



Labour Management Relations Committee (LMRC)

January 19th, 2021 @ 3:00 pm by Zoom

1. Staff Health Plan Performance:

Karla – The Health and Dental performance data has been provided for our first quarter. An ideal loss ratio is 85% to accommodate for admin and consulting fees. Peoplecorp (BPA) will not be charging us consulting fees for the first year, possible 2, to allow the plan to stabilize. The Dental plan is performing very well at approximately 80% and the claims are very stable from the prior year. The Health plan is a little more volatile in terms of performance. The loss ratio is hovering between 108% and 119% but it is also very stable from the prior year. We will have to look at Health premiums and determine if there is an employee paid premium increase or a decrease in coverage but we will continue to monitor the performance of both plans in the meantime.

2. Staffing:

- **Memorandum of Understanding – Gazette/Promotions**

Karla – There are currently two MOU's for Maja's position. The first one, for the Gazette is still in effect. There were two Desktop Publishers in the Gazette previously but only Maja was left when Robert departed. We are currently looking at the second MOU that was signed off on when we went through changes in Promos. That MOU and appendix have to do with the Print Shop, Desktop Publisher, and Gazette positions. The Gazette work has definitely decreased.

Nick – We are currently looking at 2-6 Gazette editions per year.

Karla – The original idea was that the position would be split into thirds to cover the various areas but it ended up that the primary responsibility was the print shop, then graphic work from home when

that happened, and the Gazette came third. There is a decline in work from the past so the idea is to open up positions to dedicate expertise to.

Nick – The MOU was signed previous to the school year when there was still one issue per week. It has since changed to special editions only; one in September, sometime in the summer, November, February, and April. We are definitely decreasing our print footprint. The number of issues has gone from 200 down to about 50 and then down to around 6. This is in line with other newspapers as the print industry winds down.

Noah – The pandemic definitely has not helped that situation.

Karla – The USC anticipated that this would be an issue so Cheryl's position remained vacant. The Print Productions and Designer/Illustrator positions are on hold and were never filled. We did a review of them last February just as things were falling apart. Print Productions will not exist in the same form after we return to the office. It will probably turn into internal printing for the most part as it is something we can no longer make a go of. As it stands, there is no full time work for those positions.

Noah – A job posting could result in a bumping situation. We are not sure what the requisites would be and what existing qualifications there are. We are realistic about the situation and understand but there has to be transparency in the process. I have discussed everything with Nina but we would obviously like to see a job description before everything goes live so we can be ready for whatever happens.

Karla – Before Christmas we talked about the timeline being quicker but other challenges have gotten in the way. We will not be looking at it now until the end of fiscal. Other changes are more pressing with Nick Scott's departure. Maja and Kurt will be reporting to Nick Vassiliou now.

Noah – I will talk to Maja, Nina, Mike etc. and let them know we are in a holding pattern for now unless there are extenuating circumstances.

Karla – Nothing is for sure and we will approach the situation at that time.

Jeff – There have been so many iterations of that area where we were just trying to get it right. It is an area where we have built the department to suit an individual in the past. There has been too much friction caused by that. The Executive believe in the staff and they want us to be great. We just have to get the balance right. With Karla taking on some work for Nick Vassiliou (student health plan, bus pass etc.), it will free him up to focus in that area. The next 18 months will be telling. It is the one area that has huge overlap with the Executive besides the COO and President positions. We should go into this with the understanding that the first thing we are is student-led so we should just do it because they are paying us.

Noah – So this would empower Nick V. to hire for another position similar to Nick Scott's role?

Jeff – The idea is that the Associates would develop the concept of the work. The execution would then be taken on by management, union people, interns etc.

Noah – How many positions are we looking at?

Jeff – We are hoping for 3 union positions. There have been some recent constraints on the budget but that is the hope in the long run.

Noah – So, more of a slow roll out.

Jeff – Yes, we need people in there that can learn the culture. Walking away as soon as they get hired is not an option. Nick V. will be there to walk alongside them.

Karla – There have been some hiccups in process so it is realistic to say 2 years or 18 months from when we get back to work at this rate.

Noah – So step one would be posting the Graphic Design job. Then we would look at other solutions within the department. As long as communication remains open, it should be fine.

Karla – It will be up to HR to hire the right people that understand what service to students means.

Noah – We have tried to get the message out that the world and organizations have changed. Promos is a super dynamic workplace where things are always changing. We have to move forward from here with the understanding that ultimately the department has been created so that the staff can support students while also making their jobs secure. We appreciate the information about what is planned. Would it be possible to pull Nick V. in for next meeting to get his perspective?

Karla – Of course, no problem. We appreciate that you are creating the engagement.

Noah – We all value open dialogue, conversation, and transparency in the process.

3. USC Moving Forward:

- **In Office**

Karla – We hope to hear more this week about what is happening with schools and workplaces. It is important that everyone honour the pillars for working from home and communicating with their supervisors regularly. It is also important that everyone remain willing to come back when things re-open and also to remain flexible but no one needs to feel stressed out. We are just trying to get through January and hopefully February is different.

Noah – People understand that and are okay with the MOU that is in place. We will wait for news as it comes.

Jeff – The pillars guide what the expectations are. I think people are getting used to it and are working with it. We have seen the changes as people have adapted and the Executive have too. It is a good indicator as to how the organization is performing. We have the values that the staff is there for us and we are there for them.

Noah – People have been feeling lucky to be at the USC through this.

Jeff – Perhaps we could circle around on MOU at the next meeting. The summer might get hard if we are still at home. We will need to find away to find a way to give people rewarding work to do.

Noah – The Engagement Group would be a good one to bring this to. That way we could come at solutions in a bipartisan way. It might be good to start that process now.

Karla – We are struggling as how to present the engagement results. Should we bring survey result to that group first?

Noah – It would be good for those people to discuss it first as a bipartisan group.

Mike – Getting everyone involved would be good. It would give them a better head space going forward.

Noah – More engagement equals more acceptance.

Karla – It would be better to come from that group than senior management. The results would be challenging in this environment to roll it out. People are stressed so it is a matter of how can we look at results and make things better.

Noah – I am not sure who is on the committee at this point.

Karla – It might be a good way to restrike the group.

Noah – Maybe we could set something up in the next week or so. Is there a Town Hall coming up?

Jeff – We usually have one just before the budget goes to Council but nothing is on the books yet.

Noah – A Town Hall would probably would be the best route for presenting.