



Address: Samhällsvetarhuset, SE-901 87 Umeå
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Web: www.hhus.se

Perks Policy

Purpose

This policy includes information about perks that are given to all active members within the association. This policy also gives a description of what a perk is, what the criterias are and how given perks shall be managed.

Perks that are available

To everyone in the management:

- Sweatshirts: Every member in HHUS management and board gets a sweatshirt with their name and role on it.
- Kick-in / Kick-out: The whole management is invited to a kick-in or kick-out sometime during the year.
- Hangouts: Events that are planned by the Vice club and that all management members are invited to. Examples of different hangouts: pre-party marathons, hangouts at E-puben.
- Handover sitting: In the beginning of each year, the old Board plans a Handover sitting with the new and old management.
- HHUS certificate: The Head of each committee writes a certificate for work effort that each member in the management receives after a completed HHUS work year.

Project groups:

- Guaranteed admission to the project group's events.
- Subsidized tickets to the Project group event with guidelines formulated by the Board and project leader.

Social Committee:

- Precedence on the list when signing up for social events if a person is part of the social committee and has been involved in the planning of the event. This decision should be taken in consultation with the Head of Social.
- Subsidized ticket to members in the Social committee who is responsible during an event. This decision should be taken in consultation with the Head of Social.
- In order to be a Kvällschef (KC) at E-puben the Social committee gets a KC-certificate.



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Business Committee:

- The Business committee gets experience in key account management.
- Members of the Business committee get the opportunity to go to lunches and other meetings with our business partners to represent HHUS.
- Precedence on the list when signing up for business events if a person is part of the business committee and has been involved in the planning of the event. This decision should be taken in consultation with the Head of Business.

E-Puben Committee:

- The E-puben committee gets invited to taste fairs where they get the opportunity to taste new products.
- The E-puben committee gets a guaranteed spot for the Winter and Summer end-of-year sittings.
- In order to be a Kvällschef (KC) at E-puben the E-puben committee gets a KC-certificate.

Marketing Committee:

- The Marketing committee gains experience in marketing communication and digital design through different platforms (for example Adobe).

Education Committee:

- The Education committee gets to represent each program in Program council meetings/Programråd and gain valuable experience in strategic communication with the University.

Economy committee:

- The Economy committee members who are responsible for the closing of the books receive one dinner during the closing.
- The Finance mastery gets guaranteed admission to the finance trip.
- The Finance mastery gets access to Börldata.
- The Economy committee gets experience within auditorial programs and tools (for example Fortnox, Excel)

The Generals:

- They receive jackets that they get to wear for representation purposes.
- Free entrance to specified events throughout the Inspark.
- VIP-card at Rouge.



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The Vice Club:

- VIP-card at Rouge.

The Board:

- The Board gets to attend a handover sitting with the old and new board at the end of the year.
- The President and the Head of Education get to go to U9 four times a year.*
- The President and the Head of Education represent HHUS in the USBE Board.*
- The President represents HHUS in Umeå Studenkår in their Board meeting.*
- The Vice President has the outermost responsibility for the sustainability of the association.
- The Board Advisor represents HHUS in the Umeå student union council.
- The Head of Marketing represents HHUS in Marknadsföreningen and gets a guaranteed spot at Frukostklubben, it can also further entail other representation events.*
- The Head of Business represents HHUS towards companies and gets unique and favorable contacts with business life and is the representative of HHUS in Uniaden.*
- The Head of Economy gets the experience of being in charge of the ending of the books and being in contact with an authorized auditor.
- The Head of Social represents HHUS towards the social scene in Umeå.
- The Head of E-puben gets the opportunity to manage a legitimate business and receive a certificate from Umeå Kommun.
- VIP-card at Rouge.

** If the mentioned representative can not attend the specific event they have the right to choose a suitable substitute.*

Rules

Solution for benefits that affect members in an economic matter

The benefits available for members of the HHUS Board and management must not compromise the financial situation of the association. Therefore, the tickets for the members of the management that are available for events and planned activity will be subsidized through a surcharge by tickets sold to members outside the management. The surcharge must not exceed a 5% increase on general tickets with the purpose of covering the cost of the toastmasters' and project groups' tickets. If the obtained sum exceeds the expenses of the tickets, the money will be distributed to benefit the event further. An example of this is additional decor, adding value to members outside of the management.

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Solution for perks that affect the union in an economic matter

Perks are made with different intentions to benefit the association as a whole. For example, representatives from management can be sent on travels with the underlying purpose of representation or learning. The nature of these perks is complex, and because there are no solid rules, guidelines should therefore be implemented to the best extent possible.

- The aim is that every committee should be compensated in the form of perks. This claim is however not measurable and inequality is a possible error of this policy.
- All perks that are provided shall in long term benefit the association and not just the recipient.
- The cost shall generate a corresponding profit in the form of value in the future.

Solution for perks that either affect the union or members in an economic matter

Examples of perks are; guaranteed spots at events, tasting of our products available for purchase and the ability to pass the queue.

- The purpose of the perks shall have an obvious connection along with clear intent to benefit all members and the association.
- The transaction and implementation of the perk should be done with the utmost respect and care, avoiding the issuing of the perks being questioned.
- The perk should add more value than harm.

The guaranteed spots at events shall only be reserved for the ones directly involved in the planning of the event. Otherwise is considered excessive and lacks ground as it does not bring value to the association.

Obligation for members receiving subsidized tickets

When attending an event with a subsidized ticket, one should act professionally in relation to the event. The person is allowed to attend under the influence but not till the point where one starts to act inappropriately or fails to meet the agreed expectations. These expectations are to be clearly communicated by the head/presidium and the project leader.

If one fails to fulfill these expectations, one needs to pay a sum equal to the subsidy back to the association. If such measurements are appropriate, the board and most specifically the Head of the committee shall contact the person in question and inform the person of why she/he is considered to have misbehaved, as well as provide information about the sum and payment method.

Generic solutions



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More perks for engaged members

Sometimes the association is able to use the help from dedicated members who contribute to the works of the association whilst not being part of the management team. The complexity of issuing perks to active members like “mästerister” for example, is recognized. That difficulty partly stems from the fact that they sometimes carry comparable workload to people that are part of the management. The aim is to achieve equal perks for dedicated and engaged HHUS members. One example would be informal gatherings separated from HHUS-related work. Perks issued for active members that aren't part of the management shall generally not be issued individually, but rather for the entire group of active members.

Generic obligations to get access to perks

To be eligible for HHUS-related benefits, one is expected to;

1. Not speak inappropriately about the association or its members.
2. Act in a respectful manner during events hosted by the HHUS.
3. Not participate in any form of bullying or discrimination, and if such behaviour is shown, that will lead to immediate termination from the association.
4. Contribute as much as one's abilities allow whilst asking for help if necessary. One needs to consider both physical and emotional abilities to avoid unnecessary or overwhelming stress and unease.
5. Facilitate open communication whilst remaining within the boundaries of possible confidentiality agreements.
6. Not spread information to members outside of the management or third parties that has not been made public through the association's public platforms as it is considered confidential.

If these expectations aren't fulfilled, the Board will make an individual assessment about the consequences. Such consequences could be losing the opportunity to obtain a certificate at the end of the year for one's efforts, or having to financially compensate for issued perks. The consequence shall be considered reasonable and in proportion to the failure of meeting said expectations.