

Draft EB agenda

September 20, 2020, 11am

1. Adoption of agenda
2. Adoption of previous minutes
3. How are you?
4. Reflection following Hanna's Mail (open round)
5. Redistribution Hanna's portfolio
6. HR finances (Chris) incl a part with Milosh and Leonie absent
7. proposal for artistic cooperation (Sebastiano)
8. Short point on Fall FC
 - a. Agenda coming up
 - b. Deadline for us to do
 - i. EB report
 - ii.
9. Green policy (Andreas & Moritz)
 - a. Cooperation with Generation Climate Europe (GCE)
 - b. Launch of campaign next week
10. Revision of Action Plan 2020
11. AOB

Minutes

Present: Leonie, Sebastiano, Emma, Diletta, Moritz, Chris, Andreas (from 11h30 onwards)

Excused: Milosh

Minutes: Chris/Seba

1. Adoption of agenda - Adopted
2. Adoption of [previous minutes](#) - TBD by email by end of 21/09/2020.
3. How are you? - A general check-in on how the EB is feeling as the political, academical, and professional worlds return to work.
4. Reflection following Hanna's Mail (open round)

E-mail to go out from Leonie in response to the mail. Principle re-agreed and re-affirmed to communicate with each other how we are coping with workload. A discussion ensued on how to raise feelings, concerns and worries within the EB.

Concrete ideas to be proposed on how to create a strong welcoming culture for new members of the EB and FC each mandate.

5. Redistribution Hanna's portfolio: temporary redistribution, pending further assessment of statutory obligations and manpower needs in the EB.
6. HR finances
The EB was presented with requests from the Secretary-General and the President for increases to their respective salaries which the Treasurer presented with the President in attendance. The SG request was to increase to €3,000 gross per month and the

President request was to increase to €2,750 per month. In both cases, the increase to €2,750 was to be justified on the basis of expenses not having been taken due to COVID, that would normally be considered to be a significant part of the 'pay' for these two positions, and there are lines in the budget where this money needs to be spent. The further increase to €3,000 for the Secretary-General was to be justified on the basis of going beyond the performance required of the role and a string of successful grants being secured, and thus the largest income JEF Europe has ever had.

Leonie added that while she would be grateful for the travel components that would have normally been paid if not for COVID, she supports Milosh getting a salary increase. Leonie leaves the room.

The EB discusses the proposed salary increases without the President and Secretary-General present so as to not inhibit or impair the judgement. It was agreed to raise the salaries of the President and the SG to €3,000 gross per month. In reaching this conclusion, the EB took note of the requirement according to the Resolution on the Full-Time President submitted for the Paris Congress that the two salaries must equal one another. The EB made the salary increase conditional on four requests which were accepted by the President and the Secretary-General. They were as follows:

- a. The salaries of the two positions are to be reviewed in six months, with a view to ensuring the pay-levels are justifiable, affordable, and sustainable;
- b. The EB will review the Full-Time President resolution when it comes to resubmission for the Congress of 2021, and with a view already to de-coupling the salaries of the Secretary-General and the President and finding a more appropriate way to grade each role in its own right, noting that there is a performance-pay related element to the role of the Secretary-General.
- c. The Secretariat and the Treasurer will review models around payment of bonuses within six months as a potential alternative to salary increases
- d. The President will report to each Federal Committee on her work (she already does this, but the resolution doesn't require it as frequently as every FC) so as to guarantee accountability.

The EB agrees to postpone or deal with by email points 7. to 11. on the agenda.

7. proposal for artistic cooperation (Sebastiano)
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Next meeting: Leonie is going to send a doodle.