

Labour Management Relations Committee (LMRC)

August 13th 2020 @ 3:00 pm by Zoom

1. Staff Plan Benefit Update

Notes from Campus Trust: Staff Plan

The staff plan's claims more than doubled from May to June, though still managed to accumulate a surplus of \$1,290 – a great start to the new benefit year!

Similar to the student plan, claims increased significantly on both the health and dental plans, though still remained relatively low compared to the experience in previous Junes. Your health plan managed to accumulate a small surplus of \$300 (its third straight surplus) while your dental plan managed to accumulate \$990.

Similar to last month providing break-even rates wouldn't offer much insight into future plan management given the significantly reduced claims during the pandemic.

Karla: There will be one more update on the state of the plan prior to finishing up with the current provider.

We cannot rely on trends because of COVID. We only have two months of performance after fiscal new year. Our new provider has reviewed our performance to date. In September our rates will look the same as they have been and we will then look at what they should be based on COVID and past performance. We are still self funding the staff plan because we like the flexibility and can play around with it a little more. We are looking forward to some solid consulting but may have to look at the premiums again closer to negotiation time. The consultant for the new provider knows our plan as they have worked with the previous provider. They have good experience with trust plans like ours.

Jeff: The biggest reason for the move to a new provider was to go with someone we trusted and who would hopefully better manage our plan. We are excited about being able to review actual trends and data so that we can have intelligent conversations about change, improvement, and enhancement to the plan.

Karla: We will get clearer analytics as opposed to complicated statements.

Nina: My contact at the new provider has been very good. It is definitely a different approach and more systematic which is good.

Karla: We are the only school in the trust. That does not affect the staff plan but the Board will be strictly Western students that can focus on our school instead of

focussing on a larger group of schools. We have been assured that we will get good support from the administrator. Everything will be set up over the next few weeks. There should be a good turnaround for claims.

Noah: The membership seems to be all good with the change.

2. September 1st – Staff Hours

Karla: All union will go back to 100% pay in September. The Working from Home Assessments are almost complete. Everyone was offered a reduced schedule but everyone wanted to come back to 100% hours and pay. We will continue with Working from Home stipends as everyone has some element of working from home in their job. The stipend will be given until November 15th, 2020 at least. Everyone seems to be feeling pretty confident about work going forward.

Noah: A big thank you from the Union for the collaboration around all of the challenges this year and for the hard work that Management did to make sure that everyone was taken care of during this time.

Jeff: Making sure that staff was okay was the goal. We want to acknowledge that we do not know what is coming yet so 75% will be an ongoing offer at least until December 2020. If anyone is anxious about their work/homelife balance – please get them to come forward and ask for what they need.

Noah: That will be reiterated at the Union meeting and should probably be mentioned at the Town Hall as well.

Jeff: At the next meeting they would like to talk a bit about people that are working from home being careful about social media posts that may show them doing non-work related activities during work hours. How do we communicate that?

Noah: This should definitely be communicated as soon as possible and will be mentioned at the next Union meeting.

Karla: The SwipedOn system is in the process of being set up. There was an initial concern that people would have to sign in from home. The system is not about having to 'clock in'. It is to get staff into the habit of letting people know when they are not available. It is important to make sure that you update your status and is a tool to take responsibility for your own presence. It gives people an idea of your response time to their queries and when you will be available for that.

Jeff: We are working with the student leadership and the Board to make sure that they know that we are all working. We have to change gears and transitioning back to the workplace will be harder than it was transitioning out.

Noah: Whatever structure we can put in to it will be helpful. Overall, people do want structure and expectations. It is a two-way street, though, in that the work day has

been extended for some in terms of answering e-mails etc. outside of regular work hours.

3. New Business

Karla: The new and update HR procedures (Acceptable Use, Social Media etc.) have been approved at JHSC and the HR Committee of the Board. The next step will be to train staff at the Town Hall. We are on the right track according to those two bodies. There is a good cross section of staff at JHSC and they had a good discussion around the procedures.

Noah: People are excited to get back to the new normal. Union members are aware that Rob and Andy started back on August 1st and they were okay with that.

Jeff: Regarding the MOU, would it be good to have a co-signed document as a review and to outline the changes? They just want to make sure that everything is understood that everyone is back to 100%.

Noah: Will have that done tomorrow.