



## Labour Management Relations Committee (LMRC)

November 10<sup>th</sup>, 2020 @ 2:00 pm by Zoom

### **1. Staff Benefit Plan Update**

Notes from Tim Adams at BPA on Claims Experience Report -

Similar to other years, you would want the percentage ratio to be between 85% and 88% which would be a breakeven position. The health and has continued to exceed 100% however the dental seems to be behaving for the first couple of months.

The premium information for last year was difficult to pick out from the reports. While the previous provider provides total contributions on their previous reports, it was not “contributions” or “premium” solely related to the health or dental plan and therefore more difficult and time consuming to try to extract without have the original “billing” information.

Regardless of that, since you are self-funded, I can say with some certainty the health claims are performing the same as last year. With COVID months removed, your claims are on par with the previous year. While that is positive for predicting the future claims levels it is still underfunded.

Karla – As you can see, the reporting statements are much simpler compared to the old ones.

Nina – They are much easier to read. It shows what went out, what came in, and the differential which, for our purposes, is all that we need to see.

Karla – As you can see, we are still underfunded on the health side. We passed our statements for last two years on to BPA for comparison so that they could do a COVID versus non-COVID analysis. We might have to look at the health side going forward. A big change in the plan is that we are forcing generic drugs. We should save a lot of money that way. PBAS was

not doing that for us. Also, we lump health and drugs into one bucket so we are not sure which area might be driving up the claims up but at least we can cost-contain with drugs. We have established a process for grandfathering existing claims that call for name brands. We will have an exemption form made for people with new prescriptions. If someone's drug card is not working at the pharmacy and they have to pay more, we will deal with those cases as they arise. The pharmacy may give people the choice between generic and name brand and then they can choose to pay the difference. We are currently working through the process of learning the plan and staying true to the plan design. We have had many plan review calls with BPA and today there were six of their people on call including administrators and people that work on the back end etc. They have been a great team to work with so far. We will have another claims experience report for LMRC next month as well. The dental is probably down because people have not been going due to COVID. We might see a surge there when things change again.

## **2. Memorandum of Understanding Update**

Noah – The Union meeting went well in regards to the MOU. There were some questions regarding funding for courses as some PD is time sensitive. People are relieved to have some structure in place until June and some peace of mind until summer unless things change drastically.

Karla – Would like to highlight the changes that were made. The 75% workload option that was offered in the past still can be done until end of calendar year if someone has extenuating circumstances and asks for it.

Noah – This was explained to members during the meeting and also that this option would unlikely will be available to us going forward. After the end of the year a lay off would be the only other option. People really want to work so it will probably be a non issue.

Karla – The assessment period for the agreement was changed to May 31<sup>st</sup>, 2021 but we will talk about it before then, including the salary increase. Subsection D notes that we will renew the wellness benefit effective November 10<sup>th</sup>, 2020. Education assistance is still on hold. PD will be assessed on case by case basis

Noah – In regards to PD, staff will be encouraged to speak to their manager and there will be a meeting with Karla to confirm that it is okay. PD requests should be presented as needs arise.

Karla – We can meet May 1<sup>st</sup>, 2021 regarding the MOU but will probably talk about it before that. Is there anything else?

Nina & Noah – That covers everything that was discussed.

Karla – In regards to wellness benefit claims, backdated receipts from this fiscal are okay to submit.

### **3. Engagement Survey**

Karla – There will be some preface to the staff regarding the engagement survey. The purpose for it is a combination of a check in for our current COVID reality and to ask some engagement questions. We are going to focus on things we can control and not about things we cannot. We would like to get groups together to talk about areas such as stress for instance. There will be blocks of the survey for people who are working at home and blocks for those that are primarily in the office. We did break down work environments into three categories but it will still be anonymous. The purpose of the environment breakdown is to see if there is an issue in any certain area. The three work environments are broken down into operations, services, and administration areas. If there is a problem in a certain area, it can be detected if there is a pattern to the answers. The work environment field will be voluntary and it will still be anonymous if you say what area you belong to. There will be one open comment section but the rest is multiple choice. It is perhaps not the best time for a survey but we want to see if there are things people are struggling with. The information regarding the engagement survey will be put in the IC.

Jeff – We would like to encourage people to speak up because we can only react to fact. We also want everyone to come out of this whole situation in good shape.

Nina & Noah – Most people understand the reality of how fortunate our situation is compared to that of other people. The reality has sunk in and everyone seems relieved that we have been able to keep our jobs.

Karla – We will also be doing a diversity survey eventually. We want to see what the environment is. It is not to see if we meet quotas but to see where we are in terms of demographics. The Board wants to make sure that we have practices in place to attract everyone to our positions. Full time staff is different than the CIA etc. Seeing where we are at is step one. The Board has asked about the culture in the workplace, which is a very

evolved question and a testament to them that they trust Jeff with how things are being handled.

#### **4. New Business**

Jeff – I just wanted to have a collaborative conversation about people who are working from home but are looking to be back in the office and involved with what is going on onsite. We are going to open Mustang Lounge to provide some study space etc. We know that there are people that could come in and support that. It would involve checking people in behind a screen at a desk. It would still be possible for them to do their jobs (i.e. check e-mails etc.) while they are at the desk.

Noah – We could send out a communication to members. It would be a good opportunity to shake up one's week and do something different. It would not mean that they have to or that they are not doing enough at home if they offer to help. These are unprecedented times and they would like to give some context if managers are going to reach out to them about this.

Jeff – James has volunteered to help out three days a week but they still need help on Mondays and Fridays, including contact tracing and check ins for the space. We do not want to hire part time people if there are people at home that could come in and do the work.

Noah – We will draft something up and have managers talk to individual people. It is not a bad thing to have the chance to come in and see people.

Nina – Agreed.