith Marcial, Ifoema Onyekwelu,  
  
& Riya Katia
- Campaign and External Relations Committee
  - Adhiraj S. Majumder, Chhavi Dhir, Navdeep Singh & Shawna  
  
Péloquin
- Finance & Operations Committee
  - Adhiraj S. Majumder, Bedel Shafe'a, Dagen Perrott & Navdeep  
  
Singh
- Executive Committee
  - Bedel Shafe'a & Sarah Anderson

Motion carries.

### b. UWSA Day Care Vaccination Policy

K. Vargscarr presented the vaccination policy:

#### UWSA Day Care Centre - Vaccination Policy (the “Policy”)

#### PURPOSE

The UWSA Day Care Centre (the “Day Care”) has an ongoing legal obligation to ensure the safety, health, and well-being of all its employees and the children in its care. An important part of this obligation is to provide and maintain a workplace free of recognized hazards.

The Day Care is adopting this Policy in order to safeguard the health and well-being of all employees and the children in its care, and the community from COVID-19.

As designated by the Province of Manitoba during the COVID-19 pandemic, daycares, including the Day Care, provide a critical service. The Day Care’s employees, by nature of its operations,

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comes in close and frequent contact with children between the ages of 3 months and 6 years old, which children are not eligible for COVID-19 vaccinations and thus are more vulnerable to contract and transmit COVID-19. Further, COVID-19 vaccinations have been approved by Health Canada for individuals over the age of 18 (and in some cases, above the age of 12), the effectiveness of such vaccines is very high, and the risks associated with the approved COVID-19 vaccinations have been determined to be low. As a result, the Day Care considers vaccinations of its employees against COVID-19 as a necessary job requirement in order to reduce the risk of COVID-19 transmission within the workplace and/or to the children in its care.

This Policy shall be interpreted to comply with all applicable laws and is implemented based on guidance from the Public Health Agency of Canada and local health authorities, as applicable.

This Policy sets out the occupational requirements and procedures of employees to (i) obtain a vaccination; and (ii) provide the Day Care with proof of vaccination, as applicable.

This Policy may be revised from time-to-time in the sole discretion of the Day Care to address any changes or new requirements of the Manitoba government and/or public health in Manitoba.

### **SCOPE**

This Policy applies to employees of the Day Care.

### **REQUIREMENTS**

All employees are required to receive COVID-19 vaccinations at the earliest opportunity once eligible for a COVID-19 vaccination and a vaccination appointment is available, unless a reasonable accommodation is requested and can be provided without undue hardship to the Day Care. This requirement applies to both first and second doses of COVID-19 vaccinations, as well as any subsequent boosters recommended by Public Health.

Any breaches of this Policy may be subject to discipline, up to and including termination of employment. In the event that an employee elects not to comply with the terms of this policy for reasons other than a legitimate / approved accommodation request, said employee will no longer be permitted to work on the premises of the Day Care.

### **PROCEDURES**

Once an employee is eligible to receive a COVID-19 vaccination, they are required to obtain a COVID-19 vaccination at the earliest available opportunity.

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To facilitate the employee's ability to receive a COVID-19 vaccination and in accordance with applicable law, the Day Care will provide paid vaccination leave of up to three (3) hours, subject to the employee providing confirmation of their vaccination appointment date and time.

To confirm that an employee has received a COVID-19 vaccination, they must submit written proof of immunization to the Day Care Centre Director. All information unrelated to the COVID-19 vaccination may be redacted. The Day Care regards all such information as confidential, as set out below.

Any requests for accommodation should be made to the Day Care Centre Director and will be considered if the request is legitimately based on grounds protected by *The Human Rights Code*. The Day Care will engage in a cooperative process to determine if there is a legitimate ground for the request and if a reasonable accommodation can be provided that does not give rise to undue hardship. As is their legal obligation, the employee requesting accommodation must participate in this process and provide reasonable and necessary information requested by the Day Care related to the accommodation request, failing which the Day Care may be unable to provide any accommodation.

### CONFIDENTIALITY

The Day Care will maintain all personal health information provided by the employee in confidence. The information will be kept in a secure location by the Day Care Centre Director and accessed by others only on a "need to know" basis where that need is consistent with a legitimate business reason.

Legal counsel supported the Day Care Management Committee to write the policy. A policy is needed to protect the Daycare staff, but accommodations need to be made to protect the UWSA from legal action.

Sarah A. asks how conversations are being carried out with staff who are refusing vaccination. K. Vargscarr explains that if an employee cannot get a vaccine, they will have the conversation with legal counsel and talk about working alternatives that will not involve contact with the children. Dagen P. asks

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if there are supports for employees around the vaccine process. K. Vargscarr shares that they are offered extra sick time to get vaccinated and no one will miss out on income. The pressure is unavoidable with vaccination anxiety. Cliff S. and Ifeoma O. bring up employees who just do not want to get vaccinated. K. Vargscarr says just not wanting to is not an acceptable reason for accommodation within the policy and could terminate employment. Any human rights related reason, protected characteristic, and health including mental health exemptions are acceptable reasons for accommodation. Shawna P. highlighted the importance of the conversation continuing if it is approved. This is a conversation that is not even happening at the national level yet.

**Kirt H. Moves to approve the UWSA Day Care Centre - Vaccination Policy**

**Motion carries.**

**Abstention: Sarah A.**

**c) Sacred Fire Donation**

Jonathan H. explains that a Sacred Fire camp has been established on the east lawn of the Manitoba Legislative grounds, to occupy the lands and keep a fire until all residential school grounds have been searched. It is important to support the Sacred Fire and he is currently

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working on getting the University to match the donation. This donation can make a positive impact because the camp is in need of resources in order to be viable for the long stay.

Bedel S. asks how they came up with the amount, to which Jonathan H. answers that working with Shawna and being at the camp there are a lot of supplies needed. CFS sent \$500 donation and Jonathan has been working with many organizations to support the camp.

Shawna P. shares her conflict of interest and abstains from the vote because she is a key organizer, but will remain to help answer questions.

**Jonathan H. moves:**

**BE IT RESOLVED THAT the UWSA provide a \$2,500 donation to the Sacred Fire keepers to be expensed from the Admin, Donations budget.**

**Motion carries**

**Abstentions: Shawna P.**

**Reza S. move to enter closed session and invite attending staff.**

**Reza S. further moves that the board recess for a ten-minute break.**

**Motion Carries.**

**Closed Session**

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**8. Consent Agenda**

- a. Minutes
  - i. BOD 210421 CLOSED
  - ii. BOD 210428 CLOSED

**9. Communication**

- a. Return to Campus Strategy – For Information
- b. Strategic planning
- c.

**10. New Business**

- a. Resignation for approval

**11. Other Business**

- a. Next meeting of the board – July 28, 5:30 p.m.

**12. Adjournment**

**Reza S. moves to adjourn at 7:43 p.m.**

**Motion Carries.**