

LMRC
July 11 2019, 3:00
Board Room, UCC

Present: Karla Pacheco, Jeff Armour, Nick Soave, Noah Austin, Robert Armstrong, Maja Anjoli-Bilic,
Tanee Edwards, James Waite

Absent: Nina Joyce, Andrea Klooster

1. Gazette Positions/Creative Services

A proposal was brought forward to unify the various graphic services and positions throughout the USC into a “Creative Hub” similar to the previous Uni-Graphics Services. The ultimate goal would be to provide full time, year round employment for the two Gazette Desktop Publisher personnel (who are currently on summer lay-off), while also assisting with work flow for Creative Services, the Graphic Designer/Videographer position and help fulfill the duties of the current on hold/vacancy for IT Web Designer. By having a fluid and cross trained department encompassing Promotions, Creative Services, and the current full time Gazette staff, it would mitigate the work stoppages during vacations and time off, and would allow staff to be utilized in multi functions during extremely busy times (i.e. Biz 257 printing). This model would also allow for a number of new and meaningful positions for student workers and interns in various print/promotions/gazette production forums.

Concerns:

- The complete “removal” of the Gazette positions may leave Gazette feeling cut off and without support.
- Potential conflict of interest issues (i.e. who would staff be obliged to “protect” if Gazette was working on a sensitive or compromising story about USC)
- Would one of the job descriptions be written to include priority to Gazette projects in order to have someone dedicated to them?
- Costing structure- would a portion of salaries be taken from Gazette budget to cover dedicated duties or would services be purchased on a contract/hourly term?
- Would an amalgamation of roles ultimately reduce the number of union positions by eliminating a separate IT Web Design position etc.?
- Nick Scott has been tasked with coming up with a workable department plan. Would this plan interfere with his directives?

Recommendations:

Managers directly involved in the operations (Nick V, Nick Scott, Nick Soave, Ian Greaves) should meet to discuss the implications further and come up with a potential plan.

Union to be consulted with regards to posting of positions and how duties, job descriptions, number of union positions may be affected.

2. Advocacy Services Position

Management hoping to post position as early as next week. Will be a 1 year contract management position with the option of reassessment and posting as a union position after the year if so determined. Position will be tasked with council and election duties with emphasis on evening and weekend hours to attend and assist with council meetings etc.

If any union staff are interested in the position, they can express their interest directly to Karla.

3. Monthly Health/Dental Plan Performance Update

Although both the Health and Dental plans are showing a deficit over the year, it is to be noted that the increased premiums have only been collected since January. If January to year end numbers are isolated and reviewed, the plan is much more sustainable. A couple of anomalies have also thrown the numbers off. We should be able to establish a reserve fund to protect against additional anomalies by the end of next year.

The current deficit amount will be covered by the student portion of the plan but will be paid back.

4. Benefit Coverage for Cannabis/CBD

With a potential surplus/reserve fund as a result of the increased premiums, there may be the potential to include CBD as part of the health plan benefits. More information to be obtained in general, as well as an assessment of cost vs. benefit, and how to track usage.

Recommendations- Karla to consult with Terri Lima to get an idea of usage statistics, how best to code benefit (i.e. part of drug plan with Dr.'s prescription or included with assisted devices with a yearly cap on costs?)

Union to discuss adding CBD to benefits coverage.

5. Benefit Eligibility at Age 70.

There has been some confusion regarding the wording in the plan. It is to be noted that benefits will cease at the age of 70 for anyone who is covered by the USC health plan.

6. Union Performance Appraisals

We currently have two types of appraisals: Goal Setting/Achievement and the Scored Report Card. The value of the rated version has been brought to question and its elimination has been proposed.

Recommendations:

Union to discuss the removal of the Scored Report Card from yearly reviews.

7. New Business

No new business to discuss at this time.

Next Steps:

Management to consult with department managers regarding proposal for graphics roles.

Management to consult with benefits provider regarding CBD oil and possible inclusion into benefits plan

Union to hold meeting to discuss potential changes to graphics positions, benefits, elimination of performance assessment.

Next LMRC meeting to be arranged.