

June 24, 2014
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
June 20, 2014

Motion and Direction Updates

1. **Scholarship Award:** The new award amount has been captured in the 2014 budget.
2. **Pension Award Implementation:** Agreement has been reached on TEAM's portion of the legal and actuary fees.
3. **Staff Contract:** Office management has compiled the required documents and handed off to the Negotiating Committee.
4. **Pension Lawsuit Thank You Dinner:** To be arranged.
5. **Downtown Take-a-Break Hot Dog Day:** Preparations have been made for June 23rd (Corydon) and June 24th (downtown), including a fundraiser for the Employee Charity Trust in support of the United Way. TEAM, MTS, D'Arcy & Deacon, and the IFPTE have donated prizes.
6. **TEAM Annual General Meetings:** The dates are in the calendar and venues are being booked.

General Matters

1. **Pension Award Implementation:** We continue to make good progress on the implementation of the award. All parties have agreed that communication with plan members will be through joint memos. Key points from the memos to date:
 - All parties have met several times and we continue to make progress.
 - A pension expert and actuaries have been retained to make recommendations and assist with the implementation process.
 - A court hearing will commence on November 3, 2014 to seek approval of an agreed implementation plan and to resolve any outstanding issues.
 - The objective is to be fair to all beneficiaries.

For the most recent joint memo: [click here](#).

Ongoing Matters

1. **Canadian Human Rights Tribunal - Disability:** Our member has been awarded \$98,863 in missed pension contributions or a pension annuity, \$10,000 for the pain and suffering she experienced as a result of the discrimination, a further \$10,000 for the Company engaging in the discriminatory practice wilfully or recklessly, and reimbursement of miscellaneous expenses. For more details: [click here](#).

2. **Canadian Human Rights Tribunal - Discrimination:** The hearing was set for June 17 to June 30, 2014, however, new information came to light that our member was not accommodated in his return to work, and was kept out of the workplace without income, despite his doctor recommending a graduated return to work. The hearing has been adjourned until April 2015 while this new alleged breach of the Canadian Human Rights Act is investigated.
3. **Arbitration - Overtime:** Three days of hearings were held January 8-10, 2014. Additional dates are set for August 6, 7, and 18-22, 2014. The many after-hours emails sent between our member, co-workers, contractors and managers is an important element of this case.
4. **Grievances and Complaints:** See separate [report](#).

Events Attended

- May 20 - Board Meeting
- May 29 - Health & Safety Committee members appreciation lunch
- Jun 4 - Pension award implementation meeting with legal team
- Jun 5 - DB and DC Pension Committee meetings
- Jun 10 - Pension award implementation meeting with pension expert
- Jun 12 - Young member engagement planning session
- Jun 18 - Canadian Human Rights hearing
- Jun 23 - Take-a-Break Hot Dog Day - Corydon

Board Direction and Requests

None
