

Labour Management Relations Committee (LMRC)

February 8th, 2024 @ 3:00 pm

Mike, Tanee, John, Karla, Jeff, Andrea

Discussion Points & Outcomes

1. Benefits Claims Experience Update

The Health plan is still not doing great at 150% usage compared to the Dental plan which is at a healthy 83%. We are paying an appropriate premium for Dental but maybe not for Health. An analysis of usage showed that there was a big increase in claims for paramedical practitioners. We are not sure if it is a true increase of paramedical usage or if people are simply using the HSA for top-ups. We will be asking the provider to break the analysis down further to show where the real costs lie. Will ask for a breakdown of unique users for each benefit. Services just cost more in general and so it is probably not a matter of simply decreasing the benefit. We may just need to increase the Health premium to make it work. Another factor is that we opened up some of our benefits (larger dental coverage etc.) during the last round of negotiations so we thought it could be that factor that has caused the increase but it doesn't seem to be the situation. We have had a large number of new employees that may have benefits for the first time and are therefore using a lot right out of the gate. They may be accessing Vision care for example and making multiple purchases for themselves and their dependents. A COVID rebound effect might also be part of the cause. Is there a possibility of cutting back on specific practitioners? We will ask for further cost breakdowns. We need to figure out how we can pay for the shortfall. BPA is coming in March so we will discuss everything with them then.

2. Job Evaluation Update

The job evaluation process was completed as of the end of January. Two positions increased a band and three went down a band. The three that went down will not be affected in terms of pay as they will be green circled for regular increases etc. until January 2026. They will be re-evaluated before that time and may end up in their original bands again before any changes happen. There were no reconsiderations filed during the re-assessment timeline. Another job evaluation period will happen in the fall of this year for positions that have been green circled, positions that are

new, and positions that have had a new incumbent within the last year. We would like to thank everyone for their patience during this process as it is lengthy and we would especially like to thank all of the people that sit on the Committee for their hard work and dedication to the process.

3. Accounts Payable Coordinator Position

One person just passed probation and Juliet is still getting settled in so we are still trying to figure out what support is needed going forward. There is a lot to learn so we want to make sure that Tammy is up to speed in all aspects of her job first and then we'll know what capacities we have. There have been changes in the part time contingent and there is half the volume as a result. EFT's also make a difference. We will keep everyone up to date as all of these aspects shake out.