

BYLAW 4: THE HONORARIA BYLAW

As passed at the Bethune College Council Meeting on September 16th, 2026

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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(s) 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(s) 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.
- 2.5. In the event of a Council member resigning from office during their term, the honorarium payable shall be calculated from the commencement of the term to the date

the resignation is accepted by 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: \$4000
- 1.1.2. Executive Vice-President: \$2750
- 1.1.3. Vice-President Athletics: \$2000
- 1.1.4. Vice-President Finance: \$2500
- 1.1.5. Vice-President Socials: \$2000
- 1.1.6. Vice-President Promotions: \$1500
- 1.1.7. General Member: \$300
- 1.1.8. First Year Representative: \$175
- 1.1.9. Commuter Director: \$750
- 1.1.10. Outreach Director: \$750
- 1.1.11. Lassonde Representative: \$250
- 1.1.12. Finance Director: \$500
- 1.1.13. Speaker: \$350
- 1.1.14. Secretary: \$300
- 1.1.15. Orientation Chair: \$500
- 1.1.16. Academic Representative: \$150

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.