

## LMRC

January 9 2020, 2:30

Rm 307, UCC Bldg

Present: Karla Pacheco, Jeff Armour, Nick Soave, Noah Austin, Nina Joyce, Tanee Edwards

Absent: Nick Vassiliou, James Waite

### 1. Staff Plan Benefit Update

Campus Trust has provided the annual review: no “red flag” items were highlighted. Dental claims are down and we are in a good place thanks to the increase in co-pay however, we are now showing a deficit in the Health Plan portion of approx. \$14 000. Karla will be asking Campus Trust to review their numbers and provide us with a breakdown of the information to ensure accuracy. Finalized numbers for December and January should be available in time for the next LMRC meeting to allow for continued tracking.

*If* the deficit continues a resolution will be required. Possible solutions would be to have retirees (or those who took the exit package and qualified for continued coverage) to pay for their premiums. Worst case, we may have to look into increasing co-pay amounts.

### 2. Union Job Postings: Financial Assistant, Student Events Coordinator (pending name change)

Both positions have been evaluated and will be posted at their new rates/banding levels after Friday’s union meeting. There will be opportunity for discussion at union meeting prior to posting.

Management is looking to replace the word “events” from job titles, hence the pending name change for the position. Karla to be informed of the decided upon name prior to posting the position.

As a side note, we now have the JAQ calculator tool so can do the evaluations quickly in-house.

### 3. Building Manager Position

Position has been neglected since Paul Tomlinson’s departure. It has been renewed and “refreshed” to focus on Front Facing initiatives (ie. Building issues, tidying up chairs, safety concerns). Sue Mckone has unofficially accepted the position as a management secondment for a term of 18 months.

The Student Benefits Coordinator will take on certain roles from the Reservations Coordinator position, however a complete job description and overall intention of the

job are pending full discussion, planned for early next week. Input will be sought from new Union Executive (elections on Friday), as well as Jen (CUPE rep.).

**4. Marketing Co- Op Position**

At the request of the past VP Communications/Communications Officers two new positions will be created: Communications Manager and a full time Social Media/Graphics role.

Both positions have been budgeted for, and will allow the existing Print and Promos staff to focus on their strengths while allowing for immediate action on social media releases and in-house campaigns.

The social media/graphics role will be a full time union position posted for a term of up to two years.