

LMRC

March 14, 2018

Room 308, UCC Building

Present: James Waite, Jeff Armour, Karla Pacheco, Andrea Klooster, Nick Soave

Action Items:

1. CBA Negotiations –

It is time to look at dates for the upcoming CBA negotiations. Two or three days in late October or early November would be ideal. Brian from CUPE will be contacted to see how his schedule looks and dates will be chosen accordingly.

2. Benefits Performance Update –

- There is an overall deficit of \$22,000 in the plan. Future impacts to the plan, depending on the election outcome, could include Pharmacare and OHIP Plus. Areas of high exposure will also have to be addressed (i.e. private hospital rooms with no cap and private nursing care).
- Dental – This part of the plan is under performing with a deficit of approximately \$25,000 due to high usage. Either higher premiums will need to be discussed or a decrease in coverage in order to keep the plan viable. Since the plan is self-funding it might make sense to implement a reserve premium and then give staff a premium holiday if the plan is brought under control.
- Health – This part of the plan is over performing with a surplus of approximately \$2,200.

3. JJEC Update –

All nine JAQ's have now been reviewed and the rating sheets have been sent to Steve Kenney at CUPE for him to add the point's values. When they are returned, the sheets will be sent out to the staff for any reconsiderations and any adjustments will be made after that. The next round of JAQ's will get underway in late fall, early winter.

4. Council Motion –

Nick brought forward a motion regarding the 'Policy Role of the USC During Labour Disputes' (see attached) that was passed at Council recently.

5. New Business –

There was no new business to discuss at this time.