

Labour Management Relations Committee (LMRC)

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Mike Carriere, Tanee Edwards, John Petingalo, Karla Pacheco, Jeff Armour, Andrea Klooster

Discussion Points & Outcomes

1. 2026 Meeting Schedule

Meetings going forward will be held once every two months and one off meetings will be set if needed in between.

2. JJEC Update

There seems to be some confusion surrounding the job evaluation process. To clarify, it is about evaluating the job's requirements and not about evaluating the person in the job and what skills or education they might happen to have. Even though the bands are linked to the pay grid, the evaluations are not about pay but about where the job falls in comparison with the other jobs within the bargaining unit. The evaluations are based on the tool's subfactors, job descriptions, the JAQ itself, and comments from supervisors as well as the Committee occasionally meeting with the incumbent and their manager for further information. If someone does not agree with the outcome from their particular evaluation, they have the opportunity to file a reconsideration. There were three reconsiderations submitted after this last round of reviews. It's important that people understand that there are specific weightings for each subfactor and that simply padding a job questionnaire with more tasks is not going to help them move up in bands. It is also important that people attend the CUPE training when they are completing their JAQ's so that they fully understand the process and how the subfactors work. The Joint Job Evaluation Committee is evaluating based on actual factors using CUPE's tool that is not tailored specifically for the USC. The tool does value technical expertise so those positions would be at the higher end and then there are a bunch of positions that fall in the middle bands.

3. WFH/Hazardous Weather

Not every job in the USC is one that can be done from home so it's difficult to come up with a plan that will work for everyone when there is a snow day for instance. Hospitality, as an example, can't work from home and so it wouldn't be fair or bode well for USC culture if some are allowed to do it and others aren't. Management will work with the individuals that are unable to attend work during weather events due to where they live and come up with a plan that includes making up the time another way rather than using their vacation time. To clarify, Management also puts in vacation days for snow days so it's not just Union positions that are affected. School closure days present the same situation when people have to stay home with their kids if they have no other options at the last minute. There should be a mechanism to make time up to a reasonable amount.

It was suggested that we remind people in the fall to think about what could happen in the winter and to perhaps hang on to the floater day, vacation time, or sick days in case they are needed or make up time in advance that could be used when snow days happen. This could be a talking point for the next Town Hall. This didn't used to be as big an issue because Western would normally close for snow days in the past but they aren't doing that as much now.

4. New Business

There was a question regarding increasing the cap on drugs in the benefit plan. The drug cap of \$5000 was negotiated in the CBA so that we could work towards staff no longer paying plan premiums. We pay for what we use and increasing the cap could very well cause a situation where we would be in a deficit. The dental side of the plan is doing well but the health side is not as good so we need to keep an eye on that.

Currently, the only semi-glutide drugs (Ozempic etc.) covered under the plan are for diabetes only and not weight loss. The student plan, for instance, doesn't cover weight loss drugs as they would be a huge cost to the plan. Representatives of PBAS are coming in next week and we will go over that with them and see what they suggest. In the meantime, the Health and Wellness Benefit can help with the cost of the drugs that PBAS doesn't cover.