

December 3, 2013
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
December 1, 2013

Motion and Direction Updates

1. **Labour Christmas Tree Party:** Our donation was sent via the MFL. Donations will provide winter coats, mitts and toques to children attending two inner city schools.
2. **Occupational Health Centre:** Our donation was mailed.
3. **Board Orientation/Planning Retreat:** The approved funds will be captured in the 2014 budget. Event date and venue to be determined.
4. **Winter TEAM Leadership Seminar:** The approved funds will be captured in the 2014 budget. Event date and venue to be determined.
5. **CPBI Breakfast Seminar:** Memo went to all Winnipeg Health and Safety Committee Representatives.
6. **Student Dues:** The office is making arrangements to reimburse dues overpayments. A note to review relevant parts of the Constitution and Bylaws has been forwarded to the Governance Committee.

General Matters

1. **New Collective Agreement:**
 - **Printed Agreement** – We will go to print when both parties are satisfied that the amended document accurately captures the negotiated changes. The document is currently being reviewed by the Company.
 - **Online Agreement** – The full amended agreement was made available to members on November 7th. If there is a discrepancy between our [online version](#) and the official signed version, the latter will prevail.
 - **Compressed Work Week** – An information sheet and CWW Proposal Guide have been developed and are in final review.
2. **Annual General Meetings:** Meetings were held November 5th to 7th in Winnipeg and Brandon. Misty Hughes-Newman (President), Mike Taylor on behalf of the Negotiating Committee, and I made presentations. Member feedback was positive, particularly with regards to the negotiations and a satisfactory end result.
3. **City of Winnipeg VoIP Contract:** Many members answered the call to contact their City Councillor and ask them to reject the recommendation to award the VoIP contract to an out-of-province provider. TEAM appeared before Executive Policy Committee on November 13, and both TEAM and Winnipeg Labour Council made presentations at City Hall on November 20th. Council approved awarding the VoIP implementation to FlexITy

in Ontario. Councillors Havixbeck (Charleswood - Tuxedo) and Mayes (St. Vital) spoke and voted against.

4. **Software Specialists:** A focus group was held November 7th to discuss issues affecting the Software Specialist career stream. Eighteen members attended. The meeting was very productive. The key issues are captured in the [attached report](#). A follow-up meeting to develop a plan of action is scheduled for December 4th.
5. **Board Elections:** As the position of Vice-President is being contested by Qwin De Brant and Mike Taylor, an election must be held. All other members who put their name forward for a Board position have been acclaimed. The position of Treasurer will be vacant when the new Board's term starts on January 1, 2014. I am meeting with a professional facilitator this week to discuss their availability for the orientation session.
6. **MTS Code of Conduct:** The Company wants current and future employees who have been convicted of a crime at some point in the past, to reveal the wrongdoing so that a risk assessment can be made and changes implemented as deemed appropriate. The unions have raised numerous concerns about the proposed policy changes, particularly with regard to existing employees.
7. **12 Hour Workdays:** The Company would like to establish a new TEAM position called Incident Manager to provide 24/7 coverage in the Manitoba Network Operations Centre (MNOCC). This position would include two compulsory 12 hour shifts on weekends and eight hour shifts during the week. Although we now have the ability in the Collective Agreement to establish a [compressed work week](#) (CWW), the position as currently proposed is not in the spirit of the CWW agreement. Concerns include: paying only 7.846 hours pay for 8 hours of work, the compulsory 12 hour shifts will be a barrier to some employees who want to do that work, and the employee may not be able to terminate the CWW arrangement without resigning from that position. TEAM is open to continuing the dialogue on this issue as well as other matters related to the introduction of a CWW by mutual agreement.
8. **Contractors:** The October contractor report from MTS lists 27 contractors performing TEAM bargaining unit work. This is down from 48 contractors in October 2012, and over 85 in October 2011. The contractor information in the report is consistent with the new [Contracting-In Letter of Understanding](#).

Ongoing Matters

1. **Pension Lawsuit:** Still awaiting the Supreme Court of Canada (SCC) decision. The appeal was heard by SCC on May 16th, 2013.
2. **Canadian Human Rights Tribunal - Disability:** Still waiting on the Administrative Judge's decision. The parties submitted arguments re pension benefit (TEAM) vs. pension contributions (MTS).
3. **Canadian Human Rights Tribunal - Harassment:** Hearing dates: June 16 to June 30, 2014.

4. **Arbitration - Wrongful Dismissal and Failure to Notify TEAM:** Hearing next week; December 9 to December 13, 2013.
5. **Arbitration - Overtime:** Hearing to be held January 8 to January 10, 2014.
6. **Grievances and Complaints:** See separate [report](#).

Events Attended

- Oct 29 - Board Meeting
- Nov 6-7 - TEAM Annual General Meetings in Winnipeg and Brandon
- Nov 12 - Scholarship Award Presentations
- Nov 13 - City of Winnipeg Executive Policy Committee re. VoIP Contract
- Nov 14 - IFPTE Canadian Area meeting
- Nov 15 & 16 - Canadian Council of Professionals meeting
- Nov 19 - Joint Benefit Committee
- Nov 19 - Presented at Winnipeg Labour Council on City contracts being awarded to out-of-province companies
- Nov 20 - Winnipeg City Council meeting re. VoIP Contract
- Dec 2 - Defined Benefit Pension Committee

Board Direction and Requests

No requests.
