

COMPENSATION POLICY FOR DIRECTORS AND KEY EMPLOYEES

PURPOSE:

To communicate clear principles by which permanent employees are paid (Directors do not receive compensation). To consider total compensation to include staff base salary, staff development benefits, and non-cash compensation.

Any omission or contradiction to the OPIRG McMaster Constitution or Collective Agreement is in error and those two documents will preside.

PROCEDURE:

Board of Director Remuneration:

According to the OPIRG McMaster Constitution:

The Directors of OPIRG McMaster shall serve as such without remuneration and no Director shall directly or indirectly receive any profit from the position as such; provided that a Director may be paid reasonable expenses incurred in the performance of duties.

Permanent Staff Remuneration:

According to the OPIRG McMaster Constitution:

Staff shall serve as such with remuneration in accordance to the Collective Agreement. No Staff shall directly or indirectly receive any other profit from the position as such; provided that a staff may be paid reasonable expenses incurred in the performance of duties.

Staff Development Benefits:

According to the Collective Agreement:

Article 27. Training and Evaluation

27.1 Employees are more likely to perform well if both the Employer and Employee assume responsibility for establishing job priorities, and ongoing training and evaluation

27.2 Training, Professional and Staff Development

The Employer at each PIRG Local, shall establish a budget line for Permanent Staff development, equal to at least one per cent (1%) of annual student fees less opt-outs. At the

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time of setting the budget the amount in this budget line will be distributed equitably amongst individual staff annually at each PIRG Local in which it is collected. On an annual basis individual staff may request, and shall provide a rationale, to the two Staff Liaisons for the training, professional or staff development activity to which they wish to have their funding applied. The Staff Liaisons shall not unreasonably deny such request. Where applicable, staff shall provide the employer with receipts or rationale (if no receipt) for the requested training, professional or staff development activity. Any funds not used by an individual staff will be offered and distributed equitably to remaining staff within the fiscal year that it is allocated. The use of this line will be over and above Articles 4, 5 and 27.3. It is further agreed that training, professional and staff development are to be defined broadly to include educational resources, courses and programs that will assist or expand an employee's skillset in relation to their job, general knowledge development, and wellness of the employee.

27.3 In the event that the Employer should introduce new methods or machines which require new or greater skills than are possessed by an Employee, the Employer shall provide training for the Employee(s) affected, at the Employer's expense.

Non-cash Compensation:

In-kind gifts handled through the Gifts and Hospitality Policy

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