

## **Labour Management Relations Committee (LMRC)**

April 13th 2023 @ 3:00 pm

Mike Carriere, Tanee Edwards, Karla Pacheco, Jason Brown (Observer), Nancy Vo (Observer), Andrea Klooster

### **Discussion Points & Outcome**

Introductions: Jason Brown is the new HR Coordinator and is providing HR support for the part-time staff group and Nancy Vo is our new HR Intern. They are attending this meeting in order to have exposure to the LMRC process.

#### **1. April Claims Experience Report**

We are at 144 percent on the health side and 138 percent on the dental side. Use and value of the plan is high. The next report for May will be the year end report and will provide an average for the year. They will probably be in the 130's and 140's range. We are seeing the same stats with student plan as well. Everything's more expensive and fee guides did increase. The usage breakdown will be in the next report. It will be interesting to see how much the HCSA was used.

#### **2. Clubs Manager Recruitment**

Waiting on Bianca to review the job description etc. The title will be Manager, Student Community since they will also oversee Peer Support and Food Support as this space is not covered at this point. We need to have a specific staff person to support these services. Juliet specifically takes care of Finance, not clubs so they are being split out into two positions. The Clubs Manager/Student Community Manager will report to Geoff Pimlatt. Internal candidates are encouraged to apply. We need someone to start as soon as possible and would like to post next week for that reason. The clubs policies need to be updated as there were gaps and they were inadequate for harassment in particular. The Clubs Governance Board needs training. We need to make sure there is adequate support for governance and events. The jobs that Shari and Karen currently hold will remain the same. The job posting will be going out by e-mail and we will interview internal candidates while the posting is up.

#### **3. JJE Update**

We will be holding a JAQ training session next month for all union members and managers who review JAQ's to attend. There will be a Zoom option and the presentation will be recorded to make sure that everyone receives the training prior to completing and reviewing the Questionnaires. In terms of the Rating Committee, we will need at least 2 more people on the Union side and one on the Management side to be fully functioning. Training for this group will happen sometime in August and all positions will be rated after that.