

LMRC

May 9th, 2019, 3:00 p.m.

Room 308, UCC Building

Present: Jeff Armour, Nick Soave, James Waite, Elizabeth MacDonald, Noah Austin, Nina Joyce, Karla Pacheco, Andrea Klooster

Absent: Robert Armstrong

Action Items:

1. Monthly Health/Dental Plan Performance Update

Karla shared the following e-mail update from Paul Tucker at PBAS –

Claims decreased very slightly in April, though unfortunately contributions decreased by a greater factor. The result was a deficit of \$2,282, bringing your year-to-date total to a deficit of \$12,875.

Similar to last month, the deficit was split between both the health and dental plans. Your health plan experienced a deficit of just over \$1,600, which means it has accumulated a total deficit of \$7,397 so far this fiscal year. Your dental plan's claims decreased slightly, although they were still relatively high for the year. Your recently increased contribution rates helped to limit the impact of the high claims, so the month's result was a deficit of just \$670. Year-to-date your dental plan has lost nearly \$5,500, although it's worth noting that it has actually gained \$2,020 since the new contribution rates took effect in January.

Updated break-even rates (pre-tax) using the most recent 12 months of claims and enrolment:

Health plan - \$76.55/\$191.37 (\$68.03/\$169.07 currently)

Dental plan - \$45.33/\$113.33 (\$52.25/\$128.63 currently)

There was no information as to what area the increases came from but it was speculated that March Break might have had an impact although it was also pointed out that travel claims have no effect on the health plan as they are administered separately. The yearend report should be coming soon and will be shared with the Committee at that time. People leaving may be a factor in plan fluctuations but we will know better once one year of data has been collected. It is expected that the plan will be off again with the changes in staff. The news is positive overall.

It was mentioned that employees who are being laid off and those under 55 years of age who are leaving with packages can pay premiums and keep their coverage.

2. Job Vacancy Discussion

Regarding the Graphic Artist position, it will be posted as a Video/Graphics position. They are looking for a more robust skill set for the position as it will need to be a backup for Nick Scott. More information about this will be presented at the next Town Hall. The plan is to post the position before the end of May as a five week recruitment process whereby the employee would start in July.

There was some concern expressed that the newly hired interns were replacing some of the leavers however it was explained that the USC had applied to the Canada Summer Grants program for full time summer interns before all of the changes had happened. According to the Canada Summer Grants Program, interns are required to work 30 hours a week or more over the summer months. It was thought that releasing this information to the staff would be helpful in order to ease some of their stress. Doing something like this short term is fine as long as interns are not covering long term union work. It was highlighted that the Program is free for the USC and salaries are not coming out of money for staff.

It was reported that the fee bill had been approved and with the optional packages being taken and a new executive in place, changes can start to be made and communicated at Town Halls. The Foundation is another source of income that they are looking at.

It was stated that we owe a debt to those who took the packages and the focus now is how we reinvest those savings to make sure that current jobs are protected. Experiential learning will be the focus now. Overseeing students will be a skill that will be important to look for in any new hires. There will not be any new hires in the near future as everything is still up in the air. The Union will be consulted and kept apprised of any changes that will be made with James being the conduit. It was asked that if any changes were made at the Union meetings that LMRC be informed.

A copy of the Union Constitution with a breakdown of responsibilities will be distributed. In terms of new members, they can be designated at the next Union meeting and then discussed at the next LMRC.

It was stated that avoiding bumping is better and that if someone is staying at their current job, it would be good if they are given the chance to develop experiential learning skills. That helps to make people 'mandatory' instead of 'optional'.

3. New Business

We will be hosting AMICCUS next year. Karla said that they would like to run a session about how good Union/Management relations are here. The object is to showcase how we have worked together through the Student Choice initiative and be an example for other schools. It was felt that it would make for a great case study.

A Union meeting will be scheduled for after the Town Hall being held on Wednesday, May 22nd, 2019 from 10-11 am.

Next LMRC Meeting – June 13, 2019