

## Labour Management Relations Committee (LMRC)

November 21, 2019 @ 3:00 pm in Karla's Office, UCC

Present: James Waite, Nina Joyce, Nick Soave, Jeff Armour, Karla Pacheco, Andrea Klooster

Absent: Noah Austin

### 1. Monthly Health/Dental Plan Performance Update

October's result is a little skewed due to adjustments made on the contribution invoices. Essentially what this means is that September's experience was overstated and October's is understated. The great thing about this is that the combined experience was almost exactly a break-even position since September's surplus and October's deficit cancel each other out (surplus of \$4,337 followed by a deficit of \$4,326).

The health plan's claims increased slightly in October, but the contribution adjustment resulted in a deficit for the month of \$3,079. The dental plan's claims increased from \$1,432 in September to \$6,211 in October. Even with this substantial increase in claims and the adjustment to contributions the resulting deficit was only \$1,247. After five months the dental plan has an overall surplus of \$4,298, which is so great to see after the monthly deficits in the past.

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

Health plan - \$87.68/\$219.21 (\$68.03/\$169.07 currently)

Dental plan - \$47.72/\$119.31 (\$52.25/\$128.63 currently)

### 2. JJEC Update

Five of the seven JAQ's have been reviewed with the other two scheduled to be reviewed tomorrow. The matrix for calculating the points based on the ratings has not been received yet from CUPE but Steve Kenney (CUPE National Job Evaluation Representative) has promised to send it to Andrea on Monday. Once the points are calculated and the bands determined, the rating sheets will be sent to the employees and they will have a month to appeal the results.

### 3. New Business

- 1) Vacation – There have been a lot of questions regarding vacation now that the year is coming to a close. There have been requests for payouts and people are not wanting to lose their flex time. The CBA stipulates that vacation be used before flex time and that five days of vacation can be carried over but with permission from the COO. Six days of flex time can be carried over with the rest being lost if they are not used by the end of the year. Everyone is encouraged to take the time off, especially at this time of the year when things are generally slowing down. The rules around vacation will be explained again at the next Town Hall.
- 2) Union Meeting - There will be a year end wrap up Union meeting scheduled for Thursday, November 28<sup>th</sup> at 3:00 p.m.
- 3) Winter Break 2020 – Since the break next year does not start until December 23<sup>rd</sup>, 2020 the USC has chosen to make the last day of work before the break Friday, December 18<sup>th</sup>, 2020 in order to gift everyone a longer holiday. Staff will not have to use their vacation days to make up the extra time. Some operations will require someone to cover the time but those individuals will receive equivalent days in lieu. This information will be presented at the next Town Hall.
- 4) Staffing Levels – There is not a lot of new information regarding staffing levels, particularly in Creative Services, but what is known will be discussed at the next Town Hall.