



# UMSU Executives Explanation

Honorariums for Community  
Representatives



# Purpose

- The purpose of this presentation is to explain the UMSU Executives' stance on honorariums for Community Representatives.

# Context:



Community Representatives C Faculty Representatives are voting members on the board.



Neither positions are paid.



Community Representatives positions are created to act in the best interest of UMSU on the Board.

# Who are Community Representatives?

- Community Representatives are responsible for overseeing the operations of their Community Centre and leading a team of union members from their community.

Key duties include:

- Chairing Community Assembly/Council meetings.
- Playing a major role in UMSU-led advocacy and campaigns related to their community.
- Creating a transition report at the end of their term.
- Engaging in dialogue to promote equity, diversity, and inclusion.
- Reporting to the UMSU Board and serving as a spokesperson for their community.
- Representing their community in relevant committees, subgroups, or external organizations.
- Serving as a non-voting member of the Member Services Committee.
- Performing any other duties as required by UMSU's governing documents or the Board.

# What is an Honorarium?



An honorarium is a payment for services rendered, usually for volunteer or advisory roles.



It is not a formal salary often given for non-regular work or contributions.



Typically given as a token of appreciation for **outstanding** work rather than for regular employment.



# CPA Standards for Honorariums

- Honorariums must comply with ethical and financial standards
- Transparency and fairness are critical when considering any payments
- Payments must have a clear justification, and conflicts of interest must be avoided.

\* From CPA Manitoba Code of Professional Conduct

# Why it's unethical to pay voting members?

- Given that UMSU Executives and General Manager all get paid, they do not have a vote on the board
- Paying voting members could lead to a bias in decision-making.
  - Paying members might vote based on what benefits them financially or personally, rather than on what is best for the community or organization as a whole. This could lead to a narrow, self-serving agenda, potentially at the expense of broader, more equitable solutions.
- If board members are paid (or not paid) their votes may be influenced by personal gain rather than in the best interest of the Union.
- This could compromise the integrity of the board.
- It is not typical for Board members to get paid, sitting on an agency, board or committee is usually a volunteer position.



## Lack of Structure to Assess Honorariums

- There is no established system or framework to assess the fairness or necessity of honorariums for Community Reps/Faculty Reps
- Without measurable Key Performance Indicators (KPIs), it is impossible to assess contributions and decide who should receive what amount.
  - Example:
    - One Board Member does more work than the other, but both receive the same amount in honorarium.
- Determining how much honorarium each individual should receive would be highly complex (some criteria is: level of involvement, individual contributions, work ethic)





## Last Year's Decision by Finance Committee

- Last year's finance committee decided that no honorariums to any board member should be given.
- This decision was based on the lack of KPIs
- Without clear performance metrics there is no fair way to justify honorariums.

# UMSU Executives Jurisdictions



Decision regarding honorariums are made by the Finance committee not the UMSU Executives.



Past Honorariums (positions such as CRO, Chair) have been determined by the Finance Committee based on specific criteria.

## Honorariums s Community Rep Positions

- These positions were created for advocacy and representation, not for financial compensation
- Expecting honorariums could undermine the spirit and intent of the positions
- Community representatives serve as advocates, not as paid employees or staff members.



# Transparency

The Executives aim to communicate openly and transparently about their stance on honorariums.

Feel free to talk to or email any of the Executives if you have any questions.



## Conclusion

We are not against community representatives ever getting an honorarium but there needs to be a lot of research done first on how they would be functioned, assessed using KPIs, and looking at the work other student unions have done.