

LMRC

September 13th, 2018

Room 308, UCC Building

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

Action Items:

1. Monthly Health/Dental Plan Performance Update –
No new financial information was available from PBAS for August but it was evident that the plan was still following the same trend as previous months. New information will be available for the next meeting.
2. Health/Dental Plan Financials –
The Union will be officially requesting in writing a copy of the PBAS financial statements so that their members might be fully informed about their options regarding the plan. It was also decided that representatives from Campus Trust will come to the next Town Hall to do a brief presentation there and will attend a Union meeting directly after the Town Hall to answer any further questions and to give more detail about the plan as needed. Management offered to report about the plan's performance to all staff on a monthly basis if that was desired. It was requested that staff might be given an overview of what they personally had spent in a given amount of time. This information is available on the benefits portal when a person logs in but it was agreed that PBAS could send this information out to people as well if that was requested.
3. JJEC Updates – Points Calculations –
Elizabeth, Andrea, Brian Humphrey, and Steve Kenney joined in a conference call on September 7th regarding the job evaluation points calculations. The length of time taken to receive the calculations back from the Local has been excessive in the past so Brian and Steve agreed that it could be done at the USC as long as the members supported the change and that there would still be some oversight by the Union. One option would be to have a Union member and a Management member of the JJEC add up the points together.

Steve will be sending out a letter shortly that outlines the change to the process and that is to be signed by the Union.

In terms of the weightings of each sub-factor, it was suggested that some of the points that weighed heavily in the past might not apply now, ten years later, and that the areas of importance might have shifted. The question was should the weightings be re-visited or do the occasional problems with bandings come down to the questionnaires not being filled in correctly or with enough detail. It was thought that a training session might be a good idea since there were several new staff that had been hired over the years. Pairing an experienced staff member with someone new when they are filling theirs out would be helpful as well. It was mentioned that the current job descriptions that everyone was supposed to be working on this fall would be helpful for the JJEC to conduct their reviews more effectively as well.

Regarding the last round of evaluations, the re-considerations are complete and the process is done. A new wage schedule showing new titles and any banding changes has been produced and will be sent out to Becky, James, and Elizabeth to review before it goes out to all staff to include in their copies of the CBA. The Union requested that the seniority list be updated and sent out to James, Becky, and Elizabeth as well.

4. Negotiations Committee –
Management Negotiations Committee – Jeff Armour and Karla Pacheco. Mitchell Pratt will be the deferral point.

CUPE Local 2820 Negotiations Committee – James Waite, Elizabeth Mailloux, Robin Kirk, Sue McKone. Brian Humphrey will attend as a resource.

5. New Business –
There was no new business at this time