

## Labour Management Relations Committee (LMRC)

September 8<sup>th</sup> 2022 @ 3:00 pm  
Mike, Tanee, Karla, Jeff, Andrea

### **Discussion Points & Outcomes**

#### **1. August Claims Experience Update**

- The August Claims Experience report showed that the health plan is operating at 138% whereas 88% is optimal for sustainability. The dental plan is stable at 93.26%. If the decision is made to go ahead with the premiums for the health plan and if the spending account is agreed to, that should greatly assist with the current deficit of the health plan and any exceptions that people may have to ask for.

#### **2. Union Member Transfers-**

- Tanee has fully transferred to the Research Coordinator position. Karen will hopefully follow suit soon into the role of Student Events Coordinator. There have been a lot of application for the Administrative Assistant position and it closes tomorrow. Any internal applications would have been considered first but it was important to cast the net externally to make the process more expedient.

#### **3. Union/Management Communication**

- Karla has been receiving a lot of e-mails from Union members but to keep everything consistent, it is important that the members go through Mike as Union President directly in order to follow the appropriate lines of communication. This message will be conveyed to the membership.

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

- LMRC Membership moving forward – Julia Wells will replace Jeff Armour on the Committee however Jeff will still be available as a resource. All Union members of the Committee will remain the same.
- An e-mail will be sent out regarding Finance and the fact that Vicki is still coming in to the office and Juliet is not here yet. The message should clarify the current shared model of management and supervision and it is asked that everyone have patience as the changes to the department are worked through.
- Job evaluations will start once the Agreement has been ratified. In the meantime, Karla has requested an electronic copy of the schedule for positions and their bands.