

Labour Management Relations Committee (LMRC)

February 9th 2023 @ 3:00 pm
Mike, Tanee, Karla, John, Julia, Andrea

Discussion Points & Outcomes

1. Benefit Performance for January 2023

- Usage is up on both sides of the plan but at least we are contributing now. We are halfway through the year so we can wait until year end to decide what to do (i.e. adjusting coverage, applying a different model etc.). We will be self funded by year end as well. The caps should make a difference and we'll need to take into account the increased premiums and the increased coverage. There have been a lot of new people added to the plan who may have different needs in terms of dependents etc. The premium was based on the percentage that was added to break even at that point. That percentage was based on the old plan but now we've added the Health Care Spending Account and more counselling. These are big enhancements and so now we are playing catch up.

2. Evening & Weekend Shift Premiums for Productions Staff

- Shift premiums need to be submitted just like overtime. There's a form on the staff Hub that can be completed and submitted. The shifts that staff who are specifically hired to work nights would not all qualify for shift premium as their hours are a condition of their offer letters. The hours are 3-11 in the offer letter but that might be different in the summer. The hope is that when the hours become a little more regular it will even out except for events on the weekend. It's hard planning around 40 hours it's helpful to talk about this operationally too as in looking at the event calendar and staffing accordingly.

3. Contracts for New Hires/Positions

- When people have compared offer letters they have noted that some positions are on contract and some aren't. Some postings as temporary to start and it depends on the department. These positions are meant to flip into full time eventually.

4. New Business

- There was no new business at this time.