

# Motion: Compensation for FUM representatives and CHS board and committee members

## 1. Background

PhDs. have been historically underrepresented at both the Council of Chalmers Student Union (FUM) and the management team and committees of the Chalmers Student Union (CHS). This is very problematic because it usually causes the interest of PhD. students to be ignored and makes PhD. students less likely to participate in student life at Chalmers.

One of the causes for this is the fact that most members receive no compensation at all and when a compensation is given this is significantly below the salary of a PhD student.

According to the compensation policy (see:

<https://chalmersstudentkar.se/wp-content/uploads/2021/03/Arvoderingspolicy-vid-Chalmers-Studentkar-ver3.pdf> ) CHS aims at compensating the pay of the normal costs for a student.

Since PhD. student salaries are larger than CSN grants and PhD. students working for Chalmers are not allowed to take more than 20% on side assignments, the expected cost of life for these students should be compensated. It is also quite unfair that the compensations provided by DS are significantly higher than those provided by CHS thus enticing PhDs. to get involved with DS instead of CHS.

A similar issue happens with FUM. Just attending the meetings on a year will take 50 to 60 hours, if further involvement is done either as adjuster or through properly reading the summons the time required will be significantly higher. Despite the importance of this work, it is not compensated.

In order to ease the participation of PhD students in these tasks and thus the representation of our members on CHS, DS should provide some compensation in the same way it is provided for performing tasks at DS or at the departmental level. This compensation should be provided to members of DS (which is currently all of Chalmers' PhDs) to entice their participation in these important organizations.

Finally, to ensure the independence of the compensated members, this compensation should be budgeted and used independently of the wishes from board of DS. Nevertheless, the board of DS should have the possibility of raising the budgets if deemed necessary.

## 2. Motions

In light of the foregoing, the undersigned move:

**that** the budget is allocated and used as indicated in the attached "Compensation of DS members at CHS" Policy.

**that** the aforementioned policy will apply starting with the 2024-2025 mandate and operational year.

Signed in Göteborg on 8<sup>th</sup> of February of 2023:  
Francisco Blas Izquierdo Riera

# Policy: Compensation of DS members at CHS

This policy defines how PhD. students who are members of DS should be compensated when performing certain compensated tasks at CHS. The objective is ensuring that such members are not penalized significantly for taking unpaid leaves of absence for performing these tasks and thus to minimize the barriers of entry for PhD. students willing to become representatives at CHS.

This policy also provides compensation for PhD. students acting as representatives at FUM. This is a task usually requiring around 60 hours just for attending all the meetings or around 3% employment. If further activities like minute adjusting, motion writing and preparing before the minutes are also performed the job is likely to take 5 to 6% of a normal employment time.

This policy can only be changed or revoked at the General Assembly with a vote of at least two thirds of the members present. Nevertheless, the General Assembly can raise the budgeted amounts for the current and future operational years by simple majority (50% of members present).

The board can also decide to raise the allocated hour budget for representation during the operational year of their mandate if they consider it necessary. The board is never allowed to reduce the budget allocated by this policy or by the General Assembly.

For each kind of representative the compensation should be charged to the budget of the operational year that most would overlap with their mandate if it had been for the full duration of the same.

## 1. Amount and form of compensation

For tasks for which CHS provides no compensation, the amount to be compensated per hour should be the same as for board members of DS.

For tasks for which a compensation already exists, the amount to be compensated should be the difference with the amount to would be compensated per hour for a board members of DS.

Members should be able to receive their compensation in the same form as board members would receive it with the exception of departmental hours. Instead of departmental hours, the students are recommended to request an unpaid leave of absence for the percentage of work time the task is expected to take. Since these positions are to be considered as elected representative positions, the higher education ordinance allows an extension for the unpaid leave taken.

Members can also decide to resign to their compensation, in such a case the budget should be allocated to the other representatives in the same compensation group. If the compensation is

defined per representative, members resigning to their compensation should not be accounted for.

When the number of work hours budgeted is smaller than the number of hours to be compensated, the budget shall be distributed proportional to the number of hours that were worked by each member across all of the members covered in the budget who have not resigned to their compensation.

## 2. Compensation of FUM representatives

A budget shall be allocated to compensate FUM representatives for **a minimum of 200 hours or 60 hours for FUM representative** whichever is smaller.

This budget shall be used to compensate FUM representatives for their participation in FUM meetings. The duration of such meetings (which shall include rests but not the time during which a meeting is adjourned for the night) is indicated by the FUM minutes.

An overhead of 30 minutes per FUM meeting should also be accounted for preparation times and displacement to the meeting.

FUM representatives adjusting minutes may be compensated by up to one additional extra hour based on the amount of time they report to have needed to perform this task.

## 3. Compensation for CHS compensated tasks

A budget shall be allocated to compensate the difference in compensation given by CHS **for a minimum of 360 hours**.

This budget shall be used to provide additional compensation to DS members performing tasks for which CHS does provide a compensation to ensure their compensation is the same they would receive if they instead spent the time working on their PhD. or performing other tasks for DS.

## 4. Compensation for participation in CHS committees

A budget shall be allocated to compensate participation in CHS committees **for a minimum of 100 hours**.

This budget shall be used only when no other budget covers the activities indicated in it. The budget shall be used to compensate DS member involvement and work on the following committees:

- Nomination committee
- Election committee
- Committee of election complaints

- Cortège review committee
- Chalmers Cortège Committè (CCC)
- Chalmers International Reception Committees (CIRC)
- Kårhuskommittén Kåk
- Chalmers Sauna Kommitté (CBK)
- Chalmers Studentkårs Film- och Fotocommittè (CFFC)
- Chalmers Studentkårs Marskalksämbe
- The CHARM Committee
- Festkommittén (FestU)
- GasqueKommittén (GasqueK)
- G.U.D.
- Jämlikhetskommittén (JämK)
- Chalmers Kårtidning Nya Tofsen
- Ljud- och Bildgruppen (LoB)
- Mottagningskommittén (MK)
- Programkommittén PU
- Tekniskt Basårs Kommitté (TBK)

# Signature page

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