

LMRC

August 12 2019, 3:00

Rm 371, UCC Bldg.

Present: Karla Pacheco, Jeff Armour, Nick Soave, Nick Vassiliou, Noah Austin, Tanee Edwards, James Waite, Nina Joyce, Jennifer Barnett

Absent: Robert Armstrong, Andrea Klooster

1. Introduction

A brief introduction was made between attendees and the new Union Rep Jennifer Barnett, followed by an overview of the committee functions and a synopsis of how the health and dental plan works.

2. Health and Dental Plan Performance Update

Due to an increase of dental claims starting the new fiscal year, and one health plan being maxed out, the numbers are once again showing our plans to be in a deficit position. However, with the increased contribution rates we are looking at a much lower deficit amount overall and are getting closer to a break even amount.

3. Benefit Coverage for Cannabis/CBD

As noted in the previous meeting, there *may* be the possibility of covering CBD oil in the future once a reserve fund has been established in the Health and Dental plans. Currently no companies are offering this as a benefit- it would be advisable to continue to monitor this closely prior to determining the costs vs. benefits of including CBD oil in the plan.

With the current PIN classification of CBD and Cannabis, coverage would be classified as "other medical equipment" with limits to be determined. It was recommended by Jennifer that a HR Policy be put in place before rolling out any coverage in order to reduce the risk of exposure to the plan.

It was agreed that anyone wishing to make a current claim for CBD Oil may do so against their \$400 Health and Wellness Benefit with proof that it was obtained through a licenced dispensary. For confidentiality purposes, Andrea and/or Karla are the only people viewing the details of the reimbursement forms.

4. Job Vacancy Discussion

As per the special Union meeting, no objections were raised to proceeding with the changes to the Desktop Publisher positions without posting.

Jennifer clarified that the employer is within their rights to modify or re-assign current roles as needed and only jobs undergoing significant amounts of change or those being reclassified/re-titled would need to be posted.

An appendix to address the expected duties is to be created by Karla and Nick Vassiliou and to be approved by all parties in order to provide the groundwork for a job description. An evaluation and/or JAQ at 12 months will address the workload and actual duties and could result in re-classification, new titles, retro pay etc.

Robert and Maja to come in for paid training days with Sandy over the next couple of weeks, prior to their official recall date.

Vacant positions to remain open.

Desktop Publisher positions to be moved from Gazette to USC Promotions budget lines. Gazette will pay for services used, possibly utilizing a ticket system similar to the one IT currently uses. It may result in Gazette trying to find budget alternatives (doing the publishing themselves, outsourcing). They may also wish to renovate the space and physically block off the current shared space to eliminate any confidentiality or conflict of interest cases.

Final details to be announced at August 28th Town Hall. Karla has requested a Union Executive member be available to present with her.

It was hoped that Jennifer would be able to attend a union meeting after the town hall for introductions, but due to a conflict in timing we will try and re-schedule at a later date.

5. New Business

Concerns were raised due to the number of communications addressed to and responded to by individuals sitting on the committee rather than being brought forward and discussed by the group as a whole. To ensure that everyone receives the same information it was determined that a set group (ie. Union President, Vice-President, Secretary-Treasurer, Manager People and Development, COO, and Management rep) should attend meetings, share information and be responsible for dispersal of that information to union and management members at large.