

Labour Management Relations Committee (LMRC)

November 10th 2022 @ 3:00 pm
Mike, Tanee, Karla, John, Julia, Andrea

Discussion Points & Outcomes

1. Benefit Performance for October 2022

- The ideal performance would be between 80-88%. With a 12% admin cost, that would mean breaking even. Dental is right on track. The Health numbers include the recent premium increase and are still high. Probably because of the addition of the new Health Spending Account benefit. It would have high utilization now that the functionality exists on the BPA App so it is visible and also because it is new. It's not strange that the usage is high. It should balance out eventually hopefully. There might be a spike in usage in December because people are off and able to catch up on appointments etc.

2. New Positions

- Karla will be attending an upcoming Union meeting where she will be able to address some of the agenda items of concern including what positions will be coming up for posting. Before the meeting will happen however, Rebecca Ribeiro's maternity leave will probably be posted.

3. Union Meetings –

- Managers were not given enough notice regarding the last Union meeting. It was agreed that five day's notice would give the Managers enough time to make sure operations are covered for the day of the meeting.

4. LMRC.

- In order to give everyone a chance to prepare, it was decided that the call out for LMRC agenda items would take place on the Monday two weeks before the meeting and the deadline for submitting items would be the Friday before.

5. Union Work

(Question – Managers & students are doing Union work)

- Mike was notified that there were some tasks that should be done by Union members that are instead being done by Management and students. These

tasks include things like placing office supply orders etc. Is someone else being brought on to cover these items?

- Karla said it would be helpful to know specifics and particular instances so that she can explain the context and consult with the Managers. Reminder that positions such as Interns and those obtained through government grants etc. are excluded from the constraints of the CBA under Article 2.02. If these items could be discussed at the next meeting or sooner, it would be helpful so that Karla could address the items with the Union as a whole.

- Karla was not sure about CBA schedule timing because positions are being added and we haven't dealt with positions that are vacant because certain operations have closed. There is no national rep yet so she is not sure who to talk to about that. According to Mike, it is no problem if the operation isn't there but the point is that MaryAnn has been doing Accounts Payables tasks for operations that are there and it's been 6 months since the Research Analyst posting. Jaclyn and MaryAnn have also been taking care of office supplies which is normally the Admin Assistant's job. Setting up codes to the photocopier and phones etc. were done by Admin Assistant before and are now being done by a Manager. Karla mentioned that there had been a meeting regarding these items and it was established that the Admin Assistant didn't feel that certain things (like taking care of office supplies) could be done from the lower level and therefore thought they'd be best done by someone else. We are trying to preserve the jobs that exist with all that's going on with Finance. In advance of the meeting, a compilation of concerns should be provided so that Karla can supply information and send links to the conversations that were previously had. We've hired 14 people since July and we can't replace short term leaves until we know what's going on with them.

6. Health Premiums

(Question – The extra \$500 medical expense benefit and the increase to premiums are (at least partially) the result of paying out for extenuating medical requests. Who determines eligibility? Is there a committee, as these decisions have affected our premiums?)

- If it's a Union staff member that is affected, the request would come to LMRC. If it's a Management staff member, it would go to Jeff. It happens maybe once every two years. It would only be an emergency circumstance and it would only be covered if there was money available in reserves. We don't go above and beyond the funding and it does not affect the premiums. The Corporation pays for any overages. In the past, we had coverage that exposed us like no cap on drugs and dental and private hospital coverage but those exposures have been taken care of. Any exceptions are dealt with separately and are not built into performance.

7. Bonus –

(Question – Why are union members excluded from bonus payments or merit pay? In the past, everyone who worked at the USC for the better part of the year used to get a generous Christmas bonus. Our CBA has not changed to any great degree so why is management using the excuse that the CBA doesn't allow for extra payouts?)

- The Corporation would be in violation of the CBA if a bonus was given as every payment has to be negotiated within the Agreement and there is nothing to that effect in this most recent one or any going back for a long time. Merit pay would not be a possibility as the Union's very structure is based on seniority, and members are not incentivised by performance.

8. Staff/Management Communication

(Question – Where is the line of topics union staff can and cannot ask managers about? How are we supposed to do our jobs if we are not able to ask these questions?)

- Questions that would make an employee feel uncomfortable, such as their level of compensation or the filling of their position, are not appropriate. Staff should ask Karla if they have any questions along this line. Asking these questions at LMRC would also be a good idea so that answers can be provided with context. Asking these kinds of questions outside of the appropriate audience can make people feel very uncomfortable and therefore are in conflict with the USC's Harassment, Discrimination, and Violence Prevention Policy.

9. Potential UWOFA Strike

(Question - Will there be any work from home accommodations if Union staff don't want to cross the picket line if UWOFA strikes?)

- The request would have to come from the union. Unfortunately, not everyone's job allows them to work from home. It would also depend on the Union's stance and acts of solidarity compared to safety issues. The USC wouldn't make any official communication until we know for sure there's a strike. There's a Board meeting scheduled for next week and the communication would come from them.

10. New Business

- Karla can meet with the Union anytime to discuss upcoming postings etc. No time is the perfect time since things are constantly evolving. They will start

with posting Andy's position internally first. There will be more positions posted in Productions as there will be a domino effect. There is an aim to restart the process in January and there will be an emphasis on people who have hours at night. There will be new positions with people working at night as their core hours as there is a need in that area for that kind of support. Accommodated people cannot be replaced so that is a tough situation as it is unclear how long they'll be off for. It would be good to let people know there's a plan in place sooner rather than later, however individual concerns shouldn't be discussed with everyone. Let Karla know if there are questions in advance of the meeting so she can prepare some information.