



# TBLGAY compensation



contact:  
[tblgayinternal@yfs.ca](mailto:tblgayinternal@yfs.ca)

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## Article I:

# Purpose and Scope

### Section i: Scope of this Document

- CLAUSE 1) This document defines the compensation of TBLGAY's **Chairs** and **Coordinator**.

### Section ii: Amendment Process

- CLAUSE 1) This document's sections may be amended at the **Internal Team's** discretion.
- CLAUSE 2) **Amendments** must be done in view of the **Collective**. If a member of the Collective objects to the changes performed, they may, with the support of **at least two other Collective Members**, put forward a written motion to pause the amendment.
- CLAUSE 3) If there is **a motion to pause**, the amendments must be voted on at a Collective Meeting. The amendments will only take place if they are supported by a **two-thirds majority**.

**Article II:**

## **INTERNAL TEAM**

- CLAUSE 1) The combined compensation of the Internal Team should not exceed **two thirds** of the total budget for the fiscal year.

**Article III:**

## **CONTRACTED POSITIONS**

- CLAUSE 1) **Contracted positions** are any positions within TBLGAY that are paid based on an hourly rate.
- CLAUSE 2) Contracted positions will be paid **an hourly wage of \$25**.

**Article IV:**

## **HONORARIUMS**

- CLAUSE 1) **Honorariums** are fixed yearly payments
- CLAUSE 2) The total amount awarded as honorariums is determined at the start of the fiscal year and **at the Collective's discretion**, so long as it does not conflict with the requirements outlined in Article II.
- CLAUSE 3) Each individual honorarium is divided evenly into **three installments** and awarded at the end of the Summer (SU), Fall, and Winter terms.

**Article V:**

## **Coordinator**

- CLAUSE 1) The position of **Coordinator** is always **contracted**.
- CLAUSE 2) The Coordinator is expected to work according to the requirements outlined in the Constitution, Article V, Section v, Subsection (a), Clause 4.

**Article VI:**

## **CHAIRS**

- CLAUSE 1) **Chairs** may be compensated as either a **contracted position** or by **honorarium**, at the discretion of the Collective.

- CLAUSE 2) Chairs are expected to work according to the requirements outlined in the Constitution, Article V, Section iii, Clause 1.
- CLAUSE 3) For chairs who elect to be compensated as a **contracted position**, the weekly number of work hours expected is **at the Collective's discretion**, so long as it does not conflict with the requirements outlined in Article II

#### Article V:

### Compensation of Other Persons

- CLAUSE 1) Other persons, including but not limited to **Collective** and **General** members may be awarded bursaries.
- CLAUSE 2) Bursaries shall be awarded **at the Collective's discretion**, through a motion which must be submitted and voted upon at any Collective Meeting. The amount awarded is at the Collective's discretion, but may **not** compromise TBLGAY's ability to operate.