

LMRC

November 8th, 2018

Room 308, UCC Building

Present: Elizabeth Mailloux, James Waite, Karla Pacheco, Andrea Klooster

Absent: Nick Soave, Becky Haydon-Batte, Jeff Armour

Action Items:

1. Monthly Health/Dental Plan Performance Update –
The most recent report shows that the health plan is experiencing a deficit of around \$6000 mainly due to one larger claim that was made. The dental plan is at a surplus of around \$1800.

Details regarding the current premium payments and the new payments that will start on January 1st, 2019 will be outlined at the next Town Hall. Since the plan is self-funding, a reserve will be built and then a decision made at year end regarding the payoff of deficits and premium reprieves etc.

2. CBA Negotiations Debrief –
The increase to the Wellness Benefit and the implementation of the cell phone stipend will start on June 1st, 2019. The other benefit changes (i.e. increase in health practitioner coverage, psychology increase, addition of certain durable medical equipment) will start on January 1st, 2019. These details will be outlined at the upcoming Town Hall.

It was decided that the vacation schedule will remain on a calendar year cycle for now since there are already many other changes taking place.

3. New Business –
Advertising Sales Representative – this position is currently going through the JJEC process in order to determine the factors involved in the job. These factors will help to shape a current job description.

UWOFA Strike – an e-mail update will go out today and another will be sent early tomorrow morning once it is determined if a strike will take place or not. The

message to staff will be that they should take their time and get in to work safely. Workers should let their managers know if they are delayed due to strike action.