

# Meeting Minutes

## Joint Benefits Committee

Thursday, November 30, 2023  
9:00am – 10:00 am  
Online via Zoom Meeting

Present: Lynn Martin, Gautam Das, Patrick Cain, Roshni Antony, Kylie Williams, Ian Kral, Amy Osmulski

Regrets: ShiKui Wu

- 1.0 Constitution of the Meeting
- 2.0 Conflicts of Interest – none
- 3.0 Approval of the Agenda
- 4.0 Approval of Minutes – March 30, 2023 meeting minutes approved
- 5.0 No new business arising to be added to the agenda.

### ITEMS FOR INFORMATION AND DISCUSSION

- 6.0 Committee membership - 2024 meeting schedule
  - New committee Chair, Patrick Cain. Temporary membership updates: Interim Director Academic Relations, Ian Kral; Interim Manager Human Resources & Organizational Development, Kylie Williams; and HRIS Coordinator, Amy Osmulski.
  - The committee will retain the last Thursday of the month at 9am as the regularly scheduled meeting time for this committee.
- 7.0 Benefit enhancements for LUFA (Divisions 2, 11 & 14) - January 1, 2024
  - Plan amendments will be implemented for January 1, 2024
- 8.0 Updated benefit booklets - timelines
  - New benefit booklets will be provided by GSC in the new year
  - Lynn will draft correspondence to advise LUFA members of the changes to the plan on January 1, 2024. Draft will be brought to this committee to review.
- 9.0 Retiree communication regarding changes for Division 14.
  - HR will draft correspondence to send to retiree members (late December, early January) regarding the changes to their benefit plan and the effective date.
  - Kylie requested a LUFA contact to include in this correspondence when retirees have questions or concerns. The Emeritus committee member (Glenna Knutson) will be the reference for retirees to contact when they have questions or concerns, via the main LUFA email, lufu@lakeheadu.ca

**ITEMS FOR DECISION (RECOMMENDATION TO JOINT COMMITTEE) - None**

**NOTICES OF MOTION – None.**

**MOTIONS TO RECOMMEND – None.**

6.0 Other business

- Lynn suggested we develop a work plan for this committee. Some of the priorities identified by LUFA members were: Orthodontics, flexibility for professional services, maternity & parental Leaves, sick leave
  - For the January meeting members were asked to come with a list of priorities for 2024
  - It was suggested we ask GSC to come to this committee and talk about the service model of this coverage.

7.0 Adjournment – Meeting was adjourned at 9:25 a.m.

Next Meeting: January 25, 2024 at 9 a.m.  
Via Zoom meeting