

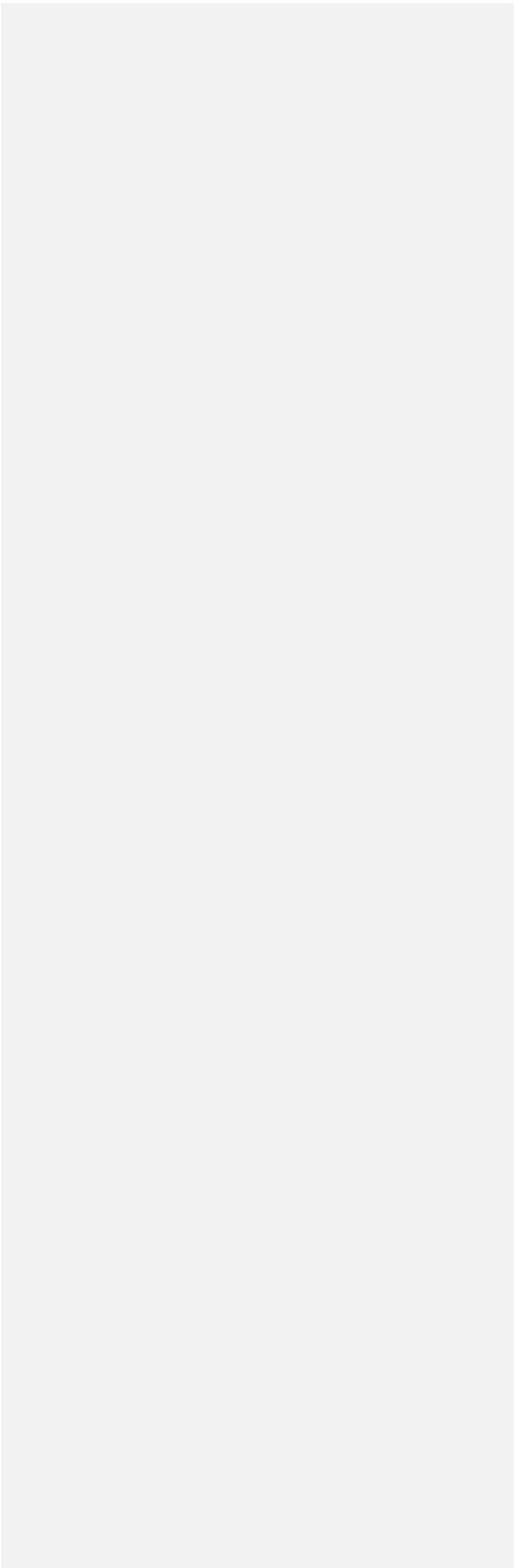
POLICIES

The Students' Union, the University of Lethbridge

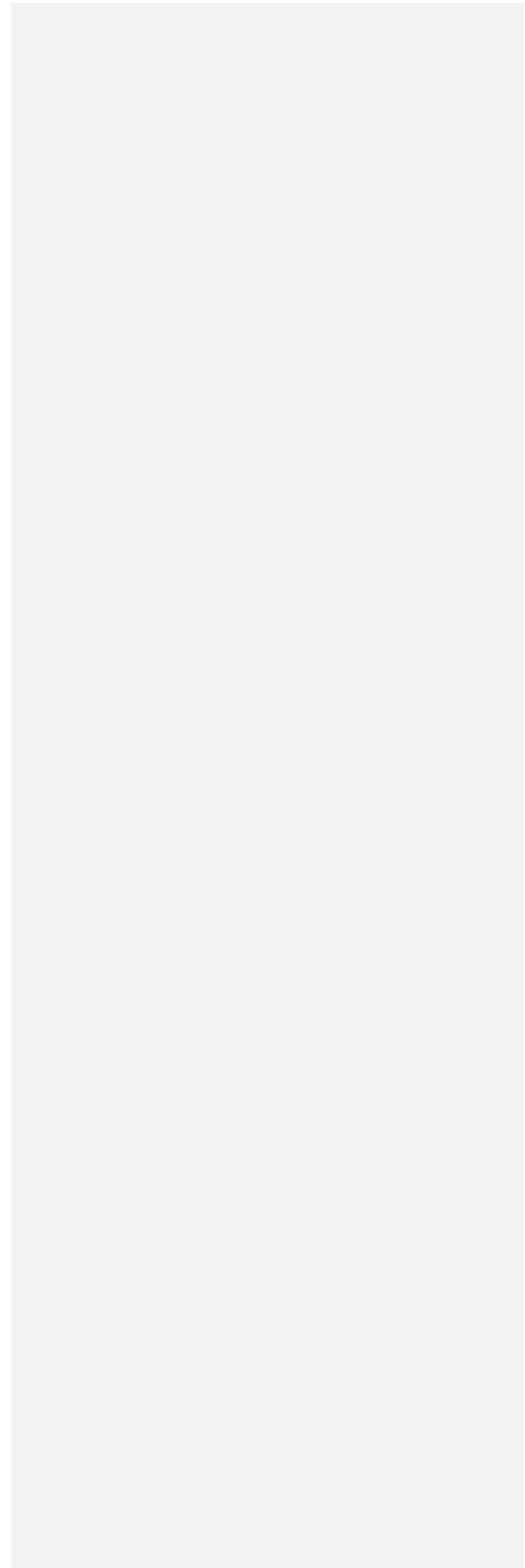
Last amended April, 2021

2021-2022

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POLICY 1 – FINANCIAL POLICY

Last Amended April 15, 2020

1. The Executive Council has the authority to:
 - 1.1. Authorize general expenditures in the annual budget, to a maximum of two thousand dollars (\$2000.00);
 - 1.1.1. The Executive Council cannot authorize expenditures that incur costs in the following years' budgets;
 - 1.1.2. The Executive Council cannot authorize expenditures that exceed the approved budget, or commence expenditures which will ultimately exceed the approved budget;
 - 1.2. Be responsible for preparation of an annual budget for the academic year;
 - 1.3. Be responsible for investment decisions, including bursary and scholarship investments;
 - 1.4. In the event of an emergency, authorize the expenditure of money to protect the physical assets of The Students' Union.
 - 1.4.1.
 - 1.4.2. Authorize the repair of physical assets to a maximum of fifty percent (50%) of the replacement value; and,
 - 1.5. Ensure an audit of the financial accounts of the Students' Union is commissioned annually; and,
 - 1.5.1. This commission shall be done no later than September; and,
 - 1.5.2. The audit shall be presented to the General Assembly upon completion, and shall be made available to the members of the Students' Union.
2. The General Assembly has the authority to:
 - 2.1. Approve the annual budget;
 - 2.1.1. The General Assembly may not approve a budget that places the Students' Union in deficit;
 - 2.2. Authorize any changes to the approved budget;
 - 2.3. Approve the expenditure of ULSU funds within the annual budget; however,
 - 2.3.1. The General Assembly may not approve the expenditure of funds which will place the Students' Union in a deficit situation;
 - 2.4. Approve any contract for the purchase of goods or services exceeding one year in duration.
3. The General Manager has the authority to:
 - 3.1. Negotiate revenue-generating contracts, subject to the approval of the Executive Council;
 - 3.2. Authorize the expenditure of funds to a maximum of five hundred dollars (\$500.00);
 - 3.3. Monitor investment accounts and execute investment decisions which must subsequently be reported to the VP Operations and Finance.

POLICY 2 – EMERGENCY ASSISTANCE GRANTS

Last Amended April 15, 2020

1. Individuals experiencing immediate personal financial need may apply for Emergency Assistance Grants to a maximum of six hundred dollars (\$600.00).
2. Emergency Assistance Grant applications must include, if applicable:
 - 2.1. Completed Student Emergency Financial Grant Request Form which shall include, but may not be limited to the following.
 - 2.1.1. Contact information;
 - 2.1.2. Sources of Income;
 - 2.1.3. Monthly Expenses;
 - 2.1.4. Semester Expenses;
 - 2.1.5. Letter of intent;
 - 2.1.6. Copy of all bank statements from the past thirty (30) days;
 - 2.1.7. Letter of enrollment from the University of Lethbridge Registrar's Office; and,
 - 2.2. Letter of financial standing from the University of Lethbridge Cash Office.
 - 2.3. Copy of last two (2) pay stubs;
 - 2.4. Copy of all bills from the past 30 days;
 - 2.5. Proof that other possible funding sources have been exhausted; and,
 - 2.6. Any relevant documentation.
3. The Executive Council has the authority to approve any Emergency Assistance Grant application.
 - 3.1. The VP Operations and Finance may request more information, either through email or an interview with the applicant prior to the vote to approve the Emergency Assistant Grant;
 - 3.2. Any discussion of Emergency Assistance Grants during an Executive Council Meeting shall occur in-camera; and,
 - 3.3. To protect the confidentiality of the applicant, the motion to approve or deny an Emergency Assistance Grant shall not refer to the applicant by name.
4. The VP Operations and Finance will keep a record of approved and denied emergency assistance grants for the past five (5) years at which time the records will be destroyed. The records shall be kept confidential and will only be viewable to the VP Operations and Finance, the Accountant and the General Manager.

POLICY 3– MAILBOX BALLOT MOTIONS

Last Amended April 15, 2020

1. A Mailbox Ballot may be used by the Executive Council and the General Assembly to:
 - 1.1. Process business items regarding matters of sufficient importance and timeliness that require action prior to the next scheduled meeting, but do not require an emergency meeting;
 - 1.2. Any business items must be deemed by an Executive Council member to be of sufficient importance and timeliness before a Mailbox Ballot is initiated.
2. Mailbox ballots can occur on a printed form, or by email.
3. Mailbox Ballots must include the following:
 - 3.1. A properly worded motion;
 - 3.2. The date on which the motion was proposed;
 - 3.3. Both the name of the person who moved the motion and the name of the person who seconded the motion;
 - 3.4. The times and dates for which the discussion period is to last;
 - 3.5. The times and dates for which the voting period is to last; and,
 - 3.6. A rationale for the motion.
4. Should the motion include the expenditure of funds, a detailed budget must be attached to the Mailbox Ballot.
5. Mailbox Ballot voting must adhere to the quorum guidelines as outlined in Bylaw 3 - General Assembly and Bylaw 5 - Executive Council.
6. The President may vote in a Mailbox Ballot of the Executive Council only to break or cause a tie at the end of the voting period.
7. The record of a Mailbox Ballot will be included as an item for information at the next regularly convened meeting of the General Assembly or Executive Council.
8. In the event of a request by a member to defer to a regularly convened General Assembly meeting or Executive Council, that request shall be considered a motion to table, and must be seconded by a similar request by another member, with procedure under Robert’s Rules of Order to be determined by the Chair of the particular council.

9. Procedure of Electronic Mailbox Ballots

- 9.1. When a member of the Executive Council determines that a matter warrants an electronic vote, the member of the Executive Council shall email all General Assembly members or Executive Council members the motion, providing a rationale for the motion in the email, and outlining the discussion and voting periods;
- 9.2. The discussion period shall last a minimum of 24 hours and a maximum of 72 hours;
 - 9.2.1. The length of the discussion period shall be set by the Executive Council. This period is meant for discussion on the motion by General Assembly.;
 - 9.2.2. Executive Council electronic mailbox ballots do not require a minimum discussion period and voting may commence immediately.
- 9.3. At the end of the discussion period, a member of the Executive Council will email all General Assembly members informing them of the end of the period and the beginning of the voting period.
- 9.4. The voting period will last until all votes have been cast, for a maximum of seventy-two (72) hours. If quorum has not been reached within seventy-two (72) hours, the motion will be tabled until the next General Assembly meeting.
 - 9.4.1. Votes are to be emailed to all General Assembly, Executive Council, and the Executive Assistant for recording.
- 9.5. Any member that has a conflict of interest for the motion must not participate in discussion or voting and acknowledge that conflict of interest in an email to all General Assembly or Executive Council members and the Executive Assistant for recording;
- 9.6. In the event of more than one vote received from a single member, the first vote shall be the only valid vote;
- 9.7. The decision made via electronic vote takes effect following the end of the voting period; and,
 - 9.7.1. Following the voting period, a member of the Executive Council or the ULSU Executive Assistant shall e-mail all General Assembly or Executive Council members to inform them of the result of the vote.

POLICY 4 – ELECTIONS AND REFERENDA EXPENSE AND FEES

Last Amended April 15, 2020

1. Election candidates may not exceed a two hundred dollar (\$200.00) expense limit for a campaign, expenses allowable defined in Bylaw 27 - Campaigns for Election Candidates and Referenda and at the discretion of the CRO.
2. Any organization or individual campaigning for or against any referendum question may not exceed a one thousand, five hundred dollar (\$1500.00) expense limit on the campaign.
3. A fair market value assessment of all donations must be included in the budget of the campaign.
4. Should an individual or an organization exceed the applicable expense limit, the CRO, on behalf of the ULSU, will fine them fifty cents (\$0.50) for every dollar in excess of the limit.
5. A prospective candidate for an Executive Council position must, in order to be nominated, include a twenty dollar (\$20.00) nomination deposit with the nomination form; and
 - 5.1. The deposit shall be refunded in full to a candidate for an Executive Council position if he or she receives a minimum of ten percent (10%) of the votes for that position.
6. Each Executive Council candidate will receive a maximum of a fifty dollar (\$50.00) reimbursement for campaign expenses upon itemized receipts being submitted to the CRO.
7. If the CRO should find any campaign materials around the campus after the campaign end time, they, on behalf of the ULSU, will fine the individual or organization as follows:
 - 7.1. A maximum fine of thirty dollars (\$30.00) per banner;
 - 7.2. A maximum fine of fifteen dollars (\$15.00) per poster; and,
 - 7.3. A maximum fine of ten dollars (\$10.00) per item for all other campaign materials
8. Mutilation or removal of any campaign material without authority of the owner or the CRO will result in a seventy-five dollar (\$75.00) fine per instance to responsible candidates.
9. Any group using ULSU election services will be assessed the following fees:
 - 9.1. One hundred and fifty dollars (\$150.00) if the election runs simultaneously with a General Election, by-election, or referendum, and the organization is a ratified club or student-run organization;

- 9.2. Three hundred dollars (\$300.00) if the election runs simultaneously with a General Election, by-election, or referendum, and the organization is not a ratified club or student-run organization; and/or,
 - 9.3. Five hundred dollars (\$500.00) or the amount of costs incurred to the ULSU, whichever is greater, for the election if the election does not run simultaneously with a General Election, by-election, or referendum.
10. The CRO reserves the right to request a clear and complete statement of an individual or organization's campaign expenses.
 11. Individuals or organizations receiving ULSU funds to run their campaign in a referendum must submit expense statements and receipts.

POLICY 5 – TRAVEL, CONFERENCE, AND PER DIEM EXPENDITURES

Last Amended April 15, 2020

1. Daily Expenses
 - 1.1. The following maximum will be allowed per meal which is not provided by the conference or event and will include a multiplier based on the tax percentage from the area where travel is occurring:
 - 1.1.1. Breakfast - ~~\$15~~2.00;
 - 1.1.2. Lunch - ~~\$20~~5.00; and,
 - 1.1.3. Dinner - ~~\$30~~24.00;
 - ~~1.1.4. A daily incidental allowance of ten dollars (\$15+0.00) for each partial or full day will be authorized to offset incidental costs. No incidental allowance will be authorized for partial days.~~
 - 1.1.4.
2. Vehicle Travel
 - 2.1. Private vehicle travel will be reimbursed at a rate of \$0.46 per kilometre, with the restrictions as laid out in Bylaw 37 - Travel, Conference, and Per Diem Expenditures; and,
 - 2.2. When renting a vehicle, fuel will be calculated at \$0.15 per kilometre for budgeting purposes. All fuel costs will be charged to an Executive Council member's credit card or reimbursed upon return.

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POLICY 6 – INTERNAL COMMITTEES

Last Amended April 15, 2020

1. The committees specified in this policy shall be standing committees of the ULSU.
2. The General Assembly may strike ad hoc committees to perform tasks within its competence;
 - 2.1. Ad hoc committees established in this manner may not allocate funds or otherwise take actions that would require a motion of the General Assembly.
3. The Executive Council may strike ad hoc committees to perform tasks within its competence.
 - 3.1. Ad hoc committees may not allocate funds or otherwise take actions that would require a motion of the Executive Council.
4. Each standing committee shall have the power to establish and amend its own terms of reference, to be approved by the General Assembly; and,
 - 4.1. These terms shall incorporate any such limits on its duties, quorum, and membership as are specified in this policy.
5. Each ad hoc committee shall have the power to establish and amend its own terms of reference, subject to such limits as are imposed by the establishing council, and subject to approval of the General Assembly.
6. The Executive Assistant shall keep a copy of the terms of reference for each committee;
 - 6.1. The chair of each committee shall ensure that the Executive Assistant is provided with the latest written copy of the terms of reference for that committee.
7. The Annual Budget Committee
 - 7.1. The membership of the Annual Budget Committee (ABC) shall be:
 - 7.1.1. The incoming and outgoing Executive Council;
 - 7.1.2. The General Manager; and,
 - 7.1.3. The Accountant;
 - 7.2. The duties of the Annual Budget Committee shall include:
 - 7.2.1. To perform an annual review of the ULSU budget; and,
 - ~~7.2.2.~~ 7.2.2. To review proposed amendments to the ULSU budget;
 - ~~7.2.2.~~ 7.2.3. To approve an interim budget prior to the approval of the operating budget at the first General Assembly meeting in May.
 - 7.3. Quorum for the Annual Budget Committee shall be seven (7) of the members listed above, and must include the incoming and outgoing President, the incoming and outgoing VP Operations and Finance, and either the General Manager or the Accountant.

7.4. The Annual Budget shall be assembled chaired by the outgoing VP Operations and Finance

8. The Budget Committee

8.1. The membership of the Budget Committee shall be:

8.1.1. The VP Operations and Finance;

8.1.2. The President;

8.1.3. The General Manager; and,

8.1.4. The Accountant.

8.2. The duties of the Budget Committee shall be:

8.2.1. To review the current budget at a minimum of four times annually; and,

8.2.2. To ensure that the ULSU is spending money appropriately, and to flag any concerns within the budget that may need to be addressed throughout the year.

8.3. Quorum for the budget committee is three (3) of the members listed above.

8.4. The Budget Committee shall be assembled and chaired by the VP Operations and Finance

8.5. Other executives or staff members may be requested to attend the Budget Committee meeting at the discretion of the VP Operation and Finance.

9. General Manager Hiring Committee

9.1. The membership of the General Manager Hiring committee shall be:

9.1.1. The President;

9.1.2. The VP Operations and Finance;

9.1.3. One non-executive member of the General Assembly;

9.1.4. One full-time employee of the ULSU; and,

9.1.5. Two members of the university community.

9.2. The duties of the General Manager Hiring Committee shall include:

9.2.1. To recruit and interview candidates for the position of General Manager of the Students' Union; and,

9.2.2. To recommend a candidate to the Executive Council, who may then instruct the President and VP Operations and Finance to jointly offer the position to the candidate and enter into a contract with them on behalf of the Students' Union;

9.3. Quorum for the General Manager Hiring Committee shall be four (4) of the members listed above, and must include either the President or the VP Operations and Finance; and,

9.4. The General Manager Hiring Committee shall be assembled and chaired by the President, or the VP Operations and Finance in their absence.

10. Full-time Employee Hiring Committee

10.1. The membership of the Full-time Employee Hiring Committee shall be:

10.1.1. The President;

10.1.2. The VP Operations and Finance; and,

- 10.1.3. The General Manager;
- 10.2. The duties of the Full-time Employee Hiring Committee shall include:
 - 10.2.1. To determine the manner in which candidates shall be recruited for all vacant full-time employment positions of the ULSU;
 - 10.2.2. To interview candidates for all full-time employment positions for the ULSU; and,
 - 10.2.3. To offer the position to the recommended candidate and to enter into a contract with him or her on behalf of the Students' Union;
- 10.3. Other members of the General Assembly or the ULSU may be consulted or asked to attend at any time by this committee
- 10.4. Quorum for the Full-time Employee Hiring Committee shall be the President, the VP Operations and Finance, and the General Manager.
- 10.5. The Full-time Employee Hiring Committee shall be assembled and chaired by any member of the committee.

11. General Manager Review Committee

- 11.1. The membership of the General Manager Review Committee shall be:
 - 11.1.1. The President; and,
 - 11.1.2. The VP Operations and Finance;
- 11.2. The duties of the General Manager Review Committee shall include:
 - 11.2.1. To perform an annual review of the performance of the General Manager;
 - 11.2.2. To recommend bonuses and salary increases for the General Manager, as appropriate; however,
 - 11.2.2.1. Bonuses and salary increases are subject to the approval of the Executive Council;
- 11.3. Quorum for the General Manager Review Committee is all its members.

12. Full-time Employee Review Committee

- 12.1. The membership of the Full-time Employee Review Committee shall be:
 - 12.1.1. The President;
 - 12.1.2. The VP Operations and Finance; and,
 - 12.1.3. The General Manager;
- 12.2. The duties of the Full-time Employee Review Committee shall be:
 - 12.2.1. To perform an annual review of the performance of each full-time employee of the ULSU, with the exception of the General Manager;
 - 12.2.2. To give notice to each full-time employee no less than five (5) business days prior to the commencement of his or her review; and,
 - 12.2.3. To recommend bonuses and salary increases for the employees reviewed, as appropriate; however,
 - 12.2.3.1. Bonuses and salary increases are subject to the approval of the Executive Council; and,
- 12.3. Quorum for the Full-time Employee Review Committee shall be all of the members listed above.

12.4. The Full-time Employee Review Committee shall be assembled and chaired by the VP Operations and Finance.

13. Legislative Review Committee

13.1. The membership of the Legislative Review Committee shall include:

- 13.1.1. The VP Operations and Finance;
- 13.1.2. The President;
- 13.1.3. The VP Academic;
- 13.1.4. The VP External;
- 13.1.5. The VP Student Affairs;
- 13.1.6. The General Manager;
- 13.1.7. The Advocacy Relations Coordinator (as required); and,
- 13.1.8. No less than two members of the General Assembly;

13.2. The duties of the Legislative Review Committee shall include:

- 13.2.1. Reviewing the legislation of the ULSU;
- 13.2.2. Recommending the amendment of bylaws and policies to the General Assembly, as appropriate; and,
- 13.2.3. Recommending referenda for the amendment of the constitution to the General Assembly, as appropriate;

13.3. Quorum of the Legislative Review Committee shall at least two members of the Executive Council and at least two non-executive members of the General Assembly; and,

13.4. The Legislative Review Committee shall be assembled and chaired by the VP Operations and Finance.

14. ULSU Awards Committee

14.1. Membership of the ULSU Awards Committee shall include:

- 14.1.1. The VP Student Affairs;
- 14.1.2. The President;
- 14.1.3. The VP Academic;
- 14.1.4. The VP External;
- 14.1.5. The VP Operations and Finance;
- 14.1.6. One full-time employee of the Students' Union; and,
- 14.1.7. Three other members of the General Assembly;

14.2. The duties of the ULSU Awards Committee shall include:

- 14.2.1. To procure nominations and select recipients for annual awards given out by the ULSU to recognize excellence within the University Community; and,

14.3. Quorum for the ULSU Awards Committee shall include no less than two members of the Executive Council and two non-executive members of the General Assembly;

14.4. The ULSU Awards Committee shall be assembled and chaired by the VP Student Affairs.

15. General Assembly Transition Committee

15.1. The membership of the General Assembly Transition Committee shall be:

~~15.1.1. The VP Student Affairs;~~

~~15.1.2.~~15.1.1. Two ~~additional~~ Executive Council members; and,

~~15.1.3.~~15.1.2. A minimum of two General Assembly members.

15.2. The duties of the General Assembly Transition Committee shall include:

15.2.1. To develop a training session to provide to incoming members of the General Assembly;

15.2.2. To offer the training session to all incoming members of the General Assembly; and,

15.2.3. To consider other steps necessary to prepare incoming General Assembly members for a governance role.

15.3. Quorum for the General Assembly Transition Committee shall include a minimum of two Executive Council members and one General Assembly member.

15.4. The General Assembly Transition Committee Chair shall be elected from the Executive Council. ~~shall be assembled and chaired by the VP Student Affairs.~~

16. Business Liaison Committee

16.1. The membership of the Business Liaison Committee shall include:

16.1.1. The VP Operations and Finance;

16.1.2. The President;

16.1.3. The General Manager;

16.1.4. The Operations Coordinator (as required);

16.1.5. The Zoo Managers (as required);

16.1.5.1. The Kitchen and Catering Manager;

16.1.6. The Pub Manager;

16.1.7. The Service Centre Manager (as required); and,

16.1.8. The Accountant;

16.2. The duties of the Business Liaison Committee shall include:

16.2.1. To provide a venue for effective communication between business management, the General Manager, and the Executive Council; and,

16.2.2. To provide a venue for the General Manager and the Executive Council to make suggestions regarding the operations of the Service Centre, the Zoo, and any other businesses run by the Students' Union;

16.2.3. To communicate a strategic plan for the businesses owned by the Students' Union;

16.3. The Business Liaison Committee shall be assembled and chaired by the VP Operations and Finance.

17. Health and Dental Appeals Committee

17.1. The membership of the Health and Dental Appeals Committee shall be:

17.1.1. The Health and Dental Plan Administrator;

17.1.2. The General Manager;

17.1.3. The President (as required); and,

- 17.1.4. The VP Operations and Finance (as required);
- 17.2. The duty of the Health and Dental Appeals Committee shall be to rule on appeals of the Health and Dental plan opt-out deadline, filed in accordance with the Health and Dental Plan Policy and the Health and Dental Plan Opt Out Appeals Policy;
- 17.3. Quorum for the Health and Dental Plan Appeals Committee shall be all of the members listed above.
- 17.4. The Health and Dental Appeals Committee shall be assembled and chaired by the Health and Dental Plan Administrator.

18. Student Engagement Committee

- 18.1. The membership of the Student Engagement Committee shall be:
 - 18.1.1. The VP Student Affairs;
 - 18.1.2. The VP Academic;
 - 18.1.3. The VP External;
 - 18.1.4. No less than three (3) additional members of the General Assembly;
 - 18.1.5. Up to ten (10) undergraduate students who are not members of the General Assembly;
- 18.2. The duty of the Student Engagement Committee shall be to provide a forum for the creation, planning and execution of academic and non-academic events on campus, directed towards the betterment of student experiences. The members will meet to review recent and current events, and formulate future events over the academic year.
- 18.3. The Student Engagement Committee shall be chaired and assembled by the VP Student Affairs or the VP Academic.

19. Executive Accountability Committee

- 19.1. The membership of the Executive Accountability Committee shall be:
 - 19.1.1. No less than three (3) and no more than five (5) members of the General Assembly excluding members of the Executive Council
 - 19.1.2. One (1) staff member shall be designated as resource person to the committee;
- 19.2. The purpose of the Executive Accountability Committee is to ensure Executive Council members are accountable for their decisions and actions, to provide a venue for General Assembly members and staff to submit anonymous feedback, as well as to inspire the executive Council to be more effective and accountable in their roles.
- 19.3. The duties of the Executive Accountability Committee shall include:
 - 19.3.1. The creation of a survey in ~~November~~ the Fall which shall be sent out to a list of appropriate stakeholders, as determined by the committee;
 - 19.3.2. The preparation of a public report for each member of the Executive Council, and the General Assembly;
 - 19.3.3. The presentation of final reports are to the General Assembly at the last General Assembly meeting in December;
 - 19.3.4. The creation of a shorter, follow up survey in February. Results for this survey to be delivered no later than the March General Assembly meeting;

19.4. Quorum for the Executive Accountability shall be two-thirds (2/3) of committee members, not including resource persons;

~~19.5.~~ The Executive Accountability shall select a Chair from its membership at the first meeting.

~~19.5;19.6.~~ The Executive Accountability committee shall be called during the May GA Meeting.

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20. The Students' Union Strategic Planning Committee

20.1. The membership of the Students' Union Strategic Planning Committee shall be:

- 20.1.1. The President;
- 20.1.2. The VP External;
- 20.1.3. The VP Operations and Finance;
- 20.1.4. One other member of the Executive Council;

- 20.1.5. At least two General Assembly members; and,
- 20.1.6. The General Manager (as required).

20.2. The purpose of the Students' Union Strategic Planning Committee is to develop and maintain the Strategic Plan as per Policy 25 – The Students' Union Strategic Plan;

20.3. Quorum for the Students' Union Strategic Planning Committee shall be two (2) Executive Council members and one (1) General Assembly member.

20.4. The Students' Union Strategic Planning Committee shall be assembled and chaired by the President.

21. Advocacy Advisory Committee

21.1. The membership of the Advocacy Advisory Committee shall include, but not be limited to:

- 21.1.1. The VP External;
- 21.1.2. Two additional Executive Council members;
- 21.1.3. Three General Assembly Members;
- 21.1.4. Two Students at Large; and,
- 21.1.5. ULSU Advocacy Relations Coordinator.

21.2. The purpose of the Advocacy Advisory Committee shall include, but not be limited to:

- 21.2.1. Drafting and revising External Policies of the ULSU
- 21.2.2. Providing support and feedback for the Vice-President External and President in relation to their endeavors with CAUS (the Council of Alberta University Students) and CASA (the Canadian Alliance of Student Associations).

21.3. The Advocacy Advisory Committee shall be assembled and chaired by the VP External, with the President performing the duties if the VP External is unavailable.

POLICY 7 – STUDENTS' UNION GENERAL OFFICE POLICIES

Last Amended April 15, 2020

1. The Students' Union Office
 - 1.1. The Students' Union will operate an office in Room SU180 of the Students' Union Building;
 - 1.2. The office will be run by hired employees and by members of the Students' Union Executive Council; and,
 - 1.3. The Students' Union office will serve as an information centre for active members of the Students' Union, and a centre for all Students' Union operational and representational activities.

2. Students' Union Employees
 - 2.1. The Students' Union will adhere to the Alberta Labour Standards; and,
 - 2.2. The Students' Union will hire University of Lethbridge students as a first priority for all casual positions.

3. Office Equipment and Supplies
 - 3.1. Office equipment is intended for Students' Union business only;
 - 3.2. Use of equipment for Students' Union matters has priority over any other usage;
 - 3.3. Computers
 - 3.3.1. No persons other than Students' Union employees, members of the General Assembly, the CRO, and those whom are approved by an Executive Council member shall be permitted to use the computers in the Students' Union office; and,
 - 3.3.2. Computer hardware components, software, and manuals must not leave the Students' Union Office without the approval of the Executive Council or General Manager; and,
 - 3.4. All Students' Union office supplies are for Students' Union use only.

4. Mailboxes
 - 4.1. The following individuals and groups will receive a mailbox in the Students' Union office:
 - 4.1.1. All members of the General Assembly;
 - 4.1.2. All Students' Union full time employees;
 - 4.1.3. All ratified clubs, if possible;
 - 4.1.4. All subtenants of the Students' Union Building; and,
 - 4.1.5. Other individuals and groups deemed eligible by the President or General Manager.

5. Mail
 - 5.1. Incoming Mail

- 5.1.1. All incoming Students' Union mail, excluding those items marked "personal and confidential" or those items appearing to be of a personal nature, will be opened by the Administrative Assistant and date stamped. If required, a photocopy will be placed in the internal files for future reference;
- 5.2. Outgoing Mail
 - 5.2.1. All outgoing mail must be sealed before being placed in the outgoing mail pile; and,
 - 5.2.2. Stationary bearing the logo of the Students' Union must not be used for personal use at any time.
- 6. Filing System
 - 6.1. Contents of Filing System
 - 6.1.1. The filing system shall include personnel, financial, internal, and external files which will be maintained by the Executive Assistant;
 - 6.1.2. Two (2) years will be maintained in the filing system; and,
 - 6.1.3. Files will be archived once a year;
 - 6.2. Individual Filing Systems
 - 6.2.1. The General Manager shall, in a locked cabinet:
 - 6.2.1.1. File employee contracts, pertinent correspondence, information and employee reviews for all full time staff;
 - 6.2.1.2. File copies of all subtenant lease agreements and other business contracts; and
 - 6.2.1.3. File banking and investment information;
 - 6.2.2. The Food and Beverage Manager shall:
 - 6.2.2.1. File information regarding events in the Zoo and Ballrooms;
 - 6.3. Archives
 - 6.3.1. Students' Union records two (2) or more years older will be archived to maintain a primary history of the Students' Union.
- 7. Business Hours
 - 7.1. The business hours of the Students' Union Office are 8:30 a.m. to 4:30 p.m., Monday through Friday.
 - 7.1.1. At the discretion of the General Manager, the office may ~~be closed. at 3:00 p.m. on Fridays.~~
- 8. Keys
 - 8.1. Distribution of Keys
 - 8.1.1. Campus Planning will designate one (1) representative of the Students' Union to authorize key distribution on behalf of the Students' Union;
 - 8.1.2. The Administrative Assistant will sign key requests and manage Students' Union Building keys;

- 8.1.3. Each member of the Students' Union Executive Council and the Students' Union Office Staff shall receive keys to the Students' Union Office, the Level 1 doors of the Students' Union Building, as well as other keys that apply specifically to their portfolio;
- 8.1.4. Each member of the Students' Union General Assembly shall receive keys to the Students' Union General Assembly Office, the Level 1 doors of the Students' Union Building, as well as other keys that apply specifically to their portfolio;
- 8.1.5. Key privileges may be suspended or revoked by the Executive Council;
- 8.2. Master Keys
 - 8.2.1. The Executive Council, the Operations Coordinator, and the General Manager shall each hold a master key to the Students' Union Building; and,
 - 8.2.2. Full time office staff shall hold master keys as determined by the General Manager.

9. Returning of Keys

- 9.1. All keys must be returned to the Students' Union on or before the last day of a representative's term of office or an employee's term of employment; and,
 - 9.1.1. Executive Council members may return their keys up to three (3) business days following the end of their term in office;
- 9.2. The Students' Union will deduct the cost of the key replacement from the final paycheck for any person who fails to return his or her key at the end of his or her term of office of employment.

10. Telephones

- 10.1. No long distance personal calls are to be charged to the Students' Union;
- 10.2. Any violation of the telephone policy may, at the discretion of the General Assembly, result in:
 - 10.2.1. Deductions from salary or honoraria;
 - 10.2.2. Suspension of privileges of office; and/or,
 - 10.2.3. Dismissal or impeachment; and,
- 10.3. The CRO and non-permanent employees may access the Students' Union Office and telephone lines during business hours only.
- 10.4. Long distance charges to personal cell phones for Students' Union purposes, as decided by the Executive Council, may be reimbursed.

11. Photocopier

- 11.1. The ULSU Accountant will monitor the usage of the printers; and,
- 11.2. Excessive printing will be deducted from employee or General Assembly salary or honoraria.

12. Security System

- 12.1. After receiving keys for the Students' Union Office, authorized persons will be shown how to operate the security system;
- 12.2. At no time may a security system code be given to unauthorized persons; and,
- 12.3. Every authorized person will be given individualized security system codes.
- 12.4. The General Manager must remove outgoing Executive Council member's security codes within three (3) business days following their term in office.

POLICY 8 – EMPLOYEE AND EXECUTIVE COUNCIL BENEFITS

Last Amended April 15, 2020

1. Health and Dental Benefits
 - 1.1. Extended Health Plan Benefits:
 - 1.1.1. All full-time employees and part-time employees that meet a weekly hourly requirement of 28 hours, will have the option of being included as a single or family member for the extended health plan benefits established under the Students' Union Health and Dental plan;
 - 1.1.2. This benefit is only available to employees if the plan is available to members of the Students' Union; and,
 - 1.1.3. Extended Health and Dental benefits will be implemented for full-time employees in the first month following a ninety (90) day probationary period, or as agreed upon by the General Manager and Executive Council
 - 1.2. Health Plan Supplement:
 - 1.2.1. All full-time employees and part-time employees that meet a weekly hourly requirement of 28 hours, may receive the Students' Union Health Plan Supplement;
 - 1.2.2. This supplement is to cover a maximum of \$44 monthly or \$528 annually for Individuals, and \$88.00 monthly or \$1056.00 annually; and,
 - 1.2.3. The exact benefits covered, limitations and exclusions of the Health Plan Supplement are described in Students' Union Health Plan Supplement Terms of Reference.
 - 1.3.
 - 1.4. Executive Council Health and Dental Benefits
 - 1.4.1. The Executive Council will be reimbursed once annually for Students' Union Health and Dental benefits.
2. Optional Retirement Savings Plan
 - 2.1. The Students' Union will provide a matching benefit based on the following schedule:
 - 2.1.1. First year of employment – the Students' Union will match the equivalent of one percent (1%) of gross salary commencing in the first month following the ninety (90) day probationary period;
 - 2.1.2. Second year of employment – the Students Union will match the equivalent of two percent (2%) of gross salary commencing in the first month following the anniversary date of hire; and,
 - 2.1.3. Third and subsequent years of employment – the Students Union will match the equivalent of three percent (3%) of gross salary commencing in the first month following the anniversary date of hire. Percentage rates may be negotiable after 3 years of service.

3. Personal Days

- 3.1. All full time employees, Executive Council members, and part time employees that meet a weekly hourly requirement of 28 hours, are entitled to wellness days, family care days, and bereavement days as follows:
 - 3.1.1. Wellness days – Five (5) paid wellness days per fiscal year;
 - 3.1.2. Family care days – Five (5) paid family care days per fiscal year;
 - 3.1.3. Bereavement days – Three (3) paid bereavement days per fiscal year; and,
 - 3.1.4. Additional wellness days, family care days, and bereavement days may be granted at the discretion of the General Manager or the Executive Council.

4. Parking Pass
 - 4.1. All full time employees, Executive Council members, and part time employees that meet a weekly hourly requirement of 28 hours, will be given, or reimbursed for, a yearly campus parking permit in a University parking lot, upon request, once per annum; or,
 - 4.1.1. If preferable, employees may be reimbursed for the cost of a Lethbridge Transit yearly bus pass.

5. Ongoing Education
 - 5.1. All full time employees will be paid to enrol in, contingent upon subsequent submission of receipts, or will be reimbursed for one (1) academic course per semester at any post-secondary learning institution if that course pertains to that employee's position;
 - 5.2. All full time employees will be paid to register for, contingent upon subsequent submission of receipts, or will be reimbursed for conferences, seminars, or webinars that pertain to that employee's position upon approval of the General Assembly; and,
 - 5.3. All Executive Council members will be reimbursed tuition for one (1) academic course at the rate of an Undergraduate Canadian Student at the University of Lethbridge per each Fall and Spring Semesters of their term in office contingent upon subsequent submission of receipts. No other fees will be reimbursed.

6. Executive Council Professional Development Benefits
 - 6.1. Each Executive Council member is entitled to a reimbursement of a maximum \$300.00 for the purchase of business attire; and,
 - 6.2. Each Executive Council member is entitled to a reimbursement of a maximum of \$300.00 for the purchase of technology.

POLICY 9 – EMPLOYEE AND EXECUTIVE COUNCIL VACATION TIME

Last Amended April 15, 2020

1. Terms of Reference and General Guidelines.
 - 1.1. Use of vacation time must adhere to Alberta Employment Standards Code;
 - 1.2. Employees must submit requests for vacation time to the VP Operations and Finance or the General Manager at least ten (10) business days prior to the requested time.

2. Each Executive Council member, full time employee, and part-time employee of the Students' Union is entitled to vacation time according to the length of time that he or she has been employed by the Students' Union. Vacation time is allotted as follows:
 - 2.1. During the first through third years of employment, each Executive Council member, full time employee or part-time employee of the Students' Union is entitled to ten (10) business days of vacation prorated to the time worked prior to April 30 of the fiscal year, and equal to four percent (4%) of gross salary;
 - 2.2. During the fourth through sixth years of employment, each full or part-time employee of the Students' Union is entitled to fifteen (15) business days of vacation prorated to the time worked prior to April 30 of the fiscal year, and equal to six percent (6%) of gross salary; and,
 - 2.3. During the seventh and all subsequent years of employment, each full or part-time employee of the Students' Union is entitled to twenty (20) business days of vacation prorated to the time worked prior to April 30 of the fiscal year, and equal to eight percent (8%) of gross salary.

3. Restrictions of Vacation time:
 - 3.1. Unless otherwise authorized by the Executive Council for employees, vacation time may not be taken during:
 - 3.1.1. The first week of the Students' Union fiscal year;
 - 3.1.2. The last week of the Students' Union fiscal year;
 - 3.1.3. The first two weeks of the Fall Semester; or,
 - 3.1.4. The first two weeks of the Spring Semester.
 - 3.2. Vacation time for employees may be carried over into the next fiscal year, to a maximum of 2 months cumulatively.
 - 3.2.1. Employees who attempt to accumulate more shall be paid a prorated salary per day over the maximum;

4. Days during which the Students' Union Office is closed shall not be counted as vacation time.

POLICY 10 – ADVERTISING, MARKETING AND SPONSORSHIP

Last Amended April 15, 2020

1. The marketing objectives of the Students' Union include, but are not limited to:
 - 1.1. Polling the student body to ensure that expectations and values are being taken into consideration when providing a product or service.
 - 1.2. Utilizing the best information, intelligence and technology available to publicize, promote and market all Students' Union events and activities, within reason and financial feasibility.
2. The promotional objectives of the Students' Union will be delegated as follows:
 - 2.1. In order to ensure that promotional guidelines and financial restrictions are adhered to, all posters, banners, advertisements and other promotional instruments must be reviewed by the General Manager;
 - 2.2. Public political messaging and text-based promotions must be approved by the President; and,
 - 2.3. The ULSU will annually format, revise, and adhere to the brand vision and strategic plan.
3. The Students' Union will develop visibility and awareness by developing and implementing an effective communications plan for events sponsored by the Students' Union, and by following the communications plan at all times.
4. The Students' Union will conduct preference and awareness surveys on our target market to evaluate marketing effectiveness on an ongoing basis.
5. Pricing of the Students' Union products and/or services will follow these guidelines:
 - 5.1. The pricing policy for the Students' Union will be to charge slightly less than the standard commercial rate where possible and financially feasible; and,
 - 5.2. Pricing for each product and/or service will be evaluated each year following receipt of the year-end audited financial statements.
6. All advertising for events sponsored in whole or in part by the ULSU will, whenever possible, bear the ULSU Logo, in accordance with the brand vision and strategic plan.

POLICY 11 – ROOM BOOKING AND RENTALS

Last Amended April 15, 2020

1. Room Rental and Usage
 - 1.1. SU180J, SU234, SU300A, SU300B, SU300C, SU052, and SU054 are available for University of Lethbridge groups, community groups, Students' Union groups, and external parties;
 - 1.2. The maximum allowed capacity of each room is dependent on the tables and equipment required;
 - 1.3. All room bookings and rentals are subject to the ULSU legislation;
 - 1.4. All bookings and rentals will be done through the Students' Union Office; and,
 - 1.5. All events are booked on a first come, first served basis, while the right to refuse a booking is maintained;
 - 1.5.1. Priorities of bookings will be given based on the objectives of the ULSU.
 - 1.6. All bookings require approval of the Operations Coordinator;
 - 1.6.1. The Operations Coordinator reserves the right to cancel a booking if deemed necessary.

2. Rental Fees
 - 2.1. The rental fee schedule will be reviewed annually by the Executive Council, Operations Coordinator and the General Manager;
 - 2.2. The rental fee for external bookings include:
 - 2.2.1. The use of tables and chairs;
 - 2.2.2. Room set-up prior to the event;
 - 2.2.3. Clean-up following the event;
 - 2.2.4. The removal of tables and chairs following the event; and,
 - 2.2.5. The adjustment of blinds prior to event;
 - 2.3. Additional requirements for which an additional fee will be charged, include, but are not limited to:
 - 2.3.1. Stage rental, staffing, equipment rental, entertainment services, tickets, and corkage; and/or,
 - 2.3.2. Additional maintenance charges will apply for excess cleaning and damages caused by the user(s) or the guests of the user(s);
 - 2.4. All set-up requirements must be received and confirmed a minimum of five (5) business days prior to the event;
 - 2.5. The user will be responsible to arrange payment of the full amount invoiced by the Students' Union; and,
 - 2.6. Access after normal business hours or on weekends must be arranged in advance with the Students' Union.

3. Heating and Ventilation
 - 3.1. In accordance with the policies of the University of Lethbridge, heating and ventilation

are provided.

4. Confirmation of Booking
 - 4.1. Ballroom bookings are not considered confirmed until proof of deposit or written request by the applicable university department(s) is received by the Students' Union; and,
 - 4.2. Tentative bookings will be reserved for a maximum of two (2) weeks if not confirmed.

5. Cancellation Fee
 - 5.1. All cancellations must be received in writing;
 - 5.2. Room rental is non-refundable;
 - 5.3. Cancellation of any function must be made no later than thirty (30) days prior to the event; and,
 - 5.4. Any other assessed charges which have been paid are non-refundable if cancellation is less than two (2) weeks prior to the event; however,

This will be negotiable on a case-by-case basis for clubs of the ULSU.

6. Guidelines for rentals are established in the facilities booking procedure.

7. The only food or beverages to be consumed within Ballroom C on the 3rd level of the Students' Union Building will be those that have been purchased therein.

POLICY 12 – THE STUDENTS’ UNION HEALTH AND DENTAL PLAN

Last Amended April 15, 2020

1. All full time students who are active members of the Students’ Union are required to participate in the Students’ Union Health and Dental Plan. The plan is in place from September 1 to August 31 annually; and,
 - 1.1. Members are permitted to opt-out of either the health and or dental plan as per the Health and Dental Opt-Out Policy.
2. The terms of the Students’ Union Health and Dental Plans are to be reviewed annually and confirmed with an agreement between the provider and the Students’ Union. Fees are established annually prior to the fee deadline established by the University of Lethbridge, based on a formula of use provided by the insurer; however,
 - 2.1. The annual fee confirmation will be authorized by the Executive Council; and,
 - 2.2. Any major change in benefits for the next calendar year must be authorized by the General Assembly.
3. The Students’ Union Health and Dental Plans will be administered by the Health and Dental Plan Administrator, whose hours will be determined by the General Manager in accordance with the demands of the active members of the Students’ Union.
4. The Health and Dental Plan Administrator will maintain all records in an orderly and timely manner and provide the insurer and the General Assembly with updated information.
5. Any change in insurer, broker, or administrator requires the approval of the General Assembly.
6. Fee Structure
 - 6.1. Participants in the plan will be required to pay for the full annual premium in the Fall semester, or approximately two-thirds (2/3) of the annual premium in the Spring semester, depending on the dates of their enrolment.
7. Health and Dental Plan – Add-on
 - 7.1. If a student is married, or if the student gets married, he or she may add their spouse to the Students’ Union Health and Dental Plans as stipulated by the insurance company;
 - 7.2. If a student loses alternative coverage during the academic year, he or she shall have thirty (30) business days to pay the Students’ Union Health and Dental Plan fees; and/or,
 - 7.3. If a student or a student’s spouse gives birth, the student has thirty (30) business days after the birth of the child in which to add the child to the Students’ Union Health and Dental Plans, as stipulated by the insurance company.

POLICY 13 – HEALTH AND DENTAL PLAN OPT- OUT

Last Amended April 15, 2020

1. Opt-out
 - 1.1. Members are permitted to opt-out of either the health and or dental plan, upon completion of an on-line waiver and the provision of evidence of a valid alternate extended health and dental plan, prior to the opt-out date established for the year of registration;
 - 1.2. Opt-out dates are to be authorized annually by the Executive Council providing sufficient time for members to provide documentation for opt-out and to meet the deadlines established by the University of Lethbridge Registrar’s Office;
 - 1.3. Extension of the opt-out deadline must be authorized by the General Manager, Executive Council and the Health and Dental Plan Administrator;
 - 1.4. A student cannot opt out of the Students’ Union Health and/or Dental plans if alternative coverage is obtained midway through the Academic year; and,
 - 1.5. Students’ Union Health and Dental Plan fees are non-refundable, as stipulated by the insurance broker.

2. Appeal Process
 - 2.1. Students who fail to meet the requirements of the opt-out deadline may appeal to the ~~Health and Dental Appeals Committee as outlined in the Internal Committees Policy~~ Health Plan Coordinator;
 - 2.2. The Health ~~and Dental Appeals Committee~~ Plan Coordinator will accept appeals during the fifteen (15) business days following the opt-out deadline for the Fall and Spring semesters;
 - 2.3. Absolutely no appeals will be revisited after a decision has been made by the Health ~~and Dental Appeals Committee~~ Plan Coordinator and General Manager;
 - 2.4. For an appeal regarding the opt-out deadline, students must submit the following to the Health ~~and Dental Appeals Committee~~ Plan Coordinator:
 - 2.4.1. A letter of appeal stating the reason(s) for failing to meet the opt-out deadline;
 - 2.4.2. A waiver form; and,
 - 2.4.3. Proof of alternative health and/or dental coverage.

POLICY 14 – CLUB POLICY

Last Amended April 15, 2020

1. Club Ratification

- 1.1. To be considered for ratification by the Executive Council, the following must be submitted by a club to the VP Student Affairs:
 - 1.1.1. A Students' Union Application for Club Ratification which includes:
 - 1.1.1.1. The name of the club;
 - 1.1.1.2. The date of application;
 - 1.1.1.3. The names, titles, e-mail addresses, phone numbers, and University of Lethbridge student identification numbers for at least three (3) members of the club executive;
 - 1.1.1.3.1. The signature or e-signature of the president of the club;
 - 1.1.1.3.2. All executive members of the club must be current, ~~undergraduate~~ students with the majority of the executive team being undergraduate students;
 - 1.1.1.3.3. A minimum of twelve (12) member names, with corresponding e-mail addresses ~~and University of Lethbridge undergraduate student identification numbers~~; and
 - 1.1.1.3.4. The signatures or e-signatures of two members of the club executive;
 - 1.1.1.4. An up-to-date constitution deemed acceptable by the VP Student Affairs;
 - 1.1.1.5. A signed copy of the Sanctioned Club Agreement Form, indicating that the club will comply with ULSU legislation; and,
 - ~~1.1.1.6.~~ 1.1.1.6. A twenty-dollar (\$20) non-refundable ratification application fee; at the discretion of the VP Student Affairs,
 - ~~1.1.1.6-1.1.1.7.~~ 1.1.1.7. The completion of an online club training course from two executive members within that academic year.
 - 1.1.2. Upon submission of the above four requirements, the VP Student Affairs will submit the application for ratification to the Executive Council for approval;
- 1.2. Any ratifications approved by the Executive Council must be presented as an Item for Information at the next General Assembly meeting by the VP Student Affairs;
- 1.3. The General Assembly or Executive Council has the authority to ratify or deny ratification to any student club; and,
 - 1.3.1. The ratification of a club that was deratified in the prior year will take into account the filed history of that club and rational for prior de-ratification.

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2. Club ~~and Greek Life~~ Probation

- 2.1. A club ~~or Greek Life Organization~~ may have one (1) unexcused absence for Clubs' Council meetings per semester.

- 2.1.1. If no members are available to attend Clubs' Council, that ~~club-Organization~~ may be excused from Clubs' Council as long as they contact the VP Student Affairs before Clubs' Council is in session.
- 2.1.2. If Clubs have submitted a motion to Clubs' Council and are unable to speak to the motion they must make arrangements with the VP Student Affairs to present their motion at the next available Clubs' Council session.
- 2.1.3. A club or Greek Life Organization may ~~will automatically~~ be put on probation during Clubs' Council for a second unexcused absence. at the digression of the VP Student Affairs.
 - 2.1.3.1. Clubs located on the Calgary campus will be excused from Clubs' Council meetings.
- 2.2. Probation will result in loss of Club Privileges, including but not limited to applying for Club Funding and free booking of rooms.
 - 2.2.1. Clubs or Greek Life Organizations on Probation will remain covered under SU insurance, allowing for sanctioned events and previous room bookings to be held.
- 2.3. A club or Greek Life Organization on probation will also lose their right to vote on Clubs' Council and will be treated as a non-voting member. This means the ~~club Organization~~ will not count towards quorum at future Clubs' Council meetings.
- 2.4. A club on probation may appeal for reinstatement of privileges by presenting at the next General Assembly meeting or submitting a written proposal for the VP Student Affairs to speak to on their behalf during the next Clubs' Council meeting after entering probationary status.
 - ~~2.4.1. If a club on probation fails to appear at the meeting of their appeal without notifying the VP Student Affairs, the club will be put forth for deratification by Clubs' Council.~~
 - ~~2.4.2. The club may appeal their probation by either presenting to Clubs' Council or submitting a written proposal for the VP Student Affairs to speak to on their behalf.~~
 - ~~2.4.2.1. If Clubs' Council does not grant reinstatement, the club will be put forth for deratification by Clubs' Council.~~
 - ~~2.4.2.1.1. If Clubs' Council does not de-ratify the club, said club will remain on probation for the remainder of the semester. The club will be eligible to apply for reinstatement the following semester or re-ratify their club for the following academic year.~~
 - ~~2.4.2.1.2. If Clubs' Council de-ratifies the club, it will be brought forth to the General Assembly for official de-ratification. If the General assembly votes against de-ratification, the club is put back on probation for the remainder of the semester.~~
 - ~~2.4.3-2.4.1.~~ If Clubs' Council grants reinstatement from probationary status, the club's privileges will be reinstated.
- 2.5. Should a club be up for probation a second time, they will be brought forth for de-ratification to the ~~Clubs' Council~~General Assembly.
 - ~~2.5.1. If the motion for de-ratification is defeated, the club will then remain on probation for the remainder of the semester. The club may apply to Clubs'~~

~~Council for~~ reinstatement by presenting at the next General Assembly meeting or submitting a written proposal for the VP Student Affairs to speak to on their behalf during the following semester or re-ratify for the following academic year-

~~2.5.2.2.5.1.~~

3. De-Ratification

3.1. Any club found to be in violation of Students' Union Legislation will be brought forth to ~~Clubs' Council~~ General Assembly for deratification at the discretion of the VP Student Affairs.

~~3.2. A motion for deratification of a club will be carried if approved by a majority vote.~~

~~3.3. The Clubs' Council's decision for deratification will be ratified at the next properly convened General Assembly meeting.~~

~~3.4.3.2.~~ A deratified club loses all club privileges and may not ratify for the remainder of the academic year.

~~3.5.3.3.~~ The VP Student Affairs will keep record of deratified clubs, and will make note should a club seek ratification in the following academic year.

POLICY 15 – CLUB SPACE

Last Amended April 15, 2020

1. Club Room
 - 1.1. Club room SU010E is available for use free of charge for all ratified Clubs; and,
 - 1.2. Club room SU010E shall be reserved through the Administrative Assistant.

 2. Club Office Space
 - 2.1. Club rooms SU010A-D are available as club office space free of charge to all clubs ratified by the Students' Union;
 - 2.2. ~~Applications for club rooms will be reviewed and assigned annually by the VP Student Affairs in consultation with other ULSU staff~~Club rooms will be assigned annually by the Clubs Council;
 - 2.3. On April 30, club offices will be made vacant unless previously arranged with the VP Student Affairs;
 - ~~2.4. Any club may submit an application for the use of the club offices for that academic year to the VP Student Affairs prior to the first regularly convened meeting of the Clubs' Council;~~
 - ~~2.5. The VP Student Affairs will present all complete applications on the first regularly convened meeting of the Clubs' Council for that academic year;~~
- ~~2.6.2.4.~~ Requirements for use of clubs offices:
- ~~2.6.1.2.4.1.~~ Clubs occupying a club room must be ratified before September 30; but,
 - ~~2.6.1.1.2.4.1.1.~~ If not ratified before September 30, the club will lose possession of the club room; and,
 - ~~2.6.2.2.4.2.~~ If the membership of a club occupying a club room falls to less than twelve (12) members, that club will lose possession of the club room;
 - ~~2.6.3.2.4.3.~~ The club occupying a club room is responsible for maintaining the good order of the club room, and may not alter any physical features without the approval of the General Assembly;
 - ~~2.6.4.2.4.4.~~ Any costs for telephone, internet service, maintenance, etc. will be the responsibility of the club occupying the club room;
 - ~~2.6.5.2.4.5.~~ A maximum of three (3) sets of keys will be assigned to the club occupying the club room; and,
 - ~~2.6.5.1.2.4.5.1.~~ All keys must be returned to the Students' Union office on or by April 30;
 - ~~2.6.5.2.2.4.5.2.~~ Keys will be assigned to the newly elected club executive of the club authorized to occupy a club room by the Administrative Assistant after May 1; and,
 - ~~2.6.5.3.2.4.5.3.~~ A replacement fee, determined by the Department of Facilities, will be assessed to a club in the event that keys are lost or not returned to The Students' Union prior to April 30; and,

~~2.7.2.5.~~ Any vacated rooms will be announced at Clubs' Council with notification for application deadlines.

3. Applications For Club Office Space

3.1. The application for club room space must include a letter of intent;

~~3.2. All complete applications will be tabled at a Club's Council meeting for approval. Clubs may be required to make a presentation to the Clubs Council;~~

~~3.3.3.2.~~ A seventy-five dollar (\$75.00) damage deposit must be submitted with each application. This will be refunded if the applicant is unsuccessful; and,

~~3.4.3.3.~~ Clubs affiliated with a Faculty or School must submit written confirmation from the Dean of that Faculty or School that no space is available for the operation of their club within other areas of the University of Lethbridge campus.

POLICY 16 – CLUB EVENTS

Last amended April 15, 2020

1. Raffles and Lotteries
 - 1.1. Clubs must adhere to all regulations of the Government of Alberta which pertain to Raffles and Lotteries. Licenses may be obtained from the ULSU.

2. Club Bookings
 - 2.1. Clubs may reserve SU010E, SU300A, SU300B, or SU234 free of charge for club bookings.
 - 2.2. Bookings are subject to the availability of the room.
 - 2.3. The Students' Union reserves the right to cancel a club booking up to 5 days prior to a scheduled club booking, if deemed necessary by the Operations Coordinator;
 - 2.3.1. Clubs will be notified of a cancellation via email,
 - 2.3.2. The Students' Union will attempt to relocate or reschedule a club booking in the case of a cancellation.

3. Events Involving Alcohol
 - 3.1. All club events held on the University of Lethbridge campus are subject to the Club Alcohol Policy;
 - 3.2. The Students' Union has the right to deny minors access to areas where alcohol is being served; and,
 - 3.3. For club events held off campus involving the available service of alcohol, that is events taking place at a licensed venue, all University of Lethbridge, AGLC, and ULSU Policies are in effect. Please see the Clubs Alcohol Policy;
 - 3.3.1. All events of this type must be sanctioned by the ULSU and are therefore subject to the discretion of the VP Student Affairs in consultation with University of Lethbridge Risk and Safety Services. Clubs may face de-ratification if the Students' Union is associated in any way with an unsanctioned club event.

4. Cabarets in SUB300A, B, and/or C
 - 4.1. A ratified club may reserve rooms SU300A, SU300B, and/or SU300C free of charge for club events;
 - 4.2. In order to secure the use of SU300A, B, and/or C, for a cabaret, a club must submit a two hundred dollar (\$200.00) deposit for the ballroom(s) to the Operations Coordinator;
 - 4.3. A club must notify the Operations Coordinator at least twenty (20) business days in advance of an event to reserve the ballroom(s);
 - 4.4. If the room deposit is not received by the Operations Coordinator within five (5) business days of the booking request the reservation may be cancelled;
 - 4.5. A club cabaret requires the approval of the ULSU Operations Coordinator and the VP Student Affairs;

- 4.6. All approved club cabarets are co-sponsored by the Students' Union;
 - 4.7. Two or more clubs may co-host a cabaret;
 - 4.8. The Halloween Cabaret, Ender Bender, and Last Class Bash are deemed Students' Union Cabarets, and are unavailable to clubs;
 - 4.9. In order to secure the use of SU300A, B, and/or C, for a cabaret, a club must go over the following information with the Operations Coordinator and VP Student Affairs:
 - 4.9.1. The date requested;
 - 4.9.2. The cost and type of entertainment;
 - 4.9.3. The theme; and,
 - 4.9.4. The ticket price;
 - 4.10. The club hosting the cabaret is responsible for the following:
 - 4.10.1. Ticket production;
 - 4.10.2. Ticket sales, both prior to and during the cabaret; however,
 - 4.10.2.1. Ticket sales must not exceed the maximum capacity of the ballroom(s) in which the event is taking place;
 - 4.10.3. Entertainment and advertising costs;
 - 4.10.4. Providing coat check services during the event;
 - 4.10.5. Any financial loss experienced by the Students' Union as a direct result of the event; and,
 - 4.10.6. Any damages that occur as a direct result of the event;
 - 4.11. To keep costs to a minimum, the club hosting the cabaret must confirm the exact number of tickets sold seventy-two (72) hours prior to an event;
 - 4.11.1. The Students' Union will staff according to the projected ticket sales based on the ticket sale information provided by the hosting club; however,
 - 4.11.2. Should ticket sale information not be provided, the maximum number of staff will be used at the cost of the hosting club;
 - 4.12. A club may share both income and expenses for a cabaret with the ULSU if such a collaborative event is arranged with the VP Student Affairs well in advance and subject to all other ULSU legislation; and,
 - 4.12.1. Outside any collaboration with the ULSU, a club is entitled to all ticket revenue from the event; however,
 - 4.12.2. Neither the ULSU Council budget nor the club are entitled to any profit sharing for the Zoo sales of food or alcohol.
5. Club Events held off campus
- 5.1. All club events held off campus are subject to the requirements of VP Student Affairs in consultation with University of Lethbridge Risk and Safety Services; and,
 - 5.1.1. Requirements may vary depending on the nature of the event and the establishment or venue at which it is taking place; in some cases proof of insurance and an extension of liability coverage may be required by the establishment or venue; and,
 - 5.1.2. Clubs can expect to need proof of both insurance and staff certification in the case that an event is being held at a licensed venue;

- 5.2. The Club must fill out and return to the VP Student Affairs, a minimum of three weeks prior to the event, or at the discretion of the VP Student Affairs, all applicable paper work including but not limited to:
 - 5.2.1. Driver Agreements
 - 5.2.1.1. All individuals driving either a personal or rental vehicle must submit a University of Lethbridge driver agreement form for the current academic year;
 - 5.2.1.2. Drivers must have liability insurance coverage not less than one million dollars (\$1,000,000.00);
 - 5.2.2. Waivers or a Group Waiver
 - 5.2.2.1. Waivers will be prescribed for events by the VP Student Affairs in consultation with University of Lethbridge Risk and Safety Services and must be carefully filled out and returned before the event takes place;
 - 5.2.3. Event Proposals
 - 5.2.3.1. The Primary Event Organizer will be the direct contact for the event and responsible for all aspects pertaining to the event. The Event Proposal form must be filled out and signed before the event takes place;
 - 5.2.3.2. The Primary Event Organizer will be responsible for ensuring adherence to the Club Alcohol Policy;
 - 5.2.3.2.1. All event volunteers subsequent to the Primary Event Organizer will be required to sign the “appointed volunteer” section of the Event Proposal Form, in accordance with the Club Alcohol Policy;
- 5.3. For all events held off campus, being held at a licensed venue will require a tailored Risk Management Plan;
 - 5.3.1. The Risk Management Plan will outline possible risks and a response plan for accidents or mishaps, as well as the responsibilities of the Primary Event Organizer and appointed volunteers in the event of an accident or mishap; and,
 - 5.3.2. The Risk Management Plan must be worked out with the VP Student Affairs and submitted prior to the event.

POLICY 17 – CLUB FUNDING

Last Amended April 15, 2020

1. There are two (2) types of Club Funding available to ratified clubs:
 - 1.1. Club Grants to subsidize a particular event or initiative operated by a ratified club, which:
 - 1.1.1. Promotes the purpose of the club; and,
 - 1.1.2. Promotes student involvement;
 - 1.2. Start-Up Grants for clubs which have been newly constituted or re-established after disbanding for a minimum of three (3) years.
2. Criteria for Club and Start-Up Grant Use
 - 2.1. An event that is subsidized by a Club or Start-Up grant must be open to all members of the Students' Union;
 - 2.2. Club and Start-Up Grants shall not be used for the purchase of alcohol.
 - 2.3. Resources or materials obtained with Club Funding will be the property of the club and remain in club inventory.
3. Application Submissions
 - 3.1. Completed applications for Club and Start-up Grants must be submitted to the VP Operations and Finance, not less than two (2) business days prior to an Executive Council meeting;
 - 3.2. All complete Club and Start-Up Grant applications will be submitted by the VP Operations and Finance to the Executive Council for initial approval;
 - 3.3. The VP Student Affairs will present all complete Club and Start-Up Grants to Clubs Council following the Executive Council meeting at which the grants were approved; and,
 - 3.4. The General Assembly has final authority over any Club or Start-Up Grant applications and has the right to revoke any grant.
4. Grant Application Requirements
 - 4.1. Club Grant Applications must include:
 - 4.1.1. A letter of intent;
 - 4.1.2. A complete budget detailing all expenses and revenues; and,
 - 4.1.3. Proof of an active BMO account;
 - 4.2. Each ratified club is eligible to receive a maximum of two hundred and seventy five dollars (\$275.00) in the form of Club Grants per semester, and may only receive 2 Club Grants per academic year;
 - 4.3. Club Grants will only be given for events or purchases that occur within the current academic year;
 - 4.4. The VP Student Affairs or the VP Operations and Finance may request a follow-up report, including receipts, once a Club Grant has been approved.

4.4.1. A club will have two (2) weeks to submit the report once the request has been made.

5. Start-Up Grant application requirements

5.1. Applications must include:

5.1.1. A letter of intent; and,

5.1.2. A complete budget detailing all expenses and revenues; and,

5.1.3. Proof of an active BMO account;

5.2. The VP Student Affairs or the VP Operations and Finance may request a follow-up report, including receipts, once a Start-up Grant has been approved;

5.2.1. A club will have two (2) weeks to submit the report once the request has been made

5.3. If a club should cease to be ratified for a minimum of three (3) years, that club will be eligible for a Start-Up Grant the following year;

5.4. A club does not become eligible for a Start-Up grant upon the changing of the club name or an amendment to the club constitution;

5.5. A newly constituted club, following ratification, is eligible to receive a maximum Start-Up Grant of two hundred and twenty five dollars (\$225.00).

POLICY 18 – CLUB ALCOHOL POLICY

Last Amended April 15, 2020

1. All club functions are subject to the current Government of Alberta regulations and all University of Lethbridge policies pertaining to the consumption of alcohol as outlined by the Alberta Gaming, Liquor and Cannabis Commission (AGLC); and,
 - 1.1. Violations thereof will result in immediate cancellation of the event.
2. The availability of alcohol is limited to those areas authorized by the Government of Alberta and hereafter referred to as licensed venues.
3. For the duration of a club event being held at a licensed venue, food and non-alcoholic beverages must be available for purchase; however,
 - 3.1. This provision is outlined under AGLC policies and as such is a responsibility of the licensed venue to ensure, but, in the case of club events, is considered by the ULSU to be a responsibility of the club to ensure.
4. Clubs hosting events at a licensed venue must provide the ULSU VP Student Affairs or Operations Coordinator with proof of the licensed venue's insurance and staff certification no less than ten (10) business days prior to the date of the event.
5. Advertising for all club events must be approved by the ULSU VP Student Affairs or Operations Coordinator; and,
 - 5.1. For events taking place at a licensed venue all advertising must adhere to the University of Lethbridge advertising policy and AGLC regulations; and,
 - 5.2. The available service of alcohol at a licensed venue is not in any way to be reflected in the advertising of a club event.
6. The club hosting the event will make every reasonable effort to mitigate any risks and hazards to make the event safe and enjoyable for all;
 - 6.1. The certified staff of a licensed venue is responsible for the safety of patrons to their establishment as outlined by their insurance and AGLC Policy; and,
 - 6.1.1. Licensed venue staff will be responsible for enforcement of AGLC policies in regards to the service of alcohol and capacity of the venue; and,
 - 6.2. The club is responsible for providing a minimum of two (2) club members per up to one hundred (100) people in attendance, and one (1) more club member for every additional one hundred (100) attendees, to abstain from the consumption of alcohol and mitigate the risk of any unforeseen situation which may arise.

7. The Students' Union will provide security personnel at every club event held in SU300A, B, and/or C at which the service of alcohol is available.
 - 7.1. Security will be staffed at a ratio of one (1) security person to every sixty (60) patrons;
 - 7.2. For events held in SU300A, B and/or C, ULSU security personnel will be responsible to ensure the capacity outlined by Lethbridge municipal fire code is not exceeded; and,
 - 7.3. All University of Lethbridge students being accompanied by a guest will be wholly responsible for the actions and conduct of that guest.

8. No club shall enter into a profit sharing agreement for the sale of alcohol with any licensed venue and,
 - 8.1. If a club enters into such an agreement it will be deratified.

9. No club event shall have as its focus the consumption of alcohol, nor shall the consumption of alcohol be used to leverage attendance of the event; and,
 - 9.1. Compliance with this policy will be determined by the VP Student Affairs, who reserves the right, along with the ULSU Operations Coordinator, to approve or deny approval for any club event taking place at a licensed venue.

10. Club funds cannot be used to purchase or subsidize alcohol.

11. At no time will alcohol be made available to individuals who are younger than the legal drinking age.

12. The hosting club is responsible for any additional costs associated with an event at which the service or consumption of alcohol is permitted.

POLICY 19 – GREEK LIFE ORGANIZATIONS

Last amended April 15, 2020

1. Ratification

- 1.1. To be considered for ratification by the Executive Council, the following must be submitted by a Greek Life Organization to the VP Student Affairs:
 - 1.1.1. A Students' Union Application for Greek Life Organization Ratification which includes:
 - 1.1.1.1. The name of the Greek Life Organization;
 - 1.1.1.2. The date of the application;
 - 1.1.1.3. The names, titles, e-mail addresses, phone numbers, ~~and University of Lethbridge student identification numbers~~ for at least three (3) members of the Greek Life Organization executive; and,
 - 1.1.1.3.1. The signature of the president of the Greek Life Organization;
 - 1.1.1.3.2. All executive members of the Greek Life Organization must be current, undergraduate students of the University of Lethbridge;
 - 1.1.1.4. A minimum of twelve (12) member names, with corresponding e-mail addresses and University of Lethbridge student identification numbers.
 - 1.1.1.4.1. In the first year of ratification, a Greek Life Organization will only require a minimum of five (5) member names, with corresponding e-mail addresses and University of Lethbridge student identification numbers.
 - 1.1.1.4.2. These member names may include potential members and pledges. If these individuals do not become full members, then the Greek Life Organization must supply the VP Student Affairs with current member names.
 - 1.1.2. A Copy of the- Greek Life Organization Bylaws, which includes:
 - 1.1.2.1. The name of the Greek Life Organization;
 - 1.1.2.2. The vision and mission of the Greek Life Organization;
 - 1.1.2.3. Definition of membership, including rights and obligations;
 - 1.1.2.4. An accountability clause, stating that they will abide by all Students' Union and University of Lethbridge bylaws and policies, and acknowledge that they may face deratification if they contravene a bylaw or policy without General Assembly approval;
 - ~~1.1.2.5.~~ The titles of the executive positions and what their responsibilities include;
 - ~~1.1.2.5-1.1.2.6.~~ Any judicial procedures.
 - ~~1.1.2.6-1.1.2.7.~~ The annual election procedure for incoming executives; and
 - ~~1.1.2.7-1.1.2.8.~~ The process for amending these Bylaws.
 - 1.1.3. A signed copy of the Sanctioned Greek Life Organization Agreement Form, indicating that the Greek Life Organization will comply with the ULSU and University of Lethbridge legislation. By signing this form, the Greek Life Organization agrees that the ULSU will not be held liable for and will not be

associated with any Greek Life Organization event which is held off campus and has not been sanctioned by the VP Student Affairs; and,

1.1.4. A twenty-dollar (\$20) non-refundable ratification application fee; at the discretion of the VP Student Affairs.

~~1.1.4.~~ 1.1.5. The completion of an online club training course from two executive members within that academic year.

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- 1.2. The VP Student Affairs may request more documentation from the Greek Life Organization, such as a Constitution or Code of Conduct, before ratification;
- 1.3. Upon submission of the above ~~four~~ (five (5)) requirements, the VP Student Affairs will submit the application for ratification to the Executive Council for approval;
- 1.4. The General Assembly or Executive Council has the authority to ratify or deny ratification to any student Greek Life Organization; and
 - 1.4.1. The ratification of a Greek Life Organization that was deratified in the prior year will take into account the filed history of that Greek Life Organization and rational for prior deratification.

2. De-Ratification

- 2.1. Any Greek Life Organization found to be in violation of Students' Union Legislation will be brought forth to the General Assembly for de-ratification, at the discretion of the VP Student Affairs.
 - 2.1.1. A reasonable effort will be made to give a Greek Life Organization two (2) weeks' notice prior to the General Assembly meeting regarding grievances against them, to allow for the fraternity or sorority to prepare an appeal. The Greek Life Organization in question will be given adequate time during the meeting of the General Assembly, in which the discipline or de-ratification is being considered, to present an explanation for the violation.
 - 2.1.2. A motion for de-ratification of a Greek Life Organization will be carried if approved by a majority vote.
- 2.2. A de-ratified Greek Life Organization loses all privileges and may not ratify for the remainder of the academic year.
- 2.3. The VP Student Affairs will keep record of deratified Greek Life Organizations, and will make note should a Greek Life Organization seek ratification in the following academic year.

3. Funding

- 3.1. Greek Life Organizations shall not have access to Club Funding through Club Grants or Club Start-Up Grants.
- 3.2. Greek Life Organizations may access Travel and Conference Grants as per Policy 23 – Student Assistance – Travel and Conference Grant;
- 3.3. Grants may be made available to subsidize a particular initiative or event operated by a ratified Greek Life Organization, with the following stipulations:
 - 3.3.1. Promote the purpose of the Greek Life Organization;
 - 3.3.2. Promote student involvement;

- 3.3.3. Is open to all members of the Students' Union;
 - 3.3.4. Occur within the current academic year
 - 3.3.5. Grants may not be used for the purchase of alcohol;
 - 3.3.6. Resources or materials obtained with the Grant will be the property of the Greek Life Organization and remain in Greek Life Organization inventory; and,
 - 3.3.6.1. If the Greek Life Organization is deratified or disbands, the Greek Life Organization must return all resources or materials to the Students' Union;
 - 3.4. Application submissions for Greek Life Organization Grants must:
 - 3.4.1. Be submitted to the VP Operations and Finance, not less than two (2) business days prior to an Executive Council meeting;
 - 3.4.2. The VP Operations and Finance will submit all complete Grants to the Executive Council for approval; but,
 - 3.4.3. The General Assembly has final authority to approve any Grant application.
 - 3.5. Greek Life Organization Grant application requirements must include:
 - 3.5.1. A letter of intent
 - 3.5.2. A complete budget detailing all costs to which the Students' Union would be contributing
 - 3.5.3. Proof of an active BMO account;
 - 3.5.3.1. There is an opt-out process for those Greek Life Organizations that have an established record of outstanding financial accountability and compliance. To opt-out, they are required to present their case at a meeting of the General Assembly, proving their track record and external checks and balances are sufficient enough that they do not need to be a part of the ULSU Centralized Banking. The decision will be made by a majority vote of the General Assembly. They will be considered opted out on a continual basis unless a change in affiliation has occurred.
 - 3.6. A Greek Life Organization may be eligible to receive a maximum of two hundred and twenty five dollars (\$225.00) in the forms of a Grant once per academic year.
 - 3.7. The VP Student Affairs or VP Operations and Finance may request a follow-up report, including receipts, once a Grant has been approved.
 - 3.7.1. A Greek Life Organization will have two (2) weeks to submit a report once the VP Student Affairs has made a request.
4. Greek Life Organization Events
- 4.1. All Greek Life Organization events that are held on campus or use ULSU resources for promotion, planning, or execution must be sanctioned at the discretion of the VP Student Affairs. A complete and detailed event proposal must be submitted to the VP Student Affairs two (2) weeks prior to the event.
 - 4.1.1. These events are subject to the rules and restrictions of the Club Events Policy, the Club Alcohol Policy and the Club Events Policy Section 3.
 - 4.2. The ULSU will not be held liable for any Greek Life Organization event that is held off campus that has not been sanctioned by the VP Student Affairs.

- 4.3. All Greek Life Organization events held on campus or use ULSU resources to promote, plan or execute are subject to the requirements of the VP Student Affairs in consultation with University of Lethbridge Risk and Safety Services; and
 - 4.3.1. Requirements for events held off campus may vary depending on the nature of the event and the establishment or venue at which it is taking place; in some cases proof of insurance and an extension of liability coverage may be required by the establishment or venue; and,
 - 4.3.2. Greek Life Organizations can expect to need proof of both insurance and staff certification in the case that an event is being held at a licensed venue;
- 4.4. The Greek Life Organization must fill out and return to the VP Student Affairs or Operations Coordinator, prior to the event, all applicable paperwork including but not limited to:
 - 4.4.1. Driver Agreements
 - 4.4.1.1. All individuals driving either a personal or rental vehicle must submit a University of Lethbridge driver agreement form for the current academic year;
 - 4.4.1.2. Drivers must have liability insurance coverage not less than one million dollars (\$1,000,000.00);
 - 4.4.2. Waivers or a Group Waiver
 - 4.4.2.1. Waivers will be prescribed for events by the VP Student Affairs or Operations Coordinator in consultation with University of Lethbridge Risk and Safety Services and must be carefully filled out and returned before the event takes place;
 - 4.4.3. Primary Event Organizer Forms
 - 4.4.3.1. The Primary Event Organizer will be the direct contact for the event and responsible for all aspects pertaining to the event. The Primary Event Organizer form must be filled out and signed before the event takes place;
 - 4.4.3.2. The Primary Event Organizer will be responsible for ensuring adherence to the Club Alcohol Policy;
 - 4.4.3.2.1. All event volunteers subsequent to the Primary Event Organizer will be required to sign the “appointed volunteer” section of the Primary Event Organizer Form, in accordance with the Club Alcohol Policy;
- 4.5. For all events held off campus that use ULSU resources to promote, plan or execute that are held at a licensed venue will require a tailored Risk Management Plan;
 - 4.5.1. The Risk Management Plan will outline possible risks and a response plan for accidents or mishaps, as well as the responsibilities of the Primary Event Organizer and appointed volunteers in the event of an accident or mishap; and,
 - 4.5.2. The Risk Management Plan must be worked out with the VP Student Affairs and submitted prior to the event.
- 5. Greek Life Organization Space
 - 5.1. Greek Life Organization will not be given access to SU010A-D or SU010E.

- 5.2. A ratified Greek Life Organization may reserve rooms SU300A, SU300B, and/or SU300C free of charge for Greek Life Organization events;
- 5.3. In order to secure the use of SU300A, B, and/or C, for a cabaret, a Greek Life Organization must submit a two hundred dollar (\$200.00) deposit for the ballroom(s) to the Operations Coordinator;
- 5.4. A Greek Life Organization must notify the Operations Coordinator at least ten (10) business days in advance of an event to reserve the ballroom(s);
- 5.5. If the room deposit is not received by the Operations Coordinator within five (5) business days of the booking request, the reservation may be cancelled;
- 5.6. A Greek Life Organization cabaret in SU300A, B, and/or C requires the approval of the ULSU Operations Coordinator and the VP Student Affairs;
- 5.7. All approved Greek Life Organization cabarets hosted in these spaces are co-sponsored by the Students' Union;
- 5.8. Two or more Greek Life Organizations or clubs may co-host a cabaret;
- 5.9. All cabarets that are deemed Students' Union Cabarets are unavailable for Greek Life Organizations to host;
- 5.10. In order to secure the use of SU300A, B, and/or C, for a cabaret, a Greek Life Organization must go over the following information with the Operations Coordinator and VP Student Affairs:
 - 5.10.1. The date requested;
 - 5.10.2. The cost and type of entertainment;
 - 5.10.3. The theme; and,
 - 5.10.4. The ticket price;
- 5.11. The Greek Life Organization hosting the cabaret is responsible for the following:
 - 5.11.1. Ticket production;
 - 5.11.2. Ticket sales, both prior to and during the cabaret; however,
 - 5.11.2.1. Ticket sales must not exceed the maximum capacity of the ballroom(s) in which the event is taking place;
 - 5.11.3. Entertainment and advertising costs;
 - 5.11.4. Providing coat check services during the event;
 - 5.11.5. Any financial loss experienced by the Students' Union as a direct result of the event; and,
 - 5.11.6. Any damages that occur as a direct result of the event;
- 5.12. To keep costs to a minimum, the Greek Life Organization hosting the cabaret must confirm the exact number of tickets sold seventy-two (72) hours prior to an event;
 - 5.12.1. The Students' Union will staff according to the projected ticket sales, based on the ticket sale information provided by the hosting Greek Life Organization; however,
 - 5.12.2. Should ticket sale information not be provided, the maximum number of staff will be used, at the cost of the hosting Greek Life Organization;
- 5.13. A Greek Life Organization may share both income and expenses for a cabaret with the ULSU if such a collaborative event is arranged with the VP Student Affairs well in advance and subject to all other ULSU legislation; and,

- 5.13.1. Outside any collaboration with the ULSU, a Greek Life Organization is entitled to all ticket revenue from the event; however,
- 5.13.2. Neither the ULSU Council budget nor the Greek Life Organization is entitled to any profit sharing for the Zoo sales of food or alcohol.

6. Greek Life Council

- 6.1. The objective of the Greek Life Council will be to facilitate regular communication between Greek Life Organizations and the ULSU. It will provide a forum where representatives from all ratified Greek Life Organizations can exchange ideas, share information, work together, and make decisions pertaining to the overall welfare of all ratified Greek Life Organizations, including such aspects as Greek expansion and colonization, rush and collaborative events;
- 6.2. The membership of the Greek Life Council shall include:
 - 6.2.1. All active members of currently ratified Greek Life Organizations at the University of Lethbridge (does not include Pledges, New Member Candidates, or Alumni);
 - 6.2.2. Two members in attendance of a meeting (generally executives) of each ratified Greek Life Organization will be the voting members of said meeting;
 - 6.2.3. The Greek Life Council Board, which consists of one member from each Greek Life Organization, who are non-voting members;
 - 6.2.4. The VP Student Affairs as the representative of the ULSU, who has a vote only in the event of a tie;
 - 6.2.4.1. If the VP Student Affairs is a member of a ratified Greek Life Organization, then they will be ineligible to be a member of the Greek Life Council as the ULSU representative;
 - 6.2.4.2. The VP Academic will be a member of the Greek Life Council as the ULSU representative if the VP Student Affairs is ineligible.
 - 6.2.4.2.1. If the VP Academic is also a member of a ratified Greek Life Organization, then a member of the General Assembly will be a member of the Greek Life Council as the ULSU representative.
 - 6.2.4.3. Any current ULSU executive is ineligible to serve as a Greek Life Council Board members

~~6.3.~~

~~6.4.6.3.~~ The Greek Life Council will meet at least ~~once a month~~ twice a semester during the academic year;

~~6.4.1-6.3.1.~~ Meetings of the Greek Life Council must not occur during the fall and spring final examination periods.

~~6.5.6.4.~~ The VP Student Affairs, or ULSU designate assigned from Section 6.2. of this Policy, will chair the first properly convened Greek Life Council and facilitate the election of the Greek Life Council Board from the Greek Life Council membership.

~~6.6.6.5.~~ Quorum of the Greek Life Council shall be two (2) voting members per Greek Life Organization

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7. The exact duties and responsibilities of the Greek Life Council are detailed in the current Greek Life Council ~~Constitution~~Bylaws.

POLICY 20 – STUDENT SERVICES ROOM DESIGNATION

Last Amended May 2010

1. Room SP150 is designated specifically for use as a student services room.
2. Room SP150 is available free of charge on an annual basis, to an organization that offers unique services and/or resources to students.
3. Organization Criteria
 - 3.1. The organization must provide a letter of intent, establishing that unique services and/or resources would be available to all University of Lethbridge students;
 - 3.2. The organization must be a non-profit organization;
 - 3.3. The organization must be primarily volunteer-based; therefore,
 - 3.3.1. There may be no more than four (4) paid staff positions;
 - 3.4. The organization must be operated primarily by students; therefore,
 - 3.4.1. At minimum, seventy-five percent (75%) of the leadership of the organization must be students;
 - 3.5. The organization must not be a subsidiary or chapter of another organization; and,
 - 3.6. The organization's legislation must adhere to ULSU legislation.
4. Application Procedure
 - 4.1. The organization that currently occupies the space may submit a proposal to renew their agreement with the ULSU by April 1st, for the right to renew;
 - 4.2. If the Executive Council decides not to renew the current contract, advertising must take place for a minimum of two (2) weeks in order to solicit proposals;
 - 4.3. Organizations must submit a written proposal to the Executive Council prior to May 15;
 - 4.4. Proposals must include a description of the intended use for the room, and the structure of the organization;
 - 4.5. The Executive Council will meet before May 31 to review all submitted proposals; and,
 - 4.6. The Executive Council will designate the room for use by one organization.
5. Terms of Use
 - 5.1. The organization occupying the room shall have the use of the space for a term extending from June 1 to May 31;
 - 5.2. The organization may lose possession of the room if the organization contravenes ULSU legislation;
 - 5.3. The organization is responsible for maintaining the good order of the space;
 - 5.4. The organization may not alter any physical feature of the space without the approval of the General Assembly;

- 5.5. The organization is responsible for all costs associated with telephone, internet access, maintenance, and/or any other utility costs;
- 5.6. A maximum of three (3) sets of keys will be assigned to the organization; and,
 - 5.6.1. All keys must be returned to the Students' Union before May 31, unless the agreement is renewed with the prior organization; and,
 - 5.6.2. A replacement fee, determined by the department of Facilities, will be assessed to the organization in the event that keys are lost or not returned to the Students' Union before May 31.

POLICY 21 – ULSU FOOD BANK

Last Amended April 15, 2020

1. The ULSU Food Bank is located in SP157.
2. The ULSU Food Bank will be managed and food hampers will be made by the Health & Dental Plan Administrator under the supervision of the VP Operations and Finance.
3. Distribution of food
 - 3.1. The ULSU Food Bank will distribute non-perishable food items, hygiene products and food vouchers only;
 - 3.2. A Food Bank Hamper must be prepared for a student who requests it within 24 hours;
 - 3.3. Only members of the campus community, including students, faculty and staff are eligible to access the ULSU Food Bank, and must present a valid campus ID card before picking up food items;
 - 3.4. For administrative purposes only, the Administrative Assistant will record the campus ID card number and last name, along with information about their need, of all users of the ULSU Food Bank;
 - 3.5. Users of the ULSU Food Bank will be limited in usage to two (2) times per month up to a maximum of ten (10) food hampers per degree level. The staff member administering the ULSU Food Bank will direct clients to the Executive Council if the client is deemed to require greater support; and,
 - 3.5.1. If the Executive Council deems the client to have outstanding need, the usage can continue for an additional ten (10) food hampers,
 - 3.6. The staff member administering the ULSU Food Bank has the right to withhold usage from any client; and,
 - 3.7. All users of the ULSU Food Bank will remain confidential and no personal information will be disclosed to any third parties.
4. Food Bank Hampers
 - 4.1. The hampers will contain a combination of grain, fruit and vegetable, and protein content foods;
 - 4.2. The VP Operations and Finance and/or the ULSU Health and Dental Plan Administrator will be responsible for replenishing the Food Bank Hampers as necessary;
 - 4.3. Contents of the food hamper may change from time to time based on surpluses or shortages of items. Substitutions may be made at the discretion of the VP Operations and Finance and/or ULSU Health and Dental Plan Administrator.

5. Monetary Donations

- 5.1. All monies from donation will be deposited into the Food Bank budget line in the Council budget; and,
- 5.2. Monies will be directed to resupply the Food Bank as necessary, including gift cards for grocery stores.

6. Food Collection

- 6.1. The VP Operations and Finance, in conjunction with the Communications Coordinator will organize at least one (1) community food drive and at least one (1) faculty food drive per academic year; and,
- 6.2. The VP Student Affairs in conjunction with the Communications Coordinator will organize at least one (1) club activity per academic year with the mandate of growing the food collection.

POLICY 22 – THE STUDENTS’ UNION STRATEGIC PLAN

Last Amended April 15, 2020

1. The Students' Union Strategic Plan is a document separate from ULSU legislation; it is drafted by the Strategic Planning Committee and officially ratified by the General Assembly.
2. The Students' Union Strategic Plan is a guideline for strategically targeting the growth of the Students' Union. Many of these issues reach beyond the scope of a single General Assembly and may need to be addressed by a future General Assembly.
3. The Students' Union Strategic Planning committee will meet to perform a final review and create a new Strategic Plan during the last year of the current Plan's duration;
4. Any major changes to the Students' Union Strategic Plan (i.e. entire priority amendments) must be approved by the General Assembly through a (2/3) majority vote; any minor edits must be approved by the Strategic Planning Committee with a simple majority vote.
 - 4.1. No old or achieved items may be entirely removed from the current Students' Union Strategic Plan. Instead, they must be moved to an appendix.
5. The Strategic Planning Committee will meet a minimum of four (4) times throughout the Academic Year to review specific progress to the outlined strategic priorities. Discussions on how to best move forward towards the priorities should also be held.
6. Feedback on the Strategic Plan is open to anyone. Consideration for implementation is to be discussed by the Strategic Planning Committee.

POLICY 23 – STUDENT ASSISTANCE: TRAVEL AND CONFERENCE GRANTS

Last Amended April 15, 2020

1. Application deadlines
 - 1.1. Applications must be submitted within the following timelines to be considered:
 - 1.1.1. At least five (5) days prior to the date of the event;
 - 1.1.2. At least five (5) business days prior to a regularly convened Executive Council meeting; and,

- 1.1.3. Applications which are submitted well in advance of the event may be tabled to the closest Executive Council meeting for approval to evaluate the number of applicants attending the same event.
- 1.1.4. No applications will be accepted retroactively.

2. Application requirements

- 2.1. A completed Travel and Conference Grant application form which includes the applicant’s signature to acknowledge the “Terms of Agreement”;
- 2.2. A letter of intent; and,
 - 2.2.1. If applying as a club, a majority of the club Executive members must have their signatures on the letter of intent;
- 2.3. An itinerary of the conference or event;
- 2.4. A detailed budget outlining all costs and revenues which are known and applied for, to which the Students' Union may be contributing;
- 2.5. Proof of registration confirmation may be required if the application is for a conference, seminar, or event;
- 2.6. Proof of one of the following: travel arrangements such as receipts for vehicle rental, airfare, other transportation arrangements, or accommodation booking if applicable; and,
- 2.7. Travel and Conference Grants must be used for travel and/or conference/event expenditures.
- 2.8. The grant must be used for an event occurring within the same academic year that it was approved.

3. Application and Funding Limits

3.1. For travel within North America:

~~3.2.3.1.1.~~ An individual may be given funding to a maximum of twenty-five percent (25%) of total expenses but may not exceed three hundred dollars (\$300.00);

~~3.2.1.3.1.2.~~ A club or group of students may be given funding to a maximum of twenty-five percent (25%) of the total expenses but may not exceed one thousand five hundred dollars (\$1500.00);

~~3.3.3.2.~~ For travel outside of North America:

~~3.3.1.3.2.1.~~ An Individual may be given funding to a maximum of twenty-five percent (25%) of total expenses but may not exceed four hundred dollars (\$400.00); and,

~~3.3.2.3.2.2.~~ A club or group may be given funding to a maximum of twenty-five percent (25%) of total expenses but may not exceed two thousand dollars (\$2000).

~~3.2.3.~~ If five (5) or more individuals apply for funding to attend the same conference or event they may, at the discretion of the Executive Council, be considered a group;

~~3.3. For Conferences not involving travel expenditures;~~

~~3.3.1. An individual may be given funding to a maximum of one hundred percent (100%) of total expenses but may not exceed three hundred dollars (\$300.00);~~

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3.3.3.3.2. A club or group of students may be given funding to a maximum of one-hundred percent (100%) of total expenses but may not exceed fifteen-hundred dollars (\$1500.00);

4. Frequency of Application
 - 4.1. A student, club, or group may be eligible to receive a maximum of two (2) Travel and Conference Grants per academic year.

5. Funding Dispersal
 - 5.1. All applications will receive an approval or denial confirmation e-mail from the VP Operations and Finance within 2 business days following the Executive Council meeting;
 - 5.2. A cheque will be made available for approved applications at the Students' Union office within 5 business days following the Executive Council meeting;
 - 5.3. Cheques will be made available upon proof of registration confirmation, if applicable;
 - 5.4. The Students' Union reserves the right to withhold funding in the event that there is a substantial change in circumstances or information around which the authorizing motion was based; and,
 - 5.5. Funds which are approved are not transferable to another project, conference, person, budget, or club which was not identified in the original authorizing motion.

6. Upon Completion of Funded Event
 - 6.1. Any funds which are not spent on the approved travel and conference/event expenses must be returned to the Students' Union;
 - 6.2. A minimum of 200 words report about the conference or event and receipts of expenditures may be requested by a Students' Union Executive Council member within ten (10) business days of the completion of the conference or event;
 - 6.3. Should a student or group fail to submit the requested report and receipts following a conference or event, he or she shall be responsible for returning the full amount of the Travel and Conference Grant to the Students' Union; and,
 - 6.4. Use of the Students' Union Travel and Conference grants for anything other than their approved event constitutes fraud and the Students' Union reserves the right to seek reimbursement through invoicing, fee assessment and/or civil claims.

7. The Executive Council has the authority to approve any Travel and Conference Grant Application.

8. The VP Operations and Finance will keep record of all approved and denied Travel and Conference Grants for a minimum of one year.

POLICY 24 – FEES AND LEVIES

Last Amended April 15, 2020

1. All undergraduate students at the University of Lethbridge, with the exception of students sixty-five (65) years of age or older, shall be assessed the following Students' Union fees for each semester that they are registered:
 - 1.1. An Operations Fee;
 - 1.2. A Capital Replacement Fee; and,
 - 1.3. A Building Fee;

2. All Students' Union Fees will be charged at the amount outlined in the University of Lethbridge Fee Schedule in the University Calendar;
 - 2.1. Only fees which have received approval by referendum shall be collected by the Students' Union as per Bylaw XXIII – Referenda; and,
 - 2.2. The Operations Fee, the Building Fee, and the Capital Replacement Fee can be increased by ~~no more increased by no more than~~ the Consumer Price Index (CPI) on an annual basis as per a referendum held March 2010;
 - 2.2.1. The Students' Union will use the same CPI calculation which the University of Lethbridge uses to cap tuition increases;

3. Students of the University of Lethbridge, with the exception of students aged sixty-five (65) years or older, shall be assessed the following levies each semester:
 - 3.1. A \$7.00 CKXU Radio Society Levy with CPI increases;
 - 3.2. A \$5.00 Lethbridge Public Interest Research Group Levy;
 - 3.3. A \$3.00 Campus Women's Centre Levy; and,
 - 3.4. A \$2.00 World University Service of Canada Levy.

POLICY 25 – QUALITY INITIATIVES PROPOSAL FUND APPLICATIONS

Last Amended April 15, 2020

1. A set percentage of QIP money will be allocated to scholarships and research grants at the beginning of each academic year.
2. QIP money will be allocated to the General Assembly for initiatives, clubs, student groups, and ULSU/University of Lethbridge affiliated groups.
 - 2.1. The ULSU will always reserve a minimum of ten percent (10%) of QIP money until January of every year.
3. QIP money will be allocated based on the following hierarchy of priority;
 - 3.1. Special ULSU events/initiatives;
 - 3.2. One time funding;
 - 3.3. Projects and initiatives which benefit larger numbers of students, and a larger proportion of students than community members; and,
 - 3.4. Continuing proposals that are not ULSU initiatives
4. QIP Money shall not be used for any type of fundraiser;
5. In order to receive QIP funding, all applicants must include in their proposal a detailed budget, a thorough letter of intent, and be prepared to present to and take questions from the General Assembly at a regularly convened General Assembly meeting.
6. If approved, the VP Operations and Finance may request a detailed report from the applicant.
7. The VP Operations and Finance will determine when the report must be received.
8. If approved, the applicants will have two (2) weeks after their event or initiative to submit all receipts to the VP Operations and Finance for money spent with QIP funding.
 - 8.1. The VP Operations and Finance may extend this deadline at their discretion.

POLICY 26– CHIEF RETURNING OFFICER REMUNERATION

Last Amended April 15, 2020

1. The CRO will be paid by the Students' Union a sum of:
 - 1.1. Six hundred dollars (\$600) for a General Election;
 - 1.2. Four hundred dollars (\$400) for a by-election;
 - 1.3. Two hundred dollars (\$200) for a referendum;
 - 1.4. One hundred dollars (\$100) for a referendum if it runs simultaneously with a General Election or by-election; and,
 - 1.5. Twenty-five dollars (\$25) for the internal by-election of representatives to the General Assembly.

2. The CRO will be paid by the Students' Union for provision of an election for an affiliated organization, a sum of:
 - 2.1. One hundred-fifty dollars (\$150) if the election runs simultaneously with a Students' Union General Election, by-election or referendum; and,
 - 2.2. Two hundred-fifty dollars (\$250) if the election does not run simultaneously with a Students' Union General Election, by-election, or referendum.

3. Remunerations will be made following the successful completion of a General Election, by-election, and/or referendum.

4. This policy does not apply if the CRO is the current General Manager.

POLICY 27 – DELEGATION OF AUTHORITY

Last Amended April 15, 2020

1. The purpose of this policy is to outline the positions that will act when a member of the Executive Council is absent, unable to act, or there is a vacancy in office.
 - 1.1. An “absence” shall mean the extended absence of the incumbent for a time or from a place where the incumbent is unavailable by telephone, email, or other means.
 - 1.2. An “inability to act” shall mean the incumbent is temporarily or permanently incapable of handling responsibilities as determined by the General Assembly.
 - 1.3. A “vacancy in office” shall mean the time during which the former incumbent has permanently vacated the position until the election of a successor.
2. Authority delegated during the absence, inability to act, or vacancy in office shall only be for urgent matters which require action prior to the return or election of the Executive Council Member.
3. Delegation of authority for the President;
 - 3.1. For matters relating to the maintenance and administration of the Students’ Union and for on-campus matters shall be in the following order and will be named “Acting President”:
 - 3.1.1. The VP Operations & Finance;
 - 3.1.2. The VP Academic.
 - 3.2. For advocacy and external matters shall be in the following order:
 - 3.2.1. The VP External;
 - 3.2.2. The VP Academic.
4. Delegation of authority for the VP Academic shall be in the following order:
 - 4.1. The President;
 - 4.2. The VP Student Affairs.
5. Delegation of authority for the VP External shall be in the following order:
 - 5.1. The President;
 - 5.2. The VP Academic.
6. Delegation of authority for the VP Operations & Finance shall be in the following order:
 - 6.1. The President;
 - 6.2. The VP Academic.
7. Delegation of authority for the VP Student Affairs shall be in the following order;
 - 7.1. The VP Academic;

7.2. The VP Operations & Finance.

8. This policy does not preclude the General Assembly or the Executive Council from delegating a member of the Executive Council in a manner different than outlined in this policy.
9. This policy does not delegate any authority which would contradict the Bylaws of the University of Lethbridge Students' Union.
10. This policy shall in no way establish a hierarchy among Executive Council Members.
11. Authority of the Executive Council shall only be delegated to members of the General Assembly.
12. To assist with clear communication and efficient operations while a member of the Executive Council is absent or unable to act, members of the Executive Council are encouraged to use "Out of Office" notifications on available and appropriate media that identify:
 - 12.1. A contact for general inquiries and administrative matters; and,
 - 12.2. A contact who has been delegated authority for the absent member of the Executive Council as outlined by this policy, or as otherwise delegated under Section 8 of this policy.

POLICY 28 - VEHICLE POLICY

Last Amended April 15, 2020

1. Handling
 - 1.1. When not in use, the ULSU vehicle must be parked in a lot designated by the University of Lethbridge.
 - 1.1.1. The vehicle must be returned to its designated parking lot by the end of each business day.
 - 1.2. Repair, maintenance, and fueling costs of the vehicle will be the responsibility of the ULSU with the discretion of the General Manager.
 - 1.2.1. Drivers are responsible to put fuel in the vehicle and must never park the vehicle at the end of the day with less than half a tank. Drivers have the option to request the money up front or to get reimbursed for fuel.
 - 1.3. The ULSU assumes no liability if the vehicle is handled outside of these guidelines.
2. Usage
 - 2.1. The ULSU's vehicle is only to be used by permanent staff, Executive Council members, or any individual designated by the General Manager or Executive Council
 - 2.2. To sign out the vehicle, a staff or Executive Council member must have both the General Manager and the Accountant's authorizing signatures on the vehicle sign-out form.
 - 2.3. Upon return, the driver must fill out the remaining portion of the sign-out form to justify the mileage, which must be accounted for after every trip, and to attach any receipts for fuel or other expenses.
 - 2.4. Drivers must not have any previous convictions that would affect their ability to drive.
 - 2.5. Drivers are responsible for any tickets or fines associated with the vehicle while signed out under their name.
 - 2.5.1. If a driver is issued a ticket or a fine, the fees will be taken off of their next paycheque.
3. Personal Use
 - 3.1. Employees who drive the company vehicle shall not, at any time, use the company vehicle for personal reasons. Employees are restricted from personal use of any kind, including but not limited to the following:
 - 3.1.1. Using the company vehicle to run personal errands.
 - 3.1.2. Transporting non-employees in company vehicles, including family members unless for business related activities.
 - 3.1.3. Allowing non-employees to drive the company vehicle for any reason.
4. Commitment
 - 4.1. Failure to abide by any of the rules will result in loss of use of the vehicle as well as possible further disciplinary action, up to and including termination/impeachment..

POLICY 29 - INVESTMENT POLICY

Last Amended April 15, 2020

1. Investment Objects
 - 1.1. The ULSU strives to attain the best risk return relationship for our funds in order to maximize the service we offer. The ULSU will maintain an overall conservative portfolio as required to preserve its assets, as the preservation of assets is a key foundation for ULSU investments. The organization possesses multiple separate funds, each with a different objective and time horizon. Consequently, the flexibility of the overall fund is necessary to accommodate the objective of each fund as defined below.

2. Investment Philosophy
 - 2.1. The Students Union will partner with Investment Consultants and Investment Managers as deemed appropriate to provide services and expertise to the financial portfolio. Such action, when deemed appropriate, will be to achieve our objectives and returns as referenced in this policy.

3. Portfolio
 - 3.1. The ULSU portfolio consists of the Building Fund, Health Fund, and Operations Fund. Each fund has a different mandate, objective, and time horizon as detailed in the following table.

Fund Name	Mandate	Time Horizon
Building Fund	Further development of our building or additions of new ULSU infrastructure on campus	Long Term
Health Fund	Maintaining health and dental plan reserves	Intermediate
Operating Fund/Capital	Day to day operations for future or current ongoing expenses.	Short

4. Responsibility
 - 4.1. Investment decisions are the responsibility of the General Manager, Accountant, VP Operations and Finance, and President. Any changes to this policy must be under consultation of the above parties as well as our investment professionals. In the event that no unanimous consensus exists on the proposed changes to the policy, the responsibility to approve the new policy will fall to our investment professionals.

5. Assets

5.1. Asset Mix - Each portfolio's asset mix must be administered in accordance with the following:

	Objective Mix
Fixed Income	
GIC's and Cash	Zero (0%) - Twenty (20%)
Bonds	Thirty (30%) - Seventy (70%)
Equities	
Canadian Equity	Ten(10%) - Thirty-five (35%)
Global Equity	Ten (10%) - Thirty-Five (35%)

The portfolios allocation will be confirmed to be within these ranges annually.

5.2. GIC's and Cash: short-term investments will be in readily liquid securities maturing within 5 years of issuance. Short-term investments include:

5.2.1. Term deposits or similar instruments issued or unconditionally guaranteed by trust companies or banks.

Cash or money market securities issued by governments, government agencies or corporations.

5.3. Bonds

5.3.1. Not more than ten percent (10%) of bond holdings shall be invested in the debt issues of any issuer.

The Bond portfolio can be passively invested through a bond index.

5.4. Canadian Equity

5.4.1. Not more than ten percent (10%), based on the market value, of the Canadian equity portfolio shall be invested in the common stock, preferred shares or other equity issues of anyone corporation.

Small capitalization issues of less than C\$100 million are not permitted within the Canadian equity portfolio.

5.5. Global Equity

5.5.1. Global equity holdings include the US markets and shall be broadly diversified among countries and industry sectors and may include companies in Canada and Emerging Markets. External Financial Managers are required to employ appropriate currency exchange risks through their mandate.

- 5.5.2. Not more than ten percent (10%), based on market value, of the Global equity portfolio, shall be invested in the common stock, preferred shares or other equity issues of any one corporation.
 - 5.5.3. Not more than twenty percent (20%) of the Global equity portfolio shall be invested in small capitalization companies, defined as a capitalization of less than US\$1 billion. Each holding of a small stock issue shall not exceed two percent (2%) of the Global equity portfolio.
 - 5.5.4. Purchases of small capitalization issues of less than US\$350 million and non-traded investments are not permitted within the Global equity portfolio.
- 6. Managers responsibilities and return expectations
 - 7. Independent Managers are expected to deliver an annual compliance statement verifying their compliance with this policy..
 - 8. Review of Policy
 - 8.1. This Policy is to be changed only in working with those outlined under responsibilities. Final decision on any investment decision is governed by the terms within this Policy.