

Labour Management Relations Committee (LMRC)

April 12th 2022 @ 3:00 pm by Zoom
Mike, Noah, Karla, Andrea

1. Health/Dental Plan Performance

Karla – In regards to the March 2022 USC Staff Claims Experience report, our health plan consultant, Tim Adams, says we are consistent in our claims. The lowest cumulative claims premium ratio we're seeing is 108% or 109% but it seems to be hovering around 120% for health plan. There are a few high points in 140's as well. The ideal claims to premium ratio is 88%. The dental plan is currently at 87.89%, so that's good. This might be our last statement before bargaining and so this is the data that we'll use when we look at the plan.

2. Town Hall

Karla – In reference to the three new positions that got posted today (Finance Manager, Hiring & Training Manager, Student Activities Manager), were there any questions about those?

Noah – A couple of people had some concerns because there were three more Management positions and no Union positions posted. People are feeling a little disenfranchised, especially since positions like the Western Film Coordinator have disappeared.

Karla – As an explanation, the Finance Manager position is a succession strategy for the Senior Manager, Financial Services who will be retiring at some point in the next year or so. The Hiring & Training Manager is required to support the part-time staff in particular since they are unionizing. The hope is that there will be some room for a position to provide some support under the Student Activities Manager. There will be more Union positions added but we need to look at them one at a time. We can understand what the perception is but, if you look at the org chart, some Managers have a lot of staff under one department. We are trying to

rebuild so there is more support all around. HR is a sizeable portion of the org chart and all of those positions are precluded from Union.

Noah – In terms of building support in for the Student Activities Manager, what would the timelines for that be?

Karla – Once that position takes shape, there will be a responsibility for that Manager to make recommendations for resources in that department. We will talk about this further in Town Hall. It could be 6 months or a year. We're not sure if the Manager position will be an internal or an external hire. One person will not be able to do everything regardless.

Noah – Any upcoming Union positions in the works for the next year?

Karla – We haven't figured that out to be honest. There are lots of departments that are in flux right now. We're making sure we can do what we're doing and then we will build from there.

Karla – Jeff will also talk about the Fridays off at the Town Hall. We will be going back to Fridays off the first week of June for 8 Fridays. We are going back to being closed on those days so everyone has a real break. We will be giving staff the week of the July 1st holiday off at the end of June, just like Western does. It would require that flex be used for 8 Fridays and those 3 days at the end of June. So we will be closed for 11 days total. Some people have booked vacation already. They can work it out with their manager by working from home on the Fridays as an option. We will explain that you will need work out your flex with your manager as it will no longer be showing on the trackers as of the end of April. There is no clean way to do this but we think staff really need the time off. The key is to maximize vacation time. We will be keeping the one floater day to be used anytime. This language is already in the CBA. The flexible days were part of an extra memorandum.

Noah – Some people might have child care situations etc. but if they can work with their Managers for a solution, that will be good. A lot of people liked Fridays off originally so it should be fine as people get used to it. This year might present some challenges.

Karla – It's a hard thing to get off the ground. If we don't start now, we might not have the opportunity with the new Executive and Interns coming

in. Anyone not in the Union will have to use three vacation days for the July week. The Spoke and The Wave will be closed that week. Next year Canada Day is on a Saturday so we will have to look at what Western is doing; whether the closure will be the week before or the week after. There will be people who have booked in June and July that will get days back.

Noah – I will let you know if I hear anything about it.

3. Bargaining

Karla – I did receive notice from Jennifer for bargaining. She has asked for information that is already on the Staff Hub. Did you want me to reply all as I don't think it got forwarded to you?

Noah – Yes, please forward the notice to me.

Karla – I will check with Jennifer to see what time works for her and we can schedule bargaining based on all of our schedules.

Noah – Sometime at the end of June would work.

4. New Business

There was no new business at this time.