

# LMRC

March 15th, 2019, 3:30 p.m.

Room 308, UCC Building

Present: Robert Armstrong, Diana Watson, Jeff Armour, Nick Soave, James Waite, Karla Pacheco, Andrea Klooster

Absent: Nina Joyce

## Action Items:

1. Job Descriptions  
There are only three Union job descriptions that are outstanding but they should be completed shortly. The plan is for all of the job descriptions to be reviewed and finalised before the end of the fiscal year.
2. Job Evaluation Tool  
Last September it was agreed that the Job Evaluation point calculations and subsequent banding would be done by the USC in order to speed up the process. The calculation tool has not been supplied to the USC as of this meeting therefore James will contact CUPE to follow up on this item. Another round of evaluations will be taking place in the spring so it would be helpful to have the tool before that time.
3. Health and Dental Plan Performance Update  
As of February 2019 the plan was showing a surplus suggesting that the increased premiums have made an impact on the deficit. A close eye will be kept on the plan over the next fiscal to see if the premiums can be reduced going forward. In the meantime, any surplus can be used to cover any travel emergencies or extreme circumstances that aren't otherwise covered. These anomalies would be approved by the LMRC before they are paid out.
4. New Business  
There was no new business to discuss at this time.