



DURHAM
COLLEGE
STUDENT
ASSOCIATION

DURHAM COLLEGE STUDENT ASSOCIATION

POLICIES OF DURHAM COLLEGE STUDENT ASSOCIATION, 2022

CHAPTER A-3

**NON-UNION MANAGERS AND CORPORATE OFFICERS
REMUNERATION POLICY, 2022**

OFFICIAL CONSOLIDATION

Current as of

May 1, 2022

NOTES ON OFFICIAL CONSOLIDATION

This consolidation is current as of May 1, 2021.

The notes that appeared in the left or right margins are now in boldface text directly above the provisions to which they relate. They form no part of the enactment, but are inserted for convenience of reference only.

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DURHAM COLLEGE STUDENT ASSOCIATION (*the "Corporation"*)
NON-UNION MANAGERS AND CORPORATE OFFICERS REMUNERATION POLICY (*the "Policy"*)

Purpose

1. The purpose of this policy is to ensure that wages of the Non-Union Managers and Corporate Officers reflect the changes in the cost of living.

Definitions

2. Any capitalized terms that are not defined herein shall have the same meaning as those defined in the By-Laws.

General Manager - Remuneration

3. The General Manager shall be compensated in accordance with their employment agreement.

Financial Controller - Remuneration

4. The Financial Controller shall be compensated in accordance with their employment agreement.

Chairperson - Remuneration

5. The Chairperson shall:
 - (a) Work the hours specified in the by-laws and their employment contract.
 - (b) Be compensated at a rate of \$20 per hour for the during their term of office;
 - (c) Notwithstanding section 3.6.2 the Chairperson shall receive their average earnings

of the previous four weeks during the period of time where the DCSA Offices are closed for the winter break.

Managing Director - Renumeration

6. The Managing Directors shall:
 - (a) Work as needed to fulfill their duties but not more than 15 hours a week; and
 - (b) receive a honorarium of \$150.00 per week for the course of the duties of their office.

Directors -Renumeration

7. The Directors of the Corporation shall receive a honorarium of \$350.00 per semester.
 - (a) The Directors of the Corporation who are members of the Standing Committee shall receive an additional honorarium of \$100.00 per semester.
 - (b) The Deputy Chairperson shall receive an additional honorarium of \$100.00 per semester.
 - (c) The honorarium shall be suspended if the director missed more than two board meetings during the semester, unless the Board directors otherwise by a two-thirds majority vote.

Non-Union Manager - Renumeration

8. Non-Union Managers shall be compensated in accordance with their employment agreement.

Wage Adjustment - CPI

9. The wage of the Executive Officers and non-union manager will be adjusted to CPI as of May 1st, each year.

Wage Adjustment beyond CPI

10. Any wage increase not related to CPI for the Executive Officers, must be approved by a simple resolution of the Board of Directors, and would not take effect until May 1 of the next fiscal year unless approved by a membership meeting.

Non-Union Managers – Wage Increases

11. Non-Union Managers wages may be increased beyond CPI according to:
- (i) their employment agreement; or
 - (ii) resolution of the Board of Directors authorising the increased.

Management Service Grant

12. Management shall also receive service grant of \$1,500 for all managers for each year of continual service to the Corporation on the anniversary of their employment with DCSI, in addition to the increase in the base salary according to this policy at the same rate as unionised employees, unless otherwise specified in their contract.

Benefits – Full Time Managers

13. Unless otherwise stated in this policy, the Corporation will provide full time managers with the same benefits as members of the collective bargaining unit are entitled to through the Collective Agreement.
14. For the greater certainty, the benefits referred in paragraph 4.1 include all types of leaves of absences, and all types of remuneration which members of the collective bargaining unit are entitled to.

Wellness and Tuition Benefits - Managers

15. The Wellness and Tuition Benefit for Non-Union managers shall be paid as follows:
- (a) the amount of the Wellness and Tuition Benefits shall be the same amount as unionised employees are entitled to;
 - (b) claims for Wellness and Tuition Benefits shall be paid throughout the year as approved by the manager's direct supervisor; and
 - (c) On April 30st of each year the balance of the Wellness and Tuition Benefit shall be paid as an one-time wellness benefit.

RRSP – Non-union Managers

16. Non-Union Managers are entitled to participate in the DCSA RRSP Program in the same manner which members of the Collective Bargaining Unit are entitled to participate in.

Executive Chair – Benefits

17. The Executive Chairperson and Chief Elected Officers shall be entitled to the following benefits:

- (a) the cell phone benefit;
- (b) A parking pass or a monthly transit pass;
- (c) enrollment on the student health plan if not already enrolled in the plan;
- (d) ten (10) days paid vacation throughout their term of office; and
- (e) any other benefit in their employment agreement.