



Labour Management Relations Committee (LMRC)

April 8th, 2021 @ 3:00 pm by Zoom

Present – Tanee Edwards, Jeff Armour, Noah Austin, Vicki Macauley, Karla Pacheco, Andrea Klooster

1. Benefits Performance Update - Karla

Health Plan – February's performance report came after the last meeting so we are reviewing it now. The loss ratio on health is still high at 114% and we are still over on usage. This is predictable according to Tim Adams. A loss between 110% and 118 % is not abnormal and won't be difficult to fix. Health claims were predictably high for this period. We never increased health premiums, only dental. The co-pay for health is \$1.50 right now. The nice thing is that we do get good guidance from our consultant for what we should do moving forward. Our goal is to establish a reserve so that we have extra in an emergency situation and we can be more flexible. Decreasing coverage or increasing premiums are our only options right now. This will be something to be addressed during bargaining. For transparency purposes, it should be known that the health plan needs tweaking.

Dental Plan – The dental plan is trending perfectly at an 84% loss ratio in line with the previous tracking in the high 70's. Tim Adams has noted that staff plan is stable in terms of usage if it hovers between 75% and 85%. There are no big red flags for this part of the plan.

2. Review of COVID MOU

Noah – Karla and I have been speaking about the MOU and I have taken what we have discussed to the Union Executive today. We are more than happy to extend the MOU as it will keep people employed throughout the summer. It is not lost on us in the Union how fortunate we are to have this as an option. So few people are keeping their jobs and being paid 100 percent of their wages right now. We very much appreciate that we can discuss these things openly.

Karla – We had to take another turn with the emergency order. We still don't know what things will look like in terms of vaccinations, campus life, and operations. It hasn't even been a week so we are still working through everything. We are looking more to the mid-term right now. In terms of the salary increases for June 1st, we are looking at an alternate pay out for any disparity. That would help get money in pockets and would also help with the budget and salaries going forward. Another important aspect is to have all Union staff use their vacation and book it before August 31st and use flex time afterwards. It is hard to motivate oneself to book vacation while nothing is going on but vacation time sits on the books and is a liability to the Corporation.

Noah – We are on board for that. Whatever we can do to encourage people to do that, we will do. Those that have been affected have been great coming in to do different jobs etc. The CBA is clear that you can do that but we thought it was the end of April so end of August good. We know that there were some managers that booked their vacation and still worked to keep it off the books. We get a lot of time off and it's not an unreasonable ask.

Jeff – At the end of last December I fielded e-mails from people looking for a payout for unused vacation. We simply can't have that sitting on the books.

Karla – We're talking about the MOU and the Union but we will be extending this to all staff for mental health reasons. We all should be supporting each other to take time off and be intentional about it. It will be different depending on each department etc. We also recognize that things and plans can change so we will not bind anyone to anything but we are just asking that people plan and book things ahead of time.

Noah – It is good that we are being clear about taking vacation in the summer. All we can do is deal with how things are now and move forward to how we want them to be.

Karla – at end of year – extenuating circumstances can be looked at – we would know about it ahead of time. Up to managers to look at that and follow vacation process. Not super likely.

Jeff – Planning ahead will allow for any seniority issues as well. It will also allow managers to plan as well. Things could happen along the way like someone could get sick, but the understanding is there and the expectation that everyone has to do their part.

Noah – In my role, I'm not hearing any complaints. We have to do what's best for longevity. Any Union members that have any questions can come to him.

Karla – We will follow up with the MOU extended to August 31st, 2021.

Noah – I am good with that.

Jeff – We will be explicit in the MOU with adjustments for increases as a payout, but we will keep the same language etc. We want to be explicit with items like the wellness benefit being reinstated.

Noah – Yes, put in the vacation information etc. The CBA is clear about that anyways. Flex time would still be available for use in the fall and beyond. We all have lots of days to burn through.

Jeff – If the landscape changes we can revisit everything. We will look at as a group and work together.

Karla – I will follow up with the MOU and will send it to Noah, Jeff, and Tanee. We will need to revisit the Work from Home stipend when know what's happening.

Tanee – The Corporation has been more than generous and more than fair and we are thankful for what we have.

Jeff – I want to make it clear that I don't make calls on my own. The student leadership are very much involved. The Board, the Executive, and the President all help with these decisions and I am just the middle person.

Noah – We understand the intricacies of the different levels and that the decisions are not made by Jeff alone.

3. Health and Safety Review

Karla- All of the very recent changes happened the night before the JHSC meeting so the members were informed and an update was given at the time. We want people to know that we are securing all of the appropriate PPE for those that have to go into the building moving forward. Masks are coming in tomorrow and will be distributed to staff. We are trying to figure out what we can do and it will depend on what Western does. Matt Mills (H&S at Western) understood why we decided to close. We pivoted very quickly to keep everyone safe. The nice thing is that we are small and can respond in a heartbeat. We will continue to update the JHSC on everything as it changes.

Tanee – There's nothing we can do right now so we just need to wait and see.

Karla – At this point campus is not closed and the UCC building is not closed. If anyone needs to go in, they just need to let their senior manager know as well as use SwipedOn as per usual and follow our regular COVID procedures.

Jeff – Western is a COVID hot spot and is trying to convince the government to declare it as one so they can get vaccines here.

4. JHSC Worker Rep

Tanee – The USC JHSC has had six members in the past. Noah has stepped down so there is an imbalance now between management and Union membership. We are hoping to fill Noah's position with another worker rep. We would like to make a call out to the Union to bring forward this request. There are a very limited number of employees who would qualify for the position as the Ministry of Labour has stated that worker reps can have no supervisory aspects to their positions. There are probably only three or four people in total that qualify. Alternatively, we could go forward by reducing the Committee to four people as we have had in the past and re-visit adding a new member in the future when we're back in the office.

Karla – In the past, we had several JHSC's; one for media, one for F&B, and one for the office. We are smaller so four would work. We want to reflect the diversity of our environment (Finance, IT etc.) but the definition of a worker rep doesn't allow for that as much.

Tanee – We are fine with four people. If anyone wants to come and sit in from time to time, it is not a problem.

Karla – During recent strategy sessions, it was suggested that it would make it easier for people, in terms of reporting for harassment etc., if there were students on the JHSC. The consultant for diversity suggested that encouraging students to be on the Committee would allow for them to be more involved in solutions and discussions surrounding these topics and allow for more perspective and diversity of thought.

5. New Business

There was no new business at this time.