



Agenda

Labour Management Relations Committee (LMRC)

October 10th, 2019 @ 3:00 pm in Karla's Office, UCC

Present: Karla Pacheco, Jeff Armour, Nick Soave, Noah Austin, Nina Joyce, Andrea Klooster

Absent: James Waite

1. Monthly Health/Dental Plan Performance Update

Staff Plan – Message from PBAS -

I'm going to jump right to the exciting news: for the first time since as far back as I can remember your dental plan's overall year-to-date position is a positive number! After the first three months of the year your dental plan has made \$723: a deficit of \$1,975 in June, a surplus of \$520 in July, and now an additional surplus of \$2,179 in August. Your health plan counteracted the surplus a little by accumulating a deficit of \$800, but overall your plans still had a surplus in August of \$1,379, which is great to see! Overall your plans have accumulated a deficit of \$8,380 after the first three months of the year, but I'm taking the dental plan's experience as a sign that good things are coming.

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

Health plan - \$87.70/\$219.26 (\$68.03/\$169.07 currently)

Dental plan - \$47.60/\$118.99 (\$52.25/\$128.63 currently)

Usage is down which is contributing to the surplus. A representative from PBAS will come and in to do an annual review and the Committee will meet to debrief afterwards.

2. Job Vacancy Discussion

- In regards to Robert's position, the next step is to get an idea of what is needed to support the Executives' portfolios. This information will be gathered at the upcoming Executive retreat. Support is definitely needed, it is just a matter of where and how much.
- Maja is still getting her feet wet in her new position. Rather than leave the position to be reviewed for six months as per usual, it might be good to look at it in three

months to make sure that Maja's needs are being taken care and that any issues can be addressed early on. No concerns have been expressed at this time but the Union wants to make sure that the workload is appropriate.

It is good to have more engagement from the Union and the more everyone is involved and informed with the decisions in Promotions, the better.

- The outlook right now is 'Where do we invest?' What outcomes are the Executive looking for? It is not necessarily about specific positions. Jeff will be presenting a gap analysis report for the Board in regards to those desired outcomes.

3. JJEC Union Member

A Union member is required to replace Sandy Rule's position on the JJEC. There are a group of JAQ's that are currently being completed with the reviews taking place in November. Noah and Nina will ask around to see if anyone is interested in sitting on the Committee. Andrea will review the tool with the person that accepts the position and they will sit in on some of the reviews to get a feel for how the process works.

4. New Business

Student Choice Initiative Update – still missing the affiliate numbers but everything is looking good at a 60-70% opt in rate that leaves the USC in a good position. The goal right now is to top up the reserve fund so that it can keep the USC stable for another several years.