

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

July 17th 2023 @ 3:00 pm

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

### **Discussion Points & Outcome**

#### **1. June Claims Experience Report**

There is no year end report yet but the contents won't be surprising when it comes. The dental should get broken down in the report so we can see where the overages are coming from. We don't want to decrease coverage or pay more for the benefit but we'll see how it goes. We are still in the 130's when we should ideally be around 88 %. The USC is paying for the shortfall. The increased premium payments helped bring the shortfall down a few years ago but that doesn't seem to cover things now. Patterns of usage may have changed with the change in the makeup of staff. There is possibly more family coverage now as opposed to single coverage. A lot of people are submitting for major restorative work that wasn't in the plan before. Expanded coverage including major restorative with no premium increase has had an impact. Caps, crowns, and veneers are now covered. Visits were moved from every 9 months to every 12 so the report shouldn't hit more than one routine visit per person. Fillings need to be replaced if they are old so maybe there are more people who need that. The dental fee guide went up so that is also having an impact.

The health side of the plan has shown the same trend for quite a while. There have been no single digits since 2020 and we are consistently over 100%. The increase to the counseling benefit and the addition of the HSA has made an impact.

#### **2. Clubs/Productions Staffing**

Is there an intention to replace positions since we have lost a Productions staff member and one of the Clubs staff have moved to management? There hasn't been an opportunity to work on it since it just happened and Karla was on vacation. There has been some discussion about a change in hours for the Clubs position since Shari is 10-6. We're probably looking at a nighttime shift of 12-8 or 11-7. Karla will follow up on these questions as well as solidifying Maja's MOU until the end of the CBA and then we can bargain on it. We'll also look at shift premiums since we don't want to divide departments. People know what they're applying for when they apply for a night position. Different shifts are not part of our job evaluations and we want to treat everyone the same way. We can look at Phil's job as possibly being seasonal since everyone wants to work Festivals during the off season. It was agreed that the job would be posted internally and externally at the same time with a preference to any internal candidates.

3. Management/Union Work Inquiry

There are some concerns that management is still doing payroll. Wasim has only just completed his 45 days so we will have to see where he goes with his probation. He is still being trained and there is an audit going on right now. We need to see if he is able to take on the part-time payroll. We understand the concern and the intention behind the question. Unfortunately he can't do Production's payroll because we can't have one union doing another union's payroll, so that will need to go to a manager. Food and beverage and coordinator's and AVP payroll is what we are talking about. We'll have to figure out volume and how to fill the position. We have no HRIS system so we'll probably look at that eventually as there is a lack of efficiency there. It would probably take the form of another Sage product or level that allows for more than one person at a time to be in it. With the cyclical nature of finance, Wasim hasn't done anything twice yet so that presents another challenge in knowing how to proceed.

4. JJEC

JAQ Training was well attended. Will be sending out the recording and slide deck along with the JAQ's to be completed as soon as we hear back from Sean regarding the fillable forms that CUPE is creating. The management team is ready to go and Mike will confirm with Andrea who will make up the union side of the evaluation committee (2 staff, 1 alternate). This group will receive training once it can be organized with the job evaluation rep from CUPE.

5. New Business

There was no new business at this time.