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Item 1: Agenda

Monday, March 17, 2025

Held in-person 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, Sauteaux, 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 March 24, 2025 GSA Council	Z. Patel, GSA Speaker
1 min	2	6-20	Approval of the GSA Council Minutes of February 24, 2024 GSA Council	Z. Patel, GSA Speaker
2 min	3		Changes in GSA Council Membership	Z. Patel, GSA Speaker
5 min	4		Announcements	
	5		<u>PRESENTATION ITEMS</u> - None at this time	
15 min	6	21-23 24-29	<u>ELECTIONS</u> A. GSA Nominating Committee: a. One vacancy b. Two nominations B. GSA Councillors-At-Large: a. Seven vacancies b. Five nominations	A. Belosokhov, NoC Chair
5 min 1 hr	7	30-31 (separate) 7.0- 7.1 7.2- 7.6 7.7- 7.22 7.23- 7.33	<u>ACTION ITEMS:</u> A. General Election Results a. Outline of Issue B. GSA Budget & Finance Committee: Budget Approval 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	Z. Patel, GSA Speaker H. Arshad, GSA President

1 hr		<p>7.34-7.37 7.38-7.40 7.41 7.42-7.43</p> <p>32-33 34-35 36-37 38 39-40 41-43 44-46</p>	<p>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</p> <p>C. Submitted Motions to Council 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</p>	<p>N. Lamarche, EFS Councillor & Incoming AVP Labour</p>
7:55			<u>10 MINUTE BREAK</u>	
15 min	8	<p>47-53 54-56 57-58 59-60</p>	<p><u>INFORMATION PIECES</u> Reports: A. GSA President: Haseeb Arshad 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 B. Vice-President Academic: Rija Kamran C. Vice-President Student Life: None at this</p>	<p>No scheduled meeting No report submitted</p>

		61-66 67-68 69-72 73 74 75 76-77 78-83	<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 style="padding-left: 20px;">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 scheduled meeting</p> <p>No report submitted</p>
15 min	9		<p>Question Period</p> <ol style="list-style-type: none"> 1. Written Questions (May be submitted to the GSA Deputy Speaker before 4:00 PM on Thursday, March 20, 2024) 2. Oral Questions 	
	10		Adjournment	

Item 2: GSA Council February 24, 2024 Minutes

Held in-person 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

IN ATTENDANCE:

Council-Elected Officials:

- GSA Speaker: Zain Patel
- GSA Deputy Speaker: Amirah Nazir
- Chief Returning Officer: Sophie Shi
- Senator: Ola Mabrouk

Departmental Councillors:

- Ning Dai, Biochemistry
- Samantha Tan, Biological Sciences
- Gurparkash Singh, Biomedical

<p>GSA Executives:</p> <ul style="list-style-type: none"> ● GSA President: Haseeb Arshad ● VP Academic: Rija Kamran ● VP Student Services: Saad Arslan Iqbal ● VP External: Parman Mojir Shaibani ● AVP Labour: Muneeb Raja <p>Councillors-At-Large:</p> <ol style="list-style-type: none"> 1. Christine Hymanyk 2. Margaret DeCoste 3. Andres Dorado Solarte 4. Abdul Hadi Syed <p>Standing Committee Chairs & Vice-Chairs:</p> <ul style="list-style-type: none"> ● Elsie Osei, ERC Chair <p>Guests:</p> <ul style="list-style-type: none"> ● Temi David, DRO Candidate 	<p>Engineering</p> <ul style="list-style-type: none"> ● Andy Zhang, Digital Humanities ● Nathaniel Morley, Earth & Atmospheric Sciences ● Jennie Burton, Elementary Education ● Nathan Lamarche, English & Film Studies ● Colin Hamnett, History, Classics, & Religion ● Zoe Wagner, Human Ecology ● Eileen Ai-Lin Tang, Laboratory Medicine & Pathology ● Dalia Cristerna Roman, Linguistics ● Qi Feng Lin, Medical Microbiology & Immunology ● Emma Heidebrecht, Neuroscience ● Rebecca Reif, Obstetrics & Gynecology ● Toqa Abdelwahab, Ophthalmology ● Fulin Wang, Pharmacology ● Daniel Carleton, Physics ● Grace Essuman, Physiology ● Savannah Ribeiro, Political Sciences ● Cheryl Pan, Psychology ● Kathryn Short, Public Health ● Matt Ball, Renewable Resources ● Samantha Knapp, Sociology ● Ivan Ma, Surgery <p>Alternate Departmental Councillors:</p> <ul style="list-style-type: none"> ● Andy Cheng, Cell Biology ● Amirmahdi Mohamadi, Chemical & Material Engineering ● Yimiao Zhao, Oncology ● Eduardo Andrade, Philosophy
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Time	Item #	Title	Presenter (s)
6:00	-	Land Acknowledgement	Z. Patel,

			GSA Speaker
1 min	1	Approval of the Agenda for February 24, 2025 GSA Council P. Mojir Shaibani moved. S. Iqbal seconded. Motion PASSED unanimously.	Z. Patel, GSA Speaker
1 min	2	Approval of the GSA Council Minutes of January 20, 2024 GSA Council S. Iqbal moved. H. Arshad seconded. Motion PASSED unanimously.	Z. Patel, GSA Speaker
2 min	3	Changes in GSA Council Membership <ul style="list-style-type: none"> Incoming: Christinne Falguera, Medical Genetics Alternate Councillor 	Z. Patel, GSA Speaker
10 min	4	Announcements	
15 min	5	<p><u>PRESENTATION ITEMS</u></p> <p>A. GSA Council & Elections 101 Presentation Presented by Z. Patel, GSA Speaker, & S. Shi, GSA Chief Returning Officer</p> <ul style="list-style-type: none"> Z. Patel detailed the key positions that elections determine, including the President, Vice-Presidents (VPs), and Councillors-At-Large. A newly established role, VP Indigenous Relations (VPIR), is exclusively for Indigenous graduate students. Voting eligibility is based on updated lists received from FGPS. Referenda allow graduate students to vote on key issues like student fees, the U-Pass, and health & dental plans. The complaints process for election violations was outlined, including informal resolution, formal complaints, and a demerit system for rule breaches. Bylaw of the Day: the tie-breaker policy for elections was changed from drawing a name from a hat to a one-day voting extension. 	A. Nazir, GSA Deputy Speaker
	6	<u>ACTION ITEMS:</u> None at this time	

10 min	7	<p><u>ELECTIONS</u></p> <p>A. GSA Deputy Returning Officer</p> <p>a. One GSA Member Position:</p> <p>i. One nomination</p> <p>ii. Successful candidate: Temi David</p>	Z. Patel, GSA Speaker
30 min	8	<p><u>INFORMATION PIECES</u></p> <p>Reports:</p> <p>A. GSA President: Haseeb Arshad</p> <p>a. President's Report</p> <p>i. The GSA is working with the university to support displaced Palestinian students by expanding their access to library resources and offering automatic fee waivers for graduate applications, as opposed to the initial reimbursements applicants would have to apply for.</p> <p>ii. The President also advocated for paid Overleaf subscriptions for research students, as this could enhance collaboration between scholars across different institutions.</p> <p>iii. MNIF guidelines were discussed with the Provost's office: recent guidelines released in July talk about university consultation with the GSA. H. Arshad encouraged the Provost's office to attend Council twice - once with the preliminary proposal and again with the final proposal, as there is a far better turnout to Council sessions than Tuition Town Hall events.</p> <p>iv. H. Arshad raised that there is no graduate student career fair. He encouraged the university to invite industrial partners, sign MOUs for promotional opportunities, and create a through-line to employment for graduate students.</p> <p>v. H. Arshad met with a university governance specialist regarding improving Council effectiveness: he is trying to find ways of paying Councillors while still remaining within the PSLA to maintain motivation for reading the materials and participating fully in the sessions.</p>	

		<p>vi. Campus Recovery Pledge update: as far as H. Arshad is aware, the university is doing very little in terms of work helping students recovering from addiction. Two universities, Mount Royal and UofC, have signed a pledge with Recovery on Campus, which is a non-profit organization that creates safe spaces for students to open up about addiction issues. The university is currently stating that their budgetary allowances are too tight to contribute to this initiative, but suggested they could introduce a new fee to create these spaces, which H. Arshad argued is the point of the MNIF and should be used toward these such services. H. Arshad will follow up with this and update the Council at the next meeting.</p> <p>vii. The GSA, along with other AB GSAs, have written a letter to the Minister of Advanced Education re the provincial cuts universities have seen over the last three years and how these cuts are affecting student affordability. Numbers in the letter are concerning: only 60% of AB graduates are staying in AB. Other provinces' retention numbers are higher, meaning they contribute to their local economy. H. Arshad had interviews with CBC and Gateway regarding this issue. The plan is to administer a campaign and ask students to create 2-minute videos expressing their concerns and experiences and post them to the GSA socials to help lobby the government. H. Arshad encouraged Councillors to share information about this once it's available.</p> <p>viii. H. Arshad will also draft a letter to the review panel that the Minister of Advanced Education has announced to review how they want to support post-secondary education, and will update the Council.</p> <p>ix. University Budget Briefing: it was an open session for BoG, so it is public information. They announced a 3% budget cut across all units, along with a hiring freeze. H. Arshad expressed</p>	
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		<p>concerns that these financial constraints could negatively impact graduate student supervision, as faculty members may have fewer resources to support students, as well as the GSA's GSSF.</p> <ul style="list-style-type: none"> b. GSA Board Report c. GSA Budget & Finance Committee Report d. GSA Governance Committee Report: No meeting scheduled <p>B. Vice-President Academic: Rija Kamran</p> <ul style="list-style-type: none"> a. R. Kamran provided an update on the university's transition to the Canvas Learning Management System (LMS), which will be fully implemented by Fall 2025. Graduate students, particularly those working as TAs and principle instructors, are encouraged to seek support from her until April, and the new VP Academic after that, if they experience challenges during this transition. b. R. Kamran also addressed ongoing AASUA collective bargaining negotiations from M. Raja, AVP Labour: they have been unable to reach an agreement on key issues, which raises concerns about the potential for a faculty strike. If a strike occurs, it is unlikely students other than thesis-based graduate students may face delays in graduation or interruptions in their research. The university has committed to ensuring that graduate students will continue to receive funding during a strike, but the GSA will monitor the situation closely to hold the university accountable. c. M. Raja asked what offices are working to reduce these effects on graduate students? R. Kamran answered that mitigation routes were discussed, particularly relating to deadlines that professors need to meet as corresponding authors on manuscripts. The university governance made a commitment that all graduate student rights will be protected, but in the event of a strike, professors will lose access to their CCIDs, P Cards and funding, which will affect graduate students. R. Kamran stated that this will be brought to the Union for discussion. The university VP Academic and Dean of Student offices are working to ensure the student experience is not affected. d. R. Kamran suggested writing down all of the concerns 	
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		<p>that will have effects on graduate students and take them to the Dean of Students and Provost to strategize ways around them.</p> <ul style="list-style-type: none"> e. C. Hamnett, History Councillor, asked regarding a timeline. R. Kamran stated that updates are posted on the AASUA webpage regarding how the bargaining is proceeding, but there is no time frame currently. In December, forms were sent out to academic staff to submit if research needed to be considered as something that will likely be affected, so it has been prepared for. Both bargaining parties are still coming to the table. <p>C. Vice-President Student Life: None at this time</p> <ul style="list-style-type: none"> a. GSA Equality, Diversity & Inclusion Committee Report <p>D. Vice-President Student Services: Saad Iqbal</p> <ul style="list-style-type: none"> a. S. Iqbal discussed the initiatives related to student housing and food security with the Student Housing Stability Working Group. This group explores possible student assistance programs that provide shelter, groceries, and essential items for students in need. He encouraged students to reach out for more information. b. Concerns were raised about campus safety with K. Husing, particularly regarding the poor condition of the bus shelter near HUB Mall, which has been described as unsafe and unsanitary. The GSA has brought this issue to the university’s attention at the Safety and Security Committee, but jurisdictional challenges with the city slowed the process of making improvements. S. Iqbal reassured that this will be dealt with shortly. c. The Sexual and Gender-Based Violence Working Group has launched a new support system on their website for students participating in work-integrated learning programs. This initiative ensures that students placed in external work environments have a clear process for reporting sexual violence and accessing resources. d. He discussed the transition to the new health and dental insurance provider, Ellement, which will take effect in Fall 2025. Students expressed frustration over the lack of details regarding coverage and rates. While the final policy details are still being negotiated, S. Iqbal assured students that there will be no increase in fees, and they 	
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		<p>hope to reduce premiums by \$15–\$20 per year. SI encouraged students to reach out with any current concerns with the health and dental plan, as we want to consolidate issues to bring to the new provider to solve issues going forward.</p> <ul style="list-style-type: none"> e. The GSA has also applied for a grant to transform the Parent Lounge into a broader Wellness and Family Support Hub, which would provide additional wellness and childcare resources for graduate students. f. The U-Pass referendum was overwhelmingly approved, with 92.5% of students voting in favor of continuing the program. g. Days of Action Committee Living Library events: there is a link in his report for participation. The events discuss social justice in personal anecdotes. h. S. Iqbal met with Renson, UASU VPSL, and K. Huising, Facilities & Operations to discuss collaboration in their Hand-Me-Down store. The largest issue was space, which has now been resolved. They are now investigating how to set up the store. S. Iqbal will share more as further details are decided. i. The UAI Movie Night collaboration has been a continued success. j. There is a visiting lectureship on human rights creating a list and they currently have 16 names. These volunteers are a diverse group of social rights activists. S. Iqbal encouraged Councillors to reach out with anyone they know have done substantial work in terms of activism and suggest their names be added to this visiting lecture series. k. S. Iqbal met with K. Friese, Dean of Students Office, regarding an update on the meal swipe plan that will be tied to OneCards for both graduates and undergraduates that allows for the transfer of extra credit to be forwarded to a student in need. S. Iqbal will share details soon, but the program is expected to launch in March or April. l. H. Arshad, S. Iqbal and P. Mojir Shaibani attended the farewell gathering for E. O’Neill, CFB Executive Director. An interim acting director has been chosen from within the CFB and a new director will be decided on soon. 	
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		<ul style="list-style-type: none"> m. S. Ribeiro, Political Science Councillor, raised that her department is getting upset at not knowing the upcoming health and dental plan details yet. S. Iqbal clarified that the GSA ED, AD and himself are working with Ellement currently to hammer out details, which will be public soon. When it's ready, we will have our own website with Ellement to visit for all the plan details in the Spring or Summer term. H. Arshad added that in the last meeting, details were beginning to be finalized. E. Vice-President External: Parman Mojir Shaibani <ul style="list-style-type: none"> a. As submitted b. At the Graduate Advisory Committee, P. Mojir Shaibani discussed the value of social sciences and humanities research (SSHRC) funding. There have been rumours that funding will be cut - in order to counter that, we are planning advocacy campaigns and surveys with GSAs across Canada to oppose these cuts and emphasize the importance of this research. He would like students to participate and share the news. c. The ISE meeting, chaired by Doug Weir, Acting Provost & VP International, discussed problems affecting graduate student experience, with a focus on international students. They identified three key concerns and will work to improve: <ul style="list-style-type: none"> i. Community and belonging: many international students struggle to integrate into campus life. ii. Academic experience: there are barriers that make it difficult for international students to succeed academically. iii. Career support: international students often face additional challenges when seeking employment after graduation. Including financial support, safety and wellness, community, navigability problems. d. E. Tang, Lab Med & Path Councillor, asked for elaboration regarding the cuts to the arts departments: R. Kamran stated that it began in Fall 2024 and the effects of the cuts will continue as the implementation progresses. P. Mojir Shaibani stated that advocacy and campaigning will continue to be done to change this. R. Kamran elaborated 	
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		<p>that in the last budget cycle, when the tri-council grants were announced, there was a plan proposed for budget cuts and it was left to SSHRC to decide how they were going to accommodate these cuts over the next two years within their overall budget. The website details reducing travel spending among others and their plan on how they will reduce spending in certain areas to make up for all the associated costs. There is a plan until 2026 that is in place, but there may be more budget cuts planned, which necessitates the campaigning. The SSHRC President put out a statement, which connects to the campaign to establish the importance of this research funding and avoid further cuts.</p> <p>e. S. Ribeiro asked for clarification around the SSHRC budget review, as they have increased their award values despite these cuts. R. Kamran clarified that this increase came out in the 2023 budget cycle and the budget is to be reduced by \$14.1 million over the next five years. They have provided a breakdown on how they will sustain this via reducing spending. They haven't provided a breakdown on how graduate student funding will be affected, but the increase in award amounts will stay the same. They may reduce the number of awards, but there aren't any details available for that currently. S. Ribeiro asked if there was a timeline of when that information may be released. R. Kamran said she would get that information.</p> <p>F. Associate Vice-President Labour: Muneeb Raja</p> <p>a. As submitted</p> <p>b. GSA Labour Relations Committee</p> <p>i. M. Raja provided updates on supervisor safety compliance: currently, over 90% of supervisors have completed the mandatory safety training. The university has implemented an escalation process to ensure compliance, with cases being referred up to the university president if necessary.</p> <p>ii. Safety Summit update: there has been work to expand its focus from physical safety to psychological safety. In the past, the university's safety initiatives have primarily addressed</p>	
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		<p>physical risks, but there is now a growing recognition of the need to address mental health concerns and power imbalances between graduate students and their supervisors.</p> <ul style="list-style-type: none"> iii. To support students facing these issues, the Graduate Student Peer Mentor Program will launch in Fall 2025. This program will train student ambassadors to assist peers who are experiencing supervisory conflicts or academic challenges. The recruitment process will begin in March and April, with training starting in spring and summer, and then this plan would be piloted in September. The Dean of Students office is working on the training program currently. iv. In terms of LRC work, we are in the process of appointing the new Outreach Coordinator and the Chief Steward, so hopefully we'll be able to have those appointments in place for March. M. Raja is trying to get more support from PSAC around training and mobilization, with the idea of holding more training sessions and outreach events. However, we are also trying to incorporate more in-house sessions within our own union, such as the GSA Labour Breakfast held in January. We hope to continue these social events to increase outreach and involve former members. v. S. Ribeiro asked after the GSA collective bargaining: M. Raja reported that the GSA has shared a non-monetary proposal with the university and will sit down for a meeting on March 31st and April 1st. However, progress has been slow, as the university appears to prioritize negotiations with larger faculty and staff unions over the GSA. The GSA's bargaining team has found it difficult to secure additional meeting dates, which has caused delays in negotiations. S. Ribeiro asked if this had been brought up with the bargaining team, which M. Raja confirmed. <p>G. GSA Senator: Ola Mabrouk: Not submitted</p>	
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		<p>H. GSA Speaker: Zain Patel: Not submitted</p> <p>I. Chief and Deputy Returning Officers: Sophie Shi</p> <ul style="list-style-type: none"> a. Results were not finalized in time for report submission for Council b. The GSA concluded the 2025 General Election this month c. We achieved almost 25% eligible voter turnout (historically around 10%) d. Key factors attributed to the higher turnout: <ul style="list-style-type: none"> i. More accessible online ballot ii. Reminder emails iii. U-Pass referendum, which attracted many voters who abstained from the rest of the election. e. We had no VPIR candidates, so a by-election will be organized f. CAL vacancies be filled by Council vote, rather than through the by-election g. All results are available on the GSA website along with CRO decisions. There were no ACB decisions. h. HA recommended reaching out to the Vice-Provost Indigenous Relations to encourage students to nominate themselves via a small video i. N. Lamarche recommended banning social media campaigning from elections for the purposes of fairness and equity. j. HA raised an eligibility issue with voters: C. Roose, GSA AD, clarified that we get a list of registered graduate students from FGPS. If there are irregularities, please send them to Cindy for us to investigate with FGPS. <p>J. GSA Nominating Committee Chair: Arseniy Belosokhov</p> <ul style="list-style-type: none"> a. As submitted <p>K. GSA Elections and Referenda Committee Chair: Elsie Osei</p> <ul style="list-style-type: none"> a. As submitted <p>L. GSA Management, Executive Director: Lewie Moodley</p> <ul style="list-style-type: none"> a. As submitted b. For transparency purposes, L. Moodley encouraged N. Lamarche to speak directly with BFC for stipend clarification, as the stipend change directly affects his position and management will be reaching out to the newly elected DEOs for their personal banking 	
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		<p>information this week. Preparing for documentation this week, L. Moodley recommended reaching out to a BFC member to discuss potential upcoming changes and context as there would be changes coming that would affect him.</p>	
15 min	9	<p>Question Period</p> <ol style="list-style-type: none"> 1. Written Questions (May be submitted to the GSA Deputy Speaker before 4:00 PM on Thursday, February 20, 2025): <ol style="list-style-type: none"> a. N. Morley, Earth & Atmospheric Sciences Councillor: As everyone likely knows, there have been heightened tensions between the governments of Canada and the USA over the past couple months, with both countries threatening to impose tariffs on one another and thus start a trade war. Although the trade war has been delayed from its original starting date, both countries have refused to rule out tariffs if they cannot cooperate in the long term. Such tariffs would lead to dramatic inflation in both countries, which would disproportionately impact low-income workers such as graduate students, and several of my constituents have raised concerns about how these tariffs, if they were to go through, would affect their housing affordability and food security. What actions are the GSA Board considering to mitigate the financial effects of a potential trade war between Canada and the USA, both to graduate students individually and the GSA as an organization? b. H. Arshad provided some context: the Board of Governors discussed this issue, but most of the meeting was confidential. He stated that it will likely affect research stipends, as professors will have to spend more money on supplies and equipment. Professors may not have the funding to support more students. Those are the potential implications for graduate students. This should not affect the GSA particularly, unless the utilities go up, but they are very low as part of our working partnership with the university. c. R. Kamran added that the University Research and Innovation Advisory Committee has been having ongoing 	

		<p>discussions on the research grants that come out of the U.S. and potential consequences. The U.S. itself has seen many budget cuts. Many of the National Institute of Health Health Science grants come from the U.S.</p> <p>2. Oral Questions</p> <ol style="list-style-type: none"> a. N. Lamarche, the incoming AVP Labor, criticized a proposal by the President to reduce the AVP Labor salary by 20% while increasing other executive salaries by 2%. b. Concerns raised: <ol style="list-style-type: none"> i. Reduction may discourage candidates from running in the future considering the level of work alongside program stress. ii. The timing (after the election) appeared questionable. iii. Confidentiality concerns: The President questioned how Nathan learned about the Budget and Finance Committee (BFC) deliberations, as the information was not yet made public. c. H. Arshad explained that he puts forward recommendations to the BFC to use GSA funds to the best of their ability. The BFC has approved the change, but it still needs to be approved by the GSA Board and Council. He clarified that CPI will be applied to all positions (2.2%) and only after that, the stipend is recommended to be reduced from there. H. Arshad will explain in further clarity when the matter comes to Council for discussion and a vote, as it may not be approved by the GSA Board. d. H. Arshad, R. Kamran and S. Iqbal noted that it is concerning that a Councillor knows about an issue brought to the BFC that is still being discussed and hasn't been brought to Board for approval. e. N. Morley raised a point of parliamentary inquiry regarding whether this discussion should continue in Closed Session. R. Kamran furthered the discussion shouldn't continue, as the Board has no context for this 	
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		<p>recommendation and governance procedure must be followed.</p> <p>f. A. Dorado, BFC member and Councillor-At-Large, commented that the decision isn't final and efficient conversation wouldn't be possible with all Council involved.</p> <p>g. M. Raja encouraged students, N. Lamarche particularly, to reach out to him to discuss this recommendation</p>	
	10	Adjournment 7:42 PM	

Item 6a: GSA Nominating Committee Nominations

GSA NOMINATING COMMITTEE (GSA NoC) (ONE (1) POSITION FOR A GSA MEMBER): TWO (2) NOMINEES

Information regarding the one (1) vacancy for GSA members was advertised in the GSA Newsletters of February 21st and 28th with a nomination deadline of March 7th at 12:00 PM. Two (2) nominations were received and approved by the GSA NoC.

The GSA NoC is charged with selecting graduate student representatives to serve on councils, committees, and other bodies requiring such representation.

There will be an electronic vote held at the March 24 2025 GSA Council meeting.

If you and your alternate are unable to attend the Monday March 24 2025 meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Administrative Coordinator (gsaca@ualberta.ca) BEFORE 3:00 PM on Monday March 24 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. 'None of the Candidates' will also be considered a nominee.

- 1. Harika Polu**
- 2. Sosthenes Ekeh**

Current GSA NoC membership can be found [here](#).

Jurisdiction:**GSA Bylaw and Policy, Section E.POL.4**

"Vacancies on the GSA NoC will be advertised by the ED or delegate and GSA Speaker. The ED or delegate and GSA Speaker will provide GSA Council with the names of nominees for the GSA NoC who meet the criteria set out in Section E.POL.5, below. These vacancies will be advertised at least twice in advance of the nomination deadline noted in the advertisement."

GSA Bylaw and Policy, Section E.POL.5.1

The GSA NoC is composed of "a total of five (5) graduate student members, including at least two (2) voting members of GSA Council (who may be alternates) elected by GSA Council, and three (3) additional

graduate student members elected by GSA Council, as voting members.”

The names and biographies received for the nominees are BELOW. The biographies and resumes are presented as received (i.e. not edited).

1. Harika Polu

<p>Statement of Interest</p>
<p>I am eager to join the GSA Nominating Committee because I am passionate about student leadership, governance, and ensuring that capable representatives are selected to serve the graduate student community. With my background in leadership and governance, including my experience with the GITAM Student Election Commission (GSEC), I understand the importance of a fair and structured selection process in appointing the right individuals to key positions. My strong analytical skills, attention to detail, and ability to assess candidates objectively will allow me to contribute meaningfully to the committee’s work. This role is an excellent opportunity for me to engage with student governance at the University of Alberta, collaborate with other student leaders, and help build a strong and effective representation for graduate students.</p>
<p>Bio</p>
<p>I have previously volunteered with the GITAM Student Election Commission (GSEC), where I played a key role in overseeing student elections. My responsibilities included verifying candidate eligibility, ensuring a fair voting process, and maintaining election integrity. This experience allowed me to develop strong organizational, decision-making, and governance-related skills. Additionally, I have been involved in leadership and student engagement activities that required collaboration, critical thinking, and fairness in selection processes. These experiences have strengthened my ability to evaluate candidates objectively and contribute to decision-making processes—skills that would be valuable in the GSA Nominating Committee.</p> <p>I am a dedicated and detail-oriented graduate student pursuing a Master of Science in Internetworking, with a strong passion for leadership, governance, and student representation. My academic background has equipped me with analytical thinking and problem-solving skills, while my professional experience in DevOps has enhanced my ability to work in structured, process-driven environments.</p> <p>Additionally, my volunteer experience with the GITAM Student Election Commission (GSEC) has given me firsthand knowledge of election processes, candidate evaluation, and fair decision-making. These experiences have strengthened my ability to assess applicants objectively and contribute to a transparent and efficient selection process. With my leadership experience, attention to detail, and commitment to student representation, I believe I can make a meaningful contribution to the GSA Nominating Committee.</p>

2. Sosthenes Ekeh

Statement of Interest

I am drawn to the GSA NoC as a fulfilment of my undying passion to serve and because of the common front the GSA generally presents in student-related matters. As a second-year PhD student, I have benefited immensely from the services made possible through GSA negotiations and bargaining, and I feel that past my experiences and initiatives can be suitable to further GSA purposes. I am happy to lend my service through the committees or councils or other bodies which I am elected and/or appointed to represent the interests of the graduate students. Having completed my coursework in my programme also gives me a flexible schedule that allows my full participation in the GSA NoC activities. I look forward to having the best experience if I am considered.

Bio

While in Nigeria, I volunteered as a mentor for ESSELB (Enugu State Scholarship and Education Loans Board), where I provided career advice and reviewed application documents for students seeking to study abroad. I have also volunteered as a suicide awareness and prevention advocate while teaching at the University of Nigeria, Nsukka, organising suicide campaigns and bringing guest speakers to talk to the students of the university. I have also delivered volunteer talks to both secondary school and university students on topics such as career opportunities, mental health challenges, education for the less privileged etc. These volunteer experiences underline my passion and motivation for serving in volunteer positions.

Before moving to Canada, I was teaching at the University of Nigeria, Nsukka. As a lecturer in the university, I have served in various committees both at the departmental and faculty levels. I was once the secretary of the Local Organising Committee (LOC) for the departmental annual conference; I have also served in the Faculty of Arts Exam Committee and Department of English and Literary Studies Exam Committee; I have been twice the students' Staff Adviser, and so on. When I was also teaching at Godfrey Okoye University, I served as a member of the Use of English Committee for Course Planning and as a secretary for the Use of English Unit. As a final-year student, I served as the Editor-in-Chief of departmental students' journal and as an Associate Editor in the edition that preceded mine. These administrative positions, which are complemented by my seven-year experience of teaching in higher education institutions, have prepared me to relate with people from diverse backgrounds and equipped me with skills in decision-making, both of which I deem relevant to the service of GSA NoC.

Item 6b: GSA Councillor-At-Large By-Election Nominees

GSA NOMINATING COMMITTEE (GSA NoC)
**GSA Councillor-at-Large By-Election (7 POSITIONS):
FIVE (5) NOMINEES**

In the 2025 GSA General Election, three (3) out of ten (10) Councillor-at-Large positions were filled. Consequently, there are currently seven (7) GSA Councillor-at-Large vacancies for graduate students. 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 February 21 and 28 with a nomination deadline of March 7 2025. Five (5) nominations were received by the deadline.

There will be an electronic ballot vote held at the March 24 2025 GSA Council meeting.

If you and your alternate are unable to attend the March 24 2025 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 March 24 2025 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. Ibrahim Khodabocus (Paediatrics)**
- 2. Haroun Elyasir (Civil Engineering)**
- 3. Julianna Durham (Communication & Technology)**
- 4. Rishabh Dagur (Mechanical Engineering)**
- 5. Jeff Akhagbosu (Internetworking)**

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. Ibrahim Khodabocus

<p>Statement of Interest</p> <p>I would like to serve as a member of the GSA Council, to ensure that the interests of all graduate students are accurately represented by the GSA; of particular concern are the interests of BIPOC (Black, Indigenous, and People of Colour) students at the University of Alberta. I hope to work with the body to ensure that the concerns of BIPOC persons are equitably represented and are thoroughly acknowledged within several Governance bodies within and beyond the boundaries of the GSA, and thus I believe that my work as a GSA Councilor will largely complement the other work that I currently partake in (GSA-based or otherwise) – please see below for more details.</p>
<p>Bio</p> <p>I currently serve as the two-term President of the BIPOC (Black, Indigenous, and People of Colour) and Allies Students’ Association, and as the two-term Co-Vice President (VP) of Mentorship of the PedsGSA (Pediatrics Graduate Student Association) at the UofA. In the research landscape, I serve on the Women and Children’s Health Research Institute Trainee Advisory Committee (WCHRI TAC) as a voting member of the Mentorship Subcommittee and Department of Pediatrics Representative in Children’s Health. I serve as a Graduate Studies Advisory Committee (GSAC) Member in the Department of Pediatrics, a General Faculties Council (GFC) Councilor-at-Large, a Graduate Students' Association (GSA) Councilor-at-Large, as well as a GSA Nominating Committee Member, a GSA Governance Committee Member, a GSA Board Member, and as the GSA Elections and Referenda Committee Vice Chair. Beyond my leadership/advocacy commitments, I also volunteer with the UofA Campus Food Bank (CFB), where I have served over 50 service hours for our most vulnerable. I have personally supervised 2 trainees while in the laboratory: an undergraduate and a high school student researcher; both have won summer studentships. They have presented their work at symposia 6 times, while earning co-authorships on forthcoming publications. My roles included: teaching and supervising trainees within the laboratory and disseminating career and personal mentorship/advice. I have assisted both trainees in writing and submitting abstracts and scholarship applications to maximize their chances of success. Prior to my current PhD program in Medical Sciences-Pediatrics, I was part of the Biology Graduate Students' Association (BGSA) throughout my MSc degree in Biological Sciences (also completed at the UofA), serving as a VP and the President of the BGSA from September 2021 - April 2022 and April 2022 - December 2022, respectively. The</p>

BGSA is the student-run collective interested in representing the academic, political, and social interests of graduate students in the Department of Biological Sciences. I also served as a Graduate Student Representative on the Departmental Council from April 2021 - December 2022; here, I advocated to increase Teaching Assistantship quotas and pay for graduate students in Biological Sciences.

During my research career, I have been consistently involved with student-impacted collectives. I am currently the President of the BIPOC (Black, Indigenous, and People of Colour) and Allies Students' Association and the Vice President (VP) of Mentorship of the PedsGSA (Pediatrics Graduate Student Association) at the University of Alberta (UofA). The goal of the BIPOC and Allies Students' Association is to promote the recruitment, admission, and retention of BIPOC students at the UofA. The PedsGSA exists for the purpose of supporting the personal, scholarly, and professional development of pediatrics graduate students at the UofA. I am responsible for public outreach and event broadcasting on behalf of the BIPOC-led student organization and maintaining collaboration and communication between the BIPOC initiatives. I am responsible for facilitating mentor-mentee relationships between junior graduate students and more senior pediatric researchers at the UofA. I also serve as a Graduate Studies Advisory Committee (GSAC) Member in the Department of Pediatrics, a Graduate Students' Association Councilor at Large (GSA CAL), a General Faculties Council (GFC) Councilor at Large, as well as a Graduate Students' Association Nominating (GSA NoC) Committee Member, and a Graduate Students' Association Elections and Referenda (GSA ERC) Committee Member. I also serve on the Women and Children's Health Research Institute Trainee Advisory Committee (WCHRI TAC), where my responsibilities largely complement the work that I do for the PedsGSA, as I serve as part of the Mentorship Subcommittee as a voting member. Importantly, I am very passionate about advocating for racial equity and justice through my roles throughout the academy. I am also humbled by the fact that my extracurricular work has recently been recognized by one of only three 2024 Graduate Student Rising Star Awards for my "exceptional promise" in the first year of my PhD studies.

As a MSc student at the UofA, I was a part of the Biology Graduate Students' Association (BGSA) throughout my program, serving as a VP and the President of the BGSA from September 2021 - April 2022 and April 2022 – December 2022, respectively. The BGSA is the student-run collective, interested in representing the academic, political, and social interests of graduate students in the Department of Biological Sciences. As a VP, I assisted in the arrangement of events, specifically: the Ethics and Professional Development seminar series. The goal of this event was to inform graduate students of the Ethics and Professional Development requirement set by the Faculty of Graduate Studies and Research to ensure the timely completion of these courses prior to convocation/defense. As President, I directed and led meetings pertaining to the issues and interests of graduate students in the Department of Biological Sciences. I was the main point of contact between the BGSA and the Departmental Chair, facilitating collaboration between the BGSA and the department at large. Beyond my leadership responsibilities, I also served as a Graduate Student Representative in the department of Biological Sciences from April 2021 - December 2022. Here, I was a Biological Sciences Departmental Council voting member. I spoke on issues pertaining to the

Biological Sciences graduate student body and provided meeting summaries to other Graduate Student Leaders (BGSA executives and R.E Peter Student organizers) on Departmental Council matters. Further, I volunteered as a Judge for the R.E. Peter Biology Conference (R.E. Peter) 2022. R.E. Peter is a student-run conference designed to showcase the diverse research conducted by Biological Sciences students at the University of Alberta and institutions across the province. I judged live presentations at the graduate and undergraduate levels. I also worked as a graduate Journal Reviewer for the Eureka Journal from January 2021 - January 2023. Eureka is a student-founded and student-run journal, offering student-scientists the unique opportunity to share their discoveries with the scientific community through a double-blind peer review process.

2. Haroun Elyasir

Statement of Interest
<p>I am eager to serve as a Councillor-at-Large for the Graduate Students’ Association (GSA) at the University of Alberta because I like to help students. In my previous term with GSA, I was privileged to witness the progress of the graduate minimum guarantee fund initiative. I was able to comment and participate and share my perspective. Also, I learned many valuable things on GSA dynamics and what services GSA advocates for. Lastly, I improved my presentation and confidence by being able to speak in front of many people. All the previous reason have motivated me to apply.</p>
Bio
<p>I served before as Councillor-at-Large from 2023-2024. I also volunteer as a cardiac unit advisor at the University hospital.</p> <p>Hi, I’m Haroun, and I’m excited about the opportunity to serve as a GSA Councillor-at-Large. My journey started in farming, where I developed a strong work ethic and a deep appreciation for sustainability. I later transitioned into oil and gas, working as a field operator before earning my engineering degree. Since 2012, I’ve been involved in pipeline projects, process optimization, and energy policy, gaining hands-on experience in problem-solving and collaboration.</p> <p>Beyond my professional work, I’ve been actively engaged in student leadership, serving as the VP of Communication for the GSA at the University of Regina in 2016. That role taught me the importance of advocacy, clear communication, and building a strong student community—values I would bring to this position.</p> <p>I’m passionate about supporting fellow graduate students, improving student engagement, and ensuring our voices are heard. With my mix of industry experience, leadership, and policy background, I believe I can contribute meaningfully to the GSA. I’d love the opportunity to help make a difference!</p>

3. Julianna Durham

<p>Statement of Interest</p> <p>I'm passionate about student governance and the agency it provides students to impact their community and improve the experiences of others.</p>
<p>Bio</p> <p>During my undergrad, I served in various elected executive roles for the U of A Cheer Team, including President. This fostered a strong understanding for and appreciation of university processes, policies, and the role that student volunteers play in shaping their community. My success in this role was confirmed by my offer to return to the team as a coach the subsequent year.</p> <p>I've served in various government communications and policy roles, including as a policy advisor for the department of Advanced Education, which has provided me a strong understanding of the postsecondary sector and governance frameworks as a whole, as well as the skills of analysis and diplomacy required for a role of this sort.</p> <p>Writing for the Gateway regarding municipal politics has also re-ignited my interest in local policymaking and initiatives.</p>

4. Rishabh Dagur

<p>Statement of Interest</p> <p>I am passionate about advocating for graduate students and want to ensure their voices are heard in key decision making processes. Serving as a GSA Councillor-At-Large would allow me to contribute meaningfully to the graduate student community, like working towards policies that enhance academic, financial, and social well-being. My experience as a graduate student representative on the Executive Coordinating Committee (ECC) has given me insight into student needs and university governance, and I am eager to extend this experience to a broader level.</p>
<p>Bio</p> <p>I am serving as a Graduate Student Representative on the Executive Coordinating Committee (ECC) at the Faculty of Engineering, to advocate for student concerns and facilitating engagement with faculty leadership. Additionally, I have contributed as a Teaching Assistant (TA), mentoring undergraduate students, and as a Lab Manager (LSA), to ensure smooth academic and research operations. My involvement in academic and student governance has strengthened my leadership, teamwork, and communication skills.</p> <p>I am a PhD student in Mechanical Engineering at the University of Alberta, specializing in materials research. My academic and professional experiences have shaped my ability to problem-solve, communicate effectively, and advocate for student needs. Through my roles and my part-time position as a Shift Leader at University of Alberta Students' Union (UASU), I have engaged with</p>

diverse student groups, and have gained valuable insights into student concerns, university administration, and policy-making. This experience has strengthened my commitment to fostering an inclusive, supportive, and thriving graduate student community.

5. Jeff Akhagbosu

Statement of Interest

To advocate for student policies I believe will be beneficial and to learn leadership from the serving DEOs

Bio

I am an Ambassador for The Innercity Missions: A mission organization dedicated to catering for less privileged children and families of marginalized communities and limited resources around the world.

I am a passionate and dedicated graduate student currently pursuing a Master of Science in Internetworking (MINT) at the University of Alberta. With a background in telecommunications engineering spanning approximately four years, I bring a strong foundation in problem-solving, leadership, and strategic thinking.

Beyond my technical expertise, I am a wellness and fitness enthusiast, committed to fostering positive habits and productivity. I am also a public speaker, graphic designer, and advocate for social causes, frequently contributing to initiatives that support underprivileged children. My interests extend to sports, fashion, and culinary exploration, reflecting my dynamic and well-rounded personality.

As a devout Christian and a proud Edo State native from Nigeria, I value integrity, inclusivity, and community service. I am eager to represent and support my fellow graduate students, ensuring their voices are heard and their needs are met within the GSA.

Thank you.

Item 7a: 2025 GSA General Election Results - Outline of Issue

Outline of Issue

2025 GSA General Election Results: To Receive For Information For Purposes of Transferring Banking Signing Authority

Suggested Motion for GSA Council:

That GSA Council **RECEIVE FOR INFORMATION** the results of the 2025 GSA General Election wherein the following graduate students were duly elected as President, Vice-President Academic, Vice-President External, Associate Vice-President Labour, Vice-President Student Life and Vice-President Student Services:

President	Aashish Kumar
Vice-President Academic	Chen Okafor
Vice-President External	Niloufar Mirfallah
Associate Vice-President Labour	Nathan Lamarche
Vice-President Student Services	Saad Arslan Iqbal
Vice- President Student Life	Hazel Kemuma

Background:

The 2025 GSA General Election official results were announced to all graduate students by the Chief Returning Officer on Friday, 21 February 2025.

GSA Council is now asked to receive these results for information as the GSA’s bank requires that the names of the newly Directly-Elected Officers appear in the Minutes in order to transfer signing authority on 1 May 2025.

Jurisdiction:

GSA Bylaw and Policy, Section D: GSA Officers, GSA Policy, GSA Officer Portfolios, Section D.POL.10.1.e.iii:
“The CRO reports to GSA Council, in writing, the names of all elected GSA DEOs, following the release of the official results for a GSA General Election or by-election, for the purposes of transferring bank signing authority.”

GSA Bylaw and Policy, Section K: Finances, GSA Policy, Budget Principles and Procedures, Section K.POL.3.7.a:

“Financial documents requiring signature, including but not limited to cheques and investment instructions, require two (2) signatures: either any two (2) Directly-Elected Officers (DEOs), or any one (1) DEO and one (1) Director.”

GSA Bylaw and Policy, Section K: Finances, GSA Policy, Budget Principles and Procedures, Section K.POL.3.7.b:

“The President, at least two (2) Vice-Presidents, and at least two (2) Directors, renewed annually, will each as individuals have authority as signing officers for the GSA.”

GSA Bylaw and Policy, Section K: Finances, GSA Policy, Budget Principles and Procedures, Section K.POL.3.7.c:

“Wherever possible, it is preferable for the signatories to be the President and the ED (or delegate).”

GSA Bylaw and Policy, Section I: Elections, GSA Policy, Elections, Section I.POL.13.1:

“Upon completion of the ballot count, the CRO will announce provisional results. Results will be made official only after the deadline to lodge a complaint with the CRO about an alleged breach of GSA Bylaw or Policy has expired and none have been received or when the GSA’s process of dealing with alleged breaches of GSA Bylaw or Policy on elections and any appeals within that process are exhausted.”

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 24 March 2025, Meeting**

To: Council Members
From: Muhammad Haseeb Arshad
Date: 2025/3/20

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

Please find below a list of meetings I attended between Feb 26 to Mar 24, 2025 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

Date	Meeting
Feb 26	University Association Meeting
Feb 26	Meeting with T. Raivio
Feb 27	BFC Budget Finalizing Meeting
Feb 27	Minister Sawhney Budget Meeting
Feb 28	Meeting with President Flanagan
Mar 3	GSA EDI Committee
Mar 5	EDI Reading Group
Mar 5	Meeting with M. Padfield
Mar 5	MOU Meeting with S. Wolgemuth
Mar 6-7	HESA AI-cademy Conference
Mar 6	Recovery Pledge Follow-Up Meeting
Mar 6	Hackathon Event Discussion
Mar 10	Online GFC Budget Update
Mar 11	CAUU Toddler Centre Funding
Mar 11	DoS Meeting
Mar 12	TD Insurance Annual Review
Mar 12	GFC APC

Mar 13	UofA Board Finance & Property Committee
Mar 14	UofA Board Learning, Research & Student Experience Committee
Mar 14	The Gateway Interview
Mar 17	Meeting with Chief of Staff, J. Smith
Mar 17	StudentCare Update Meeting
Mar 18	GSA Facilities Meeting
Mar 20	Meeting with Minister Sawhney/UofA Board of Governors
Mar 21	Governance Committee
Mar 24	Meeting with President Flanagan

Dear Council Members,

The past month has been incredibly impactful and rewarding as we continue making significant strides in advancing the priorities outlined in our strategic plan. From securing long-term financial agreements for the GSA, to pushing for greater affordability and transparency in university budgeting, to strengthening advocacy efforts at both the provincial and institutional levels, we have achieved meaningful progress that will leave a lasting impact on graduate students. As we approach the final stretch of my team’s fiscal year, I am pleased to share that we are on track to present the final update on our strategic plan at the next council meeting, ensuring that our key initiatives are well-documented and positioned for long-term success.

With the semester ending, we are also preparing for a period of transition as we gear up for the summer and welcome the new executive team. The work we have done over the past year has laid a strong foundation for the next GSA leadership, and I am confident that they will build upon these achievements to continue advocating for graduate students. I encourage all of you to remain engaged as we finish out this term and help ensure a smooth transition for the incoming team.

GSA Peer Connect Conference

As you all are aware that I have been pushing for one of our key initiatives since the start of my presidency, the Peer-Connect Conference, and I am pleased to report that we are making significant progress. We have budgeted \$27,000 to launch this initiative next year and after multiple discussions with the Dean of Students office and the GPS office, I am confident that this will be a wonderful event to celebrate graduate students’ research and can eventually become a revenue generating source in future years.

I recently met with Tracy to discuss potential collaboration, and I am excited to share that there is strong interest from her office in working with the GSA to have a successful conference. Given that GPS is already working on initiatives to celebrate graduate research and has its own funding to support such efforts, this collaboration presents a great opportunity for both the GSA and the university. What makes this initiative particularly exciting is its potential to become a revenue-generating project for GSA. With the right planning and execution, this conference could help us take steps toward financial sustainability and reduce our reliance on university funding. I will be documenting the details in my transition report to ensure that the next team has a clear path forward. However, it will be crucial for them to properly advertise and sustain this event so that it can grow into a long-term success.

CUAA Coalition of all Unions on Campus

I am pleased to report to the council that we have finalized Memorandum of Understanding (MoU) with the Students' Union (SU), NASA, and AASUA to strengthen solidarity among all union members on campus. This coalition, now officially named CUAA, represents a significant step toward fostering collaboration between different campus unions.

The official launch of CUAA is scheduled for April, at which time we will release a joint statement outlining our shared priorities and commitments. For your reference, I have attached the coalition's MoU to this report so you can review the details. I believe this partnership will help inform and support the work of all unions on campus by providing a unified voice on key issues affecting students, staff, and faculty.

Additionally, I have ensured that AVPL is included as a signatory in this document. Given their delegated authority under the bylaws to represent academically employed graduate students, their endorsement is essential for both institutional history and internal governance practices. Their inclusion strengthens the legitimacy of this coalition and ensures that graduate student workers are recognized within this broader union alliance.

This is a significant milestone for the GSA, as it positions us as an active stakeholder in broader labor discussions on campus. I look forward to seeing the impact this coalition will have in the coming months.

Provincial Advocacy Update

Since the start of my presidency, advocating against Bill 18 has been a priority, and I want to update the council on the significant progress we have made. As you all know, my first statement as president addressed the concerns of graduate students regarding this bill. We followed up with an open letter to the Minister of Advanced Education and met with her in November to push for mandatory student

consultation on any legislation that directly impacts us. During that meeting, we also raised concerns about the lack of transparency surrounding Mandatory Non-Instructional Fees (MNIFs) and other issues that Parman and I discussed during our advocacy efforts in November.

I am pleased to report that our efforts have resulted in key exemptions being added to Bill 18. The minister has confirmed that any graduate student receiving tri-council funding will not be affected by the bill. Additionally, lease agreements for student associations have also been exempted. These exemptions will officially take effect on April 1, marking a significant win for graduate students and student organizations.

Beyond Bill 18, I also attended the Minister of Advanced Education's budget announcement, where she confirmed that new guidelines for MNIFs will be introduced before Fall 2025. These guidelines are expected to provide much-needed clarity and remove the ambiguity surrounding MNIFs, ensuring that students better understand what they are paying for.

I want to take a moment to acknowledge the support of UCGSA and AUGSA in these advocacy efforts for their hard work in making these exemptions a reality. Moving forward, I strongly encourage the next GSA team to continue advocating for a differential MNIF structure for graduate students. As we have consistently pointed out, graduate students do not use many of the services covered by MNIFs at the same level as undergraduates, and some services are exclusively available to undergraduates. It is only fair that we push for a fee structure that reflects our actual usage.

Harm Reduction and Recovery on Campus Pledge

Over the past few months, Lisa and I have been actively advocating with the Dean of Students office for the university to sign the Recovery on Campus pledge. I am pleased to report that our efforts have gained strong support, particularly from the Assistant Dean of Wellness (Kevin Friese), who has expressed a genuine commitment to this initiative. I am hopeful that before our term ends, we will be able to establish a working document outlining all available resources for students navigating the challenges of recovery on campus.

Additionally, in our last EDI committee meeting, members expressed interest in developing a structured action plan to further integrate harm reduction and recovery support into the GSA's broader EDI efforts. There was also a discussion about drafting recommendations for the next GSA board, which could be incorporated into their strategic plan. This is a promising step forward in ensuring that harm reduction remains a priority in our advocacy work.

I am currently working on a draft action plan for the EDI committee and will provide an update to the council once it is finalized. Once completed, the plan will be presented to the council as an information piece, ensuring that this important work continues beyond our term.

External Funding and MoU Agreements

Given the enrollment decrease, securing long-term financial stability for the GSA is extremely crucial, and I am pleased to report that I have signed three-year, non-binding Memorandums of Understanding (MoUs) with the GPS and the Dean of Students (DoS). These agreements not only safeguard institutional history but also ensure the continuity of financial support from both offices.

Previously, the GSA received \$5,000 annually from both GPS and DoS. After persistent negotiations, I have successfully secured an increase in funding, with DoS committing \$8,000 and GPS increasing their contribution to \$6,000 starting next year. This marks a significant step in strengthening the financial foundation of the GSA and ensuring that we continue receiving vital support for graduate students. However, I also want to share the challenges I faced in securing an MoU for the Graduate Student Support Fund (GSSF). Despite my best efforts, the university's ongoing financial struggles—particularly the 3% budget cut being implemented across all units for the next three years—prevented them from signing an agreement. While this was disappointing, I did manage to ensure that our current GSSF funding remained intact, avoiding a reduction that could have significantly impacted graduate students. Looking ahead, I believe there is an opportunity for the association to revisit this issue during collective agreement bargaining. While GSSF funding benefits all students, the last bargaining team successfully advocated for an increase in GSSF support and leveraged strong negotiation skills to secure more funding. I encourage the next team to continue these conversations and explore every possible avenue to strengthen the financial stability of GSA.

Meeting with Bill and Melissa

In my recent meeting with Bill and Melissa, I focused on the long-term sustainability of the GSA and raised several key concerns that directly impact our association's operations and advocacy efforts. One of the most pressing issues I brought forward was our ongoing space constraints. I emphasized the importance of providing private offices for the DEOs, as their current cubicles do not offer the necessary privacy for confidential meetings. Given the nature of their roles and the sensitive matters they handle, this remains a critical issue that needs to be addressed to ensure they can perform their duties effectively.

With Melissa, I discussed the tuition fee consultation plan that her office will be preparing starting from June, which will be up for approval by the GSA. As we are moving forward, I want to ensure that the administration respects and follows the new consultation guidelines that require them to present the

proposal to the GSA council twice. This is a crucial step in making the tuition consultation process more transparent and ensuring that graduate students have a stronger voice in these discussions. Additionally, I would like to put on record that President Flanagan has been an incredible partner, particularly in advocating for our course-based scholarship and ensuring that the GSSF remains protected from budgetary cuts. His support has been instrumental in maintaining financial stability for graduate students, and I appreciate his willingness to engage with us on these critical issues.

Board of Governors Standing Committees

Over the last week, I attended the BFPC and BLSRC meetings, where critical budgetary and policy discussions took place. To ensure continuity in GSA advocacy, I invited the incoming president to join me for the open sessions of these meetings.

At the BFPC meeting, the university's budget for the next academic year, including the tuition fee proposal, was up for approval. I took this opportunity to raise concerns about affordability, particularly considering the university's decision to increase salaries by over 11% while simultaneously enforcing a 3% budget reduction across all units and implementing a hiring freeze. I questioned how these financial decisions would impact student experience services and graduate student supervision, areas that are already facing significant constraints.

Another major issue I addressed was the 20% increase in parking permit costs. This sharp increase far exceeds inflation, and I pressed the administration on how they plan to reconcile such a rise with their commitment to student affordability. Additionally, I raised concerns regarding financial aid, specifically requesting that the university provide an explicit budget line under financial support for our community engagement award for course-based students, as they previously committed to the GSA.

Student enrollment was another area of concern. A 37% reduction in international student applications will have a significant impact on the university's budget next year. Furthermore, the university has issued admission letters to over 60% of applicants, which raises serious questions about the competitiveness of the admission process. The implications of these trends will be felt in multiple areas, including student funding and institutional reputation, and I emphasized the need for a more strategic and transparent approach to admissions.

On the tuition fee proposal, while I acknowledged that the administration incorporated our feedback by adopting a differential fee model—with no increase for international thesis-based students, a 5% increase for MBA students, a 10% increase for all other course-based international students, and a 2% increase for domestic students—I reiterated concerns raised by domestic thesis-based students regarding their 2% increase. Moreover, I expressed strong opposition to the double-digit tuition hike for international students, especially when tuition across Canada has increased by just over 2%—a figure

below inflation. The sharp increase for international students sends a concerning signal that their tuition fees are being used to subsidize revenue losses caused by the cap on domestic tuition increases. These discussions reinforced the importance of sustained advocacy, and while we have seen some progress, we must continue pushing for a fairer and more transparent budget process that prioritizes affordability for all students.

As I progress with these initiatives, my commitment remains the same: to ensure that our graduate community's voices are heard, to represent our interests in key decisions, and to adopt practical, people-focused strategies to meet our challenges. If you have any questions and concerns, please do not hesitate to contact me at gsapresi@ualberta.ca. Thank you for taking the time to read through the lengthy council agenda, it means a great deal to us and to the work we are doing to support our graduate community.

Sincerely,

Haseeb Arshad, President of the GSA

**GSA Board
Report to GSA Council for the 24 March 2025, Meeting**

To: Council Members
From: Chair GSA Board
Date: 2025/3/20

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.

19 March 2025 GSA Board Meeting

Main Agenda Items:

Strategic Work Plan Updates for Council, DEO's Reports, Management Report.

Motions and Agreements:

None.

12 March 2025 GSA Board Meeting

Main Agenda Items:

DEO Priorities Survey, DEO's Reports, Management Report.

Motions and Agreements:

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). **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

Motion: That the GSA Board RECOMMEND TO GSA COUNCIL TO RECEIVE FOR INFORMATION, having also been reviewed and advised upon by the GSA Budget and Finance Committee, 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) (in the attached material). **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

5 March 2025 GSA Board Meeting

Main Agenda Items:

Provincial Budget Updates, DEO’s Reports, Management Report.

Motions and Agreements:

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). **MOTION TABLED**

Motion: That the GSA Board RECOMMEND TO GSA COUNCIL TO RECEIVE FOR INFORMATION, having also been reviewed and advised upon by the GSA Budget and Finance Committee, 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) (in the attached material). **MOTION TABLED**

26 February 2025 GSA Board Meeting

Main Agenda Items:

Campus Wellness Survey Data Presentation, DEO’s Reports, Management Report.

Motions and Agreements:

Motion: Motion to RECEIVE and APPROVE the amount of \$500 funding for the Graduate Conference of the department of Modern Languages and Cultural Studies. **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

Motion: Motion to RECEIVE and APPROVE the amount of \$1500 funding for the 6th Annual Structures Graduate Students Conference (SGSC). **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

Motion: Motion to APPROVE the estimated expense for one (1) representative/s to attend HESA AI-CADEMY Canada Summit for Post-Secondary Education in Calgary March 5-8, 2025, in Calgary Alberta). **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

19 February 2025 GSA Special Board Meeting

Main Agenda Items:

None.

Motions and Agreements:

Motion: Motion that the GSAB APPROVE and will provide to the GSA council for information purposes only removing Benjamin Kucher from as the NIAC delegate for UofA graduate students at the Canadian Alliance of Student Associations (CASA) and investigating a new process to appoint a new chair. **RK MOVED; PS Seconded. CARRIED UNANIMOUSLY.**

Note: Haseeb declared a conflict of interest and delegated his authority to the Acting President, who chaired the special meeting. He also abstained from voting.

I am happy to answer any questions.

Sincerely,

Haseeb Arshad, President and Chair of the GSA Board

**GSA Budget and Finance Committee
Report to GSA Council for the March 24, 2025, Meeting**

To: Council Members
From: Chair GSA BFC
Date: 2025/3/20

Dear Council Members,

I hope this report finds you well. I am pleased to provide an update on the final Budget and Finance Committee (BFC) meeting.

On February 27, 2025, the BFC convened for its third and final review of the 2025-2026 budget and the 2025-2028 multi-year budget. This meeting provided a comprehensive assessment of projected revenues, expenditures, restricted funds, and strategic financial priorities. The primary focus was to ensure that the proposed budgets align with the GSA's long-term goals, allocate resources effectively to key advocacy initiatives, and enhance operational efficiency.

Committee members engaged in thoughtful deliberations, scrutinizing budget lines and offering constructive feedback to refine allocations for maximum impact. Following these discussions, several adjustments were made, and a motion was raised to approve the final draft with recommendation. The BFC members unanimously carried the motion, underscoring the committee's diligence and commitment to transparent financial planning.

The thorough three-stage review process reflects the BFC's dedication to responsible stewardship of resources, particularly considering the financial challenges facing graduate student associations across Alberta due to enrollment declines. I would like to recognize the hard work of the committee members and the financial team in crafting a balanced budget that upholds the financial sustainability of the GSA.

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

Sincerely,
Haseeb Arshad, President and Chair of the GSA BFC

**GSA Equity, Diversity, and Inclusion Committee
Report to GSA Council for the March 24, 2025, Meeting**

To: Council Members
From: Acting Chair GSA EDIC
Date: 2025/3/20

Dear Council Members,

The EDI Committee met on March 3, 2025, to discuss several important initiatives aimed at advancing equity, accessibility, and inclusion within the GSA and the broader university community. One of the key discussions centered on renaming the EDI Committee to the Access, Belonging, and Community Committee (ACBC) to align with the university's evolving framework. This renaming reflects a broader mandate, ensuring that the committee's work aligns with institutional priorities and effectively represents the needs of students.

Another significant discussion focused on the development of a GSA-specific EDI Action Plan. The committee agreed on the importance of creating a structured and actionable framework to guide the GSA's equity and inclusion efforts. I will be drafting this plan and will present it to the committee for further debate and refinement before seeking formal approval.

The committee also reaffirmed its commitment to sustaining the Harm Reduction Tent initiative during every Week of Welcome and Fall Orientation. Members discussed the need for stable financial support to ensure this initiative continues to provide essential resources to students. There was also discussion on securing additional university funding for mental health services, particularly considering the provincial government's recent announcement of an additional \$4 million for mental health support. The committee explored how any potential funding allocations could be used to strengthen the Peer Support Program, ensuring that graduate students have access to meaningful mental health resources.

Another major topic of discussion was the need to separate accessibility from accommodations to better support disabled students. Currently, the university categorizes disabled students as part-time by default, restricting their access to grants unless they request a status change each year. I proposed that

accessibility should be addressed separately under the university's ACB (Access, Community, and Belonging) framework, ensuring that students do not face unnecessary barriers to financial aid. I also suggested incorporating this recommendation into the EDI Action Plan and formally presenting it to the GSA Board for advocacy.

Concerns were also raised about the lack of clarity in the accommodation process, particularly regarding the requirement for students to disclose their disabilities to access accommodations. The committee recognized the importance of improving transparency in this process to reduce unnecessary burdens on students. Additionally, there was discussion about medical certificate requirements for sick leave, particularly for international students who face long wait times for healthcare services. Members emphasized that these restrictions should be reconsidered to ensure fair and accessible policies for all students.

Further discussion focused on advocating for trauma-informed teaching practices. Currently, faculty members have the option to opt out of accessibility improvements, which raises concerns about inconsistent support for students. The committee discussed ways to encourage mandatory training for faculty members, ensuring they are equipped with the skills to provide an inclusive and supportive learning environment. E. Chambers proposed including ASSIST (Suicide Prevention) and Mental Health First Aid training in faculty and TA development programs, emphasizing that educators should be trained as first points of contact in crisis situations.

The meeting concluded with a commitment to formalizing these discussions into a concrete advocacy plan. The next steps include drafting the EDI Action Plan, securing financial support for key initiatives, and continuing to push for institutional changes that enhance accessibility, mental health services, and trauma-informed teaching practices. The committee remains dedicated to ensuring that all students, particularly those from marginalized communities, receive the support they need to succeed in their academic and personal lives.

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

Sincerely,

Haseeb Arshad, President and Acting Chair of the GSA EDIC

Item 8d: Vice-President Student Services Report

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

To: GSA Council
From: Saad A. Iqbal
Date: Mar. 19, 2025

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

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

Date	Meeting
February 26	AllFactory Visit re Hydroponics Farm
February 26	DAAC Meeting
February 27	BFC Budget Finalizing Meeting
February 27	HCA 2025 Regional Gathering
March 3	Student Group Mental Health Network Meeting
March 3	WDSJ Review Meeting
March 4	Meeting with Tim Ira (ACB)
March 6	CFB Policy Committee Meeting
March 7	Campus Wellness Network
March 10	Students Who Parent Working Group
March 10	SEAP Support Team Meeting
March 10	CFB Board

March 11	DoS/GSA Meeting
March 13	VLHR Committee Meeting
March 13	Meeting with a Student (Confidential)
March 14	UAI/ASSET/GSA Movie Night
March 17	Studentcare Update Meeting
March 18	Campus Wellness Network: DoS Service Walk
March 18	U-Pass Meeting

Dear Council Colleagues,

I hope you're all doing well, in your academic, professional, and personal pursuits. Below are the details of the meetings I have attended between February 19 and March 19, 2025:

AllFactory Visit re Hydroponics Farm (Feb 26)

In continuation of the discussions for the hydroponics farm, Kevine Firese, Madi (CFB) and myself visited the research lab of a Professor from the Mechanical Engineering Department, UofA along with the researchers working in the lab. In this tour, we were briefed about the research being conducted in the lab using hydroponics and aquaponic techniques. We also discussed some details related to expected costs for setting up a hydroponics farm, maintenance costs, and space-related issues. Overall, this was a very productive discussion, and we have some directions for the future. Budget and space allocation still remain an important consideration, and our work is ongoing in this regard.

DAAC Meeting (Feb 26)

In the Dean's and AVP Advisory Committee, members discussed regular items of the agenda including updates from the Dean of Students and the AVP Office, as well as updates on the mental health support for student advocacy. The University website is being updated considering some important feedback gathered from the University community regarding services offered to support students. Some of the suggestions include the need for a one-stop-shop service catalogue, more clear information about services, user friendliness and intuitiveness, and a more approachable tone.

HCA 2025 Regional Gathering (Feb 27)

I also attended the Healthy Campus Alberta's (HCA) Regional Gathering online where students, faculty, and staff from different institutions across Alberta discussed topics around post-secondary mental health and well-being. I had a chance to learn from external members while also explaining different initiatives, services, and programs offered by the GSA as well as other entities of the University to support students' mental health and well-being.

Student Group Mental Health Network Meeting (Mar 3)

In this regular meeting, members discussed various updates from groups on campus regarding different activities being planned to support mental health and well-being among our campus community. We also had an educational moment centered around event planning. The educational piece also included discussion on the importance of flexibility, background work, distributing tasks, booking venues, communication, and overall management. From the GSA, I shared the details of our elections being concluded and incoming DEOs.

WDSJ Review Meeting (Mar 3)

I attended this meeting for the VP SL. After the success of the Living Library sessions organized by the Days of Action, this follow-up meeting was called to review the program and the lessons learned. While the event was appreciated by the attendees, there were some improvements suggested for next year's program. Members also discussed the potential of exploring alternative ways to observe the World Day of Social Justice and some ideas were brought forward.

Meeting with T. Ira (Mar 4)

In this meeting (attended for VP SL), Tim and I discussed important updates from the Office of Access, Community and Belonging (ACB) that is currently working on putting together tools and resources related to disability. The aim is to promote these resources among instructors and staff who can help provide accommodations to students. Tim also shared that representatives from the ACB are willing to visit one of our councils to share information about what the office envisions for the future. We also briefly talked about the recent election results, and I shared that Hazel (incoming VP SL) will be joining me in our upcoming meeting to ensure a smoother transition.

CFB Policy Committee Meeting (Mar 6)

In this regular meeting the members of the CFB Policy Committee discussed some key draft policies that are being developed to strengthen the internal working of the CFB. As a member of the committee, I have also been contributing to these discussions.

Campus Wellness Network (Mar 7)

In this regular meeting, members discussed key updates on campus trends, area updates from different groups and offices related to wellness on campus. Some of our discussion also focused on communication and awareness about different activities, services, and events which focus on wellness and how to ensure that students are more informed about them.

Students Who Parent Working Group (Mar 10)

In this regular meeting, members were briefed about the student caregiver survey. The survey was sent to 43,793 students out of which 3123 consented to fill the survey. I also requested specific information related to graduate students. Since the results are being analyzed at the moment, these details will be shared at a later time. It is expected that once data related to graduate students is gathered, the GSA will be in a better position to set some strategic goals and objectives to support our graduate student parents and caregivers. Members also shared updates about different activities and initiatives. I informed the members about the elections and the continuation of efforts for our parents' lounge.

SEAP Support Team Meeting (Mar 10)

In this meeting (attended for VP SL) members were briefed about key updates related to the Student Experience Action Plan (SEAP). The survey to gather insights and feedback will run from March 19-April 22. Priority focus areas include enhanced approaches for advising ecosystem for this year. From May, 2025 our incoming VP SL will be the GSA representative for this initiative.

CFB Board (Mar 10)

The CFB Board met on March 10 where members discussed key updates and regular items of relevance. One of the highlights from this meeting is that the selection committee has put forward a name for the role of the Executive Director. The recruitment process is ongoing, and updates will be shared once finalized.

DoS Meeting (Mar 11)

In this regular meeting, the Executive Board Members and representatives from the DoS discussed key areas of mutual interest. The discussion centered around resources and policies for student parents or caregivers (the same survey explained above) and the child-minding proposal which is currently out on a hold due to budget constraints. We also talked about opportunities for creating better connections and access between campuses, celebrating graduate research, and the GSA's Food Strategy.

VLHR Committee Meeting (Mar 13)

I attended this meeting for the VP SL. The Committee on the Visiting Lectureship on Human Rights met to discuss shortlisting guest speakers for this year. Out of a wider list, we shortlisted six names which will further be ranked by all members by the end of this month. Once the name has been finalized, more details will be shared about the lecture and its organization.

UAI/ASSET/GSA Movie Night (Mar 14)

On March 14, the GSA collaborated with the UAI and ASSET teams in organizing another movie night. Attendees saw the Brother Bear movie along with snacks, popcorn, and drinks. I was accompanied by two GSA volunteers for this event. Events such as this one seem to gather a lot of attention among graduate as well as undergraduate students. Based on popularity, we might continue to collaborate on such events in the future as well.

Studentcare Update Meeting (Mar 17)

The StudentCare representative gave a comprehensive report to the Associate Director, President and me about the usage of our health and dental plan for the year 2024-25. There are some important highlights from the report worth discussing. Even though we are now moving to a new provider, these statistics are very helpful for us to determine the health and dental plan arrangements with Ellement. The report will be shared with the council as well.

Campus Wellness Network: DoS Service Walk (Mar 18)

On March 18, the office of the Dean of Students organized, [Thrive: Student Mental Health Forum](#). This was a drop-in event where various service partners tabled and helped students gain information about the services and programs offered to enhance their educational experiences. In addition, the forum also offered presentations and panel discussions related to mental health and resources.

U-Pass Meeting (Mar 18)

In this regular meeting, members discussed details about the referenda related to the continuation of the U-Pass agreements. Both the UASU and the UAGSA have had their referenda passed, which means that the UofA will be renewing the U-Pass program for both undergraduate and graduate students. The GSA's lawyer has already reviewed the agreement, and we will be signing the new contract once it has been forwarded to us officially.

Best Regards,

Saad Arslan Iqbal

GSA VP Student Services (2024-25)

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

Item 8e: Vice-President External Report

2024-2025 Vice-President External Report to GSA Council for the January 2025 Meeting

To: GSA Council
From: Parman Mojir Shaibani
Date: March 24th, 2024

2024-2025 GSA VP External Meetings Attended (Parman)

Please find below a list of meetings I attended between October 9th to 8 November 12th (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

Date	Meeting
Feb 24	Fearless Innovator Orientation
Feb 25	CASA GAC Meeting
Feb 26	Alumni Careers Committee Meeting
Mar 11	Steering Committee: Engage with Purpose
Mar 12	Steering Committee: Engage with Purpose

Over the past meetings, I engaged in key discussions and decision-making processes across multiple committees. As part of the Fearless Innovator Award, I participated in the adjudication process, ensuring a fair and thorough evaluation. At the CASA GAC Meeting, we made progress on the first draft of the Sherk Survey and reviewed general GAC policies to guide future advocacy efforts.

The Alumni Careers Committee Meeting covered a range of topics, including voting on the Distinguished Alumni Award Recipients, integrating Indigenous perspectives into alumni awards, and reviewing updates to the University of Alberta’s Naming Policy and Donation Acceptance guidelines. We also examined Alumni Participation Analysis, identifying trends across colleges and discussing strategies to enhance engagement and efficiency. Additionally, we contributed feedback to help refine alumni and donor engagement policies.

In the Steering Committee – Engage with Purpose, discussions focused on advancing an integrated action plan to align university commitments with external engagement strategies. The Connectors and Superconnectors initiative was introduced to strengthen collaborations between the university and

community partners, emphasizing the role of research in economic development. A proposed TEDx-style event was explored, with five thematic areas under consideration to highlight impactful research and community engagement. The Impact Series was also discussed as a way to foster continuous, meaningful connections beyond traditional events.

Overall, these meetings were crucial in shaping policy updates, strengthening alumni and donor relations, enhancing student advocacy, and expanding the university's engagement framework. Looking forward to the next steps in implementing these initiatives.

Item 8f: Associate Vice-President Labour Report

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

To: GSA Council
From: Muneeb Masood Raja
Date: 19 Mar 2025

2024-2025 GSA Associate VP Labour Meetings Attended

Please find below a list of meetings I attended between 25 Feb to 24 Mar 2025 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

Date	Meeting
25 Feb	Meeting with a Student
27 Feb	BFC Budget Finalizing Meeting
1 Mar	Welcome to your Union Training
3 Mar	GSA Ambassador Program Working Group Meeting
11 Mar	CAUU Meeting
11 Mar	People Strategy Steering Committee Meeting
11 Mar	GSA & DoS Meeting
12 Mar	GSA Recognition Awards Night
18 Mar	Meeting with the Bargaining Team
20 Mar	Monthly Check-in with CS and OC

21 Mar	Meeting with a PSAC Representative
24 Mar	LRC Meeting
24 Mar	GSA Ambassador Program Working Group Meeting

Dear Council Colleagues,

It's hard to believe my second term is almost over. Over the past month, I've had the opportunity to attend several important meetings. Here are some key details of those meetings:

(Mar 3) Graduate Student Ambassador Program Committee Meeting

The meeting focused on reviewing the pilot initiative under the Culture of Care Action Plan aimed at addressing the unique challenges faced by graduate students, especially the power dynamics between students and Principal Investigators (PIs). The program seeks to establish a network of trained graduate student ambassadors who will serve as safety champions, supporting students' physical, psychological, and cultural safety. These ambassadors will provide peer support, guide students to university resources, and help identify any barriers in university policies.

In terms of training, the ambassadors will receive education on relevant policies which are currently being prepared by the DoS office. The recruitment process, initially scheduled to begin in March, has been moved to April to allow the team to explore similar programs on campus and ensure there is no duplication of efforts. Training for ambassadors will take place over the summer, and the program is set to officially launch in September 2025, running for one year as a pilot.

(Mar 11) Coalition of University of Alberta Association (CUAA) Meeting

The Graduate Students' Association, Students' Union, Non-Academic Staff Association, and Post-Doctoral Fellows Association have come together to form a coalition. The coalition's purpose is to amplify the collective voice of our members, provide mutual support, and advocate for sustainable solutions. Key objectives include strengthening solidarity, offering assistance in times of need, sharing knowledge and best practices, and collaborating on advocacy efforts to improve teaching, working, and learning conditions, as well as influencing relevant legislation.

This coalition will be governed by a leadership committee made up of representatives from each association, with regular quarterly meetings to discuss ongoing initiatives and concerns. Working groups will be established as necessary to focus on specific issues like labour rights, tuition costs, and support

for students, staff, faculty, and postdocs. Each association retains autonomy over the projects and initiatives it supports, with the right to oppose actions that don't align with its membership's interests. The coalition will also focus on joint campaigns, sharing training and educational resources, and developing emergency support frameworks. Periodic evaluations will assess the coalition's progress and adjust strategies as needed. This collaboration will strengthen our collective efforts to build a resilient, equitable, and forward-thinking environment for all members.

The coalition along with Association of Academic Staff of the University of Alberta (AASUA) have jointly signed a letter expressing our strong concern over the University's decision to end its financial support for the six university-affiliated daycares. These daycares provide essential, high-quality childcare for the children of university faculty, staff, and students. With this letter, we aim to highlight the critical role these daycares play in fostering an inclusive and accessible university community and to urge the university to reconsider this decision, as the financial support is vital for maintaining the high standard of care and educational development that benefits families across the university.

(Mar 11) People Strategy Committee Meeting

The People Strategy Committee meeting focused on the development of institutional values for the University of Alberta, a key deliverable under the People Strategy for the first year. The meeting aimed to outline the process for creating a set of values that align with the university's mission and vision while also ensuring these values are broadly accepted and resonate across the community. The Steering Committee, co-chaired by the Provost and Vice-President (Academic) and the Vice-President (University Services, Operations and Finance), provided oversight for the process.

The meeting included a review of the Terms of Reference and discussed the importance of organizational values, with participants exploring why these values matter and how they can serve as a touchstone for the university community. Key input was gathered from the Board-GFC Senate Summit, where themes such as collaboration, impact, resilience, excellence, ambition, curiosity, freedom of expression, transparency, trust, and mutual respect resonated most strongly among groups. The proposed approach outlined a two-phase consultation process, with an initial focus on thematic consultations through surveys and workshops, followed by the release of a "What We Heard" report and a draft set of values for validation. The formal approval of the institutional values will be sought by Fall 2025.

(Mar 18) Meeting with the Bargaining Team

Our negotiating team met last week to finalize our monetary proposal, which will be tabled during the upcoming meeting with the university on April 22-23. The proposal has been carefully finalized following thorough research and in-depth discussions. We are committed to keeping you informed and will provide updates as negotiations progress.

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 8g: GSA Senator Report

To: GSA Council

From: Ola Mabrouk, GSA Senator

Date: March 19, 2025

Subject: Summary of GSA Senator Activities

Report on Activities as GSA Senator: As part of my ongoing commitment to representing and contributing to the University of Alberta community and representing the GSA, I would like to highlight my recent activities and engagements:

1. Board/GFC/Senate Summit Participation:

I attended the Board/GFC/Senate Summit on January 31st, where discussions focused on the university's organizational values and the newly launched People Strategy. Table discussions were held to review university statements, gather input, and identify gaps to shape the university's statement of values. My participation ensured that diverse perspectives, including those of graduate students, were considered in these discussions.

2. Senate Plenary Participation:

I attended the Senate Plenary sessions held in December and March for 4 days, actively engaging in discussions on key issues and institutional developments. The plenaries covered a range of topics, including a strategic review of Senate themes and a presentation from U School Award Recipient, highlighting the impact of the program. Additionally, Deputy Provost Kathryn Todd and Vice-Provost Carrie Smith provided insights into university initiatives related to access, community, and belonging. The sessions also included an update on the Social Innovation Working Group, and an overview of the On Campus Program in the Faculty of Education. Furthermore, I participated in a session focused on preparing U School elevator pitches, enhancing advocacy efforts for this important initiative.

3. Support for the CFB Community Pantry:

As part of the Senate's commitment to addressing food insecurity, I contributed to the CFB Community Pantry initiative. Through collective efforts, senators donated \$2,600, enabling the purchase of nearly 1,100 lbs of food to support individuals in need. This initiative highlights the university community's dedication to social responsibility and student well-being.

4. Committee Involvement:

I was an active member of several committees (confidential). My contributions helped shape the outcomes and final decisions of the committees and ensured that graduate students' perspectives were included in the decision-making processes.

I look forward to continuing my work as GSA Senator and contributing to initiatives that benefit our students.

Thank you for your attention and support.

Ola Mabrouk

GSA Senator

Item 8i: GSA Chief Returning Officer Report

Dear GSA Council,

Over the past month, I have met with ERC to begin debriefing the general election and make recommendations for the next cycle. We will have more updates over the next months as discussions wrap up and potential changes are presented to Council.

We have also been planning for the By-Election of the Vice President Indigenous Relations. The nominations are currently open until Wednesday, April 2nd, the forum will take place on Friday, April 4th, and voting from April 8th to 10th. Please spread the word to your constituents and encourage them to run in the election and/or vote. Note that this position is only open to Indigenous students.

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

Sophie Shi
GSA Chief Returning Officer

Item 8j: NoC Chair Report

**2024-2025 Nominating Committee Chair
Report to GSA Council for March 2025**

To: GSA Council

From: Arseniy Belosokhov

Date: March 19, 2024

Dear members of the GSA Council,

Since the last Council meeting, one of the Nominating Committee members has resigned. The vacancy has been advertised and the applications of the two candidates to refill the position have been reviewed and put forward for the Council vote. The GSA General Elections ended up with 7 vacancies for Councillors-At-Large positions. These vacancies have been advertised and 5 applications are put forward to the Council vote. The remaining vacancies will continue to be advertised by the GSA Speaker and reviewed by NoC.

Sincerely,
Arseniy Belosokhov, Nominating Committee Chair

Item 8k: ERC Chair Report

**GSA Elections and Referenda Committee
Report to the GSA Council for the March 24, 2025 Meeting**

To: GSA Council
From: Elsie Osei, Chair of the GSA ERC
Date: 17th March 2025

Dear GSA Council Members,

The Elections and Referenda Committee (ERC) convened **March 4th and 11th, 2025**, to address critical updates and proposals for the upcoming and future election cycle. Below is a summary of key discussions and decisions.

ERC Meeting Summary

Proposed Nomination Process Revisions (CRO Proposals):

- The ERC approved the pilot launch of a new online nomination form designed to streamline the application process for candidates seeking the GSA Directly Elected Officer positions or Councillors-at-Large positions. The ERC reviewed the new form; suggested improvements including streamlining fields and enhancing accessibility.
- During this initial phase, the Google Form-based submission will be introduced as an optional alternative to traditional nomination methods. This pilot aims to evaluate the efficiency, accessibility, and user experience of the digital platform, ensuring it aligns with the needs of candidates and the GSA's commitment to transparency. By offering this optional pathway, the ERC seeks to gather feedback and assess the viability of transitioning to a fully digital nomination process in future elections.
- To advance informed and confident participation in GSA elections, the ERC and CRO are discussing the introduction of a mandatory knowledge-based assessment as part of the nomination process. This brief quiz, developed collaboratively by the committee, would ensure candidates demonstrate a clear understanding of the roles, responsibilities, and expectations associated with the positions they seek.

This initiative addresses feedback from past elections, where gaps in role awareness occasionally led to mismatched expectations. By integrating this step, the ERC aims to:

- a. Empower candidates with foundational knowledge about their desired roles.
- b. Strengthen governance by prioritizing candidates who align their goals with the position's demands.
- c. Enhance transparency by clarifying commitments upfront.

Term Limits:

- Differentiated term limits for Vice Presidents (VPs) and the President are under consideration. Specific thresholds for these roles (e.g., stricter limits for the President or VPs) will be deliberated in future meetings.

This is to tailor term limits to reflect the distinct responsibilities and leadership demands of executive roles.

- The ERC will conduct a detailed analysis of role-specific term impacts and solicit feedback from stakeholders.
Final recommendations will be presented for Council approval following further discussions.

Candidate Information:

- Debated inclusion of **candidate photos and bios** in election materials. Further consultation and discussions needed.

By-Election Timeline:

- Finalized dates: **March 19 to April 11, 2025.**

Supervisor Approval:

- Discussions are ongoing on the removal of the supervisor approval requirement for nominees. Decision pending further feedback.

Sincerely,
Elsie R. Osei,
Chair of GSA ERC

Item 8L: GSA Management Report

GSA Management
Report to GSA Council for March 24 2025 Meeting

To: GSA Council
From: Cindy Roose
Date: March 24 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.

Overall engagement in the 2025 elections improved from previous years. Engagement was measured through increased number of candidates, attendance at various election events, and voter turnout. The U-Pass renewal was on the ballot, which helped to improve voter turnout. The online voting system worked well, but we have identified a few improvements in messaging for upcoming years. Nominations are also open for the VP Indigenous Relations by-election. More information can be found in the GSA Newsletter. I would like to thank Grace Adair and Sophie Shi for all of their hard work to ensure a smooth general election and by-election, and on behalf of staff, we are looking forward to the transition and onboarding process for incoming DEO's.

The GSA Awards night was held on March 12, 2025. This night celebrates student academic achievement, volunteerism, and engagement. The evening was a success and I would like to thank Brandy Ellamil for organizing this special event. Planning is underway for a Volunteer Appreciation event, the last Social Hour of the semester, Spring Social, and fall orientation activities.

There is continuing work on the preparation of 2024 winter quarterly financial statements. The quarterly financial statements provide the Council with transparency and accountability of operational spending as this will reflect the current financial health of the association. These efforts ensure fiscal responsibility and demonstrate our commitment to maintaining trust with the graduate student community. I would like to thank Dorota Dziekan-Kryjak (Finance Manager) and Seidy Louangxay (Accountant) for their efforts in constructing our new 2025-2026 budget and supporting our ongoing financial operations.

The office has been supporting several critical committees, including the Tuition-Based Advisory Committee (TBAC), Mandatory Non-Instructional Fees Joint Oversight Committee (MNIF), Equity, Diversity, and Inclusion Committee (EDIC), Budget and Finance Committee (BFC), and Governance Committee (GC). These committees are fundamental to shaping policies, advocating for student interests, and ensuring ethical and effective governance. The staff have been instrumental in coordinating meetings, providing research support, and ensuring these committees have enough members and resources to work effectively.

Sincerely,

Cindy Roose, Associate Director

Management Report to the GSA Board, February 26 2025

Management has been engaged with the following issues since the last GSA Board meeting on **February 12, 2025**

Executive Director update:

- Grants close Mar 1 - Mar 31 as we prepare for the new fiscal year (updates in Good Grants to applications and process, budget, etc.)
- The Awards adjudication has closed and the committee met on January 28 2025 to finalize the winners. The winners have now been notified about the awards.
- We have finalised our 2025-2026 budget and the 3-year budget plan, which was delivered as a first draft at the January 9th BFC. The BFC will meet again on February 27 2024 to review the updates made at the January and February meetings.
- The VPIR By-Election will be organized at the ERC meeting next week. We have elected a new DRO, who will be trained in the coming weeks in time for the by-election.
- GFC is replenishing their graduate student representatives in March; advertising will go out for that via our newsletter and website.
- New DEO board job shadowing will be organized in the coming week with the aim of starting on March 17th
- Social Media updates:

Facebook Reach: +60.5% (Feb 11-25) Followers: no change (current: 2063)

Instagram Reach: +60.3% (Feb 11-25) Followers: +8 followers (current: 1513)

Twitter/ X Followers: -3 followers (1303)

Management Report to the GSA Board, March 5 2025

Management has been engaged with the following issues since the last GSA Board meeting on **February 26 2025**

Executive Director update:

- Grants close Mar 1 - Mar 31 as we prepare for the new fiscal year (updates in Good Grants to applications and process, budget, etc.)
- We have finalised our 2025-2026 budget and the 3-year budget plan, which will be presented to Council on March 17 2025.
- The ERC met yesterday to arrange the by-election of the VPIR dates and debriefing on how the General Election went. The nomination forms are being updated in preparation.
- This Friday, we will be advertising for GFC graduate student spots, alongside our NoC and CAL vacancies.
- The bookings for job shadowing schedules for the new DEOs will begin later this week, as we sort through the priorities of meetings.
- We will draft the GSSF letter this week for VPSS and we will have finalized the numbers by Friday.
- Social Media updates:

Facebook Reach: -55.1% (Feb 25-March 4) Followers: -3 followers (current: 2060)

Instagram Reach: -73.8% (Feb 25-March 4) Followers: -7 followers (current: 1506)

Twitter/X Followers: no change (1303)

Management Report to the GSA Board March 12 2025

Management has been engaged with the following issues since the last GSA Board meeting on **March 5 2025**

Executive Director update:

- Grants close Mar 1 - Mar 31 as we prepare for the new fiscal year (updates in Good Grants to applications and process, budget, etc.). We have a few new grants to approve this week.
- We have finalised our 2025-2026 budget and the 3-year budget plan, which will be presented to Council on March 24 2025 after being voted on by the Board.
- VPIR paperwork updates are complete and the timeline will be approved by the ERC later today, so advertising can begin for the nomination window to open on Wednesday the 19th of March.
- The bookings for job shadowing schedules for the new DEOs will be finalized later this week, as we sort through the priorities of meetings.
- We have drafted the GSSF letter this week for the VPSS and we will send that in to receive our 2025-2026 funding.
- Social Media updates:

Facebook: Reach: +81.8% (March 4-11); Followers: -1 followers (current: 2059)

Instagram: Reach: -2.6% (March 4-11); Followers: +4 followers (current: 1510)

Twitter/ X: Followers: -2 followers (1301)

Management Report to the GSA Board, March 19, 2025

Management has been engaged with the following issues since the last GSA Board meeting on March 12, 2025:

Strategic

- Developing a timeline for work on next year's GSA Board Strategic Work Plan. A short survey will go out to students this month to gather feedback on priorities.
- DEO job shadowing is being coordinated, a transition schedule and planning 101 scheduling by portfolio, etc., is being developed, and an onboarding/training schedule for incoming DEOs is being finalized.
- Bargaining team met to review monetary proposals in preparation for the next round of bargaining at the end of March.

Operations

- VPIR advertising is going well. IGSA and FPH are getting the word out for us via posters and an email campaign. Florence Glanfield is going to do a short video by next week to help encourage Indigenous students to apply.
- The VPIR nomination form has been approved and is ready to be opened online on Wednesday, which will be a good test before next year's elections to see if it's preferable to paper.
- The ERC are deliberating the VPIR Forum questions.
- We have a Facilities meeting tomorrow to see what can be done about the issues in Triffo Hall.
- Grants are currently closed and will reopen on April 1, 2025 at 8:30 AM.

Social Media

Facebook

Reach: -76.6% (March 11-17)

Followers: no change (current: 2059)

Instagram

Reach: -27% (March 11-17)

Followers: +1 follower (current: 1511)

Twitter/ X

Followers: no change (1301)

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 unanimously 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).

MOTION 2: That the GSA Council **RECEIVE FOR INFORMATION**, having also been reviewed and advised upon by the GSA Budget and Finance Committee and GSA Board, 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) (in the attached material).

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 March 24 2025 meeting, flowing first through the GSA Board. GSA BFC members are, accordingly, invited to attend both the GSA Board meeting on February 19 2025 and the GSA Council meeting on March 24 2025.

See the attached cover letter from the GSA President and GSA BFC Chair to GSA Council for full background.

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.”

Prepared by L Moodley for GSA BFC Jan 9 2025

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."

Dear Colleagues

March 17 2025

As President and Chair of the GSA Budget and Finance Committee, I am pleased to present you with the recommended GSA 2025-2026 operating budget. In assembling this budget, the GSA Budget and Finance Committee (GSA BFC) had an initial meeting to discuss budget priorities and possible scenarios, and then charged the financial team to compile a budget reflective of those identified priorities. Consequently, a great deal of work and consideration have gone into the attached recommended budget.

Below I have summarized the assumptions made when developing this budget as well as its key elements, organized by budget line heading. As you are all aware, the ongoing pandemic has shown us repeatedly that we cannot ever entirely confidently project how a budget year will evolve and what impact it will have on our finances. I would like to stress, however, that the GSA's budget is nimble and dynamic. As we become aware with time that projections may need to be reconsidered and readjusted, we engage with that work (reflected in the term financial reports that come before GSA Council) to ensure financial stability. That said, let me also stress that the GSA remains in an excellent financial position. I look forward to further discussing the proposed budget with you on March 17, 2025.

Assumptions:

Projected 0% increase in enrollment. This is, again, a conservative approach as enrollment, due to the evolving immigration changes and inflationary pressures faced by Canadians. Should enrollment either increase beyond projections or decrease, projections will be amended in the term financial reports. We are seeing a trend of lower enrolment numbers currently.

A Consumer Price Index (CPI) factor equivalent to that being used by the University (2.2%) will be utilized.

Operating Budget (projected inflationary increases based on CPI applied to multiple lines based on previous budgets; other recommended changes noted below):

Revenue – GSA Fees

We recommend that the GSA membership fees increase by 1.5% 2025-2026, which will continue to allow the GSA to achieve a balanced budget. Part time students will see an increase of \$20 per student in GSA membership fees to bring it closer to the full time student rate.

Revenue – Interest Income

We recommend assuming that the interest income on investment will be lower than 2023-2024 due to the lower interest rates.

Revenue – External Committed Funding (Faculty of Graduate Studies and Research, and Dean of Students)



No recommended changes. Funding from the Faculty of Graduate Studies and Research is requested annually (i.e. not guaranteed) and should the funding not be provided, the term financial reports will be amended.

Revenue – Commercial Activities

We recommend assuming reduced revenue associated with the GSA's stake in the Chopped Leaf food venue in the PAW Centre, due to the lower consumer spending in relation to inflationary pressures.

Revenue – Other

No recommended changes.

Expenses – Advocacy

Recommended changes to the “Business Travel and External Relations and Advocacy” and “University Relations” lines beyond the addition of CPI. While these lines have been underspent the past few years, we have found however that since 2023, the cost of domestic travel has increased significantly and we are not always able to accommodate all required trips. The Business Travel line would need a 20% increase in order to keep up with increased costs and inflationary pressures. The University Relations line can have a small increase of \$200 to keep up with CPI and rising food costs.

Expenses – Services

Funding for academic workshop subsidies, external grants, and GSA Graduate Student Group Grants has increased over the past several years prior to 2023. As of 2025-2026, the GSA will no longer provide academic workshop subsidies as this centre is now funded under the MNIF and the Office of the Provost. GSA Graduate Student Group Grants will be increased by \$6,000 due to this line being increased over the last two or more years. No increases to the “GSA Council Remuneration” line are recommended as the number of departments eligible for remuneration remains the same. The cancellation of the partnership with the Students' Union for a corporate membership with the Kids and Company Daycare is recommended. Finally, an increase of \$5,500 to the “Engagement, Orientation, and Outreach” line is recommended as the costs of event hosting have increased owing to rising inflation, student attendance, and to account for new SWAG purchases as we return to in-person programming.

Expenses – Governance

The application of a CPI increase will be reflected in “Directly-Elected Officer Stipends” and “Directly-Elected Officer Benefits” as per GSA Bylaw and Policy. Additionally, we recommend a small increase of \$600 to the line associated with the provision of food at GSA Council meetings, as we have seen a steady increase of in-person attendance for council meetings. Increasing the “Training/Development” line by \$2,000 for leadership and governance workshops is recommended. Finally, the line for employer E.I. contributions associated with Directly-Elected Officers is recommended for removal as indicated by a CRA ruling obtained in December 2021.

Expenses – Human Resources



The application of a CPI increase to salaries is reflected, as per contractual/collective agreement arrangements.

Expenses – Office Administration and Operational Costs

Amounts in the “Capital Items” line are recommended to be adjusted to accord with projected expenses in the GSA’s ten-year evergreening plan concerning anticipated purchases (no purchases will likely be necessary for 2024-2025, but it is recommended budgeting \$3,000 in case a current computer stops working). A small increase of the “Office Supplies and Maintenance” line by \$750 to align with inflationary pressures and increased costs of goods and services is recommended.

Expenses - Software

For 2025-2026, there will be new software implemented to better serve our elections, which will come with a \$2,000 a year cost. This is a recommended change to be added. 5% increase will be made to our grants software as per the price increase from the vendor. We may see a savings in the Microsoft office suite as the University may provide this to us at no cost.

Expenses – Professional

An increase of 15% to the “Consultants” and “Legal Fees” lines is recommended. This line has been overspent for the last 2 years; an increase is necessary due to a rise in anticipated legal concerns.

Expenses – Operating/Contingency Fund

No recommended changes.

Restricted:

GSA Planner

No changes needed.

Graduate Student Support Fund

The University has indicated that they will advise the GSA no later than February 2025 what the GSSF will be for 2025-2026, so the actual amount and the distribution between funding programs will be filled in January/February. The University previously communicated in 2020 that, “given financial circumstances, we are expecting there to be a reduction in funding available as early as next fiscal [year].” If there is a reduction, the GSA Recognition Awards will need to stay at \$18,000, as the specific amounts are listed in GSA Policy, and less money will be allotted to GSA Academic Travel Grants, GSA Child Care Grants, and GSA Emergency Bursaries to absorb the reduction.

Graduate Student Assistance Program

It is recommended that this plan be cancelled and funds be directed to the GSA Health and Dental plan to offset the cost of the premiums.

GSA Health and Dental Plan

Projected to decline as compared to 2024-2025. We will see a decrease in the cost to students.



Restricted – GSA Labour Union Fund:

Revenue – GSA Labour Union Fund


This is based on projections of union dues collected in previous terms. When the GSA Labour Union Fund was established, the original \$100,000 contribution taken from the GSA's 2020-2021 operating budget surplus was directed into a restricted, long-term investment with ATB (who manage the GSA's other investments, which is reflected in the GSA's audited financial statements). The other component of the Fund is a separate bank account to maintain the collected monthly dues from the salary portion of pay received by Academically-Employed Graduate Students.

Expenses – GSA Labour Union Fund

This is spending in relation to core union activities (including the costs of the GSA's service agreement with the Public Service Alliance of Canada, PSAC, which are discharged quarterly) and other sundries. For 2024-2025, following on GSA Council's approval of officer portfolio restructuring within the GSA, the stipend for the Associate Vice-President Labour will also be paid from this fund, rather than the GSA's operating budget. All spending from this line will be in alignment with stipulations noted in GSA Bylaw and Policy, Section Q; and, by extension, with relevant provincial legislation (particularly Bill 32); and will be regularly reported to members of the bargaining unit. Any remaining funds at year end will be transferred into the restricted, invested account described above.

It is recommended to editorially divide the current expense line into three lines:

- "GSA Labour Union Operational Expenses," which currently exists and includes the costs of the service agreement with PSAC. It is recommended to increase this line from \$75,000 to \$76,000 to reflect the actual cost of said agreement.
- "GSA Labour Union Sundry Expenses" - this would include the \$1,000 moved from the noted line, and it is recommended to increase to \$5,000 in total as the GSA's union work expands. It is also recommended that the description of this line read "in compliance with relevant legislation, this budget line will cover incidental expenses (such as printing of materials, steward training, labour-related events, honoraria, where necessary, etc.)"
- "Associate Vice-President Labour Stipend, Benefits, and Employer Contributions" to include the stipend of the Associate Vice-President Labour (will see a decreased level compared to those of other Directly-Elected Officers) the costs associated with the provision of the GSA Health and Dental Plan and U-Pass, and associated employer CPP contributions will remain the same for all DEO's. The AVP labor will see a reduction of \$7000 from their annual stipend.
- It is recommended that 25% of the Associate Director's salary and 10% of the Finance Manager's salary be covered by the labour fund due to the work associated with supporting the labour portfolio.



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Haseeb Arshad

President and BFC Chair 2024-2025



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	697,004	710,746	723,576	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	1,360,601	1,392,354	1,409,495	1,250,437	1,089,731
Revenues Exceed Expenditures	69,433	60,804	77,442	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.

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Revenue

	2025-2026 Budget for Approval	2026-2027 Budget	2027-2028 Budget	2024-2025 Budget	2023-2024 Actual	
GSA Fees (see below for detailed calculations)	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
Revenue from Commercial Activities	37,500	37,610	37,721	26,880	31,190	
	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	N/A	THIS LINE IS NO LONGER REQUIRED
Directly Elected Officer Strategic Initiatives	10,000	10,000	10,000	-	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	

<u>External Advocacy (previously ab-GPAC) Estimate</u>			
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

	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
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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	CPI
President Stipend	46,764	47,793	48,749	45,757	43,928	CPI
	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	0% INCREASE 2025-2026, 10% INCREASE ESTIMATED FOR YEARS 2026-2027 AND 2027-2028 PER 2021-2025 AGREEMENT
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	COMPLIES WITH GOVERNMENT OF CANADA CPP RATES
	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	CPI
Election Expenses	4,012	4,100	4,182	3,926	3,253	CPI
Transition/Discover Governance	5,140	5,140	5,140	5,140	709	NO CPI
Training/Development	8,000	8,000	8,000	6,000	1,188	NO CPI
Directly-Elected Officers' Expenses	3,169	3,239	3,304	3,101	779	CPI
GSA Standing Committee Food and Other Expenses	1,500	1,533	1,564	528	59	CPI
	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	CPI
GSA Council Speaker Honorarium	2,319	2,370	2,417	2,269	2,035	CPI
Chief Returning Officer Honorarium	1,567	1,601	1,633	1,533	2,000	CPI
Other Honoraria	1,500	1,500	1,500	1,500	5,000	NO CPI

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

11,642
240,318

13,050
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)	2,055	2,262	2,487	1,926	2,354	0% INCREASE 2025-2026, 10% INCREASE ESTIMATED FOR YEARS 2026-2027 AND 2027-2028
	41,960	43,046	44,085	42,045	49,287	
Employer Contributions						
Employer CPP Contributions	13,175	13,249	13,317	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
	17,864	17,941	18,013	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	287,509	293,449	298,998	310,788	350,773	
Administrative/Professional Staff						
Salaries and Merit Pay						
Salaries	304,161	310,655	316,688	255,194	222,829	CPI AND STAFF CHANGES
Merit Pay	18,673	18,673	18,673	23,990	21,083	
	322,834	329,328	335,361	279,184	243,912	
Benefits						
Benefits	20,298	20,745	21,160	18,567	16,434	
RRSP	27,909	28,523	29,094	25,529	22,597	
GSA Health and Dental Plan and GSAP (Graduate Student Assistance Program)	1,816	1,997	2,197	1,926	762	0% INCREASE 2025-2026, 10% INCREASE ESTIMATED FOR YEARS 2026-2027 AND 2027-2028

Employer Contributions	50,023	51,265	52,451	46,022	39,792
Employer CPP Contributions	11,739	11,739	11,739	10,873	13,172
Employer EI Contributions	3,997	3,997	3,997	3,947	5,137
	15,736	15,736	15,736	14,820	18,309
Total for Administrative/Professional Staff	388,593	396,329	403,548	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	697,004	710,746	723,576	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

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

**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

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

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

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 \$0 budget	<ul style="list-style-type: none"> This budget line is no longer required and was 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 budget line for 2025-2026. The 2024-2025 budget was \$5,000. The 2023-2024 budget was \$0.
Directly Elected Officer Strategic Initiatives \$10,000 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 \$27,000 budget	<ul style="list-style-type: none"> New budget line for the hosting of a GSA conference. 	<ul style="list-style-type: none"> New budget line for 2025-2026

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

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

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

<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

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 \$2,055 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 \$13,175 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

Administrative/Professional Staff		
Administrative/ Professional Staff -- Salaries \$304,161 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. 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 \$18,673 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 \$20,298 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 \$27,909 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 \$1,816 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) 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"> Decrease to the 2025-2026 budget. The 2024-2025 budget was \$1,926. The 2023-2024 actual was \$762.
Administrative/ Professional Staff -- Employer CPP Contributions \$11,739 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 \$3,997 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.
Other HR Expenses		

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

<p>Office Recognition</p> <p>\$4,000 budget</p>	<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.
<p>Professional Expense Allowance – Executive Director</p> <p>\$6,886 budget</p>	<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.
<p>Professional/Conference Expense Allowance - Associate Director</p> <p>\$4,000 budget</p>	<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.
<p>Professional Expense Allowance – Finance/HR Manager</p> <p>\$2,000 budget</p>	<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.
<p>Mileage & Parking Allowance</p> <p>\$1,000 budget</p>	<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.
<p>Workers’ Compensation</p> <p>\$3,016 budget</p>	<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.

	<p>Office Administration and Operational Costs</p>	
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GSA 2025-2026 Operating Budget (including Capital Budget) Narrative

<p>Capital Items</p> <p>\$6,000 budget</p>	<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.
<p>Information Technology Service Agreement</p> <p>\$6,000 budget</p>	<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.
<p>Telephone and Cable</p> <p>\$1,500 budget</p>	<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.
<p>Office Supplies & Miscellaneous Office Expenses</p> <p>\$5,621 budget</p>	<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.
<p>Office Maintenance & Revitalization</p> <p>\$5,000 budget</p>	<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
<p>Computer Software</p> <p>\$13,303 budget</p>	<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.
<p>Grants & Other Processing Software</p> <p>\$12,500 budget</p>	<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.
<p>Payroll and Banking Service Charges</p> <p>\$2,658 budget</p>	<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.
<p>Photocopier Lease and Meter</p> <p>\$2,000 budget</p>	<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.
<p>General Liability Insurance (Office)</p>	<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.

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

\$790 budget		
AMICCUS-C Membership	<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.
\$800 budget		
	Professional	
Financial Auditing	<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.
\$17,710 budget		
Consultants	<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.
\$5,750 budget		
Investment Advisor	<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.
\$22,484 budget		
Legal Fees - General	<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.
\$23,000 budget		
	Operating/Contingency Fund	
Operating /Contingency Fund	<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.
\$15,000 budget		

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
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4,859,428

4,665,659

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

Restricted and Other Funding - Expenses

	2025-2026 Budget for Approval	1.022 2026-2027 Budget	1.022 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 TOTAL GSSF FOR 2023-2024
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 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	1,580,086	1,785,912
	4,067,334	4,488,537	4,956,159	3,891,808	4,210,465
	5,031,334	5,452,537	5,920,159	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.
	<p>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).</p>	
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	33,108	33,883	34,614	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
Associate Director Salary	30,168	30,784	31,358	-	N/A	APPLIED CPI INCREASE
Finance Manager Salary	10,440	10,653	10,851	-	N/A	APPLIED CPI INCREASE
TOTAL	170,128	171,968	173,693	129,770	112,585	
Revenues Exceed Expenditures	48,780	49,069	49,494	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 \$33,108 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)

<p>GSA Outreach Coordinator Stipend</p> <p>\$5,206 budget</p>	<ul style="list-style-type: none"> This is 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.
<p>GSA Chief Steward Stipend</p> <p>\$5,206 budget</p>	<ul style="list-style-type: none"> This is 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.
<p>Associate Director Salary</p> <p>\$30,168 budget</p>	<ul style="list-style-type: none"> This is a newly allocated salary cost due to the work associated with supporting the labour portfolio. Allocation includes the Associate Director's salary plus allocation of costs related to benefits provided by the GSA and employer contributions for CPP and EI. 	<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>Finance Manager Salary</p> <p>\$10,440 budget</p>	<ul style="list-style-type: none"> This is a newly allocated salary cost due to the work associated with supporting the labour portfolio. Allocation includes the Finance Manager's salary plus allocation of costs related to benefits provided by the GSA and employer contributions for CPP and EI. 	<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.