

LMRC

August 23rd, 2018

Room 308, UCC Building

Present: Becky Haydon-Batte, Jeff Armour, James Waite, Karla Pacheco, Nick Soave, Andrea Klooster

Absent: Elizabeth Mailloux

Action Items:

1. Health/Dental Plan Update –
It was determined that the premiums would need to be fixed in order to resolve the \$30,000 deficit on the dental side of the plan. Once this deficit is paid up as the result of an increase in premiums, the benefits could either be increased or added to or there could be a premium reprieve. A flex account that is sustainable would be an option to look at. It was agreed that any changes to the premiums should start as of January 1, 2019.
2. Self-Funding Benefit Presentation –
It was agreed that it was very important for staff to be made aware of what is happening with the plan. A presentation will be made at the Town Hall meeting on Monday that will include information that will make the self-funding model more clear for staff. The information will include what self-funding means, how much the USC is paying in premiums, and how much staff are paying in premiums. The role of the LMRC in providing updates regarding the plan will be touched on. The goal is to have a sustainable model to pass on so some alternatives were discussed such as having a 2 level model for management and staff.
3. JJEC Update –
Two reconsiderations have been received from the last round of reviews. They have both been reviewed by the team and are with Steve Kenney at CUPE for points allocation and banding. As soon as these are returned, everyone will be informed about the final outcome. The deadline for reconsiderations was August 16th and will not be extended as agreed by the Committee.

4. New Business –

- Job Descriptions for Union Staff – It was agreed that all job descriptions should be updated and that staff should work with their managers between now and December to come up with a current and accurate description. This information will be disseminated at the upcoming Town Hall.