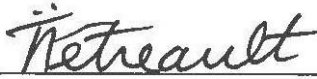
	Policy Number:	BoD-E-045
	Policy Section E EXECUTIVE LIMITATIONS	
	Issued:	May 06, 2004
	Date Revised:	January 26, 2017 May 27, 2021
	Reviewed / No changes	
<u>COMPENSATION & BENEFITS</u> Page 1 of 2	POLICY & PROCEDURE Approval Reference AFS Public Board Motion #0813 May 27, 2021  J. Tetreault	
	Jana Tetreault AFS President & Chair of the Board	

POLICY STATEMENT:

In exercising its fiduciary responsibility, the AFS Board of Directors will review and approve organizational finances related to compensation and benefits for unionized hourly staff positions and compensation and benefits for salaried positions, and for any negotiated memorandum of understanding/agreement in relation to unionized hourly staff positions compensation and benefits.

The Board will ensure and expect that the Chief Executive Officer (CEO) will conduct themselves in a manner that is reasonable and prudent with respect to the employment, working conditions, compensation, and benefits of Algoma Family Services' employees, consultants, contract workers, and volunteers.

PROCEDURES:

The Chief Executive Officer (CEO) will:

1. Establish compensation and benefits programs that align with external funding constraints and Algoma Family Services' financial and operating environment.
2. Through bargaining, work with the negotiating committee to ensure that all unionized hourly compensation and benefits are competitive and sustainable for the life of the contract;
3. Ensure that compensation and benefits for salaried positions are competitive and equitable and are reviewed at the conclusion of the union collective agreement negotiations;
4. Create obligations that known revenues can safely sustain.

The Board of Directors will:

1. Review and approve the management compensation and benefits proposal prior to Bargaining negotiations with the Union;
2. Review and ratify the Memorandum of Understanding with the Union;
3. Review and endorse the compensation and benefits for salaried positions proposed by the CEO; and
4. Approve any changes made to the Chief Executive Officer's salary and benefits or any other forms of compensation. The Board President will direct the Director, Human Resources to make any changes on the Board's behalf.

RELATED POLICIES & DOCUMENTS:

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