



## Labour Management Relations Committee (LMRC)

May 20<sup>th</sup>, 2021 @ 1:00 pm by Zoom

Present – Tanee Edwards, Jeff Armour, Noah Austin, Karla Pacheco, Nick Soave, Andrea Klooster

### 1. MOU

Karla – Were there any concerns about the amended document? The one hiccup was the language around the dental regarding dentures etc. We did not put in the details because it was super long. We just wanted to make sure we were consistent and that people are not investing in something and then finding out in the end that it is not covered. The details will be added into the plan. It will represent a 10% increase on the dental side. Is everyone okay with us just monitoring that over the next little while? We could have further conversations about it during the next negotiations. We did not put the information directly into the CBA. We can leave it as a separate document until we negotiate if that is okay.

Noah – We would like to bring back final the final version with the new language to the Collective. We can send it off today. We simply did a poll the last time and that had a 100% positive response so we do not anticipate any roadblocks to it passing.

Jeff – Just a note regarding the 2% payout. I did not take it back to the Board but instead found some space in the Contingency fund for it. Also a note regarding the Working from Home stipend extension. Some people will be in the office before September 1<sup>st</sup> but we will be keeping that in for fairness. We are just hoping for September 1<sup>st</sup> return. If it that does not end up being the case, we can reconsider and extend it again if necessary. We should be socializing the idea that we will be ready to go on that date. Each department will be looking at their needs in terms of that.

Noah – Sounds good. Thank you.

Karla – We do not need to have another meeting unless there are major concerns. Just sign off if you are good to go. We will give a little bit of space until the return to work happens and then we will strike up the Engagement Committee when there are at least some people who are regularly at the office. We will get that started to get some feedback on how things are going. There were some supports that have been offered through EAP – specifically on parenting and anxiety. We can offer some tailored sessions to people once we are back. There is also the possibility of having a back to work social. Of course transition will look different as well. As you know, we are sending out the snack boxes for the Executive farewell as a thank you and have pushed the new Executive welcome to possibly August when we can perhaps have an outdoor social. People have expressed concerns about not meeting the new Executive so hopefully that can happen.

Noah – This wave is a little different because of vaccines so we can be more optimistic this time around. People are used to working from home so Engagement does not have to happen immediately. It is good to have a plan for the future.

Karla – It is good that people are content but will have to start all over again with returning etc. We will need to know what Western is doing and we will also need to look at comfort levels as we ease back in for September 1<sup>st</sup>. We also want people to take some time off before then so that they are relaxed and ready to go.

Noah – I will reach back tomorrow morning with a signed document hopefully.

## 2. New Business

There was no new business at this time.