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Item 1: Agenda

Wednesday, April 30, 2025

Held hybrid in 2-100 Council Chambers

6:00 PM - 9:00 PM

The GSA and the University of Alberta reside on Treaty 6 territory and the homeland of the Métis. This territory is a traditional gathering place for diverse Indigenous peoples including the Cree, Blackfoot, Métis, Nakota Sioux, Anishinaabe, Dene, Ojibway, Saulteaux, Inuit, and many others whose histories, languages, and cultures continue to influence our vibrant community. In acknowledging this traditional territory and its significance for the Indigenous peoples who lived and continue to live upon it, we recognize its longer history that reaches beyond colonization and the establishment of European colonies and recognize the GSA's ongoing collective responsibility in working with First Nations, Métis, and Inuit (FNMI) peoples and what that means for the work of the GSA as it aims to practice the principles of being Good Relations with FNMI peoples, Nations, communities, and lands.

The GSA's confidentiality practices are outlined below and can be summarized as follows: information arising in a closed session of GSA Council or a committee, information about identifiable individuals, or information otherwise marked or indicated as confidential, needs to stay that way. Discussions that are off the record or confidential often involve personal information, information on negotiations, business information, or other information of a similar nature.

GSA SPEAKER:

Zain Patel in the Chair

GSA DEPUTY SPEAKER:

Amirah Nazir

CLOSED SESSION:

Discussion of matters pertaining to the business interests of the GSA will occur in Closed Session

Time	Item	Page	Title	Presenter(s)
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6:00	-	1	Land Acknowledgement	Z. Patel, GSA Speaker
1 min	1	2-5	Approval of the Agenda for April 30, 2025 GSA Council	Z. Patel, GSA Speaker
1 min	2	6-20	Approval of the GSA Council Minutes of April 9, 2025 GSA Council	Z. Patel, GSA Speaker
2 min	3		Changes in GSA Council Membership	Z. Patel, GSA Speaker
5 min	4		Announcements	
	5	21-22 (Sepa rate) 5.0- 5.23	<u>PRESENTATION ITEMS</u> A. GSA Strategic Work Plan Update Presentation	R. Kamran, GSA VP Aca
15 min	6	23-25	<u>ELECTIONS</u> A. GSA Councillors-At-Large: a. Two vacancies b. Two nominations	A. Belosokhov, NoC Chair
5 min 1 hr	7	26 27-34 35-37 (Sepa rate) 7.0- 7.38	<u>ACTION ITEMS:</u> A. Governance Committee-Recommended Bylaw and Policy Revisions a. Outline of Issue b. Referenda B. GSA Budget & Finance Committee: Budget Approval a. Outline of Issue 3-Year Plan and 2025-2026 Budget b. 2025-2026 GSA Operating Budget (Including Capital Budget) (HD Estimated)	S. Iqbal, GSA VP SS S. Iqbal, GSA VP SS

1 hr		38-52	<ul style="list-style-type: none"> c. GSA 2025-2026 Operating Budget (including Capital Budget) Narrative d. GSA 2025-2028 Restricted and Other Funding Budget e. GSA 2025-2028 Restricted and Other Funding Budget Narrative f. GSA 2025-2028 Labour Union Restricted Fund Budget g. GSA 2025-2026 Labour Union Restricted Fund Budget Narrative <p>C. Submitted Motions to Council</p> <ul style="list-style-type: none"> a. Outline of Issue - Councillor-led Motion Procedure b. Outline of Issue - Bylaw Update Procedure c. Outline of Issue - Bylaw Update Procedure d. Outline of Issue - Standing Committee Attendance, Accessibility & Advertising e. Outline of Issue - Standing Committees & Confidentiality f. Outline of Issue - Impeachment & Vote of No Confidence Procedure g. Outline of Issue - AVP Labour Voting Rights 	N. Lamarche, EFS Councillor & Incoming AVP Labour
15 min	8	<p>53-61</p> <p>62-65</p>	<p><u>INFORMATION PIECES</u></p> <p>Reports:</p> <p>A. GSA President: Haseeb Arshad</p> <ul style="list-style-type: none"> a. President's Report b. GSA Board Report c. GSA Budget & Finance Committee Report d. GSA Governance Committee Report e. GSA Equality, Diversity & Inclusion Committee Report <p>B. Vice-President Academic: Rija Kamran</p> <p>C. Vice-President Student Life: None at this</p>	Unable to attend last meeting

		66-73 74-75 76-84 85 86-87	<p>time</p> <p>D. Vice-President Student Services: Saad Iqbal</p> <p>E. Vice-President External: Parman Mojir Shaibani</p> <p>F. Associate Vice-President Labour: Muneeb Raja</p> <p> a. GSA Labour Relations Committee</p> <p>G. GSA Senator: Ola Mabrouk</p> <p>H. GSA Speaker: Zain Patel</p> <p>I. Chief and Deputy Returning Officers: Sophie Shi & Temi David</p> <p>J. GSA Nominating Committee Chair: Arseniy Belosokhov</p> <p>K. GSA Elections and Referenda Committee Chair: Elsie Osei</p> <p>L. GSA Management</p>	<p>No report submitted</p> <p>No report submitted</p> <p>No report submitted</p> <p>No report submitted</p> <p>No report submitted</p>
15 min	9		<p>Question Period</p> <p>1. Written Questions (May be submitted to the GSA Deputy Speaker before 4:00 PM on Thursday, April 24, 2024)</p> <p>2. Oral Questions</p>	
	10		Adjournment	

Item 2: April 9, 2025 Council Minutes

Wednesday, April 9, 2025

Held in-person in 2-100 Council Chambers

10:00 AM - 12:00 PM

The GSA and the University of Alberta reside on Treaty 6 territory and the homeland of the Métis. This territory is a traditional gathering place for diverse Indigenous peoples including the Cree, Blackfoot, Métis, Nakota Sioux, Anishinaabe, Dene, Ojibway, Saulteaux, Inuit, and many others whose histories, languages, and cultures continue to influence our vibrant community. In acknowledging this traditional territory and its significance for the Indigenous peoples who lived and continue to live upon it, we recognize its longer history that reaches beyond colonization and the establishment of European colonies and recognize the GSA's ongoing collective responsibility in working with First Nations, Métis, and Inuit (FNMI) peoples and what that means for the work of the GSA as it aims to practice the principles of being Good Relations with FNMI peoples, Nations, communities, and lands.

The GSA's confidentiality practices are outlined below and can be summarized as follows: information arising in a closed session of GSA Council or a committee, information about identifiable individuals, or information otherwise marked or indicated as confidential, needs to stay that way. Discussions that are off the record or confidential often involve personal information, information on negotiations, business information, or other information of a similar nature.

GSA SPEAKER:

Zain Patel in the Chair

GSA DEPUTY SPEAKER:

Amirah Nazir

CLOSED SESSION:

Discussion of matters pertaining to the business interests of the GSA will occur in Closed Session

Time	Item	Title	Presenter(s)
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10:04	-	Land Acknowledgement	Z. Patel, GSA Speaker
1 min	1	Approval of the Agenda for April 9, 2025 GSA Council H. Arshad moved. S. Iqbal seconded. Motion PASSED unanimously.	Z. Patel, GSA Speaker
1 min	2	Approval of the GSA Council Minutes of March 24, 2024 GSA Council Z. Patel allowed 10 minutes for Councillors to read through the minutes before the approval. R. Kamran moved. P. Mojir Shaibani seconded. 27 for the motion. 1 against. 2 abstentions. Motion PASSED.	Z. Patel, GSA Speaker
2 hrs	3	<p><u>ACTION ITEMS:</u></p> <p>A. Motion 1: That the GSA Council APPROVE the Operating and Capital Budget (2025-2026), the Labour Union Dues Budget (2025-2026), and the Restricted and Other Funding Budget (2025-2026).</p> <p>H. Arshad gave a summary on the 2025-2026 proposed budget:</p> <ul style="list-style-type: none"> • Despite having no expected increase in enrollment, which means no increase in funding from GSA membership fees, we have a balanced budget due to precise cuts to counteract increased expenses. Stable revenue is expected for the next three years. GSA fees almost entirely support the GSA budget as we do not have businesses that inflate our funding. • Stipends and salaries have increased due to mandated CPI increases. Governance and human resources have increased due to the new VP Indigenous Relations position and the Finance/HR Manager role moving from part-time to full-time to assist the IGSA and LRC with finance work. If the VPIR role is not filled, it was clarified that the funding will go to FNMI students in the form of a scholarship or grant. • Key changes include a membership fee increase by 1.5%, which is less than CPI. CPI is currently 2.2%, which is provided to us by the 	H. Arshad, GSA President

		<p>university. The part-time student fee has been increased by \$20 as they receive the same level of services as full-time students. This is consistent with other associations in Alberta.</p> <ul style="list-style-type: none"> • We have a projection of lower interest income. Our revenue comes from the membership fee, our interest income, some external funding and our revenue from our collaborative business venture (the Chop Leaf lease in Van Vliet). External funding has increased from our new MOU agreements. Our interest income is down to \$50,000 from last year's \$164,000. Commercial revenue is down from \$40,000 to \$27,000. • Additional changes include the removal of the child care subsidy with the MOU that the GSA has signed with another childcare provider, who don't require payment. The UASU still has a contract with Kids & Company, which should cover graduate students. There are only three graduate students currently using this service. • A new budget line was created for a GSA-organized conference, taken from a previous budget line that supported the Campus Food Bank. This budget line is no longer needed, as the CFB receives support directly from the DFU (mandatory fees). • A new budget line was created to support DEO strategic initiatives and renamed to incorporate the Indigenous Strategic Initiative fund, as the VPIR is one of the DEOs. The budget line was doubled from \$5,000 to \$10,000. Any DEO can use this funding with the approval of the Board. • The office recognition line has increased from \$1,000 to \$4,000 to align with actual spending. A new professional development budget line for the Associate Director and Finance Manager, and a parking allowance for NASA staff has also been added. H. Arshad added that under the NASA collective agreement, the GSA is contractually bound to support NASA union members in the event that they are running errands for GSA-related work. • There is an increase in external funding: FGPS funding has increased from \$5,000 to \$6,000 to support GSA outreach activities and CAGs conference attendance. The Dean of 	
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		<p>Students' Office has increased funding from \$5,000 to \$8,000 for engagement activities, such as our orientation events. Funding from TD Bank will increase by \$1,000, to a total of \$12,500. H. Arshad is working with the TD Business Development Manager to see about increasing the funding support for the TD award that is given out at the annual GSA Recognition Awards. We also have an agreement with the new Health & Dental Plan provider, Ellement, to provide \$11,000 of funding, which will be allocated by the Board. With this increase in the engagement budget, we plan to increase the amount of gift cards given out as this is usually a successful way of increasing engagement at various events.</p> <ul style="list-style-type: none"> • The DEO training budget has been increased by \$2,000 again, on recommendations by the Vice Provost Indigenous Relations and Programming, to allow for training on Indigenous ways of learning and conflict resolution. • Standing Committee expenses have increased by \$1,000 to support and show appreciation for the volunteers who sit on them; this funding will go toward providing them with refreshments and support for any activities. • A new office line has been created for maintenance to make students feel more welcome and comfortable, particularly for when they are having to discuss difficult personal cases. • The GSA Planner has been discontinued. • Labour budget: <ul style="list-style-type: none"> ○ There has been a 40% decrease in interest income due to the interest rate cuts by the Bank of Canada ○ There is a partial salary allocation for the Associate Director and Finance Manager for their administrative and financial support to the labour union. There is no increase to their salaries, just part of their salaries will be coming from union dues for their union work and responsibilities, which is in line with Bill 32 and 70 regulations. H. Arshad stated that more than half of C. Roose's work is union work and organization, which makes 25% a very conservative number. The Finance 	
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		<p>Manager must ensure proper bookkeeping for union work, so 10% of their salary will come from union dues to reflect this.</p> <ul style="list-style-type: none"> ○ There was a recommendation to reduce the Associate VP Labour stipend by \$7,000, so the new stipend is around \$33,000. ○ The outreach and education funds have doubled to \$10,000 on the recommendation of the current AVP Labour. ○ There is a modest increase in PSAC funding to help with grievance and bargaining sessions. They provide us with a chief negotiator. <ul style="list-style-type: none"> ● H. Arshad clarified the timeline of the AVP Labour stipend reduction approval process: he stated it was a long process that he began with the approval of the Budget & Finance Committee and GSA Board before it was brought to Council. He stated the decision was not made lightly and was made in consultation with many stakeholders within the organization. ● N. Lamarche asked if the meeting was being recorded, which was confirmed. He stated that he wanted to correct H. Arshad regarding 'if no student is found for the VPIR position, the stipend funding will go toward funding to FNMI students.' He raised concerns that the Indigenous Strategic Initiatives fund (ISIF) of \$5,000 was deleted despite existing bylaw obligations. N. Lamarche argued that merging the fund into the DEO Strategic Initiatives Fund diluted Indigenous-specific funding and emphasized the importance of Indigenous self-governance in financial matters. It was clarified that the line was not deleted, but had been renamed 'DEO Initiatives Strategic Fund' to allow all DEOs access to the doubled amount of funding of \$10,000. ● S. Louangxay, GSA Accountant, replied that the ISIF was temporary until last year's Indigenous GSA's Dedicated Fee Unit (DFU) referendum succeeded. It was explained that the Indigenous GSA and students now receive targeted DFU funding, 	
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		<p>and the DEO Strategic Initiatives Fund is accessible by all DEOs, including the VPIR.</p> <ul style="list-style-type: none"> • H. Arshad and S. Louangxay, GSA Accountant, will investigate N. Lamarche's assertion that the bylaw stipulates the exclusive use of this funding by the VPIR. • H. Arshad thanked N. Lamarche for the clarification and noted that he supports the funding going toward FNMI students, which will likely go to all Indigenous graduate students in the form of a scholarship. To reply to the Indigenous Strategic Initiative Line, he replied that the Board wanted to be able to use the line for all DEOs as the IGSA is already being funded by GSA fees. The line has been doubled and renamed, but the funding is still available for the VPIR to use. • N. Lamarche clarified that the DEO initiative line is not restricted to only Indigenous students, which the ISIF had previously been and emphasized the importance of restricted funding for Indigenous initiatives. • H. Arshad clarified that the line is for all DEOs' initiatives as the funding is gathered from all graduate students, not just Indigenous students. The funding sent to IGSA is only from Indigenous students. He clarified that we understand and appreciate the responsibility to the demographic to ensure that we support them, particularly in the eventuality of not having the VPIR position filled. There are 350 Indigenous students, so they would receive over \$500 each. • N. Lamarche agreed with the validity of the temporary line, but stated there should still be dedicated funding for Indigenous students. The DEO line can go to all minority students, which is great to have, but there should be strategic funding for Indigenous students, particularly as the university and GSA is working toward Indigeneity and conciliation. • S. Iqbal, VP Student Services, clarified that there was no budget for ISIF in 2023-2024, but there was in 2024-2025 and asked S. Louangxay, GSA Accountant, how much was spent in the last year. 	
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		<p>S. Louangxay stated she would have to look into it. H. Arshad stated that it wasn't spent by the then VP Student Life, B. Kucher.</p> <ul style="list-style-type: none"> • N. Lamarche stated the ISIF aligns with government and university guidelines for reconciliation purposes, and should be maintained, particularly for Indigenous self-governance priorities. He asserted that the Board should not have a hand in financial decisions regarding FNMI funding or initiatives. • S. Iqbal thanked N. Lamarche for his contribution, he agreed that self-governance should be an across-the-board priority for indigenous groups. It is an ongoing work, particularly for the VPIR. He stated that the creation of the VPIR is a positive step, and gaps will be addressed. Additions can always be discussed and implemented in consultation with the IGSA. • A. Adigun asked for clarification regarding the ISIF - if it's in bylaw, he believes it should be retained. He asked regarding staff support of the IGSA, as there was a commitment for finance support. • S. Louangxay, GSA Accountant, confirmed that a meeting was held last year in December with Hannah at IGSA to discuss supporting them with bookkeeping and the cost would be absorbed by the GSA. • H. Arshad agreed with N. Lamarche and stated that his recommendations for Indigenous funding should be forwarded to BFC for discussion and incorporation into future budgetary changes. The BFC can restrict a portion of the DEO fund specifically for Indigenous initiatives as recommended by Council. • N. Lamarche stated that it was a failure of the GSA and Council if this funding was not used in the last year. He suggested splitting the lines into DEO/Indigenous split into \$5,000 each. • R. Kamran stated that we need to consult the bylaws and realign the budget with the bylaws, if required. • S. Iqbal clarified that the renaming of the line was not due to the lack of its use in the last year, but to expand initiatives for all minority groups. He also clarified that it is not biased for N. Lamarche to speak on behalf of FNMI students. No one DEO can 	
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		<p>use all \$10,000 of the funding, but the Board will approve the use with full rationale and planning of the use of the funding. It will then be approved by majority or unanimity. There is a filtration system in place that ensures Indigenous initiatives are prioritized.</p> <ul style="list-style-type: none"> ● Abdul Hadi Syed asked after the zero projected increase in enrollment and a 15% increase in legal fees, as he believed legal consultation was only required for bylaw revisions as a one-time expense. ● H. Arshad replied that there is a zero-percent enrollment increase assumption due to federal government restrictions on international visas and the December report we received from the university. Our enrollment numbers have decreased from December to January, but we cannot project negative enrollment, so a 0% enrollment was projected instead. The enrollment over the next two years is a 1% increase projection. ● H. Arshad replied that the increase of 15% in legal fees was explained as necessary due to the anticipated costs of policy rewrites and an increase in grievance-related legal consultations. ● I. Khodabocus, Councillor-At-Large, asked if the IGSA has been consulted regarding filling the VPIR position. ● S. Shi, CRO, stated that she will respond to the question at the next Council session as the VPIR fulfillment is ongoing, and this special session must remain on the topic of the budget. ● A. Adigun raised a motion to recommend to BFC to restrict part of the DEO Strategic Initiatives Fund to redefine the ISIF under C.POL.5.2. H. Arshad clarified that the BFC cannot create new lines, but amendments and budget line restrictions can always be made with recommendations from Council. ● S. Ribiero asked after the two new budget lines for AD, FM and ED of \$14,000 for conference expense allowances on top of CPI increases. She clarified that she is not opposed to some expenses being covered, but as a student association, she is concerned that \$14,000 is not the best use of this money. ● S. Louangxay replied that there are professional certification standards mandating that the management staff meet certain 	
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		<p>professional development hours every year to maintain their positions; management are required to attend, requiring meals and hotel stays, which is an industry standard. Previously it was only the ED who received it and he had to share his remaining funding with the other management members. H. Arshad stated that it was previously overspent when it was just the ED budget line for conference travel. He stated that he understands S. Ribeiro's point and this change is for transparency purposes.</p> <ul style="list-style-type: none"> • A. Belosokhov, Councillor-At-Large, asked for clarification regarding the Council's role with the budget and three-year projection approval. Z. Patel clarified that the first motion is only approving the next year's budget and the second is to receive the three-year projection. H. Arshad stated that Council has the oversight responsibility and mandated the creation of the budget to the BFC, and acknowledged that the budget approval Council meetings were scheduled later than they should have been. If Council wants to make changes, BFC has the complete authority to make changes in the spending of budget lines, such as over or underspending by BFC vote. He stated that stipends can be over/underspent by BFC vote. BFC has Councillors sitting as members. Council opinions are taken into account for upcoming budgets. A. Belosokhov stated that he does not oppose the budget, and asked if we can approve the budget and work to change line spending later, if required. • H. Arshad passed it over to C. Roose, GSA Associate Director, for the budget deadline to pass along GSA required fees to the university: the GSA submits a fee assessment to the Registrar's office for them to code the fees in to be collected in the fall. She has reached out to both offices and they have stated that mid- to the third week of April is required for them to work to get the fees in place. • Our actual surplus will be calculated by the end of this month. • N. Lamarche raised that the BFC voted on this budget and posited that he believes that the BFC will not vote to change the budget after they have approved it to forward to the Board and Council. 	
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		<p>He stated that the \$48,000 excess should be rerouted to the labour strike fund, but noted that we have access to the PSAC strike fund, but recommended that the GSA should have its own strike fund. He believes that the BFC has their own priorities and will not listen to the voices and priorities of the Council. He stated that he does not believe the BFC will give Council another chance to change the budget.</p> <ul style="list-style-type: none"> • A. Adigun stated that it is his understanding that the standing committees answer to Council; we do not have to pass the budget the same way the BFC has presented it, we can make recommendations to BFC on behalf of graduate students, to show the graduate student body priorities. He would like to make some adjustments and recommendations, then the BFC can make adjustments on those recommendations, then the budget can be passed once that has been done. He does not agree with passing the budget in its current form. • H. Arshad stated that we have \$100,000 in our strike fund - we do not have an explicit, restricted budget line for the strike fund, as it has never been raised as a recommendation by the LRC. The BFC will listen to Council and adjust the budget accordingly; governance practice mandates that they must adjust to Council's recommendations. He disagrees with N. Lamarche's position. The issue is the university deadlines. He stated that we are overcomplicating these issues; discussions can continue and fixes adjusted by BFC later, a budget needs to be passed, so we can inform the university of our required fees for collection in the fall. • M. Raja, AVP Labour, stated that this is part of the BFC's mandate, but for clarity purposes, not all labour updates were suggested by the LRC. He sees N. Lamarche's point regarding having our own strike fund listed as restricted under the labour budget, but it has not been institutional practice. It should be the practice moving forward as the LRC would be the best body to discuss the labour budget. • A. Belosokhov stated that he understands N. Lamarche's point and agrees with A. Adigun, but is concerned about the timing of 	
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		<p>the approval for the university. He asked if it was possible to amend the budget to approve it in this meeting. H. Arshad stated he wished he could confirm this, but unfortunately, the governance specialist stated that the council can only approve or disapprove, they cannot amend. This is the current structure that we have to work within.</p> <ul style="list-style-type: none"> • N. Lamarche reminded H. Arshad that the meeting was being recorded, so as not to misrepresent his words. He stated that the BFC would not approve any changes, not that they could not. To A. Adigun, he posited that the BFC could unilaterally ignore Council recommendations. They have a responsibility to change the budget according to Council's concerns - he posited that this is not in bylaw or policy. • H. Arshad raised a Point of Personal Privilege and apologized for mishearing N. Lamarche regarding BFC being unable to adjust the budget after they had initially approved it. He stated that the governance structure should be trusted, as it is the system we have to work within. The BFC has a fiduciary duty to the association and would be held accountable if they disregarded it for their own agendas. He raised the recommendation from a student of running a referendum regarding this issue to get academically employed students' opinions to use as rationale for any adjustments. • Abdul Hadi Syed asked for clarification regarding whether lines can be adjusted after approval and funding reallocated after the budget is approved. H. Arshad and the finance team confirmed this. Budget lines can be adjusted after approval. We are just voting on the overall budget lines and document that explains the rationale. The BFC cannot create budget lines, but can allocate the spending as required. • A. Belosokhov asked N. Lamarche what he suggests in terms of changes. N. Lamarche stated that he doesn't have the time to respond fully to this question, but that the AVPL stipend change would affect his ability to perform his duties in the role. 	
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		<ul style="list-style-type: none"> • A. Belosokhov clarified what happens afterwards if the Council votes against this version of the budget. GSA Associate Director C. Roose answered that she doesn't currently have that information, as she would have to go back to the Registrar's Office, but we run the risk of no fees being collected at all, meaning we would not be able to provide any GSA services come the fall. She clarified that this is not to stress Council into making a decision, but they need to be aware of the risks if discussion runs too long and passes the university's hard deadline. • A. Adigun asked for clarification regarding the oversight mandate of the Council, why Council cannot make amendments itself and what governance specialist H. Arshad had consulted with. He raised that perhaps the Governance Committee should consider making this change. • H. Arshad responded to A. Adigun regarding K.BYL.1.1 and 1.2 that states that the BFC and Board will forward recommendations to Council, which will approve or deny the budget and receive the three-year projection for information. He spoke to the university governance specialist from the university's General Council, who stated that the budget is outside of the Board's purview now as they approved it and forwarded it to Council, so it would have to go back to the BFC for review and recommendations. This is the same procedure that the university's Board of Governors uses. • S. Iqbal checked a Point of Parliamentary Inquiry if Council still had quorum. Z. Patel confirmed. • S. Ribiero reminded Councillors that we are part of the university's governance system and this discussion is not relevant to this special council vote. Standing Committees and Councillors are elected to represent graduate students and their departments, so they need to vote to represent all graduate students and their respective departments. She would recommend Councillors to not vote in favour of the Council if there are concerns. 	
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		<ul style="list-style-type: none"> • H. Arshad clarified that if the budget is not approved and no GSA fee is collected, the Council will not have completed its fiduciary duty. • N. Lamarche raised a Point of Order due to H. Arshad speaking out of turn and accused him of threatening the Council. <p>19 votes against, 15 votes for. The Motion HAS NOT PASSED.</p> <ul style="list-style-type: none"> • S. Iqbal clarified that, as a member of the BFC, the BFC never had any intention of reducing financial supports for FNMI students. The wording of the ISIF being 'no longer required' in the narrative document is financial language, not to diminish the importance of Indigenous funding. It was never a focus of discussion that Indigenous funding should be removed. The ISIF was never removed, but expanded to include additional funding for the Board to use toward supporting additional minority groups and initiatives. He acknowledged N. Lamarche's point of Indigenous self-governance and he commends any Indigenous student having to take on the burden of educating non-Indigenous students. • S. Louangxay stated her concern at the budget not passing. We do not have a contingency plan bylaw to continue on the previous year's budget, so we will be required to tell the university. If we miss the university's hard deadline, we cannot collect GSA fees. • H. Arshad clarified that he was not threatening Council regarding his comment on fiduciary duty, but a reminder to Councillors of their role. Councillors are meant to hold the Board accountable, but they also have their own fiduciary duty to represent all graduate students and bring their concerns to Council for discussion. H. Arshad stated he is worried regarding the status of the GSA if fees cannot be collected, as the Minister of Advanced Education would have to step in and assign an Administrator to take over the running of the GSA. 	
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		<p>B. Motion 2: That the GSA Council RECEIVE FOR INFORMATION the Operating and Capital Three-Year Budget/Business Plan (2025-2028), the Labour Union Dues Three-Year Budget/Business Plan (2025-2028), and the Restricted and Other Funding Three-Year Budget/Business Plan (2025-2028).</p> <p style="text-align: center;">31 votes for, 3 against. Motion PASSED.</p> <ul style="list-style-type: none"> • A. Belosokhov stated that the BFC should review the budget based on Council recommendations and the Board can call for a second special meeting to get the revisions approved before the deadline. • H. Arshad stated we will have a special council meeting as quickly as possible. • D. Carleton asked what the next steps are. If there is not a special council meeting, it will be brought to the April 28th meeting. • N. Lamarche reminded the Council that the BFC Chair is H. Arshad. He accused H. Arshad of coercion in stating the risk of the GSA dissolving if fees cannot be assessed. U of Regina dissolved because the executives were not held accountable. He stated that if Council had voted yes, we would be emulating the U of Regina. • H. Arshad responded that it was never a threat, he acknowledged earlier in the meeting that the budget is late. It is public knowledge that he is the BFC Chair and the other members of the committee are members of the Council, but acknowledged N. Lamarche is entitled to his opinion. • C. Roose clarified that when we are discussing contentious issues, we are not ever trying to make threats, but the situation that we face is that if a budget is not passed at some point in time, the university will not collect fees for us in the upcoming fall, so the GSA will then not have a budget for the fall. It's something we have to abide by within the university. She is going to go back to them to check if we have any leeway with them. 	
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		<p>Motion to adjourn. H. Arshad moved. P. Mojir Shaibani seconded. 18 for, 2 against. Motion PASSED.</p> <p>Attached document breakdown:</p> <ul style="list-style-type: none"> a. Outline of Issue 3-Year Plan and 2025-2026 Budget b. Cover Letter to GSA Council 2025-2026 GSA Operating Budget c. 2025-2026 GSA Operating Budget (Including Capital Budget) (HD Estimated) d. GSA 2025-2026 Operating Budget (including Capital Budget) Narrative e. GSA 2025-2028 Restricted and Other Funding Budget f. GSA 2025-2028 Restricted and Other Funding Budget Narrative g. GSA 2025-2028 Labour Union Restricted Fund Budget h. GSA 2025-2026 Labour Union Restricted Fund Budget Narrative 	
	4	Adjournment	

Item 5: Strategic Work Plan 2024-2025 - Message from the President

Message from the President

Over the past year, our Graduate Students' Association has worked hard to turn the ambitions set out in the Strategic Work Plan into tangible results. Thanks to the trust you placed in my team—and to the passion and persistence of countless volunteers, staff, and campus partners—we have moved from ideas to action in ways that are already improving graduate life at the University of Alberta.

Together, we secured more than **\$8.5 million in direct financial support**, including a brand-new Community Engagement Award that channelled **\$200,000 of GSA funds to course-based master's students**, with a further \$400,000 committed for the next two years. We finalised a re-engineered health and dental plan that will save students **\$400,000 over three years**, renewed the U-Pass—putting **\$3.4 million back in students' pockets**—and successfully advocated for **no tuition increase for international thesis-based students**. Each of these wins began with your feedback and your insistence that affordability must remain at the centre of our work.

But financial relief is only part of the story. We also helped **launched the pilot Graduate Peer Support Program**, published the first comprehensive **Graduate Mental Health Report**, doubled attendance at our GSA Social Hours, and laid the groundwork for a Peer-Connect Conference and Career Fair that will showcase graduate talent and create new career pathways. Our two-year **EDI Action Plan** and updated bylaws have set a clearer, more accountable course for the association, while our bargaining team has already tabled a full proposal package to improve working conditions for academically employed graduate students.

None of this progress would be possible without you. Whether you completed a survey, attended a town-hall meeting, or simply shared your lived experience with us, your voice shaped every decision we made. I am deeply grateful for the confidence you have shown in this executive team and for the tireless work of our councillors, committee members, and staff, who turned collective vision into concrete gains.

As my team's term concludes, I am heartened to know that a newly elected executive team is ready to carry this momentum forward. Their agenda remains ambitious, including but not limited to, securing stable scholarship funding, implementing a campus-wide food strategy, completing collective bargaining, and ensuring that our governance continues to reflect the diversity and creativity of the graduate community. I encourage you to lend them the same energy, creativity, and constructive scrutiny you showed my team—because the GSA's strength has always come from an engaged membership willing to push for bold ideas and hold its leaders to account.

Thank you for the privilege of serving as your President this past year. Working alongside you has been the most rewarding experience of my graduate journey, and I will continue to champion graduate students—this time from the sidelines—as an alumnus of the GSA. Together we have set a strong foundation; now, in partnership with the new executive, I am confident our association will reach even greater heights.

In solidarity and gratitude,

Haseeb Arshad
President, Graduate Students' Association
University of Alberta

Item 6: Nominees for GSA Councillor-At-Large Vacancies

GSA NOMINATING COMMITTEE (GSA NoC)
GSA Councillor-at-Large By-Election (2 POSITIONS):
TWO (2) NOMINEES

In the 2025 GSA General Election, three (3) out of ten (10) Councillor-at-Large positions were filled. In the following Council by-election, five (5) GSA Councillor-At-Large vacancies were filled. Consequently, there are currently two (2) GSA Councillor-at-Large vacancies for graduate students remaining. As per GSA Bylaw and Policy, GSA Council fills any remaining positions from nominations forwarded by the GSA NoC (Section I: Elections, GSA Policy, Elections, Section I.POL.16.3). The duties of GSA Councillors-at-Large are to attend all meetings of GSA Council, and “to provide additional voices on GSA Council from those offered by DEOs, Departmental Councillors, and the IGSA Councillor” (GSA Bylaw and Policy, Section C: GSA Council, GSA Policy, GSA Council, Section C.POL.3.3.b.iii).

These positions were advertised in the GSA newsletters of March 7 and 14 with a nomination deadline of March 21 2025. Two (2) nominations were received by the deadline and approved by the NoC.

There will be an electronic ballot vote held at the April 28 2025 GSA Council meeting.

If you and your alternate are unable to attend the April 28 meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Administrative Specialist (gsaca@ualberta.ca) BEFORE 3:00 PM on Monday April 28 in order to cast your vote in advance of the GSA Council meeting.

Nominees for this position are listed in reverse alphabetical order by last name and will be presented in alphabetical order on the ballot. ‘None of the Candidates’ will also be considered a nominee.

- 1. Muhammad Faizan Tariq (Civil & Environmental Engineering)**
- 2. Anagha Devkota (Public Health)**

Jurisdiction:**Section I: Elections, GSA Policy, Elections, Section I.POL.16.3**

“In the event that any CAL positions are not filled by the end of the GSA General Election, or a CAL position is vacated prior to December 1 (or the next working day) GSA Council will be responsible for electing any remaining CALs. When electing any remaining CALs, the GSA Council will aim to elect graduate students from as broad a range of disciplines as possible. The GSA NoC will decide on procedures and then provide one or more names to GSA Council for consideration, except that the GSA

NoC may not waive advertising. Note that the legislated GSA NoC process specifies that all vacancies will be advertised at least twice in advance of the nomination deadline noted in the advertisement. If the matter is urgent, GSA Council can hold this election electronically."

The names and biographies received for the nominee(s) are **BELOW**. Biographies and resumes are presented as received (i.e. not edited).

1. Muhammad Faizan Tariq (Civil & Environmental Engineering)

Statement of Interest

I want to volunteer as a GSA Councillor at Large to strengthen our graduate student community and ensure everyone's needs are heard. I've witnessed how supportive networks can elevate both well-being and professional growth, and I'm eager to contribute to that positive environment. My experiences in leadership and teamwork have prepared me to communicate effectively, organize initiatives, and advocate on behalf of my peers. Collaborating with fellow council members, I plan to address important issues like mental health support, professional development, and inclusivity. Through dedicated service, I aim to help create a more vibrant, welcoming community for all graduate students.

Bio

Undergrad Volunteer Experience:

Treasurer - NICE Student Council

Director Finance - International Conference in Artificial Intelligence 2021

I am a structural engineering major with a strong foundation in analytical problem-solving and teamwork. My rigorous academic training has taught me to tackle complex challenges methodically, while my professional experiences have sharpened my communication and leadership skills. In my volunteer roles, I've actively engaged in student advocacy, listening to peers and helping address their concerns. I am passionate about stepping into this position to raise student voices and ensure that every perspective is represented. I believe my blend of technical expertise, practical experience, and commitment to advocacy makes me a valuable asset to the team.

2. Anagha Devkota (Public Health)

Statement of Interest

I have always been passionate about youth engagement and local governance, and I have actively volunteered in these areas. As a student at the university, I see a unique opportunity to directly influence policies that shape the graduate student experience. Beyond making a meaningful impact, these roles would allow me to develop valuable leadership, advocacy, and volunteer experience—key skills that will support my professional growth. Additionally, they provide a

platform to connect and collaborate with peers across academic disciplines, broadening my perspective and network.

Bio

I serve on the board of a local non profit organization as fundraising director, Nepalese Edmonton Canadian Society of Edmonton (NECASE).

I am deeply passionate about youth engagement and local governance, with a strong history of volunteering in these areas. Through my involvement in the Youth at the Table (Y@TT) program, as well as my work with the Youth Engagement Community of Practice and the Y@TT Alumni Committee at Volunteer Alberta, I have gained experience in providing strategic advice, recommendations, and operational support to stakeholders developing youth engagement programs across Alberta. Recently, I participated in the Results Canada fellowship program, which helped me further develop my leadership, communication, and advocacy skills while contributing to global poverty alleviation efforts through advocacy

As a Master of Public Health student pursuing an embedded certificate in climate change and health at the University of Alberta, I am a dedicated and passionate individual with a strong background in youth engagement, local governance, and advocacy. I bring a unique interdisciplinary approach to problem-solving and a strong foundation in analytical and critical thinking skills. My education has equipped me with a blend of physical sciences and business knowledge, making me well-suited for a role that requires the integration of both disciplines. My current academic focus in public health, combined with professional and volunteer experience, equips me with the skills to effectively contribute to this position.

Through my professional experiences, I have developed expertise in project coordination, data analysis, and evaluation. As a Sustainability Intern at the University of Alberta's Sustainability Council, I have gathered, organized, and analyzed data from both academic and operational sources to support sustainability rankings and event initiatives. In my previous role as a Program & Evaluation Assistant, I developed an evaluation framework for the organization's strategic directions, establishing key indicators to track and report results. I also conducted an environmental scan on the relationship between volunteer screening best practices and equity, diversity, and inclusion, identifying emerging trends using data from various sources. These experiences have sharpened my ability to manage multiple priorities, adapt to changing needs, and collaborate effectively with diverse stakeholders.

Beyond my academic and professional pursuits, I am deeply committed to community engagement and volunteer with several organizations in Edmonton, further enhancing my ability to contribute to this position

Item 7a: Governance Committee-Recommended Bylaw and Policy Revisions

Outline of Issue

Suggested Motion:

That the GSA Council **APPROVE** the recommended changes to GSA Policy:

Recommended Changes to GSA Policy, Section D, F & K

Background:

Implementing changes to our Referenda and BFC policies, procedures and definitions to streamline and update office and referenda processes.

Jurisdiction:

GSA Bylaw and Policy, Section A.BYL.1.2

"These Bylaws ... may be amended by two two-thirds majority votes of Council held on seven calendar days' notice of motion and no less than one week apart."

GSA Bylaw and Policy, Section A.BYL.2.2

"GSA Policy is under the jurisdiction of GSA Council and may be amended by a simple majority vote of GSA Council at any meeting of GSA Council."

GSA Bylaw and Policy, Section F.BYL.1.3

"GSA Standing Committees advise GSA Council and the GSA Board (GSAB) on policy relevant to their mandates, and have full authority to take actions set out within those mandates."

GSA Bylaw and Policy, Section F.POL.4.2.a

The mandate of the GSA Governance Committee is to *"advise GSA Council on matters of GSA Bylaw and Policy not in the purview of any other GSA Standing Committee, or other governance issues, and recommend changes to GSA Council."*

Current Bylaws (deletions are noted as striketroughs and changes/additions are noted in red font)	Rationale
D.BYL.1.1d GSA Councillors and any GSA member appointed, elected, or delegated to any internal or external committee shall be recognized as GSA Officers.	By defining these individuals as officers, the bylaw grants the Appeals and Complaints Board (ACB) clear jurisdiction to hear complaints related to their performance or behavior. This promotes fairness, transparency, and integrity within GSA governance structures and ensures that all representatives are held to the same level of responsibility and oversight, regardless of their specific role or appointment route.
Referenda Asker Definitions "Asker" is defined as a GSA member(s) or a person acting on behalf of an external organization who wishes to initiate a referendum.	This change aligns with the Post-Secondary Learning Act (PSLA) of Alberta, which mandates that the GSA represents the interests of graduate students. By limiting the role of "asker" to graduate student group members, the GSA ensures that referenda reflect organized, collective student interests (PSLA, Section 95).
J.BYL.2.1 A referendum on a clearly worded 'Yes' or 'No' question regarding any dedicated, on-going fee for a service, facility, or lobbying effort can be initiated by the GSA Board (GSAB) subject to a simple 2/3 majority vote at any meeting of GSA Council. Normally a referendum will be held in conjunction with the GSA General Election and election of the Associate Vice-President Labour, unless a question is determined to be of an urgent nature by the GSAB.	Remove on-going as approved referenda will no longer be perpetual. Remove descriptors. 2/3 is consistent with other Bylaw changes and is generally the standard for any type of fee approval.

J.BYL.2.2 The required steps for a GSA member or a person acting on behalf of an external organization wishing to initiate a referendum will be outlined in GSA Policy on referenda.	Change in the bylaw based on the updated definition. Consistent with Definitions and J.BYL.4.2.
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Current Policy (deletions are noted as strikethroughs and changes/additions are noted in red font)	Rationale
Referenda Policy	
<p>J.POL.7.1.a Membership in an officially recognized graduate student group stated in Section N: GSA Graduate Student Groups is required for referendum Askers. The Asker must provide evidence of their affiliation with a graduate student group when submitting a referendum request to the Chief Returning Officer (CRO).</p> <p>J.POL.7.1.b When submitting a referendum request to the Chief Returning Officer (CRO), the Asker must provide valid proof of their GSA membership, i.e., an enrollment certificate.</p> <p>J.POL.7.1.c The GSA Board shall have the authority to grant exemptions to the eligibility requirements stated in J.POL.7.1a, J.POL.7.1b.</p> <p>J.POL.7.1.d Requests for exemptions must be submitted in writing to the Board for consideration.</p> <p>J.POL.7.1.e The Board may consider exemptions based on, but not limited to, the following criteria:</p> <ul style="list-style-type: none"> a) The critical nature of the proposed referendum to the graduate student body b) The Asker's demonstrated understanding of the referendum process and its implications c) Extenuating circumstances that prevent the Asker from meeting the standard requirements. <p>J.POL.7.1.f The decision of the Board regarding exemptions shall be final and shall be communicated to</p>	<p>This change aligns with the Post-Secondary Learning Act (PSLA) of Alberta, which mandates that the GSA represents the interests of graduate students. By limiting the role of "asker" to graduate student group members, the GSA ensures that referenda reflect organized, collective student interests (PSLA, Section 93).</p> <p>The eligibility exemption through the GSA Board opens the opportunity for all GSA members to initiate referenda, not just those affiliated with recognized graduate student groups.</p> <p>The inclusion of a board exemption clause provides necessary flexibility to address unforeseen circumstances or particularly critical issues. We need this approach to ensure the successful implementation of referenda such as the Campus Food Bank (CFB), which defy standard procedures but are crucial to the graduate student community.</p> <p>By clearly defining the Board's authority in granting exemptions and establishing</p>

<p>the applicant in writing within a timeframe specified in the GSA's operational policies.</p> <p>J.POL.7.1.g The Board reserves the right to revoke an exemption if the circumstances under which it was granted change significantly.</p>	<p>criteria for such exemptions, the policy promotes transparency and accountability in GSA governance. This approach guarantees the exercise of flexibility within a structured and equitable framework.</p>
<p>J.POL.7.2.a A clearly worded referendum question will address the following criteria (if applicable): description of any dedicated on-going fee, amount of fee, how long a fee will be collected (in accordance with J.POL.6.4), effective date (when a fee will start being collected), end date (when the fee will stop being collected), procedure for changing a fee, whether the fee can be rescinded, opt-out mechanism, and an accountability mechanism for the money collected. The criteria above provided are non-exhaustive and additional criteria may be required to draft a clearly worded referendum question.</p>	<p>Voters should have an option to opt out of non-mandatory dedicated fees.</p>
J.POL.11	
<p>J.POL.15 Referendum Duration and Renewal</p> <p>J.POL.15.1 Referenda approved by the GSA membership shall have a duration of three (3) years from the date of implementation.</p> <p>J.POL.15.2 To ensure continued funding and accountability, referendum askers must initiate a</p>	<p>This policy addition serves several important purposes:</p> <ol style="list-style-type: none"> 1. A referendum should not be perpetual unless there are extenuating circumstances. 2. It ensures that initiatives funded through referendum remain accountable to the graduate student population by requiring a renewal vote based on demonstrated performance.

<p>renewal process by the year that the current dedicated fee expires.</p> <p>J.POL.15.3 The renewal process shall involve:</p> <p>J.POL.15.3.a Submitting a detailed report to the GSA Board outlining the achievements, challenges, and financial management of the initiative during the first two years.</p> <p>J.POL.15.3.b Conducting a new referendum vote among the graduate student population.</p> <p>J.POL.15.4 The renewal referendum will be held during the GSA general election in the year of expiration.</p> <p>J.POL.15.5 The renewal referendum question must clearly state:</p> <p>J.POL.15.5.a The original purpose of the initiative.</p> <p>J.POL.15.5.b A summary of achievements and value added to graduate students' experience.</p> <p>J.POL.15.5.c The proposed continuation of the initiative for the subsequent years.</p> <p>J.POL.15.5.d Any proposed changes to funding or implementation, if applicable.</p> <p>J.POL.15.6 If the renewal referendum passes, the initiative will continue for the remainder of the original three-year term and an additional three years from that point.</p> <p>J.POL.15.7 If the renewal referendum fails, the initiative will conclude at the end of its original three-year term,</p>	<p>3. The three-year initial term with a second-year renewal vote allows for adequate planning and implementation while also providing a timely opportunity for review and adjustment.</p> <p>4. By requiring a detailed report and clear communication of achievements, the policy enables graduate students to make informed decisions about continuing support for initiatives.</p> <p>5. The policy allows for adjustments to be proposed during the renewal process, ensuring that initiatives can evolve to meet changing needs.</p> <p>6. This structure helps in maintaining financial stability by allowing initiatives to secure funding for subsequent years while also providing a mechanism for discontinuation if they no longer meet student needs.</p> <p>7. Regular renewal referenda keep the graduate student population engaged and informed about ongoing initiatives, fostering a culture of active participation in GSA affairs.</p> <p>8. The two-year wait period gives the Asker time to adjust their request, and it alleviates voter burnout of referenda questions.</p>
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<p>with a one-year wind-down period to ensure orderly closure of operations.</p> <p>J.POL.15.8 If the renewal referendum fails, the Asker must wait a minimum of two (2) years before consideration by the CRO.</p> <p>J.POL.15.8 The GSA Board shall have the authority to establish specific procedures and timelines for the renewal process, ensuring they align with the GSA's broader governance and election policies.</p>	
<p>J.POL.1516 Reporting</p> <p>J.POL.1516.1 The Chief Returning Officer (CRO) will draft a procedural report following each referendum. This report will outline major decisions, a summary of discussions and consultations with the GSA Elections and Referenda Committee (GSA ERC), processes, issues, and recommendations for any future referendum. This report will be provided to the next CRO and Deputy Returning Officer, the GSA ERC, the GSA Board, and GSA Council.</p>	Clerical Change
<p>K.BYL.1.2 GSA Council will receive recommendations on the annual operating and capital budgets, along with a recommended three (3) year budget forecast and business plan, no later than its March regular meeting. GSA Council shall approve only the budget for the upcoming fiscal year. The three-year forecast and business plan shall be received as an information item. The Budget and Finance Committee shall review, recommend, and approve the draft budget and three</p>	<p>This clarification ensures that both the BFC and the GSA Board formally review, recommend, and approve the draft budget and the three-year forecast prior to their presentation to Council. This layered approval process aligns with best financial governance practices by ensuring due diligence, and shared accountability across GSA's decision-making bodies. It also clarifies that GSA Council's authority is to</p>

<p>(3) year forecast, followed by review, recommendation, and approval by the GSA Board, prior to presentation to GSA Council.</p>	<p>approve the upcoming fiscal year's budget, while the multi-year forecast is presented for information only</p>
<p>K.BYL.1.3 In the event that the GSA Council does not approve an annual budget before the start of the fiscal year, GSA shall continue to operate in a manner consistent with the most recent annual budget approved by the GSA Council.</p>	<p>This new bylaw sets a clear contingency plan to ensure the continuity of GSA operations in the event that the annual budget is not approved by GSA Council before the start of the fiscal year. It reflects best practices in governance by establishing a fallback mechanism that protects the organization from administrative delays while respecting the Council's budgetary authority.</p>
<p>K.POL.3.7.a Financial documents requiring signature, including but not limited to cheques, email disbursements, and investment instructions, require two (2) signatures: either any two (2) Directly-Elected Officers (DEOs) or any one (1) DEO and one (1) Director.</p>	<p>By allowing email-based authorization, the policy reduces reliance on physical cheques—saving time, administrative resources, and unnecessary costs associated with cheque processing.</p>
<p>K.POL.3.7.d The President and Executive Director will approve amounts below \$600 via email, with explanations provided by the Finance Manager and reported to the GSA Board in the management report. Electronic transfers should be used unless unavailable, in which case cheques may be used. Both approvers will provide electronic "signing authority" confirmation</p>	<p>This policy enables timely and efficient approval of disbursements under \$600 by allowing the President and Executive Director to authorize such payments via email. This process streamlines routine low-value transactions while maintaining proper oversight and documentation. It also ensures that financial controls remain intact through dual electronic "signing authority" confirmation and the exclusion of cash payments, which</p>

for all disbursements. Cash payments are strictly prohibited.	mitigates risk and aligns with best practices in financial management.
K.POL.5.9.b Confidential material distributed during Budget and Finance Committee (BFC) meetings shall be shared with members through password-protected methods.	This policy establishes a clear and consistent protocol for handling confidential materials shared during Budget and Finance Committee (BFC) meetings. The inclusion of this policy also addresses existing ambiguity regarding the confidentiality status of BFC materials. It reinforces the importance of protecting budget drafts, financial projections, and other documents that may contain preliminary or sensitive data not intended for public circulation.
K.POL.5.2 Any recommended change to a budget line must first be discussed among the Finance Manager, the President, and the Executive Director (or delegate) prior to presentation to the BFC. Once consensus is reached, all members shall support the decision.	This policy ensures that any recommended increase to a budget line is thoroughly reviewed and agreed upon by key members of the finance team—namely, the Finance Manager, the President, and the Executive Director or their delegate—prior to being brought forward to the Budget and Finance Committee (BFC). Requiring consensus at this stage promotes alignment within the finance team, and ensures that proposals presented to the BFC are well-vetted and strategically justified. This approach minimizes the likelihood of prolonged or contentious discussions during BFC meetings, allowing the committee to focus its time on high-level oversight rather than operational deliberations.

F.POL.2.4.a General GSA members may attend the open sessions of any standing committee meeting as a guest following approval from the Chair of the committee.

Allowing general members to attend open sessions promotes inclusivity, enhances trust in committee deliberations, and provides an opportunity for members to observe and better understand the GSA's operations.

At the same time, the requirement for prior approval from the Chair ensures that meetings remain orderly, manageable, and focused, while still enabling access where appropriate and is consistent with the existing practice.

Item 7b: Outline of Issue - GSA 2025-2026 Budget

Outline of Issue

Operating and Capital Budget (2025-2026), Labour Union Dues Budget (2025-2026), and Restricted and Other Funding Budget (2025- 2026)

AND

Operating and Capital Three-Year Budget/Business Plan (2025-2028), Labour Union Dues Three-Year Budget/Business Plan (2025-2028), and Restricted and Other Funding Three-Year Budget/Business Plan (2025-2028)

Suggested Action and Motion for the GSA BFC:

MOTION 1: That the GSA Council **APPROVE**, having also been approved and separately recommended by the GSA Budget and Finance Committee and GSA Board, the Operating and Capital Budget (2025-2026) (found in the attached material in the “2025-2026 Budget for Approval” column bordered in red on each page), the Labour Union Dues Budget (2025-2026) (found in the attached material in the “2025-2026 Budget for Approval” column bordered in red on each page), and the Restricted and Other Funding Budget (2025-2026) (found in the attached material in the “2025-2026 Budget for Approval” column bordered in red).

Background:

As was the case in previous years, given that the GSA Board is the “senior administrative authority” (GSA Bylaw and Policy, Section F.POL.3.2.a), the above-noted recommendation to GSA Council flows through the GSA Board. The GSA BFC’s review and advice on the three GSA three-year budget/business plans (operating, labour union dues, and restricted) will also be forwarded to GSA Council for the April 28 2025 meeting, flowing first through the GSA Board. GSA BFC members are, accordingly, invited to attend both the GSA Board meeting and the GSA Council meeting on April 28 2025.

Jurisdiction:

GSA Bylaw and Policy, Section K.BYL.1.1:

“The Executive Director (or delegate), Accountant, Financial Manager, and the President, in consultation with the GSA Board and Budget and Finance Committee (GSA BFC), will draft an annual budget as part of a three (3) year, rolling budget and business plan, to be reviewed by the GSA BFC no later than the GSA BFC’s last meeting in the February prior to the April in which the annual budget will take effect. The GSA BFC will advise and recommend to GSA Council via the GSA Board (GSAB) on the annual budget. The

GSAB will forward the GSA BFC's recommendation with its own recommendation to GSA Council."

GSA Bylaw and Policy, Section K.BYL.1.2:

"GSA Council will receive a recommendation on the annual operating and capital budgets, together with a recommended three (3) year budget and business plan, no later than its March regular meeting."

GSA Bylaw and Policy, Section K.POL.3.1:

"The overall mandate of the GSA BFC is to advise the President and management on the financial affairs of the GSA and to provide for the long-term financial health of the organization. Members are expected, by GSA Council, to rise above any local/departmental views or issues and to take into account the needs of the GSA as a whole."

GSA Bylaw and Policy, Section K.POL.3.4:

"The GSA BFC will review and advise on the annual three (3) year rolling budget and business plan."

GSA Bylaw and Policy, Section K.POL.3.5:

"The GSA BFC will make recommendations to GSA Council on the annual operating and capital budgets."

GSA Bylaw and Policy, Section K.POL.5.1.a:

"In planning and managing its budget, the GSA will ... be open and transparent, encouraging comprehensive input and consultation from both the GSA Board (GSAB) and the GSA Budget and Finance Committee (GSA BFC)."

GSA Bylaw and Policy, Section K.POL.5.1.b:

"In planning and managing its budget, the GSA will ... take into account the GSA's vision, mission, and mandate, which are based largely on the GSA's duties as set out in the Post-Secondary Learning Act (PSLA), and be guided by the GSA Board Strategic Work Plan."

GSA Bylaw and Policy, Section K.POL.5.1.c:

"In planning and managing its budget, the GSA will ... ensure the long-term viability and robust health of a fees-driven organization which delivers a range of services."

GSA Bylaw and Policy, Section K.POL.5.1.e:

"In planning and managing its budget, the GSA will ... facilitate long-term planning by developing a three (3) year rolling budget and business plan for revenue and expenditure."

GSA Bylaw and Policy, Section K.POL.5.1.f:

"In planning and managing its budget, the GSA will ... enable provision of the key financials, budget projections, information notes, and any other documentation required by GSA Council, the GSAB, GSA BFC, or the GSA's Auditor."

GSA Bylaw and Policy, Section K.POL.5.1.i:

"In planning and managing its budget, the GSA shall ... propose to GSA Council a budget that represents all aspects of the GSA's operations."

GSA Bylaw and Policy, Section K.POL.6.1:

"The Unrestricted and Restricted Operating Budget will be organized into broad budget divisions which are presented to the GSA BFC, the GSAB, and GSA Council in the fall, winter, and spring/summer terms reports and the annual three (3) year rolling budget and business plan."

GSA Bylaw and Policy, Section Q.BYL.4.3:

"Union dues collected will be held in a restricted GSA Labour Union Fund and used solely to support the GSA's activities pursuant to the Labour Relations Code on behalf of academically-employed graduated students, including collective bargaining and representation of academically-employed graduate students ... the GSA will not use any amount of the union dues for purposes other than those described in GSA Bylaw and Policy, Section Q.BYL.4.3."

Item 7c: Submitted Motions to Council - Outlines of Issue

Outline of Issue**Suggested Motion for GSA Council:**

That GSA Council **APPROVE** the below proposal for Councillor-led Motion procedure.

Background:

"The following motion shall be put to the GSA council at the March 2025 meeting. This motion directly proposes a change to the policies.

WHEREAS no current formal structure exists for the proposal of written motions,

AND WHEREAS the creation of a formal structure for the proposal of written motions would help ensure efficiency and clarity in the GSA structure,

BE IT RESOLVED THAT a structure for written motions be defined in the GSA policies (and made clearly available to the public through the website) as a requirement for putting forward a motion, in the following structure: all clauses are to be presented in the form of "WHEREAS" and "BE IT RESOLVED THAT," where any number of at least one of the former and at least one of the latter, in that order, and where any additional clauses of each be presented as "AND WHEREAS" and "BE IT FURTHER RESOLVED THAT," and where any additional context that is relevant and useful to the discussion of the motion but not contained within the official scope of the motion itself or its component clauses, be added in an optional section entitled "CONTEXT," and that the written motion shall be preceded with a clear statement of which meeting the motion shall be presented at, and for the purposes of clarity shall also clearly state its function in the cases of direct changes to bylaws, direct changes to policies, and indirect proposals to change the policies or bylaws but are first charged to the governance committee to draft."

Jurisdiction:

C.POL.5.2 Motions (formal proposals that GSA Council take certain actions), are normally accompanied by a Notice of Motion (advance written notice that a Motion will be presented and debated at an

upcoming meeting of GSA Council). Notices of Motion must Section C: GSA Council 14 be presented in time to be circulated with the first mailing of the GSA Council material, as described above.

C.POL.5.2.a To move a Motion, voting members of GSA Council must first be recognized by the Speaker. A Motion must be seconded; a second simply indicates that the seconder agrees that the Motion should be debated and not that the seconder necessarily favours the Motion.

C.POL.5.2.b During discussion and debate, voting members of GSA Council may:

C.POL.5.2.b.i Move an amendment to a Motion. Amendments to a Motion must be germane; that is, they must be closely related to the subject of the Motion.

C.POL.5.2.b.ii Move a Motion to Defer, which enables the discussion of a substantive issue to be put off to a later, specified time.

C.POL.5.2.b.iii Move a Motion to Table, which allows GSA Council to lay aside a Motion until some future time. This Motion is not debatable, except with respect to when the Motion will return to GSA Council.

C.POL.5.2.c Following discussion and debate, a Motion goes to a vote.

C.POL.5.2.c.i Unless otherwise noted, a simple majority vote is needed for a Motion to pass; in the event of a tie a Motion is considered to have failed.

C.POL.5.2.d Voting members of GSA Council may also:

C.POL.5.2.d.i Move a Motion to Refer, which allows GSA Council to refer an issue to another body, usually a GSA Standing Committee.

C.POL.5.2.d.ii Move a Motion to Rescind, which allows GSA Council to cancel or stop an entire Motion that had already been adopted.

C.POL.5.2.d.iii Move a Motion to Reconsider, which allows GSA Council to return to a Motion that has been voted on at the meeting, in an instance where new information emerges or the situation changes, allowing GSA Council to consider and vote anew, as if GSA Council had not previously voted on the Motion.

C.POL.5.2.e GSA Council may vote to close meetings, in which case only GSA Council members and GSA staff may attend; others wishing to attend must have permission extended by GSA Council following a vote.

C.POL.5.2.e.i Open session minutes of GSA Council will be posted on the GSA website. Closed session minutes are confidential. Motions may only be considered in open session.

Outline of Issue

Suggested Motion for GSA Council:

That GSA Council **APPROVE** the following changes to Bylaw according to the below stipulations.

Background:

The following motion shall be put to the GSA council at the March 2025 meeting. This motion directly proposes a change to the bylaws.

WHEREAS the current bylaw policy requires all motions to be put to the Speaker prior to the current GSA meeting,

AND WHEREAS any changes to the bylaws currently require two consecutive votes in two months with two-thirds majority each time to pass, creating inefficiency and slow change of process, which hurts the GSA's ability to implement new bylaws and improve the structure of the Bylaws,

AND WHEREAS the current system prohibits rapid response and actions from members on the Floor,

BE IT RESOLVED THAT the governance committee be charged with drafting an amendment to the bylaws to grant the GSA council the power to present a motion at any regular GSA meeting without supplying said motion to the Speaker in advance, provided that such a motion be defined as a spoken motion (in contrast to a written motion, which shall be defined as any motion presented in writing to the Speaker in advance) and presented verbally to the floor, and that any spoken motion presented that does not create a change to the budget of one thousand dollars or more be voted upon at the same meeting, and that and that any motion dictating a change of one thousand dollars or more be presented at the same meeting, but voted upon at the following regular meeting. This motion shall act as the first of two votes to approve said bylaw, in order to not delay the process.

Jurisdiction:

F.POL.4 GSA Governance Committee

F.POL.4.1 Composition

F.POL.4.1.a The President, as Chair.

F.POL.4.1.b The Vice-President Student Life, as Vice-Chair.

F.POL.4.1.c Three (3) Councillors or recent former Councillors elected by GSA Council as voting

members.

F.POL.4.1.d The Speaker and Executive Director (or delegate) as non-voting members.

F.POL.4.2 Mandate

F.POL.4.2.a To advise GSA Council on matters of GSA Bylaw and Policy not in the purview of any other GSA Standing Committee, or other governance issues, and recommend changes to GSA Council.

F.POL.4.2.b Make any editorial changes (such as factual inaccuracies and other editorial issues) to the GSA governing documents as deemed necessary by the GSA Governance Committee (GSA GC).

F.POL.4.2.c As per a Motion approved by the GSA GC on 9 August 2013, and subsequently revised by the GSA GC on 29 February 2016, the Chair and Vice-Chair of the GSA GC have delegated authority to approve “purely editorial” changes. “Purely editorial” changes are defined as punctuation, italicization of Latin terms, capitalization, spelling, font, and renumbering.

F.POL.4.3 Meetings

F.POL.4.3.a Quorum is three (3) voting members including either the Chair or Vice-Chair.

Outline of Issue

Suggested Motion for GSA Council:

That GSA Council **APPROVE** the following changes to Bylaw according to the below stipulations.

Background:

The following motion shall be put to the GSA council at the March 2025 meeting. This motion directly proposes a change to the bylaws.

WHEREAS the current structure of the GSA bylaws forces a minimum of two months to change with two-thirds vote at each meeting, which acts to discourage motions for changes to the Bylaws,

AND WHEREAS all GSA councillors are expected to attend meetings, such that the presence of councillors is to be expected at each meeting and thus not expected to cause substantial change to the vote,

AND WHEREAS bylaw changes are required in order to improve the ability of the GSA to function and represent the student body,

AND WHEREAS a two-thirds majority is substantial enough that two of such votes need not be Required,

BE IT RESOLVED THAT henceforth, the governance committee be charged with writing an amendment to the bylaws to include that motions to amend the bylaws require only a two-thirds majority at a single council meeting, and need not be approved as well by a standing committee (though functional edits may be made by the governance committee in keeping with the motion's intention, meaning, and spirit, without breaking, changing, or violating its purpose, function, or form), only by the GSA council.

Jurisdiction:

Section Q: GSA Standing Committees, GSA Policy, GSA Labour Relations Committee, Section Q.POL.7.2.d
The GSA Labour Relations Committee will *"make recommendations to GSA Council with respect to GSA Bylaw and Policy on collective bargaining."*

Section A: Authority, GSA Bylaw, Authority, Section A.BYL.1.2

"These Bylaws ... may be amended by two (2) two-thirds majority votes of GSA Council held on seven (7) calendar days' notice of Motion and no less than one (1) week apart."

Section A: Authority, GSA Bylaw, Authority, Section A.BYL.2.2

"GSA Policy is under the jurisdiction of GSA Council and may be amended by a simple majority vote of GSA Council at any meeting of GSA Council."

Outline of Issue

Suggested Motion for GSA Council:

That GSA Council **APPROVE** the following change to GSA Standing Committee attendance, accessibility and advertising.

Background:

The following motion shall be put to the GSA council at the March 2025 meeting. This motion directly proposes a change to the bylaws.

WHEREAS standing committees are expected to uphold the mission of the GSA,

AND WHEREAS the discussions of committees concern all GSA members,

AND WHEREAS transparency is key to the success of the GSA and the involvement of its Members,

BE IT RESOLVED THAT any GSA member may attend but not vote at the meeting of any standing committee except the ACB, without requiring invitation, and that all upcoming meetings shall be advertised on a dedicated page of the GSA website.

BE IT FURTHER RESOLVED THAT relevant accessibility accommodations be made for students as needed to attend such meetings, including remote meetings.

Jurisdiction:

I.POL.16.1 A total of six (6) GSA members including at least one (1) Councillor elected by GSA Council, as voting members.

I.POL.16.2 The Chief Returning Officer and Deputy Returning Officer as non-voting members.

I.POL.16.3 The Executive Director (or delegate) as a non-voting member.

I.POL.16.4 Two (2) members from amongst the six (6) voting members of the GSA Elections and Referenda Committee (GSA ERC) will be elected by the GSA ERC to serve as Chair and Vice-Chair for the duration of their time on the GSA ERC or until they resign their positions. The members elected will be reported to GSA Council.

Outline of Issue

Suggested Motion for GSA Council:

That GSA Council **APPROVE** the following proposal to Standing Committee and confidentiality bylaw and policy.

Background:

The following motion shall be put to the GSA council at the March 2025 meeting. This motion directly proposes a change to the bylaws.

WHEREAS standing committees are expected to uphold the mission of the GSA,

AND WHEREAS secrecy and confidentiality when not needed to protect the privacy, health, and safety of individuals, contribute instead to the detriment of the GSA,

AND WHEREAS there are no bylaws or policies that mandate that standing committees be private, secret, or confidential in nature,

AND WHEREAS such secrecy discourages attendance from non-committee members,

AND WHEREAS the council and committees have a responsibility and expectation of transparency and representation to the graduate student body,

AND WHEREAS the GSA is expected to act with integrity, honesty, and in good faith,

BE IT RESOLVED THAT the governance committee be charged with amending the bylaws to mandate all standing committees except the ACB to provide full meeting minutes in addition to the existing summaries, available on the GSA website to the public for all committee meetings within the last three years (to be removed from the website and available upon request after 3 years and deleted after 7), posted no later than 168 hours after the meeting's conclusion, and

BE IT FURTHER RESOLVED THAT all recommendations made to a committee must be made public in their totality in the same format as the minutes even if presented outside the scope of a meeting, including all recommendations made to the Budget and Finance Committee by any party, and

BE IT FURTHER RESOLVED THAT no standing committee except the ACB be permitted to hold a closed session or prohibit material from entering the public meeting minutes, and

BE IT FURTHER RESOLVED THAT no standing committee hold recess, remain in session, or otherwise extend a single meeting to last for over 24 hours.

C.POL.5.2.e.i Open session minutes of GSA Council will be posted on the GSA website. Closed session minutes are confidential. Motions may only be considered in open session.

H.POL.4.3 All GSA Standing Committee, GSA *ad hoc* committee, and GSA subcommittee members may be requested to sign and abide by confidentiality agreements regarding the information provided or matters discussed at the committee's meetings.

H.POL.5.4 GSA representatives on University committees, councils, and other bodies are expected to uphold the wishes of their committees on all privileged or confidential information.

H.POL.14.8.f The GSA ACB Chair will attend GSA Council and report briefly, in closed session, on Complaints concerning GSA Officer(s) that have been heard and decided.

Outline of Issue

Suggested Motion for GSA Council:

That GSA Council **APPROVE** the reintroduction and drafting of an impeachment and vote of no confidence procedure.

Background:

The following motion shall be put to the GSA council at the March 2025 meeting. This motion indirectly proposes a change to the bylaws to be drafted by the governance committee to present to the council at the next GSA council meeting.

CONTEXT: We need a means of holding our executives (and committee chairs) accountable. A method of removing them from office can present itself through two methods: impeachment or a Vote of No Confidence. The GSA has previously had a structure for impeachment and it was removed. This motion proposes that it be reintroduced with some changes that create an ethical system of accountability. The problem here lies in the nature of these two systems. A Vote of No Confidence that immediately removes a DEO from office is flawed because it places the power of removal in the hands of the council members, when that executive was elected by the graduate student body. However, a form of impeachment will either not remove the DEO from their position (and therefore lacks any purpose), will remove them from their position (and therefore is no different from a Vote of No Confidence), or will declare that individual unfit for office and then delegate the decision of their removal to a third party. The third party in this case would be composed of a smaller group of individuals, likely elected by the council, which further distances the process from the democratic system in a similar and more significant way than the Vote of No Confidence, and creates further risk of a lack of accountability. In order to function, this third party would need to be able to reject the removal of the DEO from their office, but this would violate the democratic will of the GSA. If this third party is assumed to agree with the GSA's Impeachment vote, then there is no purpose to their existence. Considering all of this, the following process is presented as an ethical and accountable approach that permits greater involvement from the graduate student body.

WHEREAS the GSA council and graduate student body has no means of holding executive officers accountable,

AND WHEREAS the ability to hold executive officers accountable is a required element of a functioning structure,

BE IT RESOLVED THAT that the governance committee be charged with drafting a bylaw that

shall be presented to the council, to introduce a process of Impeachment against any Directly Elected Officer (DEO) at any GSA council meeting, that shall pass at a 50%+1 majority, and that in the event of an Impeachment, the Impeached DEO be immediately suspended from their position until a Vote of No Confidence against the Impeached DEO is put to the GSA council, and that a Vote of No Confidence shall be declared against an Impeached DEO at the next regular GSA meeting that falls a minimum of two weeks in the future of the Impeachment, and that a Vote of No Confidence shall not be put to any DEO that has not been successfully Impeached, and that a second Impeachment vote shall not be put to the same DEO within any 60-day period (or two regular GSA meetings including cancelled regular meetings, whichever is greater), and

BE IT FURTHER RESOLVED THAT the governance committee also be charged with creating a bylaw that shall be presented to the council, to introduce a process for a Vote of No Confidence, where such a vote may be put to the council to immediately remove any GSA Council-Elected Officer from their post, or any non-executive Chair of committee from the role of Chair, or any Impeached DEO (in accordance with the above process) from their position, and the reason for their removal (including mention of an Impeachment) to be made available in council meeting minutes and archives, and that such a motion may be put forth no more often than once every three months (or three regular GSA meetings including cancelled regular meetings, whichever is greater) for the removal of any individual officer, and that such a motion may be put forth no more than once every three months by the same presenting individual regardless of whom it may target, and that such a motion shall pass at a rate of two-thirds majority by the GSA council, and that any successful Vote of No Confidence shall trigger a by-election for the vacant position, and

BE IT FURTHER RESOLVED THAT the governance committee, in both of these charges, create such bylaws in keeping with the spirit of this motion, which is accountability and a proper democratic process, and that any changes made to either of these charges be made to improve the process rather than to change its intention.

Jurisdiction:

H.POL.14.1 Receipt of Complaints and Setting the Hearing Date(s)

H.POL.14.1.a Complaints about a GSA Officer(s) will be directed to the GSA Appeals and Complaints Board (GSA ACB) Chair and copied to the Executive Director (ED) (or delegate).

H.POL.14.1.b Complaints may be made by any person(s).

H.POL.14.1.c Complaints about the performance or conduct of a GSA Officer(s) or about conflict of interest or commitment relating to a GSA Officer(s) must be in writing (ie not oral), and signed. They must provide a complete description of the circumstances that have prompted the Complaint, a list of any known witnesses the Complainant intends to call, and any suggested remedy or action.

H.POL.14.1.d Upon receipt of a Complaint, the GSA ACB Chair will confer with the ED (or

delegate), who will seek legal advice if necessary.

H.POL.14.1.e Where there is a Complaint about a GSA Officer(s), the GSA ACB Chair and Vice-Chair, in consultation with the ED (or delegate), will decide, normally within two (2) working days, if the GSA Officer(s) may be suspended with pay, as relevant, until the hearing is complete; as needed the President or Acting President, in consultation with the ED (or delegate) will decide on how Directly-Elected Officer(s)' duties will be carried out during a suspension.

H.POL.14.1.f The GSA ACB Chair and Vice-Chair, in consultation with the ED (or delegate), can dismiss a Complaint if it is unfounded, frivolous, or vexatious. This decision must be given in writing and is final and binding.

H.POL.14.1.g If the Chair proceeds with the Complaint, a hearing date(s) will be set.

Outline of Issue

Suggested Motion for GSA Council:

That GSA Council **APPROVE** the changes to the Associate Vice-President Labour voting privileges.

Background:

The following motion shall be put to the GSA council at the March 2025 meeting. This motion directly proposes a change to the bylaws.

WHEREAS the AVP Labour currently has no opportunity to vote on matters that concern the AVP Labour, including budgetary concerns.

AND WHEREAS the AVP Labour sits as a non-voting member in committees.

AND WHEREAS the AVP Labour functionally represents all graduate students and matters that concern all graduate students, regardless of their academic employment status,

AND WHEREAS the role of the AVP Labour is hindered through an inability to vote on relevant Matters,

BE IT RESOLVED THAT the governance committee be charged with amending to the bylaws to grant the AVP Labour an equal vote in all standing committees and all matters concerning the AVP Labour, and all matters that other VP roles are capable of voting on.

Jurisdiction:

B.BYL.3.1 All GSA members, except associate members, are eligible to vote and run in all GSA elections (excluding the election of the Associate Vice-President Labour, in which voting and nominations are restricted to academically-employed graduate students) and referenda.

D.BYL.2.2.g The Associate Vice-President Labour is responsible for labour-related matters concerning academically-employed graduate students (including collective bargaining), and leads the GSA's work as a union.

D.POL.4.8 Depending on the unique backgrounds and skills of Directly-Elected Officers (DEOs) (and **excluding** the Associate Vice-President Labour (AVPL)), they may be called upon to assist with special projects, new initiatives, or aspects of a colleague's portfolio.

D.POL.11 Associate Vice-President Labour

D.POL.11.1 Duties

- D.POL.11.1.a The Associate Vice-President Labour (AVPL) has overall responsibility for matters relating to academically-employed graduate students and oversight of the GSA's work as a union.
- D.POL.11.1.b The AVPL is the chief negotiator of the Collective Agreement (CA) with the University covering all academically-employed graduate students.
- D.POL.11.1.c The AVPL also negotiates other matters with the University related to academically-employed graduate students, including issues regarding interpretation of the CA.
- D.POL.11.1.d The AVPL, in consultation with faculty stewards, where appropriate, advises academically-employed graduate students and answers questions from them related to compliance with and interpretation of the CA, as well as works towards informal resolution of disputes where appropriate.
- D.POL.11.1.e The AVPL seeks resolution of grievances in accordance with the process outlined in the CA, in consultation with the GSA Labour Relations Committee (GSA LRC) and the Executive Director (ED) (or delegate) as needed.
- D.POL.11.1.f The AVPL collaborates with the GSA LRC on specific labour-related projects.
- D.POL.11.1.g The position of AVPL requires close contact with the ED (or delegate) on labour-related matters as they arise and regular weekly contact with the President, ED (or delegate), Executive Coordinator, and the other Directly-Elected Officers.
- D.POL.11.1.h The position of AVPL totals approximately twenty (20) to thirty (30) hours per week on average and may include evenings and weekends. This includes but is not limited to both time spent preparing for and attending formal meetings as well as time spent reading and responding to emails, participation in travel associated with conferences and advocacy opportunities, work done on various projects and initiatives, informal strategic and problem-solving meetings, etc.

D.POL.11.2 Committees

- D.POL.11.2.a The AVPL chairs the GSA LRC and leads the GSA Negotiating Team.
- D.POL.11.2.b The AVPL is a non-voting member of the GSA Budget and Finance Committee.
- D.POL.11.2.c The AVPL is a member of any University boards and committees related to workplace health and safety issues.

D.POL.11.3 Qualifications

- D.POL.11.3.a A background in law and/or business and/or labour issues is advantageous.
- D.POL.11.3.b Previous experience on the GSA LRC or with collective bargaining is advantageous.

D.POL.11.3.c The AVPL must be an academically-employed graduate student at the time of their election, or have been academically-employed within the preceding academic year.

Item 8a: GSA President Reports

**2024-2025 President
Report to GSA Council for the 30 April 2025, Meeting**

To: Council Members
From: Muhammad Haseeb Arshad
Date: 2025/4/29

2024-2025 GSA President Meetings Attended (Muhammad Haseeb Arshad)

Please find below a list of meetings I attended between Mar 25 to April 28, 2025 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

Date	Meeting
Mar 25	CASA GAC Meeting
Mar 25	Meeting with Ange Adrien and Haseeb
Mar 26	Monthly Meeting with T. Ravio
Mar 27	Meeting with A. Lam and M. Padfield
Mar 27	Meeting with the Provost
Mar 27	UofA La Bruyere-Eccles-MacLaren Dinner
Mar 28	UofA Board of Governors
Mar 28	GSA President / Associate Director Meeting
Mar 31	General Faculties Council
Apr 2-4	CASA AGM
Apr 3	Meeting with M. Padfield & A. Kumar
Apr 7	PAWSOC
Apr 9	Post Secondary Education Task Force
Apr 10	Celebrate Sustainability Awards Ceremony
Apr 11	GSA Volunteer Appreciation Lunch
Apr 11	LISSA/GSA Collaboration Meeting
Apr 11	New Majority / GSA Collaboration
Apr 12	ESA Metting with Edmonton Mayor
Apr 14	Meeting with President Flanagan & Chief of Staff
Apr 14	GSA EDIC Meeting
Apr 15	Teaching & Learning AI Subcommittee Meeting
Apr 16	GPS Council

Apr 23	Funding Panel: Student Input Session
Apr 25	GC Monthly Meeting
Apr 25	Engagement with Purpose Steering Committee
Apr 25	Haseeb/Melissa
Apr 25	GSA and UASU
Apr 28	IPR/GSA/IGSA Bi-Monthly meetings

Dear Council Members,

Writing this final report for the April meeting feels a bit surreal. When you elected an international PhD student far from home to lead the GSA, you gave me a chance I'll never forget. Thank you for that trust.

As the term winds down, I hope you pause to be proud of whatever you have tackled, whether getting a thesis draft done, powering through a mountain of exams to grade, or just keeping a daily routine on track. All of it counts, and all of it deserves celebrating.

Month after month, council members spoke for grad students with honesty and courage. Those conversations (sometimes messy, always worthwhile) made this job challenging in the best possible way. I will miss the day-to-day hustle here, but my drive to support students is not going anywhere.

This year was especially challenging for our whole team, yet we still made a real impact, and I am proud of every member. Saad showed unwavering dedication to student support. Rija kept our projects moving despite an intense academic and personal workload. Ben rallied early, backing for the team when it mattered most. Parman's resilience inspired me to push for vital external funding for graduate students, and Muneeb's ability to work as a team player set a high bar for us all. I am equally grateful to our current support staff (Grace, Brandy, Vanessa, Cindy, Dorota, and Seidy) whose steady help in good times and bad kept us focused on the work that mattered.

Here are some of the highlights from the past month

UofA's 2025-2026 Budget at Board of Governors:

The university's budget went to the Board of Governors for approval this month. We have repeatedly flagged how rising costs are squeezing graduate students, and the administration did respond in part by adopting a differential-tuition model. Still, that model is nowhere near what many struggling students would call acceptable.

One bright spot: the university set this year's tuition-offset fund at \$8.55 million. That pool now covers course-based students and shifts some money from purely merit-based awards into hybrid awards—the Turtle Island Award is one example. It's a step in the right direction.

To keep our advocacy rolling, I invited the incoming GSA President to sit with me through the open sessions of the board meeting. I also used the floor to question a 20 percent jump in parking-permit prices—well above inflation—and asked the administration to revisit that hike before year-end.

Looking ahead, we must keep pressing the university to find sustainable revenue sources instead of defaulting to quick fixes like higher tuition or service fees. I urge the next executive team to deepen talks with the Minister of Advanced Education, stressing that steady graduate-student funding is vital to Alberta's research and creative economy. We've made some gains, but the fight for a fair, transparent budget that puts affordability first isn't over.

Annual General Meeting Conference of CASA:

Parman and I attended CASA's Annual General Meeting, the last gathering of the year. Delegates reviewed progress on strategic initiatives, shared lessons learned, and fine-tuned policy language to strengthen our advocacy. We debated and passed several new measures, including the launch of a CASA alumni network, and approved next year's budget—always a lively discussion.

For the GSA, CASA continues to be a valuable partner. The national platform connects us directly to federal decision-makers and to student leaders across Canada, letting us build coalitions quickly. This year that Alberta network helped us push for stronger provincial funding, clearer MNIF rules, and meaningful consultation on legislation such as Bills 18 and 13. Federally, CASA's lobbying helped secure another year of the \$4,200 maximum student grant—an \$870 million non-repayable grants for students—and opened the door for us to present recommendations to the House Committee on Science and Research (SRSR).

Overall, the AGM reinforced CASA's role in amplifying graduate-student voices and gave us fresh momentum for the year ahead.

Collaboration with New Majority:

We partnered with New Majority to boost student turnout for the federal “Vote on Campus” program. Under our agreement, the New Majority hired four GSA volunteers to canvas graduate buildings, answer questions about voting, and point students toward the on-campus polling station. We were the only graduate students’ association in Alberta to secure this kind of collaboration and paid work for our volunteers.

From 13 to 16 April, we hosted the New Majority field team in our office, giving them a base close to the polling site. Together we reached hundreds of grad students who might otherwise have missed the chance to vote. Special thanks go to volunteers and to Jayde, Michael, and Amanda from New Majority for working with the GSA so well.

The project delivered two wins: paid opportunities for our members and stronger civic engagement on campus. It is a model worth repeating in future elections.

Jack Mintz Funding Panel: Student Input Session

I joined student leaders from more than twenty Alberta associations at the Mintz Funding Review “Student Input Session.” The discussion centered on how the current funding model of the province fails to keep pace with inflation, forces institutions to rely on tuition and Mandatory Non-Instructional Fees and leaves little room to address maintenance backlogs or invest in student supports. I pointed out that flat operating grants have effectively become cuts, while the Alberta Student Grant and other aid streams are not indexed to CPI. Real-property restrictions, slow program-approval timelines, and inconsistent rules between institutions were cited as additional obstacles to financial stability.

These funding pressures have tangible effects on students and teaching quality. Mental health and career services have been clipped, larger class sizes and over-reliance on sessional instructors have become the norm, and delays in course offerings are extending time-to-degree. International students, who already subsidize base operations through higher fees, face new federal restrictions, further endangering institutional budgets and prompting staff-cut directives of up to twenty percent in some universities.

Speaking for the UAGSA, I emphasized that predictable tuition caps and indexed financial-aid envelopes are essential to keeping graduate programs accessible. I highlighted the cascading impact of service cuts on research productivity and mental health and urged the panel to adopt a “total cost to degree” perspective rather than focusing solely on headline tuition. The group agreed to reconvene before the

formal Mintz hearing to refine shared data, correct ongoing misconceptions from earlier reports, and insist on student representation throughout the redesign process.

Looking ahead, I wish the incoming team to urge the Mintz panel to see this review as a chance to design a funding framework that safeguards quality without pricing students out of graduate study. As my term ends, I hope the incoming GSA team seizes this momentum—pressing both the province and our institution to index aid to inflation, and place student affordability at the heart of every budget decision. I wish them every success in carrying that message forward.

As I hand over this work, I'm proud of the progress we've made together, from rebuilding key policies to defending student affordability, and even prouder of the community that powered those wins. Our council has shown what's possible when grad students speak with one voice, and I'm confident that momentum will carry into the year ahead.

Though wrapping up is a bit bittersweet, I know the next President will keep the lines open and keep pushing for what matters to grad students at U of A. Reach out to me any time until 30 April 2025 and after that, Aashish will be your go-to guy. I am, however, always happy to help.

Wishing you all a spring filled with a little rest, some peace of mind, and plenty of color to recharge your batteries.

Sincerely,

Haseeb Arshad, President of the GSA

**GSA Board
Report to GSA Council for the 30 April 2025, Meeting**

To: Council Members
From: Chair GSA Board
Date: 2025/4/29

Dear Council Members,

The GSA Board (GSAB) reports regularly to GSA Council by listing its agenda items, motions/agreements, and main items of discussion. Motions of Agenda approval and approval of the Minutes are not included unless there are amendments made. Closed session items are not minuted. GSA Council members are always able to ask questions about items that were discussed in closed sessions. Open session Minutes are available upon request.

26 March 2025 GSA Board Meeting

Main Agenda Items:

UofA Consolidated Budget, DEO's Reports, Management Report.

Motions and Agreements:

Motion: That the GSA Board to APPROVE the attached summary of estimated expenses incurred through attendance at the Canadian Alliance of Student Association (CASA) Conference April 2-4, 2025, in Winnipeg, Manitoba). **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

Motion: That the GSA Governance Committee RECOMMEND to GSA Board for approval, the recommended changes to GSA Policy: Recommended Changes to GSA Policy, Section D, F & K. **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

Motion: That the GSA Board move to have a Special Council Session for the approval of the GSA 2025-2026 and 3-Year Plan Budget. **SI MOVED; PS Seconded. CARRIED UNANIMOUSLY**

16 April 2025 GSA Board Meeting

Main Agenda Items:

TD Insurance Annual Review Presentation, Get Out to Vote Campaign, Code of Conduct Procedure, DEO's Reports, Management Report.

Motions and Agreements:

Motion: That the GSA Board, pursuant to its authority under GSA Bylaw Section A.BYL.3.2, APPROVE AND ADOPT the attached revisions to Section 8 of the Board Policy (Human Resources), thereby establishing a clear, structured framework for the recruitment, selection, and appointment of the Executive Director. **SI MOVED;** PS Seconded. **CARRIED UNANIMOUSLY.**

23 April 2025 GSA Board Meeting**Main Agenda Items:**

DEO's Reports, Management Report.

Motions and Agreements:

Motion: That the GSA Board to APPROVE the attached summary of estimated expenses incurred through attendance at the Canadian Alliance of Student Association (CASA) Conference May 12 - 16, 2025, in Ottawa, Ontario. **SI MOVED;** RK Seconded. **CARRIED UNANIMOUSLY.**

Motion: That the GSA Board RECOMMEND TO GSA COUNCIL FOR APPROVAL, having also been unanimously and separately recommended by the GSA Budget and Finance Committee, the Operating and Capital Budget (2025-2026) (found in the attached material in the "2025-2026 Budget for Approval" column bordered in red on each page), the Labour Union Dues Budget (2025-2026) (found in the attached material in the "2025-2026 Budget for Approval" column bordered in red on each page), and the Restricted and Other Funding Budget (2025-2026) (found in the attached material in the "2025-2026 Budget for Approval" column bordered in red). **SI MOVED;** RK Seconded. **CARRIED UNANIMOUSLY.**

Motion: That the GSA Board APPROVE AND RECOMMEND to GSA Council for information, the GSA EDIC Two-Year Action Plan Draft. **SI MOVED;** RK Seconded. **CARRIED UNANIMOUSLY.**

I am happy to answer any questions during the April meeting.

Sincerely,

Haseeb Arshad, President and Chair of the GSA Board

**GSA Governance Committee
Report to GSA Council for the 30 April 2025, Meeting**

To: Council Members
From: Chair GSA GC
Date: 2025/4/29

Dear Council Members,

I hope this report finds you well. I am pleased to provide an update on the final Governance Committee (GC) meeting for the term 2024-2025.

On April 25, 2025, the GC convened for my last meeting, where we completed a detailed line-by-line review of the proposed overhaul to the Governance Committee of our policy manual. The package replaces the old, executive-heavy composition with a skills-based slate of councillors, governance-trained members, and students-at-large. It also introduces annual gap-analysis and audit requirements so that bylaws and policies are updated on a schedule instead of in fits and starts.

Crucially, we agreed to remove the ACB from the list of standing committees. That change eliminates any perception that the ACB might influence the rules it is later asked to interpret, and it strengthens our conflict-of-interest safeguards across the association.

We also opened a discussion on a new, mandatory Code of Conduct that will apply equally to officers, councillors, and staff. Drafting the code has been slow work, but the committee finally has clear direction and hopefully will bring forward a full policy-and-procedure set in the coming months. I am encouraged by the committee's commitment to plug structural gaps and build a governance culture anchored in transparency and independence.

If you have any questions, please send me an email or I will look forward to answering your questions during the April meeting.

Sincerely,

Haseeb Arshad, President and Chair of the GSA GC

**GSA Equity, Diversity, and Inclusion Committee
Report to GSA Council for the 30 April 2025, Meeting**

To: Council Members
From: Acting Chair GSA EDI
Date: 2025/4/28

Dear Council Members,

The EDI Committee met on April 14, 2025, to discuss several important initiatives aimed at advancing equity, accessibility, and inclusion within the GSA and the broader university community.

Over my last three meetings, one theme kept coming up: we want less talk and more action. The most recent GSA-run EDI survey also pointed to that gap, so I suggested we build a concrete roadmap instead of another discussion paper. I'm happy to say the committee has now drafted a two-year EDI Action Plan that spells out specific steps the GSA should take—and, just as important, assigns committee members to make sure each step happens.

Please look at the plan and send your feedback. The committee will be treating it as a living document that will evolve with campus needs, not a binder that gathers dust. This is a big milestone for the GSA and a clear sign that the committee is ready to move from conversation to meaningful, on-the-ground change, building a culture of care and a campus where everyone feels they belong.

If you have any questions, please send me an email or I will look forward to answering your questions during the April meeting.

Sincerely,

Haseeb Arshad, President and Acting Chair of the GSA EDI

Item 8b: VP Academic Report

**2024-2025 Vice-President Academic
Report to GSA Council for the December 2024 Meeting**

To: GSA Council
From: Rija Kamran
Date: April 25, 2025

2024-2025 GSA Vice-President Academic's Meetings Attended (Rija)

Please find below a list of meetings I attended between February 24, 2025 to April 23, 2025 (not inclusive of weekly GSA Board and other internal committee meetings).

Graduate Program Support Team (Feb 24)
General Faculties Council (Feb 24)
ISVS Drop-In Hours (Feb 24)
CASA Year-In-Review Consultation (Feb 26)
CASA Year-In-Review Consultation (Feb 27)
GFC Executive Subcommittee on Governance & Procedural Oversight (Mar 3)
Standing Committee on Convocation (Mar 10)
GFC Budget Update Meeting (Mar 10)
LMS of the Future Advisory Committee Meeting (Mar 11)
Bi-Monthly Meeting with the Dean of Students (Mar 11)
GFC Executive Committee (Mar 17)
FGPS Caucus (Mar 17)
NAC Committee (Mar 17)
Meeting with a Student (Mar 19)
FPGS Council (Mar 19)
Graduate Program Support Team (Mar 24)
GSA Ambassador Program Working Group (Mar 24)
CASA Consultation Sessions (Mar 24)
GFC Executive Subcommittee on Governance and Procedural Oversight (Mar 24)

GOTV Drop-In Session (Mar 26)
GFC Council Caucus (Mar 28)
SGBV Advisory Council (Mar 28)
General Faculties Council (Mar 31)
Meeting with a Student (April 8)
GFC Nominating Committee (April 9)
GSA Volunteer Appreciation Lunch (April 11)
FGPS Caucus (April 14)
GFC Executive Committee (April 14)
FGPS Council (April 16)
Graduate Student Peer Support Training Pilot Plenary (April 22)
GFC Committee on the Learning Environment and Student Affairs (CLESA) (April 23)

Dear Council Colleagues,

I hope everyone is having a smooth end of term. Thank you for trusting me as your VP Academic for the past two years. I am grateful to have had this opportunity. Please see my last council report attached. An update on some of the key initiatives I have been working on with the team will be detailed in the SWP update.

GFC Executive Subcommittee on Governance & Procedural Oversight (Mar 3, Mar 24)

I attended the GFC Exec Subcommittee GPO, we have made significant strides in the discussion around GFC composition that has been a standing item for many years now. This year we have gained clarity on this issue through consultations with a governance expert C Foy, to understand the importance of clear role definitions, skills-based governance, and treating governance reform as change management. Committee concluded this discussion by considering options for addressing unresolved questions around GFC composition, including maintaining the status quo, limiting appointed members, or creating an ad hoc review committee.

LMS of the Future Advisory Committee Meeting (Mar 11)

I am continuing to participate in the LMS of Future Advisory Committee as we continue to migrate from e-class to Canvas, the new LMS. As of early Winter 2025, about 30% of courses are now on Canvas and this will continue till later in the year. Some new updates include the option for instructors to enable self-enrollment for their courses. This functionality is currently being delivered through a [manual process](#)

triggered by sending an email request to eClass support with ongoing plans to streamline the workflow further. This is an example of one of the features that was requested. We also talked about additional ways to support the transition to Canvas as e-class goes to read only mode starting this Fall. If you have any concerns, questions or feedback, please feel free to pass them along to the VPA email.

Graduate Program Support Team (Mar 24)

I attended the GPST meeting. Committee discussed course changes in Civil Engineering (CIVE 668), Biomedical Engineering (BME 580), Physics (PHYS 567, PHYS 511, PHYS 512, PHYS 524, PHYS 530, PHYS 541, PHYS 580, PHYS 590) and minor changes in Education Policy Studies and some Bulk ELP submissions. If you would like to go over the details relating to any of these changes, please feel free to send an email to the VPA email.

Graduate Student Peer Support Training Pilot Plenary (April 22)

I attended the Graduate Student Peer Support Training Pilot Plenary; the purpose of this session was to identify core competencies and training opportunities for the volunteers/peers. The overall role of the volunteers will be to provide peer-to-peer active listening support for graduate students dealing with a range of challenges and helping graduate students navigate university resources and connect them with subject matter experts. The volunteers will be trained and supported to ensure they can foster a sense of community by serving as a point of contact to help direct graduate students to relevant supports and advice. The call for volunteers is now open, please reach out to me if you would like to know more about this position.

GFC Committee on the Learning Environment and Student Affairs (CLESA) (April 23)

I attended the GFC Committee on the Learning Environment and Student Affairs meeting. One of the biggest updates I would like to highlight is an upcoming editorial change to the University Calendar's Academic Regulations. This change will remove the deadline for students to request accommodation for absences from term work or final exams due to religious belief in compliance with the University's Discrimination, Harassment, and Duty to Accommodate Policy and The Alberta Human Rights Act (RSA 2000, c. A-25.5, s. 4), which recognizes religious belief as a protected ground. This was a key ask from the students and GSA was a proponent and advocate for this. The committee also received annual reports on Appeals and Compliance; and Sexual and Gender Based violence.

Thank you for your support and engagement. Please feel free to reach out to me at gsavpaca@ualberta.ca if you have any questions, concerns or suggestions. Thank you

Rija Kamran, Vice-President Academic (2024-25)

Item 8d: VP Student Services Report

**2024-2025 VP Student Services
Report to GSA Council for the April 2025 Meeting**

To: GSA Council
From: Saad A. Iqbal
Date: Apr. 23, 2025

2024-2025 GSA VP Student Services Meetings Attended by Saad A. Iqbal

Below is a list of meetings I attended between March 19 and April 23, 2025 (not including weekly GSA Board meetings). The meetings were accurate at the time of printing.

Date	Meeting
March 21	Pre- Panel Discussion - Homeownership: What Is It but a Dream?
March 24	The Future of WDSJ: Living Library or Something Else?
March 24	Saad/Hazel (GSA) Meeting with Katherine Huising (CS)
March 25	Meeting with CFB Staff (re: Help Your Shelf Store)
March 26	Days of Action Committee Meeting
March 26	DAAC Meeting
March 27	Panel Discussion - Homeownership: What Is It but a Dream?
March 28	Campus & Community Recreation & GSA Bi-Monthly Meeting
March 31	RAC Meeting
March 31	Final Student Group Mental Health Network Meeting
April 1	Co-Sponsor Updates SEAP

April 3	HCA Summit Planning Committee Meeting
April 3	Meeting with CFB Staff (re: Help Your Shelf Store)
April 3	Meeting with CFB Board Chair
April 7	PAWSOC Meeting
April 8	Saad/Kevin Meeting
April 8	DoS and AVP Coffee Hour (Sip and Synch)
April 11	GSA Volunteer Appreciation Luncheon
April 11	Meeting with a Student (Confidential)
April 14	Meeting with CFB Board Member
April 14	Saad (GSA) Meeting with Katherine Huising (CS)
April 14	CFB Board: Generative Discussion
April 21	Studentcare Updates with Robyn Paches

Dear Council Colleagues,

I hope you're all doing well, in your academic, professional, and personal pursuits. As the current term ends, there are several positive updates that the current Executive Board will be sharing soon with the council and the general membership in the form of our Strategic Workplan Updates. This year, we achieved many milestones that will impact our graduate students' academic success and overall well-being. As a contributor to the SWP updates document, I feel confident that our general membership will find these updates to be promising and an affirmation of our collective commitment to improving the experiences of fellow graduate students. While many of the initiatives started in the current year have been completed, there are several which will be carried forward for the next Executive Board to consider and contribute accordingly. As I continue my role as the VP SSE for the second term, one of the most important responsibilities I would like to focus on is completing the work started in my current term and regularly updating the Council on the progress made. When you get a chance to review the SWP Updates, please share your feedback and suggestions related to any of the initiatives that fall under my portfolio.

To conclude the last month's engagements for the current term, below are the details of the meetings I have attended between March 19 and April 23, 2025:

Pre-Panel Discussion - Homeownership: What Is It but a Dream?

I attended a pre-panel discussion with Dr. Joshua Evans to talk about the key discussion areas for the panel. The purpose of this meeting was to go through the structure and prepare better. The details of the panel are mentioned below.

The Future of WDSJ: Living Library or Something Else?

This was a follow-up meeting after the WDSJ Living Library programming. Members discussed what the future of this Day of Action could look like. There were a couple of ideas that were brought forward. One of the directions this programming may take includes video/film formats. Other aspects such as communication strategies, food availability and potential venues were also discussed. I would be happy to share more details as the discussions progress.

Saad/Hazel (GSA) Meeting with Katherine Huising (CS)

This is a regular meeting that VP SL takes with Katherine Huising (VP of Facilities and Operations). Since I have been filling in this role until the recently elected VP SL joins the office, I joined the meeting along with Hazel to ensure a smoother transition. There are some key areas of priorities that we collectively discussed for the upcoming year. While the VP SL would be the main point of contact, I might be collaborating on a few initiatives. Hazel and I will share these details in the next year.

Meeting with CFB Staff (re: Help Your Shelf Store)

We have made some positive strides in realizing the hand-me-down store initiative (name suggestion: Help Your Shelf Store). This meeting was between two staff members at the Campus Food Bank and me, and we went through some ideas together. We have identified the *Rutherford Food Pantry* as a potential space for the store. We believe that the store can work better if we form partnerships with various offices on campus, including the CFB. In this meeting, we covered what our collaboration with the CFB may look like. More details are shared in a follow-up meeting below.

Days of Action Committee Meeting

In this meeting, members discussed reflections on the current year's programming related to the Days of Action. We also discussed suggestions for improving the Days of Action programming as well as follow-up on the recent Days of Action Events. The group is looking at improving some of the programming and exploring options such as "*Art with Impact*" and changing the way we observe the

World Day of Social Justice. As we move forward, I will be sharing the updates. Members also provided updates on the events and activities organized by other groups on campus such as rock climbing, meditative sessions, the Happiness Awards, poetry chapbook, podcasts, display of creative works and many others.

DAAC Meeting

In my last report, I shared that the DAAC meetings have concluded for this year. However, as opposed to the last meeting, the meeting on March 26 is in fact, the last meeting of this academic year. Members were given a presentation on the [SEAP Report to the Community](#). We also had some discussion items such as the DAAC Action Plan Primer, the Canadian Campus Wellbeing survey, and the Update on Student Advocacy Support. If Councillors want to get more updates on these items, please reach out to me. Towards the end of the meeting, we discussed our experiences of working with the DAAC and our suggestions and feedback for the next year.

Panel Discussion - Homeownership: What Is It but a Dream?

On March 27, I participated in the Panel Discussion on Homeownership as a panelist. I was accompanied by Lisa Glock, the UASU President, Emma-Leigh Snow, representative from the Indigenous Students' Union, Dr. Robert Summers, Professor and Director of the UofA's School of Urban and Regional Planning and a housing expert, and Dr. Joshua Evans, Associate Professor of Human Geography and Session Moderator. Our panel discussion focused on the skyrocketing real estate prices, declining rates in homeownership, inflation and other barriers to homeownership and the struggles of Millennials and Gen Zs, especially the students. We also talked about our own experiences and those shared by our fellow students at the UofA and tried to identify the drivers of the housing affordability crisis while also pointing to some solutions to address these issues. One of the many solutions we talked about, is to provide educational and awareness programs to students at the UofA including information on renter's rights, and financial literacy around housing affordability. This is perhaps a good direction that the GSA can work on in the upcoming years. I will be sharing more details in our upcoming council meetings.

Campus & Community Recreation & GSA Bi-Monthly Meeting

In this recurring meeting with the representatives from the CCR, we discussed some updates including data collection around the usage of CCR facilities by graduate students. The GSA has been advocating for this data for us to prioritize areas of improvement and streamline the access and usage of the CCR facilities. Due to privacy and security concerns, this process has taken some time, but the data will be available soon and help us in our future planning. We also discussed a potential collaboration with CCR for one of our social hours in the Fall term. This year, my portfolio along with others utilized collaboration

as a key to offer many events, activities, and programs that have greatly benefited the graduate students. To continue in this direction, we are looking at collaborating with the CCR to organize a social hour at the Wilson Climbing Centre. We also discussed other activities such as *Plants Night* and explored potential formal agreements between the GSA and CCR to collaborate on events regularly. Please look out for more details in the upcoming term.

Note: The CCR routinely hires students for several different positions. For this purpose, there is a page for career and employment options whose details can be found [here](#).

RAC Meeting

The Residence Advisory Committee meets to discuss avenues for improving the experiences of students who reside in on-campus housing facilities. This meeting (taken on behalf of the VP SL) focused on some regular updates regarding on-campus housing as well as the development of a new maintenance platform called *StarRez*. The portal will start working from May 1 this year and on-campus residents will be able to submit direct requests related to maintenance and other issues, significantly cutting down the processing times. Starting May 1, our incoming VP SL will continue taking these meetings.

Final Student Group Mental Health Network Meeting

This student group is an important network where members from various student groups share regular updates about mental health resources and programming. In our final meeting for this year, we discussed key takeaways from our experiences as well as ideas and conversations to improve the impact of various mental health-related programs and events that are organized by individual groups. Some of the useful insights generated from the meeting include making mental health events more accessible (in-person and hybrid options), culturally sensitive events, combining educational and social aspects, follow-up surveys, and finding ways to encourage participation. Also discussed were ways in which partner student groups can stay connected better and internal improvements for the network. The meeting also covered key updates from student groups including a brief overview of the GSA's focus areas and initiatives around mental health.

Co-Sponsor Updates SEAP

The Student Experience Action Plan 2023-24 report to the community is now available through this [link](#). There are 72 highlights of the initiatives that began in 2023-24 to enhance students' experiences. You can also watch a small video [here](#), that briefly explains some of the updates for the year 2023-24. The SEAP survey has recently concluded, and results will be shared after the analysis. In the upcoming term,

the GSA executives will be working on aligning some of our goals with the SEAP survey results. Our VP of Student Life will be mainly carrying out this role.

HCA Summit Planning Committee Meeting

Upon invitation from the HCA and the recommendation of the GSA President, I have joined the organizing committee of this year's HCA Wellness Summit to be held in June. In this meeting, members of the organizing committee went through all the presentation submissions and ranked them into the three different themes of the summit. Looking at the submissions, I can see that the summit will be very informative and a wide variety of topics to be covered. The presentations will be useful for a variety of stakeholders including students, staff, faculty and university administrations across Alberta. The Summit will take place in Calgary at the University of Calgary between June 18-19, 2025. More details and information about registration can be found [here](#).

Meeting with CFB Staff (re: Help Your Shelf Store)

This was my second meeting with CFB staff members to discuss the future of the Help Your Shelf (hand-me-down) Store. As mentioned previously, the potential space for piloting the initiative is the Rutherford Food Pantry. The idea is to utilize half of the space in the pantry to introduce clothing racks and storage spaces for other items donated for reuse. We also discussed other aspects such as volunteer engagement and potential partnerships. Since none of these have been finalized yet, I will share more details as we move forward after having consultations with potential groups and units on campus. However, I feel very confident that this year, we will be able to formally open the store for the campus community.

PAWSOC Meeting

In this recurring meeting, we received information about the usage trends of different facilities at the PAW Centre. Positive trends highlight an increased usage of multi-purpose rooms and some other venues. UASU VP SL asked if we could get statistics about which rooms are being used for which kind of activities. Data like this and general usage among the graduate students will be helpful for the GSA as well. The PAWSOC organizes a yearly visit for select member representatives from the USAU and GSA. However, I have also requested a formal visit at the beginning of our new terms for the Executive Board Members for 2025-26 to visit the Van Vliet and associated facilities to have a better understanding of them.

Saad (GSA)/Kevin (DoS) Meeting

In this recurring meeting with the Assistant Dean of Health and Wellness, we covered regular updates from the Wellness Supports and other units under the DoS. We also discussed ongoing collaborative

projects such as the Help Your Shelf Store and the Hydroponics Farm. While space allocation solves some of the issues for the Store, we are still looking at ways to realize the Hydroponics Farm Project, for which space and budget remain a key area of concern. It is, however, promising to see that Ravina Sanghera the DoS has taken a keen interest in the Hydroponics Farm. The DoS is open to exploring the project as a research initiative. Kevin and I have also now looped in the new Executive Director of the CFB, and our next meetings will cover further steps to be taken.

DoS and AVP Coffee Hour (Sip and Synch)

This is the second Dean's and AVP's Coffee Chat, with a slight change of name: Sip and Synch Session. Like our last session, this session was also productive, and we had many generative discussion points to talk about. Moving on, there is a suggestion to expand the coffee sessions and explore the possibility of having other UofA representatives and officers from units. We will work on this further and see how this can be realized. Some of the topics we covered include the need for additional Google Drive storage space for research-based graduate students, administrative help for international students especially around advising for course registration, support for the Campus Food Bank, and collaboration opportunities for different units on campus. At this time, we are going to move with a model of having two coffee chats in each of the Fall and Winter terms (total 4 chats) every year.

GSA Volunteer Appreciation Luncheon

We celebrated the work of our volunteers who showed their unwavering commitment to the GSA's events and activities and contributed through their time and dedication. The GSA outgoing/incoming Executives and the volunteers had a chance to socialize and share perspectives on some issues. The event was also helpful in promoting the Get Out the Vote campaign.

Saad/Hazel (GSA) Meeting with Katherine Huising (CS)

In this meeting, Katherine and I discussed potential areas for collaboration and interest. Hazel and I will be joining the CS for the move-in day as well as some social engagements for graduate residents on campus. We also discussed additional social events for graduate residents. Once Hazel starts the new role, she will be the main point of contact, however, I will also join her in these collaborations as needed.

CFB Board: Generative Discussion

Zak Kaal and I were recently voted to be the interim co-chairs of the CFB Board. Upon the recommendation of the GSA President and other CFB board members, I nominated myself for this position, in line with my role and commitment as the GSA VP SSE. Considering the nature of the work, Zak and I have chosen the co-chair model so we can continue to perform our individual responsibilities

while also ensuring our commitment to the CFB Board. Since this is an interim appointment, the Board Chair position will be formally filled after the AGM of the CFB. In our generative discussion session, we also discussed some important items related to the CFB administration and the internal workings of the CFB Board.

Studentcare Updates with Robyn Paches

I had a detailed meeting with Robyn from Studentcare. We talked about some updates from the current year's usage of the health and dental plan. We also discussed some feedback that the GSA has been receiving from our graduate members. There are some additional details from the meeting that need to be discussed with the GSA Board, before sharing them with the Council. Studentcare will likely attend one of our future meetings to update the council about the claims and usage of the health and dental plan.

Best Regards,

Saad Arslan Iqbal

GSA VP Student Services (2024-25)

Please email me at gsavpsse@ualberta.ca if you have any questions, concerns, suggestions, or feedback related to my portfolio or the initiatives.

Item 8e: VP External Report

**2025-2026 Vice-President External
Report to GSA Council for the April 2025 Meeting**

To: GSA Council
From: Parman Mojir Shaibani
Date: April 30th, 2025

2025-2026 GSA VP External Meetings Attended (Parman)

Please find below a list of meetings I attended (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

Date	Meeting
April 2-4th	CASA AGM Meeting
April 11	VP International & Enterprise Search Meetings
April 12	ESA Meeting at Edmonton City Hall
April 16	Post-Secondary Education Task Force
April 16	Alumni Council Meeting

CASA AGM Meeting:

At the CASA Annual General Meeting, key policy changes were discussed that will shape the organization's future direction. These included updates to CASA's internal governance structure, changes to membership policies, and a review of CASA's approach to federal advocacy. The discussions aimed to ensure more inclusive and effective representation of students at the national level, while enhancing the organization's responsiveness to member institutions.

VP International & Enterprise Search Meetings:

While much of the discussion in these meetings remains confidential due to the sensitive nature of executive recruitment, it can be shared that the search committee is making steady progress in selecting a candidate for the new Vice President (International & Enterprise) position. This role

will be crucial in advancing the university's global partnerships and enterprise development strategy, and the committee is working diligently to ensure a strong, visionary leader is chosen.

ESA Meeting at Edmonton City Hall:

During the Edmonton Student Alliance (ESA) meeting held at City Hall, I brought forward a concern initially raised by our President about the lack of accountability for landlords, specifically in providing tenants with a minimum three-month notice before implementing rent increases. This was addressed in conversation with members of the City Council, including Karen Principe, Deputy Mayor and Ward Councillor, and Hani Quan, Director of Affordable Housing and Homelessness for the City of Edmonton. Both officials acknowledged the issue, expressed support, and Karen announced that the City would be looking into possible policy improvements to address the concern moving forward.

Post-Secondary Education Task Force:

The task force meeting focused on strategic and confidential matters, particularly surrounding ongoing and upcoming collective bargaining agreements. The discussion centered on the broader landscape of post-secondary education in Alberta, exploring how institutions can collaborate to strengthen their negotiating positions and advocate for sustainable funding, equitable policies, and improved working conditions across the sector.

Alumni Council Meeting:

The Alumni Council meeting provided a space to celebrate accomplishments and share final reports from various committees. Highlights included a major update on the "Shape the Future" fundraising campaign, which has already raised \$84 million toward its \$100 million goal focused on enhancing student success and experience. New alumni engagement initiatives were discussed, such as developing alumni personas to better tailor outreach and launching a global photo campaign encouraging alumni to share pictures in U of A apparel. Strategic planning tools were also introduced to track year-to-year progress on council goals. Upcoming events, like the 2025 Alumni Awards ceremony, were outlined, and a new award category recognizing contributions to reconciliation and decolonization is under consideration. The meeting emphasized the importance of mentorship, increasing visibility of alumni networks, engaging with recent grads, and expanding community connections through LinkedIn and off-campus events. Gratitude was extended to retiring council members, with plans to welcome new representatives in the coming term.

Item 8f: AVP Labour Report

**2024-2025 Associate Vice-President Labour
Report to GSA Council for the Apr 2025 Meeting**

To: GSA Council
From: Muneeb Masood Raja
Date: 24 Apr 2025

2024-2025 GSA Associate VP Labour Meetings Attended

Please find below a list of meetings I attended between 25 Mar to 30 Apr 2025 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

Date	Meeting
25 Mar	Meeting with a PSAC Representative
25 Mar	GSA Social Hour
27 Mar	Meeting with a Student (Confidential)
31 Mar – 1 Apr	Bargaining
4 Apr	Meeting with FGPS
7 Apr	Union Lunch
11 Apr	GSA Volunteer Appreciation Event
14 Apr	Meeting with a Student (Confidential)
16 Apr	GSA Graduate Ambassador Program Meeting
22-23 Apr	Bargaining
24 Apr	DEO Transition Day
25 Apr	GSA and UASU Meeting
29 Apr	Meeting with the Chancellor

Dear Council Colleagues,

It was a pleasure and a true honor to serve as the GSA AVP Labour for the past two years. As I write this final report, I find myself filled with mixed emotions, both happiness and a touch of sadness. It is a happy moment because I can look back at what we've accomplished together, the challenges we've overcome, and the progress we've made in strengthening our collective voice. At the same time, I feel sad to step away from a role that has meant so much to me, and to say goodbye to the day-to-day collaborations, conversations, and shared goals that have defined this experience.

(Mar 31-Apr 1 & 22-23 Apr) Bargaining

Over the past month, the GSA negotiating team has been engaged in bargaining with the university over four days of negotiation. We have exchanged multiple proposals and counterproposals, reached agreement on several articles, and achieved some important gains. During our most recent meeting, the university also presented their monetary proposal.

Detailed discussions took place at the table around several key issues, including increasing the GTA/GRA cap, the appointment posting process, the dispute resolution procedure, and various types of leave, among others.

We will meet again in June and July to continue negotiations. Additionally, we expect the employer to respond to some of our outstanding proposals when we return to the table in June. Stay tuned for future updates.

Reflections on My Personal Experience and Perspectives

I would like to take a moment to share my experience and opinion serving as the AVP Labour and leading the GSA's work as a union over the past two years. This role has been both challenging and rewarding. I've made my share of mistakes along the way, but these mistakes have been a valuable learning opportunity. Despite a few setbacks, it has been an incredibly fulfilling experience, and we have achieved a great deal. At the end, I would also like to offer a few recommendations to help ensure the GSA continues to function effectively and avoids internal challenges. It's essential that we identify the root causes of these tensions and work collaboratively to resolve them, for the sake of the organization and those we represent.

Message for Incoming Executive Team

As you step into your new roles, it's important to understand the responsibility that come with your positions. Leadership within a student body is both a privilege and a duty and how you carry yourselves will shape the experiences of the graduate students you represent.

An important part of your role is to raise your voices when issues arise. Your silence in moments that demand a voice is not just a missed opportunity, it's damaging to the people who trusted you to represent them. When you remain quiet in the face of problems and injustice, you allow the status quo to continue unchallenged. Your voice has immense weight. Use it thoughtfully, but please use it and speak up, not just for the sake of speaking, but to ensure that decisions reflect the needs, concerns, and realities of those you serve.

Set your ego aside. Leadership isn't about being the loudest voice, it's about listening, collaborating, and letting others thrive alongside you. Power should never be used to dominate or control. Instead, it should be used to empower those around you and open doors for others.

Transparency - Graduate students deserve to know how and why decisions are being made, and they deserve to know the complete story, not incomplete information or misrepresented facts. Always hold ethics in the highest regard.

Be open to feedback, even when it's uncomfortable. Don't consider criticism as an attack, it's an opportunity for growth. Stay polite, even under pressure, and lead with empathy and humility. Anticipate what the council and your members truly need. Above all, maintain the highest level of professionalism. Treat others with respect, and never lose sight of why you're here, which is to serve students. Build trust among each other by showing integrity in your actions and being honest in all interactions.

Finally, always ask yourself - Is what I'm doing genuinely good for my members? Nothing is more important than fair and honest representation. Every action you take should reflect your commitment to the people who trusted you with this position. I wish you all the best.

Message for the GSA Councillors

You play a crucial role in ensuring effective decision-making, accountability and transparency within the organization. It is essential that you remain well-informed about the activities of the GSA to make the most informed decisions possible. While most decisions made by the board undergo thorough review and due diligence, it is vital that you actively engage with the process, ask questions, express concerns, and take a genuine interest in all matters brought before the council for approval. While the decisions and actions of the Executives should be carefully scrutinized, they should also be given the respect that comes with their position. A collaborative and respectful environment fosters better decision-making and strengthens the organization as a whole.

GSA Role as a Student Association and a Trade Union

Due to the GSA's dual role as both a student association and a trade union, there is a real potential for serious institutional challenges. The responsibilities tied to each of these roles can often conflict. To maintain clarity and prevent conflicts of interest, it's essential that union and association responsibilities

are handled by different representatives within the organization, with no interference in each other's operations. They should only be allowed to make recommendations to each other but the approval process must be from the representatives of the respective group within the organization.

The GSA has established a structure that ensures separate representation for the union and the association. However, the decision making is not completely separate yet, and we risk facing serious issues if we don't make the required changes within our organization soon.

At the same time, we must also recognize that under current legislation, the GSA holds exclusive authority to act as the bargaining agent for academically employed graduate students. As such, creating a completely separate organization for the union part of the GSA is not legally possible unless the legislation is amended to allow such a change.

Below are some relevant sections of Alberta legislation that support the above argument and, hopefully, will help clarify the situation:

Relevant Alberta Labour Relations Code Sections

58.4(1) (c) the graduate students association of a university is the bargaining agent for the academically employed graduate students of the university and has exclusive authority to bargain collectively on behalf of the academically employed graduate students and to bind them by a collective agreement

58.4(2) The graduate students association of a university is deemed for the purposes of this Act to be a trade union for the purposes of acting as bargaining agent for the academically employed graduate students at the university

Relevant Post Secondary Learning Act Sections

95(2) The council of a student organization may make bylaws governing

(f.1) in the case of a graduate students association, its role as bargaining agent for academically employed graduate students, which must require the association to ascertain and act on the wishes of the academically employed graduate students

(f.2) in the case of a graduate students association in its role as bargaining agent for academically employed graduate students, the charging of union dues and the amount of those dues

GSA President Conflict of Interest in Involving Themselves with Union Matters

The GSA President has a conflict of interest when it comes to influencing any union related decision and is inherently unable to act in the best interests of academically employed graduate students. Therefore, there must be no interference or decision-making regarding the union that originates from the GSA President under any circumstances. Also, the only individuals within GSA who are elected by the

academically employed graduate students (AEGSs) are the members of the GSA LRC (including AVP Labour). The role of the GSA as a trade union is to ensure that they are acting in the best interest of their members (AEGSs). Being a member of the university board of governors as per Alberta legislation means that you are acting as an employer of AEGSs and must act in the best interests of the university.

Here are the relevant sections from Alberta legislation and the GSA Bylaw and Policy.

Relevant Alberta Labour Relations Code Sections

58.4(1) For the purposes of this Act,

- (a)** the board of governors of a university is an employer while it is acting as the employer of its academically employed graduate students,
 - (b)** the academically employed graduate students of a university are employees of the board of governors of the university, and
 - (c)** the graduate students association of a university is the bargaining agent for the academically employed graduate students of the university and has exclusive authority to bargain collectively on behalf of the academically employed graduate students and to bind them by a collective agreement.
- (2)** The graduate students association of a university is deemed for the purposes of this Act to be a trade union for the purposes of acting as bargaining agent for the academically employed graduate students at the university

Relevant Post Secondary Learning Act Sections

95(2) The council of a student organization may make bylaws governing

- (f.1)** in the case of a graduate students association, its role as bargaining agent for academically employed graduate students, which must require the association to ascertain and act on the wishes of the academically employed graduate students
- (f.2)** in the case of a graduate students association in its role as bargaining agent for academically employed graduate students, the charging of union dues and the amount of those dues

Board of governors

16(5) The members of the board must act in the best interests of the university.

Relevant GSA Bylaw and Policy Sections

D.POL.5.1.j The President leads the GSA on bodies external to the GSA.

This includes: **D.POL.5.1.j.i** Membership on the BoG and General Faculties Council (GFC) and

D.POL.5.2.e The President is a member of the following University boards and committees:

D.POL.5.2.e.i The BoG, and any BoG Standing Committees on which the GSA has representation (which may be delegated to a Vice-President by the full BoG)

D.BYL.2.2.g The Associate Vice-President Labour is responsible for labour-related matters concerning academically-employed graduate students (including collective bargaining), and leads the GSA's work as a union.

D.POL.4.3 Elected Officers and candidates for elected office will abide by all GSA Bylaws, GSA Policies, and GSA Board (GSAB) Policies, including with respect to performance and conduct, conflict of interest, and conflict of commitment. Elected Officers cannot concurrently serve as executives in any other student group, student club, board, student association, departmental association, or any organization that may present a real or perceived conflict of interest. This ensures that elected officers can fully dedicate their time and efforts to the GSA without divided loyalties or potential biases. By preventing conflicts of interest, the GSA aims to maintain the highest standards of integrity, transparency, and fairness in its governance, thereby safeguarding the trust and confidence of its members. Any officer found in violation of this policy will be subject to disciplinary actions as outlined in the GSA Bylaws

Note: Alberta Labour Relations Code and Post Secondary Learning Act is part of legislation. However, the GSA bylaw and policy is an institutional document. Legislation takes precedence in case there is a conflict between legislation and the GSA bylaw and policy.

GSA Budget Survey

I would like to share my views about the survey that was sent out to graduate students earlier in April. I was not involved in any consultation and in my opinion, it reads as biased and members cannot make an informed decision based on the information shared. I am supportive of getting input from members in any matter, but incomplete information can often be more harmful than no information because it can lead to misinformed decisions.

The context shared fails to provide members with the full picture. Here are some specific points:

AVP Labour (AVPL) Salary Adjustment

Background:

1. The AVPL represents approximately 3,500 academically employed graduate students (compared to around 8,100 covered by other portfolios). **My Response:** Representing fewer members doesn't mean the amount, quality, and/or impact is lesser compared to any other executive. I would recommend you all to please review the GSA bylaw and policy document and compare the duties of AVP Labour with other VPs. Additionally, there has not been any change in the workload, documented duties, and other commitments since the last couple of years.
2. The position currently receives approx. \$40,000 as stipend with benefits, which is almost three and a half times higher than the same position with the University of Calgary Graduate Student Association. **My Response:** Did we let members know that this stipend is the same as other GSA VPs? Did we share that the UofC GLU has (had) a completely different structure? Did we share that the UofC GLU is nearly half the size compared to us in terms of both numbers and budget?

Did we share that their UofC GLU has (had) fix executives within their union and that the total stipend that went to all their executives based on their 2024-25 budget was \$40000 and that this has increased from \$13200 in 2020-21 to \$40000 in 2024-25? De we compare the total GSA executive stipends with other GSAs across Canada? Based on my research, I have yet to find a GSA within Canada that spends more money on executives than us (not saying that the executives are overpaid).

3. In addition to fixed monthly stipend, the AVPL will receive extra compensation from PSAC for attending trainings, all bargaining sessions, and all conferences. This extra compensation is called "loss of pay" compensation. It's meant to make up for the hours they could have worked elsewhere (like as a GTA). The rate for this extra pay will be based on the hourly wage (at least \$48 per hour) for GTAs. The reason for this is that the AVPL isn't considered a salaried employee (meaning they don't get a set full-time salary), so they qualify for this kind of loss-of-pay reimbursement. **My Response:** Clarity – The hourly wage of at least \$48 per hour is not accurate. I have members that were paid way less than that. The explanation about the loss of pay is also not accurate in my opinion. Loss is pay is typically given by unions to their members to attend union events that may result in loss of pay from the employer. All members have access to trainings, and it is not exclusive to just the AVP Labour. Attending PSAC conferences is not mandatory for the AVP Labour. The only mandatory thing for AVP Labour that might result in a loss of pay are bargaining sessions. People who really understand the concept of loss of pay would not even put this point as a rationale for reducing the stipend. I have provide my rationale about this in a council meeting in the past as well.
4. The position also has the support of two other paid student positions (Chief Steward & Outreach Coordinator), as well as support from our service partner PSAC. **My Response:** The association added two VP positions within the last two/three years that spends almost \$40000 on each. Did we mention that and the fact that the stipend of other DEOs weren't reduced? Did we mention the rationale behind creating Chief Steward (CS) and Outreach Coordinator (OC) roles and that when they were created the AVP Labour stipend remained unchanged? The CS and OC positions are paid nearly 8 times less compared to a VP and the expected time commitment is also very less compared to a VP. Did we mention this? PSAC support has been in place for several years now, but they do not assist with day-to-day operations. Instead, they provide specialized support to ensure we fulfill our responsibilities as a trade union, including access to a negotiator, strike fund, grievance support, education support, and so on. It's very similar to how the GSA has access to a lawyer, finance team, and other specialized help.
5. A proposal suggests reducing the AVPL salary by \$7,000, redirecting the saved funds into the GSA strike fund. This would help ensure we're better prepared for future bargaining. **My Response:** Did we mention that we have access to the PSAC strike fund? Did we mention that the labour budget surplus? Did we mention what the \$7000 corresponds to in regard to dollar amount for each member (2-3 dollars each)? Did we mention the amount of savings we have in our labour fund to potentially contribute to a strike fund? By the same logic, we should be reducing the stipend of all GSA Executives and spending it on members directly.

I wanted to restrict my opinion based on the points shared in the survey. Therefore, I have not provided any further details.

Comment about the question asked - **Do you support reducing the AVPL salary to help fund the strike reserve?***

The provided context in the survey not only asks a biased question but provides multiple reasons as to why you should say yes. The way how this part of the survey reads almost forces members to vote yes. I ask you all this, do you expect a member to say no to this question provided the information shared with them? I wouldn't expect them to say no to it. I truly believe that a complete picture should have been presented with perspective from both ends. It was very clear that there is a difference of opinion in this matter, and providing perspective from one side lacks transparency.

Staffing Costs for Union Work

Background:

1. The Associate Director and Finance Manager help with the GSA's union-related work. One proposal is to cover a portion of their salaries directly from union dues to avoid increasing the membership fee beyond the standard CPI of 2.2%. **My Response:** I don't have the complete information currently to provide any comment on this.
2. Another option: hire entirely new staff dedicated to union matters, which would likely necessitate a further increase in union dues, which are separate from the membership fee (potentially indexed to inflation/CPI for future years). **My Response:** Why do we think that we would have to **likely** increase union dues? The Union budget is expected to increase above the current CPI because of negotiations. There are likely other factors that will potentially further increase union dues. I don't anticipate that we will have to increase union dues.

I support covering a portion of the Associate Director and Finance Manager's salaries with union dues, provided that they dedicate at least an equivalent amount of time to union-related work. I believe this would enhance the organization's efficiency by saving both the union and the association money. However, the rationale currently provided is biased.

I wish I had been consulted to provide the full context and ensure the most accurate form of the survey is sent to members, especially given that many points are related to the union. In its current form, I have disassociated myself with this survey and also conveyed it to the board on Apr 23.

Recommendations

Here are some recommendations that can help the GSA avoid conflicts within the organization and ensure that the best interests of all graduate students, including academically employed graduate students, are better met:

1. Reviewing the responsibilities and documented duties to balance the workload and propose bylaws to rebalance the workloads among different DEOs.
2. Increased accountability to ensure that all DEO positions are focused on bringing new initiatives and working the expected hours.
3. A comparison of our budget with GSAs across Canada, not just the University of Calgary GSA to suggest improvements and remove inefficiencies.
4. Any major changes proposed related to union matters must be approved by the LRC. This should also be incorporated into the GSA bylaw and policy. While it may go through the governance structure but only for informational purposes. Final approval should rest with the council.
5. The entire Labour budget should be drafted and approved by the LRC after consultation with the finance or relevant team.
6. AVP Labour must be given a voting right wherever a vote is to be conducted that involves union matters.

Note: I apologize if I made any mistakes in what I said. However, I made sure to do my due diligence.

I sincerely apologize if any of my actions during my two terms were not appropriate. It was never my intention to do so. I truly value the work we do together. I would really appreciate any feedback from the respected council members related to any labour related matters.

In Solidarity,

Muneeb Masood Raja, Associate Vice-President Labour 2024-2025

Item 8i: GSA CRO Report

Dear GSA Council,

In the past month, we held the By-Election of the Vice President Indigenous Relations. Unfortunately, it was unsuccessful and the position remains vacant.

At this time, I do not have any immediate updates about any future elections for this position. In the coming weeks, I hope to work with IGSA's new executive team to discuss the next steps with this position.

If you have any questions, please contact gsa.elections@ualberta.ca.

Sophie Shi
GSA Chief Returning Officer

Item 8L: GSA Management Report

GSA Management
Report to GSA Council for April 30 2025 Meeting

To: GSA Council
From: Cindy Roose
Date: April 28 2025

Dear Members of the GSA Council,

I hope this report finds you well. I am pleased to provide you with an update on the various initiatives and activities currently underway within the Graduate Students' Association.

DEO job shadowing has been ongoing since mid-March with the incoming DEOs set to take office on May 1, 2025. In May and June, the DEOs will participate in several workshops to assist in their onboarding process and ongoing training. The schedule is being developed now. I would like to take this opportunity to thank the current GSA Board for their efforts and dedication over this past year. Leadership is not always easy but leading in student government can give you skills that you can apply in your future roles.

The GSA Spring Social was held on April 23, 2025. The event was held at the Edmonton Valley Zoo and was a great way to cap off the current semester. Planning is underway for orientation programming, which will welcome graduate students to campus this fall.

Preparation is underway for the annual audit of GSA 2024 - 2025 finances. Our Finance Manager, Dorota Dziekan-Kryjak and Accountant, Seidy Louangxay will work with a local firm to provide the necessary materials to complete this work.

The office has been supporting the work of several standing committees including the Equity, Diversity, and Inclusion Committee (EDIC), Budget and Finance Committee (BFC), and Governance Committee (GC). These committees have been drafting work plans and reviewing potential changes to bylaw and policy. The staff have been helpful in coordinating meetings, providing research support, and ensuring these committees have enough members and resources to work effectively.

Sincerely,

Cindy Roose, Acting ED

Management Report to the GSA Board, April 23 2025

Please note that the April 2nd and April 9th, 2025 Board meetings were cancelled so this report is combined for the remaining meetings in April.

Strategic

- Developing a timeline for work on next year's GSA Board Strategic Work Plan. A short survey is out to students this month to gather feedback on priorities.
- DEO transition schedule and planning 101 scheduling by portfolio, etc., is being developed, and an onboarding/training schedule for incoming DEOs is being finalized.
- The HR Manager will be drafting operational policies over the summer.
- The GSA will hire a summer student for an 8 week period running from June - July.
- The Labour Bargaining team is meeting this week to continue negotiating monetary proposals with the employer.

Operations

- April 1st was the first day of the new fiscal year for grants 2025 - 2026.
- The Grant Coordinator is pre-approving about 100 grant applications so once we get the green light on funds, she can process those.
- Award recipient payments are scheduled to go out on May 9th, 2025.
- There are lots of department elections going on but few candidates running for positions.
- Spring Social is April 23, 2025 at the Edmonton Valley Zoo.

Social Media

Facebook

Reach: +0.9% (April 8-22)

Followers: -3 follower (current: 2054)

Instagram

Reach: -29.6% (April 8-22)

Followers: +10 follower (current: 1543)

Twitter/ X

Followers:-4 followers (1289)

2024-2025 Strategic Work Plan Report

Delivering on Our Commitments to Graduate
Students



Graduate
Students'
Association
University of Alberta

WWW.GSA-UALBERTA.CA

EXECUTIVE SUMMARY

This past year, the GSA has been focused on turning goals into action. Our work has been guided by the Strategic Work Plan (SWP), which was built around four key themes: **Grow, Engage, Advocate, and Reimagine**—or what we’ve come to call **GEAR**.

These themes reflect what graduate students have consistently told us matters most: better funding and support, stronger community connections, meaningful advocacy, and more modern, accessible services.

Since the start of the academic year, we’ve made real progress across all four pillars—whether that’s securing new scholarships, launching a new health and dental plan, increasing attendance at student events, or leading collective bargaining for our members. Much of this work came directly from student feedback, and we’re proud that the priorities laid out in the SWP are showing up in visible, practical ways across campus.

This report is both a reflection of what’s been done—and a reminder of what’s still ahead. As we move into the next phase of the year, the GSA remains committed to working with our community and partners to keep pushing these priorities forward.

Key Achievements 2024–2025

Financial Access & Scholarships

- **Spent \$200K on new scholarships for course-based Master’s students**, with a \$400K commitment for the next two years.
- **Secured a total of \$8.55M in graduate student financial support.**

Health, Wellness, and Services

- **Finalized a new health & dental plan**, saving students \$400K over three years.
- Published the Graduate Mental Health Report and launched the Mental Health Photo Contest with 70+ submissions.
- Helped **launch the Graduate Peer Support Program pilot.**
- Proposed a campus-wide Food Strategy.

Advocacy and Student Rights

- Approved **U-Pass renewal**, saving students **\$3.4M** over three years.
- Reduced tuition fee increases, including **no tuition increase** for international thesis-based students.
- Retained the \$4,200 Canada Student Grant and protected federal loan maximums (\$870M secured nationally).
- Secured key provincial wins, including **Bill 18 exemptions** and **MNIF transparency guidelines**.
- Advocated for **voting rights for Indigenous leaders** and resolved motion for a federal Indigenous advocate structure.
- Established the new CGSAF provincial advocacy alliance.

Governance and Internal Strengthening

- Revised GSA bylaws for accountability, financial management, and clarity.
- Proposed a two-year EDI Action Plan.
- Laid groundwork to improve Council and Board governance with new structures and MoUs.

Student Engagement and Campus Presence

- Doubled GSA Social Hour attendance through partnerships with Wellness Supports.
- Signed an MoU with New Majority, securing paid canvassing positions for graduate students.
- Laid the foundation for the Peer-Connect Conference/Career Fair with sustainable financial planning.
- Launched a new GSA website featuring a DEO Priorities page to improve transparency.

Labour Relations

- Tabled the full collective agreement for Academically-Employed Graduate Students (AEGs) and began active bargaining.

GROW

BUILDING ON SUCCESS AND EXPANDING INITIATIVES

1. Increase Financial Support for Graduate Students

PhD Minimum Funding: The Faculty of Graduate & Postdoctoral Studies (FGPS) PhD Minimum Implementation Working Group, of which the Vice-President Academic is a member, has begun the official implementation of this initiative. **Every PhD student in years 1-4 will receive their minimum funding guarantee letters based on the commitment as described in the operating standard starting in Fall 2025.** As part of this working group, the GSA has the responsibility to ensure the smooth implementation of PhD minimum funding and to continue addressing the ongoing challenges related to this project, which is instrumental in shaping this ever-evolving initiative.

Course-Based Graduate Community Engagement Award: The President spearheaded the creation of this pilot scholarship program, allocating **\$200,000 of GSA funds and collaborating with GPS to fully distribute the awards to our course-based master's students in December 2024.** The President, and Vice-President Academic have also secured commitments from the Tuition and Budget Advisory Committee (TBAC) to ensure the award's sustainability over the next two years, and FGPS will support and maintain this scholarship at least through 2027.

External MoUs with GPS and DoS: With our membership number declining, securing the GSA's long-term financial stability has become paramount. The President signed three-year, non-binding Memoranda of Understanding (MoUs) with both GPS and the Dean of Students (DoS). These agreements not only preserve our institutional legacy but also guarantee continued funding from each office. **GSA will receive \$6,000 annually from GPS and \$8,000 from DoS,** after persistent negotiations, starting next year. This milestone ensures vital support for our graduate students.

Open Letter to the GoA: The President worked closely with student associations and unions across Alberta to sign a joint open letter demanding the province roll back its harmful cuts to post-secondary education. This united front reflects the collective determination of Alberta's students to protect the quality of education and secure the future of the province's workforce. The collaboration underscores the pressing need for funding to support Alberta's institutions and prevent further damage to an already strained education system.

Federal Advocacy Efforts Lead to Updates in Tri-Council Agency Funding Policy: We are pleased that the Tri-Council awards eligibility policy has been updated which will **allow international students to apply for the Tri-Council awards** as well.

[Minimum Guaranteed Funding for PhD Students | Faculty of Graduate & Postdoctoral Studies](#)
[Announcing the Graduate Course-Based Master's Community Engagement Award - GSA UofA](#)
[Government of Alberta, You Can't Keep Cutting Class - GSA UofA](#)

[NSERC - Latest News - Launch of the new Harmonized Tri-agency Scholarship and Fellowship programs](#)

GROW

BUILDING ON SUCCESS AND EXPANDING INITIATIVES

2. Expand Student Services, including Childcare and Peer Support

Graduate Career Fair & Co-Op Program:

The President and Vice-President Academic have advocated for a dedicated career fair for graduate students, addressing the lack of career transition opportunities after graduation, which was the top concern raised by students in the SEAP survey. We have also advocated for a Graduate Co-op program, which would allow our members to take on full-time internships regardless of their immigration status during their program, thereby doubling their chances of securing a job after graduation. This initiative has gained traction over the year, and the Deputy Provost for Student Experience & Enrollment will be spearheading it moving forward

Google Storage Space Issue: The President met with the Associate Vice President (AVP) of IST to advocate for delaying the implementation of changes to the Google Storage policy and proposed a more optimal solution for managing storage space requirements for graduate research students. An **extension was granted**, but much work remains to ensure the equitable utilization of these resources by our members.

Graduate Peer Support Program:

The President's proposal for **the Peer Support Program has been adopted under the Graduate Ambassador Program, and the Graduate Student Peer Support Program will launch as early as Fall 2025**, with the call for volunteers already issued by the Career Center. This milestone reflects our commitment to advocating dedicated support and services that meet our members' needs. Vice-President Academic and Associate Vice-President Labour are participating in the discussion and design of the training program for this initiative.

University-Wide Wi-Fi Issue: The President also raised concerns about the university-wide Wi-Fi network with the Dean of Students, Deputy Provost for Student Experience & Enrollment, and the AVP of IST. The administration has acknowledged the concern, and IST is actively working on upgrading the university-wide Wi-Fi infrastructure. The timeline for completing this project is set for Fall 2026.

Graduate Student Peer Support Program coming in September 2025 | Human Resources, Health, Safety + Environment

GROW

BUILDING ON SUCCESS AND EXPANDING INITIATIVES



Child Minding Services: The Vice-President Student Services, President, and Executive Director secured a **special discount for graduate student parents at Bredin Early Bird child-minding services**. Efforts to establish additional discounts with other providers near North Campus are ongoing.



Child-care Services Advocacy: The President co-signed a letter with the Students' Union, Non-Academic Staff Association, Association of Academic Staff, University of Alberta, and Post-Doctoral Fellow Association for the university administration, expressing concern over the decision to end its approximately \$300,000-per-year financial support for the six university-affiliated daycares. This support withdrawal would significantly impact our members who rely on these subsidized childcare services.



Community Support Initiative: The Vice-President Student Services proposed a hand-me-down store for student parents and caregivers, in collaboration with UASU and the Dean of Students' Office. **Plans are underway to organize a pop-up store to gauge interest and community buy-in.** A positive step in this domain is the identification of a space where the store will be opened as a pilot project. The President also has held conversations with the chair of the Students Who Parent on Campus Committee to discuss the possibility of distributing gifts and donations from students to caregivers or parents of newborns and other children.

2025-03-25_daycare_centres.pdf

GROW

BUILDING ON SUCCESS AND EXPANDING INITIATIVES

3. Foster a More Connected and Engaged Council



Slack workspace for GSA: The President initiated a Slack workspace for the Graduate Students' Association and its standing committees and continues to enhance engagement and management on the platform.

Improving the GSA Council Effectiveness: The President proposed creating an ad hoc committee to improve councillor engagement, with a focus on meeting structures and overall effectiveness. Recommendations for restructuring the GSA Council to ensure full compliance with the PSLA and alignment with best governance practices for non-profit student associations have been developed; these will be presented to Council by the incoming GSA Board.



GROW

BUILDING ON SUCCESS AND EXPANDING INITIATIVES

4. Governance and Policy Revisions

Bylaw & Policy Overhaul

The President ensured monthly Governance Committee meetings to keep bylaw amendments on track. We Initiated a comprehensive revision of the GSA's Bylaw and Policy document via a summer intern to enhance transparency, accountability, and governance. The intern assisted in eliminating and improving policy language in our integrating bylaws and policy document.

Conflict-of-Interest & Referendum Improvements

The President recommended creating clearer conflict-of-interest rules. We have also refined the procedures for elections and referenda. The President and Associate Director strengthened the referendum process to ensure fair and consistent outcomes.

Council Effectiveness & Representation

On the direction of GSA Council, the President has worked on new guidelines to improve GSA Council's effectiveness after through deliberation with other associations and unions ensuring GSA Council composition aligns with Section 95 of the PSLA. Supported the creation of a dedicated Black Graduate Students' Association Councillor seat, championed by the Vice-President Student Life.

Accountability Measures

We have established accountability bylaws for members representing graduate students on GSA standing committees. We have also expanded the definition of "GSA officer" to ensure all officers are held responsible for their actions. On top of that, the President has proposed bi-yearly performance reviews for all Directly Elected Officers, allowing both voting and non-voting GSA board members to give constructive feedback.

Financial & Budgetary Policies

The President submitted recommendations to refine the annual budget-drafting and approval process, drafted an internal Finance Policy to ensure compliance with legislative requirements, and developed a contingency plan to mitigate financial risks if the GSA Budget is not approved on time.

GSA Board's Human Resources, IT, and Code of Conduct Policy

The President proposed the new HR policy for hiring the Executive Director, collaborated with the HR/Finance Manager and Associate Director to develop an IT policy for the GSA Board. The Associate Director currently finalizing a Code of Conduct to reinforce ethics and professionalism among board members.

ENGAGE

CREATING VIBRANT CONNECTIONS AND INCLUSIVE COMMUNITIES

1. Enhance Student Engagement through Events and Communication



Student Feedback & Engagement: A post-event evaluation form is now incorporated into every event to gather student feedback. This was most recently implemented at the Fall Social, Tuition Town Hall, and Winter Orientation. To encourage participation, some events include raffle draws or other incentives for completing the evaluation.

EDI Reading Groups: The Vice-President Student Life, Vice-President Academic, and President led the established EDI reading group. This has helped equity seeking individuals come together and work on ideas to improve campus EDI initiatives.



PhD Reception Event with FGPS: The President and Vice-President Academic attended the PhD Welcome reception, in addition to welcoming graduate students to the university, this event served as a way to share experiences and learnings amongst graduate students. The Vice-President Academic delivered a talk on “What I wish I knew as a 1st Year PhD student”, this talk was very well received and will be featured as one of the upcoming YouAlberta blogs. This year we made an effort to attend the various events on campus catered towards graduate students, to increase GSA's visibility for graduate students.

ENGAGE

CREATING VIBRANT CONNECTIONS AND INCLUSIVE COMMUNITIES

2. Improve Indigenous Representation and Advocacy

Voting Rights for Indigenous Reps: The President and Vice-President Student Life advocated for Indigenous students to serve on CASA's board and other standing committees as voting members.

New Structure for NIAC Rep Selection: The GSA Board has resolved a motion to find the best method, in consultation with the Vice-Provost Indigenous Relations and Programming, for electing our official NIAC representative. This privilege, afforded by our status as a paying, voting member of CASA, will ensure we effectively advocate for Indigenous students' rights at the federal level.

Indigenous Perspectives in University AI Policy: The President, in consultation with the Vice-Provost for Indigenous Relations and the Programming office, put forward a recommendation at the Teaching and Learning AI Subcommittee Meeting on how to incorporate an Indigenous lens into the university-wide AI policy, based on the insightful positional work done by Jason Edward Lewie et al. It reflects our commitment to embedding Indigenous perspectives in the development and implementation of AI policies at the university.

Indigenous Protocol and Artificial Intelligence Position Paper - Spectrum: Concordia University Research Repository



ENGAGE

CREATING VIBRANT CONNECTIONS AND INCLUSIVE COMMUNITIES

3. Increase Accessibility and Inclusivity in GSA

Call to the University to uphold their EDI Commitments

The President raised a motion at the November GFC meeting, calling on the university to uphold its EDI commitments, particularly considering public discussions on EDI. The overwhelming support for this motion demonstrated the university community's expectation that the administration remain steadfast in its commitment to EDI principles.

Educational & Awareness Programing

The Vice-President Student Services is working on creating educational and awareness programs for graduate students to inform them about the Health and Dental Plan Coverage and their entitlements.

Logo, Website & Newsletter Refresh

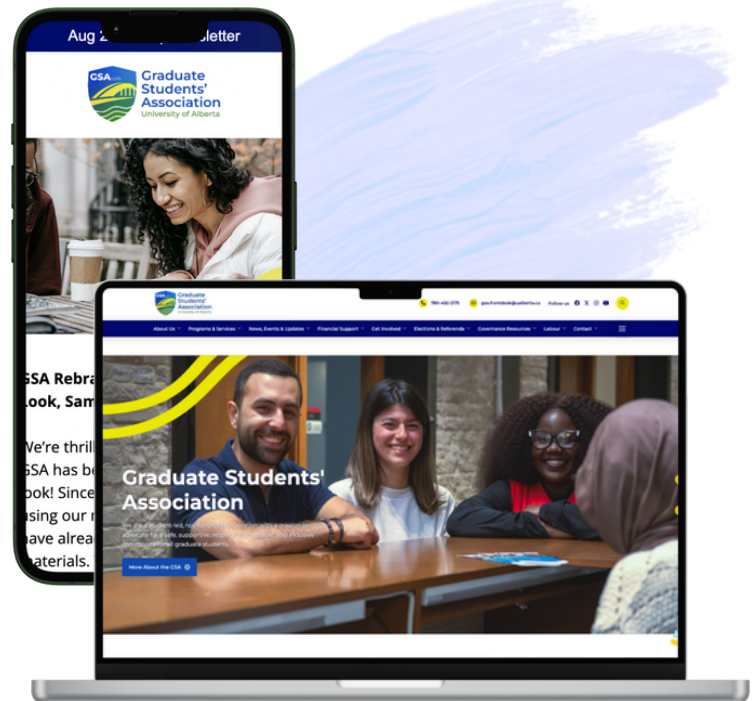
The GSA now has a new identity with a new logo and has successfully launched its new website and refreshed social media platforms, resulting in a significant increase in engagement and functionality compared to the previous system.

Calendar of Events

As part of the website refresh, a new event calendar has been added to improve functionality and accessibility. This calendar allows members to view all upcoming GSA events in one place, access event details for more information, and subscribe and add events directly to their personal calendars for easy reminders.

Two-Year EDI Action Plan

The President proposed a comprehensive two-year Equity, Diversity, and Inclusion (EDI) action plan for the Graduate Students' Association Equity, Diversity, and Inclusion Committee (GSA-EDIC). This plan is based on extensive consultations and feedback, aiming to address critical issues such as accessibility, mental health supports, socio-economic assistance, and representation. The plan sets clear goals, timelines, and action items to address the immediate and long-term EDI needs of graduate students, fostering a more inclusive and supportive academic environment.



[GSA EDIC Action Plan](#)

[Events - Graduate Student's Association | University of Alberta](#)

ENGAGE

CREATING VIBRANT CONNECTIONS AND INCLUSIVE COMMUNITIES

4. Extending Partnerships with other Units and Offices Across Campus



Coalition of University of Alberta

Associations (CUAA): The President, and Associate Vice-President Labour has formally signed on to the Coalition of University of Alberta Associations (CUAA). This new alliance brings together the executive members of our association, Non-Academic Staff Association, the Postdoctoral Fellows Association (PDFA), and the University of Alberta Students' Union (UASU) to address the very real challenges our members face, including but not limited to economic instability, austerity measures, and rapidly shifting workplace demands.

Collaborative Event with ASSET and Wellness

Team: The GSA teamed up with ASSET and the Wellness Team to host a collaborative event during one of our monthly social hours. Held in the Triffo Hall, the gathering offered a relaxed environment where graduate students could unwind between classes, connect with peers, and learn about the resources each group provides.



Movie Nights with UAI: The Vice-President External and Vice-President Student Services extended partnerships with the University of Alberta International (UAI) to hold events such as movie nights and social events to engage our international students. The Vice-President Student Services is also actively working on other collaborations with units such as Campus Services and Campus and Community Recreation.

Introducing the Coalition of University of Alberta Associations (CUAA) - GSA UofA

ADVOCATE

CHAMPIONING STUDENT RIGHTS AND ENHANCING SUPPORT SYSTEMS

1. Advocate for Improved Funding and Financial Support within the University

More Funding toward the Graduate Student Support Fund (GSSF): The President submitted a detailed proposal to the university stakeholders requesting an increase in GSSF based on the fact that the funding towards GSSF has not seen any increase since 2020, and our academic travel grants have been increasing since 2022. Considering that the university administration has announced a 3% budget cut for every unit, this year we were only able to ensure that the university administration, if not able to increase our GSSF funding, most certainly does not reduce it. We have received confirmation from the university that we will receive the same funding this year, but a lot of work needs to be done in this regard to ensure that this funding is first sustained and at least subjected to CPI increases every year.

Differential Tuition Fee Model: As a result of continuous advocacy efforts from GSA, a working group was struck by GPS to help ensure continuous support for thesis-based students. The Vice-President Academic, Vice-President External, and President represented graduate student interests in this group. We **successfully minimized tuition increases compared to the university's initial proposal**. We were able to lobby for a differential tuition fee model, which resulted in only a 5% increase for the MBA program and no tuition fee increase for international thesis-based graduate students. This is a significant win considering that the initial proposal talked about within the administration was to increase the tuition fee by more than 10%.

More Funding towards Hybrid Awards: The President and Vice-President Academic collaborated with the Students' Union to advocate reallocating funds from merit-based awards to hybrid awards, including the Turtle Island and Discover UAlberta scholarships, to better support students in need. **The university has committed to transferring \$100,000 from merit-based awards to these two hybrid awards in recognition of those needs.**

Tuition Fee Offset Proposal: The President submitted a detailed tuition-fee-offset proposal to the TBAC, which included recommendations like creating new special scholarships and financial support for course-based master's students, increasing financial support for the Campus Food Bank, developing affordable meal plans, and expanding bursary-program eligibility to include first-year international students.

Equitable Financial Support for Palestinian Community Members: In partnership with Palestinian faculty members and the Registrar's Office, the President drafted recommendations for the Office of the President to ensure equitable financial support for displaced Palestinian scholars, including the waiving of admission fees and expanded scholarship eligibility.

[Tuition Increases | Office of the Registrar](#)

[GSA-Council-October-21-2024-Second-Mailing-Materials-Package.pdf](#)

[Displaced Palestinian Student Bursary Program | Office of the Registrar](#)

ADVOCATE

CHAMPIONING STUDENT RIGHTS AND ENHANCING SUPPORT SYSTEMS

2. Advocate for Improved funding and Transparent Policies with the Provincial Government

Targeted Funding for Graduate Students: The Vice-President External, and President, in collaboration with the University of Calgary Graduate Students' Association and the Athabasca University Graduate Students' Association, met with the provincial caucuses of the NDP and UCP, as well as the Minister of Advanced Education, in November to advocate for 10% targeted funding for all graduate studies programs in Alberta. This funding aims to help offset the impacts of the international student cap, which has severely affected graduate enrollment and reduced the revenue available to these programs.

Advocacy efforts for Bill 18 Exemptions, MNIFs new Guidelines and Streamlining Financial Aid Process: Through our sustained advocacy beginning in May 2024, we **secured key exemptions under Bill 18**. We also persuaded the Minister of Advanced Education to implement more comprehensive mandatory non-instructional fee (MNIF) guidelines, and we appreciate her recognizing our November meeting during the Budget 2025 briefing—underscoring the need to clarify and revise MNIF definitions, which have now been announced. We also co-signed open letter addressed to Minister of Advanced Education from student organizations representing over 150,000 students across Alberta. This letter raises concerns about the ongoing delays in Alberta Student Aid disbursements for the second year in a row, which have affected students relying on financial aid for essential living and academic expenses.

President's Statement on Alberta's Budget 2025: The President expressed concern that Alberta's 2025 Budget kept U of A's operating grants flat, cut \$210 million in student financial aid, and redirected funds to private colleges through Bill 38—even with a \$4.46 billion surplus. He emphasized the urgent need for expanded financial aid and mental-health resources during these challenging times. Highlighting that U of A alumni contribute \$136.6 billion annually—20 percent of Alberta's GDP—with a 47 percent return on public investment, he concluded by calling on the province to prioritize post-secondary funding to sustain innovation and support student success.

Enhance Provincial Advocacy via CAGSAF: Since AB-GPAC's dissolution, the President has been collaborating with UCGSA to establish a new provincial advocacy body: the Combined Alberta Graduate Students Advocacy Front (CAGSAF). We have drafted the bylaws and policies that will govern CAGSAF, and next year, other Alberta graduate-student associations will review and finalize its structure.

[GSA President: Rescind Bill 18, Protect Academic Freedom - Graduate Student's Association | University of Alberta](#)

[GSA Advocacy Update: Key Exemptions Secured for Post-Secondary Federal Funding Under the Provincial Priorities Act \(formerly Bill 18\) - Graduate Student's Association | University of Alberta](#)

[Alberta Tuition Framework.pdf](#)

[Guidelines for the Alberta Tuition Framework.pdf](#)

[Open Letter to Minister Sawhney on Alberta Student Aid Delays - Graduate Student's Association | University of Alberta](#)

[Statement from the President of the Graduate Students' Association \(GSA\) on the Alberta 2025 Budget - Graduate Student's Association | University of Alberta](#)



ADVOCATE

CHAMPIONING STUDENT RIGHTS AND ENHANCING SUPPORT SYSTEMS

3. Federal Advocacy in collaboration with CASA

CPI Adjustments to Tri-Council Awards: The Vice-President External, Vice-President Academic, and President met with federal ministers and senators during November's Canadian Alliance for Student Associations (CASA) Advocacy Week to advocate for CPI adjustments to the Tri-Council Agency graduate student funding programs for future years.

Highlighting Graduate Students' need with SRSR: The Vice-President Academic, Vice President External, and President were invited to attend the House of Commons' Standing Committee on Science and Research (SRSR), where we advance a set of targeted recommendations for enhancing graduate-student engagement and research support. We urged that the new research capstone project's Board of Directors include three reserved seats for student researchers—one per granting specialty—and that the proposed Science & Innovation Advisory Council likewise reserve three spots for graduate students, with at least one graduate-student seat on each Tri-Council granting agency's Board. To build on existing strengths, we called for full implementation of Budget 2024's promised funding increases for Tri-Council graduate and post-doctoral awards and for those awards to be indexed to inflation. Finally, to shape new opportunities, we recommended that student applicants receive structured feedback on Tri-Council proposals and that the university maintain a healthy balance between fundamental/free inquiry and mission-driven research funding.

Increase Indigenous Student Support Funding: The Vice-President Student Life, who also co-chaired the National Indigenous Advocacy Committee, together with the Vice-President Academic, Vice President External, and President advocated for targeted funding to address the chronic under-resourcing of Indigenous programs by calling for an increase in the Post-Secondary Student Support Program (PSSSP)—and its Métis and Inuit equivalents—to \$750 million annually. This investment would help narrow the Indigenous post-secondary education gap and better reflect the rising secondary-school graduation rates among Indigenous students.



Continue to next page →

ADVOCATE

CHAMPIONING STUDENT RIGHTS AND ENHANCING SUPPORT SYSTEMS



Maintain Maximum Canada Student Grant and Loan Levels:

We urged the federal government to maintain the Canada Student Grant at a maximum of \$4,200 and to keep federal student loan levels unchanged for three years. Although the recent announcement extends these funding levels for only one more year instead of the full three we requested, the regulatory language suggests a move toward a longer-term commitment. We appreciate the government's decision to uphold these supports, which amounts to \$870 million in non-repayable grants for students.

Graduate Forum with CASA: The Vice-President Academic collaborated with CASA's Graduate Advisory Committee to organize a Graduate Forum ahead of the November 2024 advocacy week. This first-of-its-kind event gave delegates the opportunity to learn about graduate-student research and key issues. It also helped inform how student delegates engage with politicians, ensuring they understand both the research objectives and the challenges faced by graduate students.

Advocating for Ethical Usage of GenAI in PSE: The President worked as one of the lead authors on CASA's AI policy paper 'Digital Transformation: Integrating Artificial Intelligence (AI) in Canadian Post-Secondary Education', helping to shape clear guidelines for using Generative AI ethically in post-secondary education. The President was also invited by Higher Education Strategies Associates (HESA) as a student panelist to present on how AI policies are evolving and what they mean for universities.

Voter Mobilization Initiative with CASA and New Majority:

We collaborated with CASA to emphasize the importance of student participation in the current federal election pre-polls. As part of this effort, the President and Associate Director partnered with New Majority, a non-profit organization, to secure paid volunteer positions for four graduate students. These volunteers canvassed across campus from April 13 to 16, encouraging graduate students to vote on campus and engage in the democratic process.

Canada Gazette, Part 2, Volume 159, Number 8: Regulations Amending the Canada Student Financial Assistance Regulations

Digital Transformation: Integrating Artificial Intelligence in Canadian Post-Secondary Education
Speaker | AI-CADEMY

ADVOCATE

CHAMPIONING STUDENT RIGHTS AND ENHANCING SUPPORT SYSTEMS

4. Push and Support for Policy Changes on Student Rights and Protections

Student Protest Policies

We advocated for revisions to the university's student-protest policy after EPS were called in to manage protesters, which exposed significant gaps in the existing guidelines. The university had taken steps to issue guidelines, giving unofficial student groups a clear framework for holding demonstrations without fear of reprisal under the student-conduct code.

Call for Third-party Investigation for Violating Alleged Students' Charter Rights

Earlier in the year, we pressed the administration for greater transparency in decision-making while calling for a thorough investigation, and the President recommended that campus peace officers receive compassionate-response training, since they serve on the university payroll.

Letter to Third-party Lead Investigator

The President also sent a detailed letter to the third-party investigation lead, the Hon. Justice Adele Kent, highlighting policy deficiencies, student concerns, and our proposed solutions, most of which Justice Kent endorsed in her final report.

Transit Safety

The President and Vice-President External raised safety concerns in meetings with the City Mayor's Office and ETS, advocating for fare gates and more peace officers, especially around the transit stations close to the campus. Through the University Safety and Security Committee, concerns were also raised by the Vice-President Student Services to highlight the importance of periodic cleaning of the bus shelter across the Hub Mall.

Affordable Housing

The Vice-President External raised a concern previously brought up by the President regarding the lack of landlord accountability in providing tenants with at least three months' notice prior to any rent increase. This issue was discussed during a meeting with the City Council. Karen Principe, Deputy Mayor and Ward Councillor, along with Hani Quan, Director of Affordable Housing and Homelessness at the City of Edmonton, expressed interest in addressing the concern. Later in the meeting, Karen announced that the City will look into the matter further.

U-Pass Referendum

The Vice-President Student Services, along with student representatives from the UASU, participated in the U-Pass negotiations representing the UofA students. The negotiations successfully concluded with an approximate saving of \$3.4 million for the students of the participating institutions. Following this, a referendum was held that was successfully passed during the 2025 General Elections, and the final contract is signed as of April 2025.

SGBV Toolkits to Support Students in WIL

The Vice President Student Services participated in the SGBV Work Integrated Learning Group meetings to share feedback from the graduate students' perspectives. The SGBV WIL group has been actively working on creating resource guides and toolkits to support students in their work-integrated learning environments. This work was carried out to continue the efforts of the Vice-President Student Life portfolio.

[UA_OP_DemonstrationsProtests_Spring2024](#)

[University of Alberta Graduate Students' Association Demands Investigation and Dialogue Following Campus Incident - Graduate Student's Association | University of Alberta](#)

[Third-Party Letter.pdf](#)



ADVOCATE

CHAMPIONING STUDENT RIGHTS AND ENHANCING SUPPORT SYSTEMS

5. Advocate for Student Food Security and Financial Assistance

Campus Food Bank Support

The President submitted a detailed support plea to the University administration including the Senate advocating for additional funding which highlighted the CFB's projected \$60,000 shortfall and urged a direct budget line in the university's operating budget.

67th Annual CAGS Lightning Talk

The President and Vice-President Academic gave a lightning talk during the annual Canadian Association of Graduate Students conference where they talked about how financial strain and mental-health challenges force many graduate students to rely on campus food banks, skip nutritious meals, or downsize their housing just to stay enrolled. Drawing on our recent survey data, they showed that extra work, and food sacrifices undermines both academic performance and emotional well-being. To reverse these trends, they urged comprehensive campus responses to protect students' health and success.

UofA's Campus-wide Food Strategy Proposal

The President proposed a comprehensive food strategy that aligns with U of A's "University of the Tomorrow" vision by prioritizing health, fairness, and sustainability. It emphasizes environmental responsibility, bolsters the local food economy, and centers the well-being of our campus community. Beyond enriching campus life, this initiative is designed to enhance the university's performance on the UN Sustainable Development Goals, boosting U of A's UN Impact Rankings.

Hydroponics Farm

The Vice-President Student Services has been actively advocating for piloting a Hydroponics Farm at the University of Alberta to help the Campus Food Bank with fresh produce. This initiative has received considerable support from the Dean of Students' office, and discussions are ongoing with multiple stakeholders across campus to strategize the next steps.

[Support Plea for CFB.pdf](#)

[Lightning-CP06-2C2](#)

[GSA Proposed UofA's Food Strategy Draft](#)



REIMAGINE

INNOVATING AND IMPLEMENTING NEW INITIATIVES



1. GSA Peer-connect Conference

One of the key initiatives in our approved 2024-2025 strategic work plan is the Peer-Connect Conference, and the President and Vice-President Academic have already made significant progress on it. We've allocated \$27,000 in next year's budget for its launch, and after multiple discussions of the President with the Dean of Students Office and the Vice-Provost and Dean of FGPS, we are confident this will be an outstanding celebration of graduate-student research. It also has the potential to become a revenue-generating event in future years, as members of other associations join for a modest registration fee.

2. Reimagining the GSA Social Hour

We have reimagined the GSA coffee break by adding door prizes and lucky draws, which has boosted attendance. We've also partnered with Wellness Supports, ASSET, and UAI to make each session more interactive and valuable for students.



3. Harm Reduction and Recovery on Campus Pledge

During both the Week of Welcome and our Fall Orientation, EDIC members Emma Chambers and Hannah Bayne set up a harm-reduction tent that drew overwhelming support from students across campus. They then authored a detailed report that proved instrumental in our advocacy effort for the University to sign the "Recovery on Campus" pledge. The President has worked closely with the SU President to secure sustained funding from the Provost's Office—leveraging university and MNIF resources—so that this vital service remains fully supported without requiring a student-association referendum.

2024 Harm Reduction Tent Report - Graduate Student's Association | University of Alberta

REIMAGINE

INNOVATING AND IMPLEMENTING NEW INITIATIVES

4. Improve Services through Technology and Innovation



New Health & Dental Provider: After a comprehensive survey on the current GSA Health and Dental plan and consulting with the GSA Board, we finalized contract negotiations with our new provider, Ellement, under their StudyWell plan, which offers a more comprehensive benefits package. The incoming GSA Board will finalize the plan details, with a major focus on delivering an improved customer-support experience for graduate students at a cost lower than our current plan. We estimate this new contract will save approximately \$400,000 over the next three years, demonstrating our commitment to maximizing the use of our limited resources.

UofA Mobile App Advocacy: The President proposed a new, all-in-one University of Alberta mobile app, and the administration has formally approved it. The Dean of Students Office has already taken the lead—initiating revisions to the MyUALberta app—but substantial work remains to ensure every student chooses to install it for an improved experience.



5. Increase transparency in GSA Operations

A dedicated webpage has been successfully established on the GSA website, providing students with regular updates on DEO initiatives and progress.

GSA Health & Dental Plan Survey Results (as of Aug 14)
DEO Priorities and Updates - Graduate Student's Association | University of Alberta

REIMAGINE

INNOVATING AND IMPLEMENTING NEW INITIATIVES

6. Mental Health & Wellness Initiatives

Under Pressure: Mental Health Realities Survey Report: The GSA released its detailed report, “Under Pressure: Mental Health Realities for Graduate Students at U of A” on World Mental Health Day. This report highlights the mounting pressures our members face and the barriers they encounter when seeking support. Far more than a diagnostic snapshot, this report calls on the university community to prioritize mental well-being by expanding and improving access to resources. It serves both as a wake-up call and a roadmap for action to ensure that every graduate student has the support they need.

The Graduate Student Photo Contest on Mental Health & Well-being: The Vice-President Student Services, Vice-President External, and President partnered with UAI and the Dean of Students Office to successfully organize a photo contest aimed at promoting mental health and destigmatizing the conversation around it. The contest drew 72 submissions, and eight winners were each awarded \$100 in prizes.

Contributing towards UofA Days of Action Programming: The Vice-President Student Services represented the GSA in World Mental Health Day programming, including a mindfulness workshop for graduate students and the World Day of Social Justice Living Library Programming, which were both organized by the Days of Action and Wellness Supports.

HCA Wellness Summit: The Vice-President Student Services participated in the 2024 HCA Wellness Summit to share graduate student perspectives as well as gain valuable insights from other members. These insights will be crucial for next year’s strategic plan. The Vice-President Student Services is also participating in the HCA Wellness Summit 2025 as part of the organizing team.

GSA Wellness and Family Support Hub: The Vice-President Student Services has been advocating for a family hub. The GSA already has a feeding and care space for graduate student parents. However, this initiative will expand the space into a holistic wellness support hub offering activities and experiences to support self-care and mental health and wellbeing-related practices.



GSA Publishes 'Under Pressure' Mental Health Report in Observance of World Mental Health Day -
Graduate Student's Association | University of Alberta
GSA Photo Contest on Mental Health and Well-being

REIMAGINE

INNOVATING AND IMPLEMENTING NEW INITIATIVES

7. Connecting Students with Leadership and Helping Them Address Their Concerns Directly

The GSA, SU and the Dean of Students office has piloted this initiative in December 2024, where GSA Vice-President Student Services and SU Vice-President Student Life helped initiate discussions between the Dean of Students and the undergraduate and graduate students and listen to their concerns, suggestions and feedback. Upon receiving positive feedback, another chat was organized in April 2025, where the Associate Vice President, Student Experience, was also present. Moving on, this initiative will be expanded to hold at least two chats in each of the Fall and Winter terms, while also exploring the options for expanding the number of University officials to be a part of these discussion sessions.





LABOUR

1. Negotiate improvements to the collective agreement for academically employed graduate students

The GSA Bargaining Team has already finalized and tabled its full proposal package—including both non-monetary and monetary components—during negotiation sessions on March 31 and April 1. While the Union presented all proposals, including those related to wages, the Employer responded only to the non-monetary items and indicated that further time was needed to prepare their monetary response. Constructive dialogue took place during the sessions, and agreements were reached on several non-monetary articles. The upcoming April negotiations will be a critical phase as the GSA continues to push for improved working conditions, fair compensation, and meaningful gains for all academically-employed graduate students.

The GSA Negotiating Team remains fully committed to advocating for the rights and needs of its members throughout the bargaining process.

2. Provide union education and resources for graduate student workers

The GSA is working closely with the Labour Relations Committee (LRC) Chief Steward to develop educational materials that will help graduate student workers better understand their rights, the union structure, and key components of the collective agreement. The first video resource is currently in development and expected to be released soon.

3. Improve union presence through outreach events and increased support for faculty stewards.

The GSA significantly increased its union visibility through multiple outreach initiatives, including regular tabling sessions (targeting two per month), door-knocking campaigns, and breakfast and lunch meet-ups designed to engage academically-employed graduate students (AEGs).

4. Ensuring adherence to the current collective agreement and promptly addressing union members' concerns and grievances.

Over 75 member cases and concerns were attended to and resolved this year, demonstrating a strong commitment to protecting the rights of academically-employed graduate students.

LABOUR



5. Strengthening the steward network to increase support for our members.

The GSA successfully recruited additional stewards across a wider range of departments, ensuring broader and more diverse representation for academically-employed graduate students. To build their capacity, a dedicated steward-only training session was organized early in the year, providing stewards with the necessary tools and knowledge to support their peers effectively. Beyond training, the GSA hosted a series of steward-focused events throughout the year to foster community, encourage the exchange of strategies, and strengthen the overall support network available to union members.

6. UofA Joint Health and Safety Committee (JHSC).

The Joint Health and Safety Committee (JHSC) at the University of Alberta focuses on recommending health and safety activities for the Edmonton campuses, ensuring that all workers have the right to participate in decisions related to their work environment. The committee addresses physical, psychological, and social well-being, and works to resolve concerns in a timely manner through collaboration between worker and management representatives. As an employee member of this committee, the AVP Labour represents graduate student workers, advocating for their interests and ensuring their concerns are heard in health and safety discussions.

7. People Strategy Steering Committee - Values development

The People Strategy at the University of Alberta is a long-term initiative aimed at creating an inclusive, safe, and sustainable workplace that empowers people to grow and innovate. It emphasizes core commitments like equity, diversity, inclusion, and sustainability, and integrates Indigenous perspectives. The AVP Labour was part of the people strategy committee and contributed to last year's consultation, ensuring graduate students' needs were considered in shaping the strategy to support a thriving university community. The people strategy was initially launched in Oct 2024, and this year the committee is focused on the development of institutional values for the University of Alberta, a key deliverable under the strategy for the first year.



Outline of Issue

Operating and Capital Budget (2025-2026), Labour Union Dues Budget (2025-2026), and Restricted and Other Funding Budget (2025- 2026)

AND

Operating and Capital Three-Year Budget/Business Plan (2025-2028), Labour Union Dues Three-Year Budget/Business Plan (2025-2028), and Restricted and Other Funding Three-Year Budget/Business Plan (2025-2028)

Suggested Action and Motion for the GSA BFC:

MOTION 1: That the GSA Council **APPROVE**, having also been approved and separately recommended by the GSA Budget and Finance Committee and GSA Board, the Operating and Capital Budget (2025-2026) (found in the attached material in the “2025-2026 Budget for Approval” column bordered in red on each page), the Labour Union Dues Budget (2025-2026) (found in the attached material in the “2025-2026 Budget for Approval” column bordered in red on each page), and the Restricted and Other Funding Budget (2025-2026) (found in the attached material in the “2025-2026 Budget for Approval” column bordered in red).

Background:

As was the case in previous years, given that the GSA Board is the “senior administrative authority” (GSA Bylaw and Policy, Section F.POL.3.2.a), the above-noted recommendation to GSA Council flows through the GSA Board. The GSA BFC’s review and advice on the three GSA three-year budget/business plans (operating, labour union dues, and restricted) will also be forwarded to GSA Council for the April 28 2025 meeting, flowing first through the GSA Board. GSA BFC members are, accordingly, invited to attend both the GSA Board meeting and the GSA Council meeting on April 28 2025.

Jurisdiction:

GSA Bylaw and Policy, Section K.BYL.1.1:

“The Executive Director (or delegate), Accountant, Financial Manager, and the President, in consultation with the GSA Board and Budget and Finance Committee (GSA BFC), will draft an annual budget as part of a three (3) year, rolling budget and business plan, to be reviewed by the GSA BFC no later than the GSA BFC’s last meeting in the February prior to the April in which the annual budget will take effect. The GSA BFC will advise and recommend to GSA Council via the GSA Board (GSAB) on the annual budget. The GSAB will forward the GSA BFC’s recommendation with its own recommendation to GSA Council.”

GSA Bylaw and Policy, Section K.BYL.1.2:

“GSA Council will receive a recommendation on the annual operating and capital budgets, together with a recommended three (3) year budget and business plan, no later than its March regular meeting.”

GSA Bylaw and Policy, Section K.POL.3.1:

“The overall mandate of the GSA BFC is to advise the President and management on the financial affairs of the GSA and to provide for the long-term financial health of the organization. Members are expected,

by GSA Council, to rise above any local/departmental views or issues and to take into account the needs of the GSA as a whole."

GSA Bylaw and Policy, Section K.POL.3.4:

"The GSA BFC will review and advise on the annual three (3) year rolling budget and business plan."

GSA Bylaw and Policy, Section K.POL.3.5:

"The GSA BFC will make recommendations to GSA Council on the annual operating and capital budgets."

GSA Bylaw and Policy, Section K.POL.5.1.a:

"In planning and managing its budget, the GSA will ... be open and transparent, encouraging comprehensive input and consultation from both the GSA Board (GSAB) and the GSA Budget and Finance Committee (GSA BFC)."

GSA Bylaw and Policy, Section K.POL.5.1.b:

"In planning and managing its budget, the GSA will ... take into account the GSA's vision, mission, and mandate, which are based largely on the GSA's duties as set out in the Post-Secondary Learning Act (PSLA), and be guided by the GSA Board Strategic Work Plan."

GSA Bylaw and Policy, Section K.POL.5.1.c:

"In planning and managing its budget, the GSA will ... ensure the long-term viability and robust health of a fees-driven organization which delivers a range of services."

GSA Bylaw and Policy, Section K.POL.5.1.e:

"In planning and managing its budget, the GSA will ... facilitate long-term planning by developing a three (3) year rolling budget and business plan for revenue and expenditure."

GSA Bylaw and Policy, Section K.POL.5.1.f:

"In planning and managing its budget, the GSA will ... enable provision of the key financials, budget projections, information notes, and any other documentation required by GSA Council, the GSAB, GSA BFC, or the GSA's Auditor."

GSA Bylaw and Policy, Section K.POL.5.1.j:

"In planning and managing its budget, the GSA shall ... propose to GSA Council a budget that represents all aspects of the GSA's operations."

GSA Bylaw and Policy, Section K.POL.6.1:

"The Unrestricted and Restricted Operating Budget will be organized into broad budget divisions which are presented to the GSA BFC, the GSAB, and GSA Council in the fall, winter, and spring/summer terms reports and the annual three (3) year rolling budget and business plan."

GSA Bylaw and Policy, Section Q.BYL.4.3:

"Union dues collected will be held in a restricted GSA Labour Union Fund and used solely to support the GSA's activities pursuant to the Labour Relations Code on behalf of academically-employed graduated students, including collective bargaining and representation of academically-employed graduate students ... the GSA will not use any amount of the union dues for purposes other than those described in GSA Bylaw and Policy, Section Q.BYL.4.3."

The Graduate Students' Association of the University of Alberta

2025-2028 GSA Operating Budget (including Capital Budget)

DRAFT ONLY-FOR DISCUSSION PURPOSES

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

HIGH LEVEL SUMMARY - OPERATING AND CAPITAL BUDGET

	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual
REVENUE					
Annual GSA Membership Fees	1,309,312	1,342,326	1,375,993	1,232,821	1,209,319
Interest Income	50,000	40,000	40,000	80,000	164,997
External Committed Funding	37,500	37,610	37,721	26,880	31,190
Revenue from Commercial Activities	27,922	27,922	27,922	40,162	27,796
Other Revenue	5,300	5,300	5,300	1,300	-
Total Revenue	1,430,035	1,453,158	1,486,937	1,381,163	1,433,302
EXPENSES					
Advocacy	75,148	84,727	85,791	63,672	4,739
Services Expenses	158,682	160,111	161,438	157,158	118,766
Governance	289,651	295,977	301,918	240,318	223,181

Human Resources	737,743	752,316	765,915	661,417	664,972
Office Administration and Operational Costs	56,172	55,964	51,121	51,308	25,658
Professional	68,944	69,829	70,651	61,564	52,414
Operating/Contingency Fund	15,000	15,000	15,000	15,000	-
Sub-total	1,401,340	1,433,924	1,451,834	1,250,437	1,089,731
Revenues Exceed Expenditures	28,694	19,234	35,103	130,726	343,571

GOAL: BALANCED BUDGET

The Graduate Students' Association of the University of Alberta

2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

1.022

1.022

1.02

Revenue

	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual	
GSA Fees (<i>see below for detailed calculations</i>)	1,309,312	1,342,326	1,375,993	1,232,821	1,209,319	GSA FEES TO INCREASE ANNUALLY AT 1.5%, NOTE THAT THE FEE GAP BETWEEN PART TIME AND FULL TIME STUDENTS WILL ALSO BE DECREASED BY \$20 IN 2025-2026
Interest Income						
Interest Income	50,000	40,000	40,000	80,000	164,997	NO CPI, PER INTEREST RATES
External Committed Funding						
Funding from the Dean of Students and the Dean of FGPS	14,000	14,000	14,000	7,190	9,190	PER BOARD PRESIDENT'S DISCUSSION WITH BOTH PARTIES, THE AMOUNTS ARE TO INCREASE FOR 2025/2026
Funding From Ellement (Rebate)	11,000	11,110	11,221	8,190	10,000	PER AGREEMENT
Funding from TDIMM (Sponsorship)	12,500	12,500	12,500	11,500	12,000	PER AGREEMENT - Amounts are to be negotiated for years 2027 to 2028
	37,500	37,610	37,721	26,880	31,190	
Revenue from Commercial Activities						
	27,922	27,922	27,922	40,162	27,796	PER AGREEMENT- THE LEASE IS UP FOR RENEWAL IN 2024-2025 BUT DETAILS AS TO THE NEW AGREEMENT HAVE NOT BEEN FINALIZED. AMOUNTS HAVE BEEN BUDGETED FOR SAME AS IN PRIOR YEAR
Chopped Leaf (in Physical Activity and Wellness (PAW) Centre) Revenue						

Other Revenue	5,300	5,300	5,300
Total	1,430,035	1,453,158	1,486,937

1,300	-
1,381,163	1,433,302

NO CPI INCLUDES CSJ PAYMENT FROM
FEDERAL GOV'T

GSA Fees (Calculations)			
Number of full-time graduate students (estimate)	6,865	6,934	7,003
Fees (per annum per student)	158.36	160.74	163.15
	1,087,141	1,114,571	1,142,539
Number of part-time graduate students (estimate)	1,601	1,617	1,633
Fees (per annum per student)	138.77	140.85	142.96
	222,171	227,754	233,454
	1,309,312	1,342,326	1,375,993

2024-2025 Winter-Term & 2024-2025 Fall-Term Full-time average X 1.00	6,865	6,934	7,003
2024-2025 Winter-Term & 2024-2025 Fall-Term Part-time average X 1.00	1,601	1,617	1,633
Total students	8,466	8,551	8,636

2024-2025 Winter-Term & 2024-2025 Fall-Term Full-time enrollment as per 2024-2025 UofA Enrolment Report	6865
2024-2025 Winter-Term & 2024-2025 Fall-Term Part-time enrolment as per 2024-2025 UofA Enrolment Report	1601
Total	8,466

The Graduate Students' Association of the University of Alberta

2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

1.022

1.022 1.02

Advocacy

	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual	
Advocacy						
Business Travel and External Relations and Advocacy	30,000	30,660	31,273	24,368	4,194	LINE WAS INCREASED BY APPROXIMATELY 23% FOR 2025-2026 AND CPI USED FOR YEARS 2026-2027 AND 2027-2028
University Relations	1,284	1,312	1,338	1,084	544	LINE WAS INCREASED BY \$200 FOR 2025-2026 AND CPI USED FOR YEARS
Indigenous Strategic Initiatives	5,000	5,000	5,000	5,000	N/A	NO CHANGE
Directly Elected Officer Strategic Initiatives	5,000	5,000	5,000	-	N/A	NEW BUDGET LINE
External Advocacy	33,864	42,755	43,180	33,220	-	DECREASE FROM 2024-2025 BUDGET AMOUNT DUE TO LOWER ENROLMENT NUMBERS
Total	75,148	84,727	85,791	63,672	4,739	

External Advocacy (previously ab-GPAC) Estimate

Student Numbers	8,466	8,551	8,636
Fee Per Student	4	5	5
Total	33,864	42,755	43,180

The Graduate Students' Association of the University of Alberta
2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

Services Expenses

	1.022	1.022	1.02			
	2025-2026	2026-2027	2027-2028	2024-2025	2023-2024	
	Budget for Approval	Budget	Budget	Budget	Actual	
Grants and Subsidies						
Academic Workshop Subsidies	-	-	-	12,000	12,000	THIS LINE IS NO LONGER REQUIRED
External Grants	4,000	4,000	4,000	4,000	-	NO CPI AS A RESULT OF 2024 REFERENDUM BUDGET LINE WILL NO LONGER BE REQUIRED
Campus Food Bank	-	-	-	27,000	27,000	
GSA Conference	27,000	27,000	27,000	-	-	NEW LINE FOR 2025-2026
Child Care Access	-	-	-	5,021	5,249	THIS LINE IS NO LONGER REQUIRED
	31,000	31,000	31,000	48,021	44,249	
Graduate Student Groups						
GSA Council Remuneration	17,250	17,250	17,250	17,250	9,750	NO CPI
GSA Graduate Student Group Grant	42,000	42,000	42,000	36,000	32,950	NO CPI
	59,250	59,250	59,250	53,250	42,700	
Other Expenses						
Annual Strategic Plan Initiatives	3,500	3,500	3,500	3,500	642	NO CHANGE LINE WAS INCREASED BY \$11,500 FOR 2025-2026 AND CPI USED FOR YEARS 2026-2027 AND 2027-2028
Engagement, Orientation, and Outreach	51,614	52,750	53,805	40,114	18,143	
GSA Awards Night	13,318	13,611	13,883	12,273	13,032	CPI
	68,432	69,861	71,188	55,887	31,817	

Total	158,682	160,111	161,438

157,158

118,766

The Graduate Students' Association of the University of Alberta
2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

Governance

	1.022	1.022	1.02		
	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual
Directly-Elected Officers Stipends					
Directly-Elected Officers Stipends (VPs)	187,065	191,180	195,005	146,432	143,609
President Stipend	46,764	47,793	48,749	45,757	43,928
	233,829	238,973	243,754	192,189	187,537
Directly-Elected Officers Benefits					
GSA Health and Dental Plan	4,110	4,524	4,974	3,100	3,021
U-Pass	3,240	3,240	3,240	2,700	2,160
	7,350	7,764	8,214	5,800	5,181
Directly Elected Officers - Employer Contributions					
Employer CPP Contributions	12,856	13,163	13,444	10,555	10,256
	12,856	13,163	13,444	10,555	10,256
Directly-Elected Officers - Other Expenses					
Insurance (<i>Director and Officer Liability Insurance</i>)	1,469	1,501	1,531	1,437	1,170
Election Expenses	4,012	4,100	4,182	3,926	3,253
Transition/Discover Governance	5,140	5,140	5,140	5,140	709
Training/Development	8,000	8,000	8,000	6,000	1,188
Directly-Elected Officers' Expenses	3,169	3,239	3,304	3,101	779
GSA Standing Committee Food and Other Expenses	1,500	1,533	1,564	528	59
	23,290	23,513	23,721	20,132	7,158
GSA Council Expenses					
GSA Council Food and Other Expenses	6,940	7,093	7,235	6,340	4,015
GSA Council Speaker Honorarium	2,319	2,370	2,417	2,269	2,035
Chief Returning Officer Honorarium	1,567	1,601	1,633	1,533	2,000
Other Honoraria	1,500	1,500	1,500	1,500	5,000

CPI

CPI

0% INCREASE 2025-2026, 10% INCREASE ESTIMATED FOR
YEARS 2026-2027 AND 2027-2028
PER 2021-2025 AGREEMENT

COMPLIES WITH GOVERNMENT OF CANADA CPP RATES

CPI

CPI

NO CPI

NO CPI

CPI

CPI

CPI

CPI

CPI

NO CPI

	12,326	12,564	12,785
Total	289,651	295,977	301,918

11,642	13,050
240,318	223,181

The Graduate Students' Association of the University of Alberta
2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR

Human Resources

	1.022	1.022	1.02			
	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual	
Support Staff (Represented by NASA)						
Salaries (Includes Summer Intern)	221,685	226,462	230,900	243,840	278,713	CPI AND POSITION CHANGES
Benefits						
Benefits	16,802	17,172	17,515	16,892	19,761	
RRSP	23,103	23,612	24,083	23,227	27,172	
GSA Health and Dental Plan and GSAP (Graduate Student Assistance Program)	2,120	2,327	2,552	1,926	2,354	0% INCREASE 2025-2026, 10% INCREASE ESTIMATED FOR YEARS 2026-2027 AND 2027-2028
	42,025	43,111	44,150	42,045	49,287	
Employer Contributions						
Employer CPP Contributions	13,176	13,250	13,318	13,843	14,575	COMPLIES WITH GOVERNMENT OF CANADA CPP RATES
Employer EI Contributions	4,689	4,692	4,696	5,060	5,595	COMPLIES WITH GOVERNMENT OF CANADA EI RATES
	17,865	17,942	18,014	18,903	20,170	
Other						
Staff Development (\$1500 per staff)	4,500	4,500	4,500	4,500	2,520	
Professional Development	1,500	1,500	1,500	1,500	83	
	6,000	6,000	6,000	6,000	2,603	
Total for Support Staff Represented by NASA	287,575	293,515	299,064	310,788	350,773	
Administrative/Professional Staff						
Salaries and Merit Pay						
Salaries	334,813	341,982	348,641	255,194	222,829	CPI AND STAFF CHANGES
Merit Pay	20,489	20,489	20,489	23,990	21,083	
	355,302	362,471	369,130	279,184	243,912	
Benefits						
Benefits	22,750	23,251	23,716	18,567	16,434	
RRSP	31,280	31,970	32,609	25,529	22,597	
GSA Health and Dental Plan and GSAP (Graduate Student Assistance Program)	2,120	2,327	2,552	1,926	762	0% INCREASE 2025-2026, 10% INCREASE ESTIMATED FOR YEARS 2026-2027 AND 2027-2028

	56,150	57,548	58,877	46,022	39,792
Employer Contributions					
Employer CPP Contributions	13,290	13,290	13,290	10,873	13,172
Employer EI Contributions	4,524	4,524	4,524	3,947	5,137
	17,814	17,814	17,814	14,820	18,309
Total for Administrative/Professional Staff	429,266	437,833	445,821	340,026	302,013
Other HR Expenses					
Office Recognition	4,000	4,000	4,000	1,000	1,723
Professional/Conference Expense Allowance - Executive Director	6,886	6,886	6,886	6,886	7,512
Professional/Conference Expense Allowance - Associate Director	4,000	4,000	4,000	-	-
Professional/Conference Expense Allowance - Finance/HR Manager	2,000	2,000	2,000	-	-
Mileage & Parking Allowance	1,000	1,000	1,000	-	-
Workers' Compensation	3,016	3,082	3,144	2,717	2,951
	20,902	20,968	21,030	10,603	12,186
Total	737,743	752,316	765,915	661,417	664,972

COMPLIES WITH GOVERNMENT OF CANADA CPP RATES

COMPLIES WITH GOVERNMENT OF CANADA EI RATES

NO CPI

NO CPI

NEW BUDGET LINE - NO CPI

NEW BUDGET LINE - NO CPI

NEW BUDGET LINE - NO CPI

PER PREMIUM + CPI

The Graduate Students' Association of the University of Alberta

2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2% /2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

Office Administration and Operational Costs

		1.022	1.022	1.02		
	2025-2026 Budget for	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual	
Capital Items (per Evergreening Plan)	6,000	5,300	-	8,250	2,316	PER EVERGREENING PLAN
Information Technology Service Agreement	6,000	6,000	6,000	6,000	3,150	PER AGREEMENT
Telephone & Cable	1,500	1,500	1,500	2,900	2,822	NO CPI
Office Supplies & Miscellaneous Office Expenses	5,621	5,745	5,860	3,577	2,401	CPI
Office Maintenance & Revitalization	5,000	5,000	5,000	-	N/A	NEW BUDGET LINE
Computer Software	13,303	13,596	13,868	13,017	10,371	CPI
Grants & Other Processing Software	12,500	12,500	12,500	12,000	N/A	NEW BUDGET LINE
Payroll and Banking Service Charges	2,658	2,716	2,770	1,991	1,929	CPI PLUS INCREASE TO PAYROLL FEES FOR PAY PERIOD CHANGE

Photocopier Lease and Meter	2,000	2,000	2,000	2,000	1,312	PER NEW AGREEMENT
General Liability Insurance (Office)	790	807	823	773	558	CPI
AMICCUS-C Membership	800	800	800	800	800	MEMBERSHIP DUES
Total	56,172	55,964	51,121	51,308	25,658	

The Graduate Students' Association of the University of Alberta

2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

Professional

	1.022	1.022	1.02		
	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual
Financial Auditing	17,710	18,100	18,462	14,564	17,329
Consultants	5,750	5,750	5,750	5,000	5,317
Investment Advisor	22,484	22,979	23,439	22,000	15,798
Legal Fees - General	23,000	23,000	23,000	20,000	13,970
Total	68,944	69,829	70,651	61,564	52,414

INCREASE AS PER 2023-2024 ACTUAL
EXPENSE PLUS CPI

INCREASE BY 15% AS PER 2024-2025 BUDGET

INCREASE AS PER 2024-2025 BUDGET PLUS
CPI

INCREASE BY 15% AS PER 2024-2025 BUDGET

The Graduate Students' Association of the University of Alberta
2025-2028 GSA Operating Budget (including Capital Budget)

CHANGE IN THE GSA FEE BASED ON 1.5% ANNUAL INCREASE, 0%/1%/1% INCREASE IN STUDENT ENROLLMENT PER YEAR AND 2.2%/2.2%/2.0% INCREASE INFLATION FACTOR APPLIED TO SELECTED EXPENSES. SEE NARRATIVE FOR ADDITIONAL INFORMATION.

Operating/Contingency Fund

	2025-2026	2026-2027	2027-2028	2024-2025	2023-2024
	Budget for Approval	Budget	Budget	Budget	Actual
Operating/Contingency Fund	15,000	15,000	15,000	15,000	-
Total	15,000	15,000	15,000	15,000	-

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.18

Account Name and Budget	Brief Description	Narrative and Variance
	REVENUE	
	GSA Fees	
Annual GSA Membership Fees \$1,309,312 budget	<ul style="list-style-type: none"> The GSA is supported by annual graduate student membership fees which are levied by GSA Council and collected by the University. The fees received are based on the number of full-time and part-time graduate students attending the University. Following approval of the fee amount by GSA Council, the annual fees are submitted to the University Board of Governors to provide for collection. Based on the three-year funding agreement signed between the GSA and the University on 17 May 2022, the GSA will receive: <ul style="list-style-type: none"> 40% advance in May based on the projected fall/winter enrollment. 90% (of fall term fees) in October based on the assessed fees for the fall/winter terms, <i>after the fall term 100% withdrawal deadline in October.</i> 90% (of winter term fees) in February based on the assessed fees for the fall/winter terms, <i>after the winter term 100% withdrawal deadline in February.</i> Final payment in April (next fiscal year) after the actual graduate student enrollment is reconciled. 	<ul style="list-style-type: none"> Increase to GSA fees as 1.5% per annum. In 2025-2026 the GSA will be closing the gap between the part time and full time fee to be consistent with fee differentials charged by other educational institutions. No change expected in 2025 to enrolment numbers. For 2025-2026, the projected GSA revenue is \$1,309,312. This is based on fees paid by a projected 6,865 full-time graduate students (6,865 @ \$158.36 per graduate student) and a projected 1,601 part-time graduate students (1,601 @ \$138.77 per graduate student). The 2024-2025 budget was \$1,232,821. This was based on fees paid by 6,691 full-time graduate students (6,691@ \$156.02 per graduate student) and 1,614 part-time graduate students (1,614@ \$138.77). The 2023-2024 actual was \$1,209,319.
	Interest Income	
Interest Income \$50,000 budget	<ul style="list-style-type: none"> Interest income on bank accounts is deposited monthly. The GSA also holds an investment portfolio and the income from these investments is re-invested and is reported in the annual audited financial statements. ATB Wealth manages the investment portfolio in compliance with the GSA Investment Strategy. This strategy includes monthly reporting of the investment activity and bi-annual meetings with the investment advisor and the GSA Budget and Finance Committee. 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget due to decrease in Interest rates. The 2024-2025 budget was \$80,000. The 2023-2024 actual was \$164,997

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.19

	External Committed Funding	
Funding from the Dean of Students and the Dean of FGPS \$14,000 budget	<ul style="list-style-type: none"> This funding is described in letters from the Dean of the Faculty of Graduate Studies and Research (FGPS) and Dean of Students and covers, for instance, some of the expenses of the GSA-hosted fall and winter orientation events and other graduate student engagement activities. FGPS funding must be requested yearly. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget based on discussion between the Board President and the Dean of Students and Dean of FGSR. The 2024-2025 budget was \$7,190. The 2023-2024 actual was \$9,190.
Funding from Ellement (Rebate) \$11,000 budget	<ul style="list-style-type: none"> Ellement will provide \$2 per student enrolled in the health and dental plan from September 2025 to March 2026. The funds are to be used for the benefit of graduate students entirely at the discretion of the GSA. It is expected that the rebates will be an ongoing commitment on behalf of Ellement as long as the health and dental plan remains with them. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$8,190. The 2023-2024 actual was \$10,000.
Funding from TDIMM \$12,500 budget	<ul style="list-style-type: none"> Signed agreement with TD Insurance Meloche Monnex (TDIMM) (from 2021-2026) provides funding for various events and initiatives organized by the GSA, such as GSA Awards Night and orientation/engagement events. It is expected that the funding will continue beyond 2026. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$11,500. The 2023-2024 actual was \$12,000.
	Revenue from Commercial Activities	
Chopped Leaf (in the Physical Activity and Wellness (PAW) Centre) Revenue \$27,922 budget	<ul style="list-style-type: none"> The GSA has a financial arrangement, in the form of a sub-lease, with the Students' Union to receive rental revenue from the Chopped Leaf food outlet. Revenues commenced in August 2015. From 2020-2023 there was an interruption in revenue due to the COVID-19 pandemic. A return to normal revenue was expected in 2023-2024 but did not transpire. The lease expired in 2024-2025, and negotiations are still ongoing. As the lease negotiations have not been finalized, a conservative approach has been taken with revenue presented on a cash basis. Current lease payment are at reduced rates with the balance expected to be received at a future date 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$40,162. The 2023-2024 actual was \$27,796.
	Other Revenue	
Other Revenue \$5,300 budget	<ul style="list-style-type: none"> This line is used to record revenue that may arise from other sources such as StudentCare Continuum payments or one-time funding/grant opportunities such as the Canada Summer Jobs grant. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$1,300. The 2023-2024 actual was \$0.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.20

	EXPENSES	
	Advocacy	
Business Travel and External Relations and Advocacy \$30,000 budget	<ul style="list-style-type: none"> Relationship-building, with a focus on advocacy, between the GSA, government, and other organizations (usually in the form of travel expenses, hosting, or meetings related to advocacy). 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$24,368. The 2023-2024 actual was \$4,194.
University Relations \$1,284 budget	<ul style="list-style-type: none"> Expenses related to the building and maintenance of relationships between the GSA and University units (usually in the form of hosting/meeting expenses). 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$1,084. The 2023-2024 actual was \$544.
Indigenous Strategic Initiatives \$5,000 budget	<ul style="list-style-type: none"> This budget line is for the GSA support of indigenous strategic initiatives, in support of the U of A Indigenous Strategic Plan. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$5,000. The 2023-2024 budget was \$0.
Directly Elected Officer Strategic Initiatives \$5,000 budget	<ul style="list-style-type: none"> This is a new budget line in support of Directly Elected Officer initiatives. Directly Elected Officers are required to bring forth proposals to the board for approval before the initiative can be undertaken. 	<ul style="list-style-type: none"> New budget line for 2025-2026
External Advocacy (previously ab-GPAC) \$33,864 budget	<ul style="list-style-type: none"> Expenditure for joining federal and provincial lobbies. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$33,220. The 2023-2024 actual was \$0.
	Services	
	Grants and Subsidies	
Academic Workshop Subsidies \$0 budget	<ul style="list-style-type: none"> This budget line is no longer required and was for subsidies to the Academic Success Centre and the Career Centre to ensure that their graduate student programs could be accessed by more students. 	<ul style="list-style-type: none"> No budget line for 2025-2026. The 2024-2025 budget was \$12,000. The 2023-2024 actual was \$12,000.
External Grants \$4,000 budget	<ul style="list-style-type: none"> Funds requested for external grants for events such as the Student Advisors' Conference and International Week. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$4,000. The 2023-2024 actual was \$0.
Campus Food Bank \$0 budget	<ul style="list-style-type: none"> This budget line is no longer required as a result of the 2024-2025 referendum. The referendum enabled the Campus Food Bank (CFB) (which was founded by the GSA) to assess a dedicated fee directly to students. 	<ul style="list-style-type: none"> No budget line for 2025-2026. The 2024-2025 budget was \$27,000. The 2023-2024 actual was \$27,000.
GSA Conference/Career Fair \$27,000 budget	<ul style="list-style-type: none"> New budget line for the hosting of a GSA conference/career fair. 	<ul style="list-style-type: none"> New budget line for 2025-2026

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.21

Child Care Access \$0 budget	<ul style="list-style-type: none"> This budget line is no longer required. The line was for the continuation of a partnership with the Students' Union for a membership with a local daycare provider to facilitate limited childcare services for students who parent. 	<ul style="list-style-type: none"> No budget line for 2025-2026. The 2024-2025 budget was \$5,021. The 2023-2024 actual was \$5,249.
Graduate Student Groups		
GSA Council Remuneration \$17,250 budget	<ul style="list-style-type: none"> Funding of \$250 for eligible graduate student groups (69) based on the attendance of their Councillor at GSA Council meetings from 1 May to 30 April. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$17,250. The 2023-2024 actual was \$9,750.
GSA Graduate Student Group Grant \$42,000 budget	<ul style="list-style-type: none"> The GSA provides a grant program, ongoing through the year, for GSA Graduate Student Groups to: <ul style="list-style-type: none"> Bring in special guest lecturers or host events. Support the academic activities of graduate students. Provide modest start-up funding for new groups. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$36,000. The 2023-2024 actual was \$32,950.
Other Expenses		
Annual Strategic Work Plan Initiatives \$3,500 budget	<ul style="list-style-type: none"> Any new Strategic Work Plan (SWP) initiatives may be funded from this budget line. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$3,500. The 2023-2024 actual was \$642.
Engagement, Orientation, and Outreach \$51,614 budget	<ul style="list-style-type: none"> Covers the expenses of the GSA-hosted fall and winter orientation events for new graduate students, other engagement events (aside from the GSA Awards Night), swag purchases and SUTV ads. Depending on graduate student demand for the GSA Planner, and the ad revenue, this budget is also used to cover the cost of printing additional Planners not covered by the revenue from ad sales. As no revenue is expected from the planner in 2025-2026, the expenditures related to the planner have been presented here instead of under the Restricted and Other Funding Budget. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$40,114. The 2023-2024 actual was \$18,143.
GSA Awards Night \$13,318 budget	<ul style="list-style-type: none"> Expenses for the annual GSA Awards Night (normally in March). Awards distributed are funded by the Graduate Student Support Fund (see the Restricted and Other Funding Budget Narrative). Indigenous Student Graduate Award and two Spirit Awards are funded from this budget line (GSA supported). 	<ul style="list-style-type: none"> Applied 2.2 % CPI increase. The 2024-2025 budget was \$12,273. The 2023-2024 actual was \$13,032.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.22

	Governance	
	Directly Elected Officer Stipends	
Directly Elected Officers (DEOs) Stipends \$233,829 budget	<ul style="list-style-type: none"> DEOs include the President, the VP Academic, the VP External, the VP Student Life, VP Indigenous and the VP Student Services. In 2025-2026, the President will receive an annual stipend of \$46,764 and the five VP positions will each receive \$37,413. Any changes in the stipends above the Alberta Consumer Price Index are subject to explicit approval by GSA Council (GSA Bylaw and Policy, Section D.BYL.1.4.b). Note that the stipends are gross stipends and include income tax, and Canada Pension Plan (CPP) deductions. Remittances are made on behalf of DEOs from their stipend totals. 	<ul style="list-style-type: none"> Increase to 2025-2026 budget based on CPI of 2.2%. The 2024-2025 budget was \$192,189. The 2023-2024 actual was \$187,537.
	Directly Elected Officer Benefits	
GSA Health and Dental Plan \$4,110 budget	<ul style="list-style-type: none"> The estimated 2025-2026 rate is \$685 per DEO per annum. The actual fee is set by GSA Council in March. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$3,100. The 2023-2024 actual was \$3,021.
U-Pass \$3,240 budget	<ul style="list-style-type: none"> The U-Pass is set at \$180 each term in 2023-2024 per agreement with the transit systems and municipal student associations. This amount is reimbursed in May, September, and January. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$2,700. The 2023-2024 actual was \$2,160.
	Directly Elected Officer Employer Contributions	
Employer CPP Contributions \$12,856 budget	<ul style="list-style-type: none"> CPP is calculated at the Government of Canada rate for 2025. This line shows the employer's contribution only (not the employee contribution). 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$10,555. The 2023-2024 actual was \$10,256.

	Directly Elected Officers - Other Expenses	
Insurance \$1,469 budget	<ul style="list-style-type: none"> Directors and Officers Liability Insurance paid annually in January. 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$1,437. The 2023-2024 actual was \$1,170.
Election Expenses \$4,012 budget	<ul style="list-style-type: none"> This is used to cover expenses associated with the GSA General Election that takes place in February/March. 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$3,926. The 2023-2024 actual was \$3,253.
Transition/Discover Governance (Early Call) \$5,140 budget	<ul style="list-style-type: none"> Discover Governance (formerly known as the Early Call for Talent and Training) programming occurs in the fall and early winter. Transition programming typically occurs in March and April. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$5,140. The 2023-2024 actual was \$709.
Training/Development \$8,000 budget	<ul style="list-style-type: none"> Expenses for the training and development of the DEOs to promote effective performance of their duties. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$6,000. The 2023-2024 actual was: \$1,188.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.23

<p>Directly Elected Officers' Expenses</p> <p>\$3,169 budget</p>	<ul style="list-style-type: none"> Expenses related to hosting/food/conferences to pursue GSA goals or initiatives. (e.g., one-on-one meetings with graduate students to discuss the role of the GSA in the lives of graduate students). 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$3,101. The 2023-2024 actual was \$779.
<p>GSA Standing Committee Food and Other Expenses</p> <p>\$1,500 budget</p>	<ul style="list-style-type: none"> Provision of light refreshments, where warranted, at GSA standing committees meetings. 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$528. The 2023-2024 actual was \$59.
GSA Council Expenses		
<p>GSA Council Food and Other Expenses</p> <p>\$6,940 budget</p>	<ul style="list-style-type: none"> The estimate is based on 12 meetings per year. Provision of food at GSA Council (alternates between pizza, sandwich offerings, etc.) and other hosting expenses. Includes printing of GSA Council placards and celebratory/acknowledgement events. 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$6,340. The 2023-2024 actual was \$4,015.
<p>GSA Council Speaker Honorarium</p> <p>\$2,319 budget</p>	<ul style="list-style-type: none"> Speaker is paid an honorarium for chairing (and related duties) each GSA Council meeting (\$185 per meeting). 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$2,269. The 2023-2024 actual was \$2,035.
<p>Chief Returning Officer (CRO) Honorarium</p> <p>\$1,567 budget</p>	<ul style="list-style-type: none"> The CRO is paid an honorarium for managing the GSA General Election, including any by-elections and referenda. 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$1,533. The 2023-2024 actual was \$2,000.
<p>Other Honoraria</p> <p>\$1,500 budget</p>	<ul style="list-style-type: none"> This pool of money may be used to pay an honorarium to an individual(s) for significant and high-level work like that done by the Speaker or CRO (e.g., the Deputy Returning Officer needs to significantly assist the CRO for a significant period). 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$1,500. The 2023-2024 actual was \$5,000.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.24

	Human Resources	
	Support Staff (Represented by NASA)	
Support Staff – Salaries \$221,685 budget	<ul style="list-style-type: none"> There are three full-time support staff positions (Strategic Operations Coordinator, Grants Coordinator and Support Specialist) and one temporary Summer intern position. Includes contractual cost of living increases and one-time payments (e.g., responsibility pay). 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$243,840. The 2023-2024 actual was \$278,713.
Support Staff – Benefits \$16,802 budget	<ul style="list-style-type: none"> Calculated based on 8% of salary. 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$16,892. The 2023-2024 actual was \$19,761.
Support Staff – RRSP \$23,103 budget	<ul style="list-style-type: none"> Support staff receive RRSP payments for contribution to their own plans. Calculated based on 11% of salary. 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$23,227. The 2023-2024 actual was \$27,172.
Support Staff – GSA Health and Dental Plan and Graduate Student Assistance Program \$2,120 budget	<ul style="list-style-type: none"> The estimated 2025-2026 rate is \$685 per support staff member per annum. The actual fee is set by GSA Council in March. The Graduate Student Assistance Program (GSAP) was \$21.80 per support staff per annum. It has been budgeted that the GSA will not incur this cost going forward as this benefit is now provided for under the new Ellement health and dental plan. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$1,926. The 2023-2024 actual was \$2,354.
Support Staff – Employer CPP Contributions \$13,176 budget	<ul style="list-style-type: none"> CPP is calculated at the Government of Canada rate for 2025. This line shows the employer's contribution only (not the employee contribution). 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$13,843. The 2023-2024 actual was \$14,575.
Support Staff – Employer EI Contributions \$4,689 budget	<ul style="list-style-type: none"> EI is calculated at the Government of Canada rate for 2025. This line shows the employer's contribution only (not the employee contribution). 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$5,060. The 2023-2024 actual was \$5,595.
Support Staff Development \$4,500 budget	<ul style="list-style-type: none"> The support staff's NASA collective agreement provides for support of \$1,500 per support staff for courses related to staff development. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$4,500. The 2023-2024 actual was \$2,520.
Support Staff Required Professional Development \$1,500 budget	<ul style="list-style-type: none"> This line is to support staff training and professional development opportunities as required by management. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$1,500. The 2023-2024 actual was \$83.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.25

	Administrative/Professional Staff	
Administrative/ Professional Staff -- Salaries \$334,813 budget	<ul style="list-style-type: none"> There are 3 full-time administrative staff (Executive Director, Associate Director and Finance & HR Manager) and 1 part-time Accountant – CPA contractor. Previously the Finance & HR Manager role was only a part-time Finance Manager role. The Executive Director's (ED) salary and other employment related expenses are established in a contractual agreement. 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$255,194. The 2023-2024 actual was \$222,829.
Administrative/ Professional Staff -- Merit Pay \$20,489 budget	<ul style="list-style-type: none"> In accordance with the ED's contract, the ED can receive an annual merit payment. Additionally, other administrative/professional staff are eligible to receive merit payments. 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$23,990. The 2023-2024 actual was \$21,083.
Administrative/ Professional Staff -- Benefits \$22,750 budget	<ul style="list-style-type: none"> Calculated based on 8% of salary. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$18,567. The 2023-2024 actual was \$16,434.
Administrative/ Professional Staff -- RRSP \$31,280 budget	<ul style="list-style-type: none"> Administrative/professional staff receive RRSP payments for contribution to their own plans calculated based on 11% of salary. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$25,529. The 2023-2024 actual was \$22,597.
Administrative/ Professional Staff -- GSA Health and Dental Plan and Graduate Student Assistance Program \$2,120 budget	<ul style="list-style-type: none"> The estimated 2025-2026 rate is \$685 per administrative staff per annum. The actual fee is set by GSA Council in March. The Graduate Student Assistance Program (GSAP) is \$21.80 per support staff per annum. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$1,926. The 2023-2024 actual was \$762.
Administrative/ Professional Staff -- Employer CPP Contributions \$13,290 budget	<ul style="list-style-type: none"> CPP is calculated at the Government of Canada rate for 2025. This line shows the employer's contribution only (not the employee contribution). 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$10,873. The 2023-2024 actual was \$13,172.
Administrative/ Professional Staff -- Employer EI Contributions \$4,524 budget	<ul style="list-style-type: none"> EI is calculated at the Government of Canada rate for 2025. This line shows the employer's contribution only (not the employee contribution). 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$3,947. The 2023-2024 actual was \$5,137.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.26

	Other HR Expenses	
Office Recognition \$4,000 budget	<ul style="list-style-type: none"> This pool of money is used for recognition of GSA staff members (e.g., when a staff member leaves or reaches significant benchmarks) and to foster team building of the GSA staff. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$1,000. The 2023-2024 actual was \$1,723.
Professional Expense Allowance – Executive Director \$6,886 budget	<ul style="list-style-type: none"> Budget line for professional development and conference expenses of the Executive Director. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$6,886. The 2023-2024 actual was \$7,512.
Professional/Conference Expense Allowance - Associate Director \$4,000 budget	<ul style="list-style-type: none"> New budget line for professional development and conference expenses of the Associate Director. 	<ul style="list-style-type: none"> New budget line for 2025-2026.
Professional Expense Allowance – Finance/HR Manager \$2,000 budget	<ul style="list-style-type: none"> New budget line for professional development and conference expenses of the Finance/HR Manager. 	<ul style="list-style-type: none"> New budget line for 2025-2026.
Mileage & Parking Allowance \$1,000 budget	<ul style="list-style-type: none"> New budget line for mileage and parking reimbursement to staff for GSA errands/activities. 	<ul style="list-style-type: none"> New budget line for 2025-2026.
Workers' Compensation \$3,016 budget	<ul style="list-style-type: none"> WCB-Alberta is disability insurance for workers against the impact of workplace injuries. Our insurance providers strongly recommended that the GSA enroll in Workers' Compensation. WCB-Alberta requires an annual return be filed by the last day of February each year. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget as per premiums and CPI of 2.2%. The 2024-2025 budget was \$2,717. The 2023-2024 actual was \$2,951.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.27

	Office Administration and Operational Costs	
Capital Items \$6,000 budget	<ul style="list-style-type: none"> This budget line refers to purchases of major assets that the GSA will need and is part of a ten-year ever-greening plan. 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$8,250. The 2023-2024 actual was \$2,316.
Information Technology Service Agreement \$6,000 budget	<ul style="list-style-type: none"> The GSA has a service agreement with Information Service Technology to support the GSA's IT and provide troubleshooting services. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$6,000. The 2023-2024 actual was \$3,150.
Telephone and Cable \$1,500 budget	<ul style="list-style-type: none"> Billed monthly. Budget decreased to reflect expected billings in 2025-2026. 	<ul style="list-style-type: none"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$2,900. The 2023-2024 actual was \$2,822.
Office Supplies & Miscellaneous Office Expenses \$5,621 budget	<ul style="list-style-type: none"> General office expenses including office supplies, postage, printing/photocopying, and miscellaneous office expenses. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$3,577. The 2023-2024 actual was \$2,401.
Office Maintenance & Revitalization \$5,000 budget	<ul style="list-style-type: none"> Janitorial and office revitalization expenses such as artwork, plants, and other décor and functional space improvement expenses. 	<ul style="list-style-type: none"> New budget line for 2025-2026
Computer Software \$13,303 budget	<ul style="list-style-type: none"> Monthly or annual fees for Adobe Creative Cloud, Canva, JibJab, Zoom, Microsoft 365, Sage Simply Accounting and Otter AI. Additional funds budgeted for a website hosting fee. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget and CPI of 2.2%. The 2024-2025 budget was \$13,017. The 2023-2024 actual was \$10,371.
Grants & Other Processing Software \$12,500 budget	<ul style="list-style-type: none"> New budget since 2024-2025 line for grants and other processing software (i.e. election software) to be used to streamline the grants process and create efficiencies in other work flows. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$12,000. The 2023-2024 actual was \$0.
Payroll and Banking Service Charges \$2,658 budget	<ul style="list-style-type: none"> The payroll processing charges to CERIDIAN (payroll service provider). Business banking plan fees and corporate MasterCard annual fees. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget and CPI of 2.2%. The 2024-2025 budget was \$1,991. The 2023-2024 actual was \$1,929.
Photocopier Lease and Meter \$2,000 budget	<ul style="list-style-type: none"> The GSA leases a photocopier from Xerox for office use. Billing for the lease and metering (variable according to usage) charges occurs monthly. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$2,000. The 2023-2024 actual was \$1,312.

GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

7.28

General Liability Insurance (Office) \$790 budget	<ul style="list-style-type: none"> General liability insurance to cover property damage, personal injury, tenants' legal liability, etc. 	<ul style="list-style-type: none"> Applied a 2.2% CPI increase. The 2024-2025 budget was \$773. The 2023-2024 actual was \$558.
AMICCUS-C Membership \$800 budget	<ul style="list-style-type: none"> Membership to AMICCUS-C (Association of Managers in Canadian Colleges and University Student Centers). 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$800. The 2023-2024 actual was \$800.

	Professional	
Financial Auditing \$17,710 budget	<ul style="list-style-type: none"> GSA has an annual audit performed by RSM. Required by the <i>Post-Secondary Learning Act</i> and submitted to the University Board of Governors. Moderate budget increase for 2025-2026 based on higher actual in 2023-2024. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$14,564. The 2023-2024 actual was \$17,329.
Consultants \$5,750 budget	<ul style="list-style-type: none"> Consultancy fees should a need arise. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$5,000. The 2023-2024 actual was \$5,317.
Investment Advisor \$22,484 budget	<ul style="list-style-type: none"> Investment advisor fees for ATB Wealth. These fees are charged at a rate commensurate with the dollar value of our portfolio. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$22,000. The 2023-2024 actual was \$15,798.
Legal Fees - General \$23,000 budget	<ul style="list-style-type: none"> Legal advice on significant operational issues as needed. If there are monies remaining at year-end these funds are added to the Legal Defence Fund, as per advice from our auditor. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$20,000. The 2023-2024 actual was \$13,970.
	Operating/Contingency Fund	
Operating /Contingency Fund \$15,000 budget	<ul style="list-style-type: none"> A fund set aside to handle unexpected and unanticipated expenses that are outside the range of the Operating Budget. 	<ul style="list-style-type: none"> No change to the 2025-2026 budget. The 2024-2025 budget was \$15,000. The 2023-2024 actual was \$0.

The Graduate Students' Association of the University of Alberta 2025-2028 Restricted and Other Funding Budget

GSA - Restricted and Other Funding - Revenue

	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Approved Budget	2023-2024 Actual	
Fundraised Activity						
GSA Planner	-	-	-	3,620	5,110	NO AD SALES EXPECTED FROM 2025-2028
Graduate Student Support Fund (GSSF) Projects (Restricted Revenue)						
GSA Recognition Awards	18,000	18,000	18,000	18,000	20,000	PER THE AGREEMENT WITH THE UNIVERSITY FOR THE TOTAL GSSF FOR 2024-2025
GSA Child Care Grants	331,100	331,100	331,100	331,100	434,000	
GSA Emergency Bursaries	378,400	378,400	378,400	378,400	76,035	
GSA Academic Travel Awards	236,500	236,500	236,500	236,500	365,377	
	964,000	964,000	964,000	964,000	895,412	
Other Restricted Funding						
CJSR Fees Collected Per Referendum	16,932	17,102	17,272	16,610	16,337	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT
GSAP (Graduate Student Assistance Program) Fees Collected Per Referendum	184,559	186,412	188,265	181,049	158,072	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT
IGSA Fees Collected Per Referendum	30,615	30,923	31,230	-	-	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT LESS INDIGENOUS ENROLLMENT AS EXPECTED OVER THE NEXT 3 YEARS. RATE BASED ON REFERENDUM RATES APPROVED IN THE 2024-2025 ELECTIONS
Campus Food Bank Fees Collected Per Referendum	67,728	68,408	69,088	-	-	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT LESS INDIGENOUS ENROLLMENT AS EXPECTED OVER THE NEXT 3 YEARS. RATE BASED ON REFERENDUM RATES APPROVED IN THE 2024-2025 ELECTIONS
GSA Health Plan Fees Collected Per Referendum	2,150,445	2,389,150	2,654,351	2,114,063	2,050,133	ESTIMATE ACCORDING TO INCREASE IN STUDENT ENROLLMENT NUMBERS AND INCREASE IN ANNUAL FEES - THE ACTUAL FEE RATE IS DETERMINED BY GSA COUNCIL AT A SEPARATE MEETING
GSA Dental Plan Fees Collected Per Referendum	1,617,055	1,796,543	1,995,953	1,580,086	1,540,595	ESTIMATE ACCORDING TO INCREASE IN STUDENT ENROLLMENT NUMBERS AND INCREASE IN ANNUAL FEES - THE ACTUAL FEE RATE IS DETERMINED BY GSA COUNCIL AT A SEPARATE MEETING
	4,067,334	4,488,537	4,956,159	3,891,808	3,765,137	

	5,031,334	5,452,537	5,920,159

4,859,428	4,665,659

	1.022	1.022	1.02			
	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual	
Fundraised Activity						
GSA Planner	-	-	-	3,620	5,110	TWO CONTRACTUAL ADS AND NO AD SALES IN 2023-2026
Graduate Student Support Fund (GSSF) Projects (Restricted Revenue)						
GSA Graduate Student Recognition Awards	18,000	18,000	18,000	18,000	20,000	PER THE AGREEMENT WITH THE UNIVERSITY FOR THE
GSA Child Care Grants	331,100	331,100	331,100	331,100	434,000	TOTAL GSSF FOR 2023-2024
GSA Emergency Bursaries	378,400	378,400	378,400	378,400	76,035	
GSA Academic Travel Grants	236,500	236,500	236,500	236,500	365,377	
	964,000	964,000	964,000	964,000	895,412	
Other Restricted Funding						
CJSR Fees Collected Per Referendum	16,932	17,102	17,272	16,610	16,337	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT
GSAP (Graduate Student Assistance Program) Fees Collected Per Referendum	184,559	186,412	188,265	181,049	158,072	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT
IGSA Fees Collected Per Referendum	30,615	30,923	31,230	-	-	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT LESS INDIGENOUS ENROLLMENT AS EXPECTED OVER THE NEXT 3 YEARS. RATE BASED ON REFERENDUM RATES APPROVED IN THE 2024-2025 ELECTIONS
Campus Food Bank Fees Collected Per Referendum	67,728	68,408	69,088	-	-	BASED ON GRADUATE STUDENT ENROLLMENT AS PER UOFA ENROLLMENT REPORT LESS INDIGENOUS ENROLLMENT AS EXPECTED OVER THE NEXT 3 YEARS. RATE BASED ON REFERENDUM RATES APPROVED IN THE 2024-2025 ELECTIONS
GSA Health Plan Revenue	2,150,445	2,389,150	2,654,351	2,114,063	2,250,143	ESTIMATE ACCORDING TO INCREASE IN STUDENT ENROLLMENT NUMBERS AND INCREASE IN ANNUAL FEES - THE ACTUAL FEE RATE IS DETERMINED BY GSA COUNCIL AT A SEPARATE MEETING

GSA Dental Plan Revenue	1,617,055	1,796,543	1,995,953
	4,067,334	4,488,537	4,956,159
	5,031,334	5,452,537	5,920,159

1,580,086	1,785,912
3,891,808	4,210,465
4,859,428	5,110,987

ESTIMATE ACCORDING TO INCREASE IN STUDENT
ENROLLMENT NUMBERS AND INCREASE IN ANNUAL FEES
- THE ACTUAL FEE RATE IS DETERMINED BY GSA COUNCIL
AT A SEPARATE MEETING

GSA Health Plan (Calculations)			
Number of graduate students expected to apply for health plan (estimate)	5,500	5,555	5,611
Fees (per annum per student)	390.99	430.09	473.10
	2,150,445	2,389,150	2,654,351
Number of graduate students expected to apply for dental plan (estimate)	5,500	5,555	5,611
Fees (per annum per student)	294.01	323.41	355.75
	1,617,055	1,796,543	1,995,953
	3,767,500	4,185,693	4,650,304

2023-2024 Winter-Term & 2024-2025 Fall-Term Full-time average X 1.00%	6,865	6,934	7,003
2023-2024 Winter-Term & 2024-2025 Fall-Term Part-time average X 1.00%	1,601	1,617	1,633
Total students	8,466	8,551	8,636

2024-2025 Winter-Term & 2024-2025 Fall-Term Full-time enrollment as per 2024-2025 UofA Enrollment Report	6865		
2024-2025 Winter-Term & 2024-2025 Fall-Term Part-time enrolment as per 2024-2025 UofA Enrollment Report	1601		
2024-2025 Winter-Term Indigenous Students	289		
2024-2025 Fall-Term Indigenous Students	315		
Average Indigenous enrollment	302		
Total Students	8,466	8,551	8,636
Less: Average Indigenous enrollment	302	305	308
Enrollment net of Indigenous enrollment	8,164	8,246	8,328

GSA 2025-2026 Restricted and Other Funding Budget (Narrative)

Account Name and Budget	Brief Description	Narrative
	Restricted and Other Funding	
	Fundraised Activity	
GSA Planner \$0 budget	<ul style="list-style-type: none"> The GSA use to sell advertising space in its yearly graduate student planner to subsidize printing costs but did not manage to generate any revenue from this activity in 2024-2025. Expenditures incurred in 2025-2026 will now be presented under the Engagement, Orientation and Outreach line on the Operating Budget. 	<ul style="list-style-type: none"> Removed from the 2025-2026 budget. The 2024-2025 budget was \$3,620. The 2023-2024 actual was \$5,110.
	Graduate Student Support Fund (Restricted Revenue) Pending confirmation from the university the funding provided for the Graduate Student Support Fund (GSSF) for 2025-2026 will remain at the level provided in 2024-2025 (total of \$964,000).	
GSA Recognition Awards \$18,000 budget	<ul style="list-style-type: none"> Funds provided for various awards presented at the annual GSA Awards Night. Revenue is received in the form of GSSF funds. Expenses for the GSA Awards Night event itself are processed in March from the Operating budget. 	<ul style="list-style-type: none"> The 2024-2025 budget was \$18,000. The 2023-2024 actual was \$20,000.
GSA Child Care Grants \$331,100 budget	<ul style="list-style-type: none"> Graduate students can apply for this grant to offset the cost of child care. Revenue is received in the form of GSSF funds. Expenses are processed throughout the year. 	<ul style="list-style-type: none"> The 2024-2025 budget was \$331,100. The 2023-2024 actual was \$434,000.
GSA Emergency Bursaries \$378,400 budget	<ul style="list-style-type: none"> Emergency Bursaries are a non-repayable bursary for graduate students who need assistance due to an unanticipated emergency. Revenue is received in the form of GSSF funds. Expenses are processed throughout the year. 	<ul style="list-style-type: none"> The 2024-2025 budget was \$378,400. The 2023-2024 actual was \$76,035.
GSA Academic Travel Grants \$236,500 budget	<ul style="list-style-type: none"> Graduate students can apply for this grant to participate in academic activities such as conferences and research trips. Revenue is received in the form of GSSF funds. Expenses are processed throughout the year. 	<ul style="list-style-type: none"> The 2024-2025 budget was \$236,500. The 2023-2024 actual was \$365,377.
CJSR Fees \$16,932 budget	<ul style="list-style-type: none"> The U of A campus radio station (CJSR) receives \$1 per graduate student per term. This is a dedicated fee that was implemented by a referendum in 1999. 	<ul style="list-style-type: none"> The 2024-2025 budget was \$16,610. The 2023-2024 actual was \$16,337.

GSA 2025-2026 Restricted and Other Funding Budget (Narrative)

<p>GSAP (Graduate Student Assistance Program)</p> <p>\$184,559 budget</p>	<ul style="list-style-type: none"> • Revenue and the related expenses are processed in October and February. • In February 2021 a referendum was held during the GSA elections to approve continuation of the GSAP at a cost of up to \$21.80 per graduate student. Collection of the new fee began in September 2021. • From 2009 until March 2021 the GSAP fee was \$12 per graduate student per annum. • The University provides a subsidy against the cost of the GSAP until March 2025. • Revenue and the related expenses are processed in October and February. • The GSAP fee is expected to increase by \$1 annually, starting in the 2025-2026 year. 	<ul style="list-style-type: none"> • The 2024-2025 budget was \$181,049. • The 2023-2024 actual was \$158,072.
<p>IGSA Fees</p> <p>\$30,615 budget</p>	<ul style="list-style-type: none"> • The Indigenous Graduate Students' Association (IGSA) receives \$1.50 per Non-Indigenous graduate student per term for the Fall and Winter term and \$0.75 for the Spring/Summer term. This is a dedicated fee that was implemented by a referendum in the 2024/2025 elections. • Revenue and the related expenses are expected to be processed in October, February and March. 	<ul style="list-style-type: none"> • This is a new budget line and as a result the 2024-2025 budget and 2023-2024 actual lines were nil.
<p>CFB Fees</p> <p>\$67,728 budget</p>	<ul style="list-style-type: none"> • The Campus Food Bank (CFB) receives \$3.00 per graduate student per term for the Fall and Winter term and \$1.00 for each of the Spring/Summer terms. This is a dedicated fee that was implemented by a referendum in the 2024/2025 elections. • Revenue and the related expenses are expected to be processed in October, February and March. 	<ul style="list-style-type: none"> • This is a new budget line and as a result the 2024-2025 budget and 2023-2024 actual lines were nil.
<p>GSA Health Plan</p> <p>\$2,150,445 budget</p>	<ul style="list-style-type: none"> • This is the fee that is charged to graduate students for the health part of the GSA Health and Dental Plan. • The 2024-2025 fee is \$396.60 per graduate student per year and is expected to decrease for 2025-2026. • Revenue and related expenses are processed in October, February and March. • There is a GSA Health and Dental Plan Reserve Fund which was established to ensure that adequate funds are available in the event the GSA Health and Dental Plan costs exceed the amounts collected in fees. The reserve fund was drawn down substantially in 2023-2024 and will need to be built up for future years. 	<ul style="list-style-type: none"> • Increase to budget due to anticipated increase in members opting into the plan for 2025-2026. • The 2024-2025 budget was \$2,114,063. • The 2023-2024 actual was \$2,050,133.

GSA 2025-2026 Restricted and Other Funding Budget (Narrative)

<p>GSA Dental Plan</p> <p>\$1,617,055 budget</p>	<ul style="list-style-type: none"> • This is the fee that is charged to graduate students for the dental part of the Health and Dental Plan. • The 2024-2025 fee is \$298.22 per graduate student per year and is expected to decrease for 2025-2026. • Revenue and related expenses are processed in October, February, and March. • There is a GSA Health and Dental Plan Reserve Fund which was established to ensure that adequate funds are available in the event the GSA Health and Dental Plan costs exceed the amounts collected in fees. The reserve fund was drawn down substantially in 2023-2024 and will need to be built up for future years. 	<ul style="list-style-type: none"> • Increase to budget due to anticipated increase in members opting into the plan for 2025-2026. • The 2024-2025 budget was \$1,580,086. • The 2023-2024 actual was \$1,540,595.
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The Graduate Students' Association of the University of Alberta

2025-2028 Labour Union Restricted Fund Budget

DRAFT ONLY-FOR DISCUSSION PURPOSES

GSA Labour Union Fund - Revenue

	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Approved Budget	2023-2024 Actual	
GSA Labour Union Dues Collected	212,908	215,037	217,187	196,403	97,884	TOTAL AMOUNT ESTIMATED ON DUES AMOUNTS COLLECTED IN 2023-2024
Bank interest	6,000	6,000	6,000	10,000	14,701	
TOTAL	218,908	221,037	223,187	206,403	112,585	

GSA Labour Union Fund - Expenses

GSA Labour Union PSAC Service Agreement	76,000	76,000	76,000	75,000	75,414	YEARLY PSAC CONTRACT
GSA Labour Union Outreach/Education/Sundry Expenses	10,000	10,000	10,000	5,000	2,181	OUTREACH/EDUCATION/SUNDRY EXPENSES IN COMPLIANCE WITH RELEVANT LEGISLATION
GSA Directly-Elected Associate Vice-President Labour Stipend, Benefits, and Employer Contributions	40,688	41,629	42,514	39,770	34,990	APPLIED CPI INCREASE
GSA Outreach Coordinator Stipend	5,206	5,324	5,435	5,000	N/A	APPLIED CPI INCREASE
GSA Chief Steward Stipend	5,206	5,324	5,435	5,000	N/A	APPLIED CPI INCREASE
TOTAL	137,100	138,277	139,384	129,770	112,585	
Revenues Exceed Expenditures	81,808	82,760	83,803	76,633	0	

The Graduate Students' Association of the University of Alberta 2025-2026 Labour Union Restricted Fund Budget (Narrative)

Account Name and Budget	Brief Description	Narrative
	Labour Union Restricted Fund Revenue	
GSA Labour Union Dues Collected \$212,908 budget	<ul style="list-style-type: none"> Beginning in September 2021 the GSA commenced collection of labour union dues from Academically Employed Graduate Students. Based on the dues received for 2023-2024 adjusted for projected student enrolment changes. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$196,403. The 2023-2024 actual was \$97,884.
Bank interest \$6,000 budget	<ul style="list-style-type: none"> Interest earned on dues held in the Labour Union Dues bank account. Expected decrease to interest earned due to interest rates declining. 	<ul style="list-style-type: none"> Decrease to 2025-2026 budget. The 2024-2025 budget was \$10,000. The 2023-2024 actual was \$14,701.
	Labour Union Restricted Fund Expenses	
GSA Labour Union PSAC Service Agreement \$76,000 budget	<ul style="list-style-type: none"> In October 2021 the GSA signed a service agreement with the Public Service Alliance of Canada (PSAC). The annual cost of this is approximately \$76,000 per annum, assessed quarterly. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$75,000. The 2023-2024 actual was \$75,414.
GSA Labour Union Outreach/Education/Sundry Expenses \$10,000 budget	<ul style="list-style-type: none"> In compliance with relevant legislation, this budget line covers incidental expenses such as printing of materials, steward training/education, outreach, etc. 	<ul style="list-style-type: none"> Increase to the 2025-2026 budget. The 2024-2025 budget was \$5,000. The 2023-2024 actual was \$2,181.
GSA Directly Elected Associate Vice-President Labour Stipend, Benefits, and Employer Contributions \$40,688 budget	<ul style="list-style-type: none"> Per GSA Council approval of officer portfolio restructuring the GSA Assoc VP Labour stipend and benefits (Health and Dental Plan and U-Pass) and employer CPP contributions are to be paid from the Labour Union Fund revenue. 	<ul style="list-style-type: none"> CPI of 2.2% applied to stipend for years 2025-2026 and years 2026-2027 and CPI of 2.0% applied to the stipend for years 2027-2028. The 2024-2025 budget was \$39,770. The 2023-2024 actual was \$34,990.

The Graduate Students' Association of the University of Alberta 2025-2026 Labour Union Restricted Fund Budget (Narrative)

GSA Outreach Coordinator Stipend \$5,206 budget	<ul style="list-style-type: none"> This was a newly formed position for the 2024-2025 year. This is an elected position by the current Labour Relations Committee and will be for a one year tenure. 	<ul style="list-style-type: none"> CPI of 2.2% applied to the stipend for years 2025-2026 and years 2026-2027 and CPI of 2.0% applied to the stipend for years 2027-2028 The 2024-2025 budget was \$5,000. The 2023-2024 actual was nil.
GSA Chief Steward Stipend \$5,206 budget	<ul style="list-style-type: none"> This was a newly formed position for the 2024-2025 year. This is an elected position by the current Labour Relations Committee and will be for a one-year tenure. 	<ul style="list-style-type: none"> CPI of 2.2% applied to the stipend for years 2025-2026 and years 2026-2027 and CPI of 2.0% applied to the stipend for years 2027-2028 The 2024-2025 budget was \$5,000. The 2023-2024 actual was nil.