

## Labour Management Relations Committee (LMRC)

June 9<sup>th</sup> 2022 @ 3:00 pm – Karla's Office  
Attendees: Mike, Noah, Tanee, Karla, Andrea,  
Jeff

### **1. Health/Dental Plan Performance**

Karla – We met with our consultant, Tim Adams, this morning and discussed our year end. He commented that our numbers were very predictable. They are not great on the health side but they are consistent and we have reliable data due to that. We addressed dental four years ago and maybe it is time to address the health side. Tim has some creative solutions that are probably more appropriate to address in bargaining.

We have to make sure we are responsibly funding the plan. Tim has been around for over fourteen years and knows our plan well. He worked for PBAS before so we are in good hands and have nothing to worry about. Our big exposures were fixed through the last round of bargaining (large hospital claim etc.). We are looking forward to collaborative conversations about the plan in bargaining.

Jeff – We can bring Tim in for discussions during that time if you would like.

Karla – We have some economies of scale by being on the same plan as the students. We are thinking of adding MyWellness virtual counselling that is offered on the student plan to the staff plan possibly.

### **2. Part Time Bargaining**

Karla – There has been an unfair labour practices complaint filed by CUPE 2820.1. There were 60+ items in the complaint and a few centred around full-time staff doing part-time work. There might be some conflict of interest that you might want to follow up on. We have an MOU with you which dictates that full-time union staff were to be kept employed up to May 31st, 2022. There was a priority to keep the full-time Productions staff employed when there were no events happening but the part-time staff said that they should have been kept employed above the full-time staff. This puts us in a difficult spot. In our assessment, we had an agreement to keep full-time staff employed and busy.

### **3. Leaving Notes from Noah**

Noah – I just wanted to note my appreciation for the Union members on the Committee and the membership in general as well for the Management members of the group. I have appreciated my time on the Committee and hope that going forward any acrimony will come to an end. Hopefully we can set the pandemic aside and focus efforts on getting a positive culture back because that is so important. There are still those who are feeling disenfranchised with a perception that union busting is going on. My hope is that this is not the case going forward. Any complaint raised by 2820.1 should be raised with employees so that they know what is going on. There is some frustration at how many managers have been hired as opposed to Union staff and we worry about where that is headed. Clarity and transparency about when Union staff will be hired would be helpful going forward. Nothing is done in a vacuum and nothing I have done has been done solo but it has been by will of the Union. It has been a lonely place to be to feel ostracized over time. My hope is that that stops and that it is not the same for whoever takes over. I believe in the USC. People need to know that they are valued and that they are not on a collision path with the Senior Management. We were in a different place in the beginning but Student Choice and COVID changed that and people are worried about the future and their value within the USC. I hope we can get back to where we were and more respect for the Union. Having said that, I have appreciated everything the USC has done and will miss working here.

Jeff – Can we have that dialogue about who is having those issues? I just want to make sure that that information has been passed along and is not leaving with you. This table is open for these discussions. If there is a concern, please bring it forward.

Karla – We would love to be able to talk about all the things we have done for people over the course of the pandemic but we cannot because there are many confidential issues but Noah, you would be aware of many of these arrangements. We appreciate that you feel comfortable being honest and we can understand why it is tough to come forward but hopefully people feel they can do that now.

Jeff – My hope would be that people feel comfortable meeting with me to express their concerns. I will happily make time for that. We do not want

people to be worried about coming to work so we must address that if they are. My door is always open for these discussions.

Mike – Things have been torn down to the ground but we have an opportunity to start rebuilding. There has been a divide created, whether it is genuine or perceived, and it needs to be addressed. Unfortunately, I cannot shed any light on that yet as I have just started.

Karla – It has been challenging to hire people when we did not know what was going to happen. We did not get to control what was going on during COVID regarding events etc. We can commit to change moving forward.

Tanee – It felt that there was a lot of the disparity and communication was big part of it. The Union was not sure what the goals were and what direction we were headed in. The Union members felt overworked and all they saw were more Management being hired. If the overall plan is communicated more clearly, it would help everyone get on the same path and have a sense of security. Knowing the big picture would be good.

Mike – People feel like they are in their bubbles and do not know what it going on.

Karla – To be honest about communication, I have communicated directly to Noah on all the hiring that was done. I was also told to communicate with the CUPE representative only so we were not sure what was getting through. We are gun shy now and confused about communication to the union and do not necessarily feel like we can be open for fear of getting our hand slapped when trying to help someone. We ended up needing to hire another Human Resources person because there is a new Union to support, not because we wanted to build up Management. We have never had negative intent in hiring. We hope there can be further conversation to capture the conversations that took place in the past. I can forward some emails that were sent.

Tanee – If people knew what the struggles were and what the background was for these decisions, it might humanize it for them. Letting them know that we are making the best of a bad situation and this is why we chose to go this route etc.

Jeff – We will get all the e-mails sent to Noah passed on to you so that you can see all of the conversations and decisions made over time.

Karla – Another thing to note about the part-time negotiation is that they are seeking to include their rep on the full-time LMRC. We feel that the full-time staff business is not in the interest of the part-time staff.

Tanee – We were told they were a completely separate entity.

Karla – We want to make sure that we are open to helping people. We are too small for a bunch of bumping etc. and do not want to be in a position to allow someone to lose their job. We need language that allows for creativity when it comes to these things and separate tables for LMRC for the full-time and part-time staff. We will ensure the resource is invested to support both of these groups separately which is why we have hired a new HR employee.

Jeff – When an operation has closed, we have started something else and created a Management position to run it. We have looked in the staff pool to give someone that opportunity. We would not be in a position to hire Union until we know that the operation is viable. I can bear lack of trust in what we are doing but I cannot bear it if someone is at work and hating it.

Mike – We do not want to be in the middle either. It sounds like what Jennifer wants is in contrast with what the USC wants.

Karla – Jennifer and Noah took back the MOU and Jennifer said she needed to be involved as the National Representative bargaining agent for the local. We increased the wellness and dental benefits and provided the option for a payout so that we could talk about salary later since we agreed that the union and management didn't want to go into bargaining during COVID. We kept our side of the bargain but we are afraid to say anything now. LMRC has been a "management" effort for a very long time as there have been no agenda items brought forward by the union for years.

Mike – I have less knowledge than Noah since I am new and will have to rely on Jennifer to help. We will need to handle it carefully.

Jeff – You will have to rely on your membership and will need to handle Jennifer. We want a good dialogue about what the membership wants.

Karla – The MOU was a progressive document and not typical since we are different. We are in step 1 of grievances all the time. People need to bring things forward. If the information is going through a funnel, then we cannot be sure if people actually feel a certain way. It is a different style than we are used to and we are thrown off by it. It is hard to have two unions that seem to be clashing. I do not imagine that you want your personal information aired to the part-time group and vice versa. Also, the discussions are about the same work.

Mike – I will be going to a meeting to find out more about that.

Tanee – I propose we start fresh after the Union elections. We will get caught up on what has been going on. I would like to see the LMRC meetings back on a regular schedule to provide the opportunity for transparency and discussion.

Karla – At the next meeting we can discuss USC Talks. Those would be more informal than Town Halls and provide some information as well as some fun things to do. We are hoping to do those once a month. The goal is to make people feel that they are part of it and not just being presented to. Perhaps we could structure LMRC differently as well. Maybe bring back the question box etc. in order to gain more confidence in the Committee and the process. We are willing to do things anyway and are open to suggestions on what we can provide. What was the general consensus around the Executive event that just took place?

Tanee – I enjoyed the meet and greet set up so much. It felt like there was comradery at the event like there used to be.

Mike – The bingo cards were genius and addressed the Executive as people and not just as student leaders.

Karla – Maybe it would be good to share some positives like those things at LMRC as well. Share some good news and not just the negatives?

Tanee – It might be good to add a five-minute video tacked onto Internal Communication, perhaps some Executive interaction or something from Jeff just to make things a little more personal and interesting.

Karla – Shall we meet again in a couple of weeks?

Mike – We would like to talk with the members first so we will get back to you next week maybe? We would like to get an idea of how the collective would like to move forward.

Karla – We can start bargaining for full-time anytime. In the meantime, Regarding the Friday closures etc., we encourage staff to go to Senior Managers for an alternative if they are in a situation where they need a special arrangement.

Tanee – Regarding the half hour lunches, there was no lunch decrease for flex days so there seems to be some confusion and a lack of consistency with that.

Karla – I honestly thought we would have bargained by now and worked that out. It was not explained as well as it could have been and it was totally my fault.

Mike – We can think of this as a reset and reboot time. We were in a limbo state and need to recreate the new normal now.

Karla – Please let me know when there is a meeting so that I can let Managers know in advance for operational reasons.

Mike – I am meeting Jennifer regarding CBA's.

Karla – Is there anyone you want us to invite to the monthly LMRC?

Tanee – There might be staff from the general membership that might want to come.

Karla – Anyone who wants to come is welcome at anytime.

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

There was no new business at this time.