

BYLAW 4: THE HONORARIA BYLAW

As passed at the Bethune College Council Meeting on April 28th, 2025,

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CONTENTS

CONTENTS.....2

ARTICLE I: GENERAL.....3

ARTICLE II: HONORARIA PROTOCOL.....4

ARTICLE III: HONORARIUM AMOUNTS.....8

ARTICLE I: GENERAL

1. General

1.1. In any situation(s) where this Bylaw contradicts Bylaw 1, Bylaw 1 shall have precedence.

ARTICLE II: HONORARIA PROTOCOL

1. General

- 1.1. Honorarium shall be awarded to all positions of Council as outlined in Bylaw 1 Article IV Section 3.1 and 3.2;
 - 1.1.1. Head of the College and the Bethune Academic Advisor shall not be eligible for honorarium;
 - 1.1.2. Members of the Bethune Athletic Committee and the Bethune Promotions & Advertising Committee shall be eligible for honorarium as decided by the joint discretion of the Committee Chair and the Council.

2. Disbursement of Honoraria

- 2.1. Executives of Council shall have their honorarium divided up into three equal sections, each to be awarded upon the end of the Summer, Fall, and Winter terms;
- 2.2. All other members of Council, with the exception of Orientation Chair and First Year Representatives, shall have their honorarium divided up into two sections, with 60% to be awarded upon the end of the Fall term (representative of the Summer and Fall term), and 40% to be awarded upon the end of the Winter term;
 - 2.2.1. Orientation Chair shall have their honorarium divided up into three sections, with 60% to be awarded upon the end of the Summer term, 20% to be awarded upon the end of the Fall term, and 20% to be awarded upon the end of the Winter term;
 - 2.2.2. The First Year Representatives shall have their honorarium divided up into two sections, with 30% to be awarded upon the end of the Fall term, and 70% to be awarded upon the end of the Winter term;
- 2.3. Members of the Bethune Athletic Committee and Bethune Promotions & Advertising Committee shall have their honorarium awarded collectively at the end of the Winter term;
- 2.4. Council may reduce the percentages listed based on the date of ratification of a Member which alters the duration of the term of office of a Member eligible for honorarium with a supermajority vote of Council.

3. Honorarium Meeting

- 3.1. Council shall hold Honorarium Meetings roughly at the end of each term to determine the percentage of disbursed honorarium for that term;

- 3.2. Each member eligible for honorarium shall present a report outlining the constitutional duties completed, constitutional duties missed, and any duties completed outside of the constitutional requirements;
 - 3.2.1. Tasks completed that are considered going above and beyond shall be considered but only to compensate for non-positional constitutional duties;
 - 3.2.1.1. Positional constitutional duties include duties found in Bylaw 1 Article III and Bylaw 2 Article II, Article III, and Article IV;
 - 3.2.2. For constitutional duties missed by the members, any extenuating circumstances shall be considered;
- 3.3. A discussion period shall be allowed before taking the meeting to an in-camera session to decide the percentage of honorarium awarded for that term;
 - 3.3.1. All discussion points, including points in favor or against the member, must be brought up before the start of the in-camera session;
 - 3.3.2. The use of anonymous forms may be utilized to collect feedback, ensuring all comments are civil in nature;
- 3.4. Only Council Members shall be allowed for the in-camera session, barring the member with the honorarium being deliberated;
 - 3.4.1. Council may add other members to the in-camera session with a supermajority vote of the Council;
- 3.5. Once in-camera, Council shall decide a percentage of honorarium awarded for that term, considering the report submitted and any points discussed prior to the in-camera session;
 - 3.5.1. No new points shall be made during the in-camera session to ensure a fair and transparent honorarium process;
 - 3.5.2. If new points are to be discussed, Council shall adjourn the in-camera session, inviting all other members attending the meeting to be involved in the discussion of the new point, before restarting the in-camera session as outlined in 4.4;
- 3.6. Upon the adjournment of the in-camera session, the final percentage decided shall be announced and noted in the minutes, along with the number of votes in favour, against, and abstaining.

4. Deduction of Honoraria

- 4.1. Members eligible for honoraria may be deducted the percentage for specific terms upon

grounds of deduction during that specific term;

4.2. The grounds for deduction shall be as follows:

4.2.1. Any grounds for recall listed in Bylaw 1 Article VIII Section 2.3;

4.2.2. Failure to complete constitutional duties;

4.2.3. Conduct of Members;

4.2.4. Communication of Members;

4.3. A Member eligible for honorarium may only be deducted with a supermajority vote at an Honorarium meeting during the in-camera session;

4.3.1. A simple majority vote shall be required to award the Member 100% honorarium.

ARTICLE III: HONORARIUM AMOUNTS

1. Members of Council

1.1. The amounts awarded for honorarium to the Members of Council shall be as follows:

1.1.1. President: \$3000

1.1.2. Executive Vice-President: \$2500

1.1.3. Vice-President Athletics: \$2000

1.1.4. Vice-President Finance: \$2000

1.1.5. Vice-President Socials: \$2000

1.1.6. General Member: \$250

1.1.7. First Year Representative: \$150

1.1.8. Commuter Director: \$500

1.1.9. Outreach Director: \$500

1.1.10. Lassonde Representative: \$250

1.1.11. Promotions Director: \$1000

1.1.12. Finance Director: \$500

1.1.13. Speaker: \$350

1.1.14. Secretary: \$250

1.1.15. Orientation Chair: \$500

1.1.16. Academic Representative: \$250

1.2. For positions that may be held by two members as outlined in Bylaw 1 Article IV Section 3.3. and 3.4., the honorarium amount shall be increased and split equally between the two members;

1.2.1. The total amount for all Executive positions on Council as outlined in Bylaw 1 Article III Section 1.1. shall be increased by \$500;

1.2.2. The total amount for all other positions, excluding the Orientation Chair, on Council shall be increased by \$250;

1.2.3. For the position of Orientation Chair, the total amount shall be increased to \$2500, with the Orientation Chair hired by SCLD as a work/study staff being eligible for a total amount of \$500, and the non-work/study Orientation Chair being eligible for a total amount of \$2000.

2. Committee Honoraria

- 2.1. Committee Members of committees listed below shall be eligible for an honorarium provided the approval of the Committee Chair and the Council:
 - 2.1.1. The Bethune Athletic Committee
 - 2.1.2. The Bethune Promotions & Advertising Committee
- 2.2. In matters of disagreement, the Council shall take sole authority over honorarium percentages awarded;
- 2.3. Committees shall have a total honorarium amount restriction of:
 - 2.3.1. \$2000 for the Bethune Athletic Committee;
 - 2.3.2. \$2000 for the Bethune Promotions & Advertising Committee.