

Labour Management Relations Committee (LMRC)

November 18, 2025 @ 12:30 am
Mike, Tanee, Karla, John, Jeff, Andrea

Discussion Points & Outcomes

1. Job Evaluation Update

There have been a few requests for updated job descriptions that have come up in relation to job evaluation completion. We can endeavour to update them but this can be challenging as things are constantly changing. In terms of the job evaluation process, the JAQ's should be completed as a snapshot in time as to what the jobs entail currently and not what they might include as tasks in the future. It is not a conceptual document but a real time view of the job. If there is something inconsistent, that will be captured in the JAQ. There is no point in course correcting job descriptions prior to the JJE process. Another thing to consider is that what someone is capable of doing and what the job actually demands is not always the same thing. If someone does not agree with the outcome of the process, they can ask for a reconsideration and a JJE Steering Committee can look at it as well if. The Job Evaluation tool is CUPE's document and we do the best we can with it. Job descriptions are simply used as a supporting document but the JAQ's are more indicative of the actual job. If people are wanting their job description to be updated sooner than later, they can contact Karla to have it done as a one off.

2. New Business

Union Meeting - Most managers were unaware about last Union Meeting because they were not informed by their staff. It was suggested that, in future, Mike let Karla know when there is a meeting scheduled and she can let the managers know so that everyone is informed. It was also suggested people make the meeting and agenda private on their calendars. Perhaps a dedicated Slack channel for Union members might help with keeping this information confidential as well.

Staff Benefits - Jeff has come up with a plan for reserves for the Staff Benefit Plan, PurpleCare, and renovations. Short term disability, for instance, would come out of reserve funds. We self insure for this benefit because it saves us

money. All the money the staff pay goes into a reserve so that they don't pay premiums. We budget and if we go over or under it goes into/out of the reserve. The student and staff funds are separate. An example of how this helps is as follows. If there is an expensive drug that people are maxing out on, the reserve can create a backstop until the drug coverage can be reevaluated for the next benefit year. Benefits don't have to be an item on the agenda anymore because of these stop-gap measures and no premiums being paid.

Updated CBA - Mike will check on this as we are still waiting on CUPE for the completed document.

Vacation Payouts - An email will be going out to staff shortly regarding this. Staff need to book all of their vacation before the end of the year. Everyone should be at 0 by December 31st . Up to 5 days can be paid out but it needs to be processed through payroll so we need to be informed before December 1st if someone would like that to happen. Everything will start fresh with the new HRIS in January. Managers should be cc'ed on a payout but they don't have to approve it.