

December 13, 2011 TEAM Board Meeting Executive Director's Report

Bob Linsdell
December 6, 2011

Motion and Direction Updates

1. **General Meetings:** Meetings were held in Brandon on November 1st, and three meetings over the 2nd and 3rd in Winnipeg. Meetings were well attended, with members most interested in pensions, benefits, and TEAM's wage settlement and negotiations.

IBEW's Bruce Krause (Business Manager) and Don Senkow (Assistant Business Manager) attended the Winnipeg meetings to personally thank TEAM members for their support during a difficult round of negotiations.

2. **Bursary Committee:** Presentations were held November 17th (see Bursary Committee report).
3. **IFPTE and MFL Conventions:** These items will be added to the 2012 budget, and dates will be set for the call for delegates.
4. **Contractors:** We met with the Company on November 10th to outline TEAM's intentions. It's clear that developing a new agreement will need more time than initially expected. However, getting it 'right' now could mean there's one less thing to fight about at the bargaining table in 2013; the extra time will allow us to assess the Company's resolve to reduce contractor numbers. (See Board direction and requests at the end of this report).

A working group has been established, made up mostly from the membership. The first meeting was held November 16th. The input from the members was excellent, and was very useful in gaining a deeper understanding of the pros and cons of contractors in the workplace.* A second meeting is schedule for December 14th.

5. **Winnipeg Labour Congress:** The names of the Delegates and Alternates have been provided to the WLC.
6. **Staff Wages:** Employment contracts will be amended for 2012 as per Board direction.

General Matters

1. **Out of Scope Positions:** The Company has not followed the notification process agreed in Appendix "A" of the Collective Agreement. TEAM made several requests for full disclosure of the information. No such information has been provided; hence a policy grievance was filed October 20th.

The issue of new positions being created and unilaterally deemed to be out of scope by the Company has been referred to the Canada Industrial Relations Board.

*Additional information included in the pre-meeting package.

2. My Profile and Acting Appointments: In September I attended a pre-launch presentation of the upgrades to MTS' Performance & Learning Campus. One of the upgrades is 'My Profile', a database into which employees can record their skills and aspirations for career advancement. This database could work well with the provisions of the Collective Agreement regarding Acting opportunities for members, something TEAM would actively promote. Support for using it in this manner was initially positive, however, at a meeting in October, we were disappointed to learn that HR does not intend to use the data in a big way for at least a year, and that for it to be used as TEAM suggests it has to be negotiated with Labour Relations.

3. Miscellaneous events and meetings attended:

- Oct 18-19 - Canadian Labour Board Law Conference.
- Nov 1-3 - General membership meetings in Brandon and Winnipeg.
- Nov 7 - Foreign Investment discussion with Chris Pierce (MTS).*
- Nov 9 - IFPTE Canadian Area Locals meeting.
- Nov 16 - Contractor Working Group.
- Nov 17 - TEAM Bursary Awards.*
- Nov 18 - DB and DC Pension Plan Committee meetings.
- Nov 29 - Business update with Kelvin Shepherd.
- Dec 8-9 - Manitoba Federation of Labour Executive Council.*
- Dec 8 - Telephone Retirees Association of Manitoba annual lunch.

Board Direction and Requests

1. Contractors: As per the update at the top of this report, the office is requesting more time to develop and present TEAM's contractor proposal to the Company.

Motion Suggestion: The office shall present to the Company a proposal concerning contractors by February 1, 2012.

2. Member Pension Training: Bylaw 9.1.6 requires that as Pension Rep I must "Identify to the Board for concurrence a member of TEAM to receive relevant training on pension related matters". I'm therefore seeking the Board's agreement to provide Will Kempan with training in pensions. Will is a TEAM member in good standing, a member of the Defined Benefit Plan (a requirement of the DB plan), and has demonstrated a keen interest and understanding in pensions and investments.

Motion Suggestion: To approve pension training for member Will Kempan, to include up to six days out of town training in 2012.

*Additional information included in the pre-meeting package.