

Labour Management Relations Committee (LMRC)

September 20th 2020 @ 3:00 pm by Zoom

1. Social Media Postings

Jeff – Asked that everyone be cognizant about their social media postings. For instance, maybe not posting about going to a movie in the middle of the day, keeping in mind that we are working 9-5 right now. Everyone has the freedom to manage how they fit their work into the day but it is all about perception. This is not about any one individual; it is just something to put out there so everyone is aware. It is important to use SwipedOn to let people know what you are up to and when you are available. There are Flex days available if you need time off.

Karla – It is not that you cannot do anything else during the day if you are working from home but it is about striking a balance. It is also not about trying to micromanage anyone. It is just about letting people know when you are available and not being too out there about when you are doing something else.

2. New Benefit Provider Update

Karla – There has been no wrap up to where plan ended yet. There have been some bumps in instituting the new plan. Some issues have been due to the pharmacy getting used to the plan, some have been user error, and some glitches have been on BPA's end. The customer service from the London office has been reported to be excellent. If everyone could keep encouraging people to contact the London office, that would be great. If there are issues with the Pharmacy downstairs, we can fix those instantaneously. We have been trying to communicate with everyone regarding any issues through IC and with specific e-mails. There is no direct deposit available at the moment because the Trust needs to be set up for bank account. Once that is done, direct deposit can be set up. So far we are happy with the quick and responsive service and happy with the interest in learning our plan and taking a more analytical approach with it. We have asked them to tell us if there are any claim rejections so we can add what is needed to the plan or follow up. We have been adding drugs to student formulary as things come up. This kind of

flexibility is the reason we wanted to stay self funded. In terms of ironing out the kinks, we will get there.

3. Updated MOU

Karla – Since everyone is back on a 100% schedule now, the Memorandum of Understanding should be adjusted as discussed in the last meeting.

Jeff – The original MOU could just be amended.

Noah – I am pretty sure that it has already been done. Will check on it and get back to you about it.

Karla – Perhaps we could liaise after the meeting to look it over together.

4. New Business

Karla – If anyone doesn't feel safe with their set up or needs anything else in the meantime, please let her know. Masks are being distributed through mailboxes or delivered directly to individuals who are strictly working from home. Please make sure that people contact us if they need anything at all. With the MOU, people going to be in different areas and doing different jobs. It is important for people to know that it is not forever. No PA's will be conducted right now and the focus is to just get through September. Emotions are running pretty high right now and if everyone can just be honest about how they are doing, that would be good.

Jeff - Family lives are different with school starting and all of the changes have been very hard on everyone. We will get through it together. A lot of student organizations have laid off their staff and we are at 100% of our staff contingent, so that is a big accomplishment.

Noah – The staff have been happy with the good, open communication and the fact that we have been working together to deal with the challenges.

Nina – Should we be logging in every morning even when working from home?

Karla – The system should be set up next week to handle all working situations.

Jeff – It will just act like a virtual in/out board to let everyone know where we are. There have been some technical difficulties along the way but we will get there.

Nina – Wondered about flex days and if they are up to date on the system.

Karla – Yes, the vacation sheets are up to date. Effective Sept 1st staff were to start officially booking time off through their managers. A maximum of six flex days can be carried over to the new year.

Jeff – SMT can have a discussion if someone needs more time off than what they currently have. Everyone is encouraged to use their time if they can.