

August 18, 2015 TEAM Board Meeting Executive Director's Report

Bob Linsdell
August 17, 2015

Motion and Direction Updates

1. **General Fund Investments:** The GIC's were renewed for a one-year term.
2. **MFL Convention Auction:** TEAM's donation was sent to the MFL.
3. **HR Committee:** All parties signed the settlement agreement.
4. **Manitoba Federation of Labour VP:** The MFL was advised that Misty Hughes-Newman is TEAM's nominee for the Executive position of VP.
5. **Winnipeg Labour Council Delegates:** The list of Delegates and Alternates has been provided to the WLC.
6. **Winnipeg Labour Council Labour Day Picnic:** TEAM's donation was sent to the WLC.
7. **TEAM Resolution on Bill C-51:** TEAM's resolution was submitted for presentation to the IFPTE Convention for adoption.
8. **Board Policy #11 - Gifts - Retirement or for Departing Members:** The Board Policy Manual has been updated.
9. **Collective Agreement Bargaining Committee:** Members approved to sit on the Committee have been notified.

New and Ongoing Matters

1. **Contract Negotiations:** The committee responsible for assisting in setting the goals and drafting proposals has been established. Two all-day meetings have been scheduled, the first being next week.

On July 21st TEAM submitted an information request to MTS for the purpose of entering into negotiations. In previous rounds of negotiations such a request was made at the commencement of the negotiations; however the information wasn't provided in a timely manner or to the requested detail. We are awaiting MTS's response.

The earliest either party can give notice to commence negotiations is October 20, 2015 i.e. four months before the expiry of the contract on February 19, 2016.

2. **Joint Benefits Committee:** The Committee met on August 5th to finalize changes to the Blue Cross Health Plan. The following will be implemented September 1st.
 - Extended Health Plan:
 - Monthly premiums will be unchanged.

- New coverage: Therapeutic massage and chiropractic coverage to a combined maximum of \$350/year/person covered by the plan.
- Increased coverage: Lifetime maximum for medical appliances increased from \$1,000/person to \$2,000/person covered by the plan.
- Basic Health Plan - Ambulance, Semi-Private Hospital:
 - Monthly contribution rates will decrease from \$1.20 to \$1.00 (Single) and \$2.90 to \$2.40 (Family).

3. **Pension Award Implementation:** Distribution of the \$140M is ongoing. Much of the focus is now on resolving payments to the estates of deceased plan members. Obtaining the required documents is proving difficult for some beneficiaries.

The overall cost of the implementation, which is mostly being paid from the Award, is tracking fairly well to the initial budget.

The Implementation Committee approved an additional payment to a former TEAM member who was the subject of a Canadian Human Rights Tribunal decision.

4. **TEAM Take-a-Break Hot Dog Days:** Over \$2,300 was raised in support of the United Way. TEAM, IFPTE, D'Arcy & Deacon, and MTS donated prizes.
5. **Conventions:** TEAM's resolutions regarding Bill C-51 (Anti-terrorism Act, 2015) were passed unanimously at both the IFPTE and Manitoba Federation of Labour Conventions. IFPTE Resolution, MFL Resolution.

Member Steven Holt spoke at the IFPTE Convention on the need for unions to actively engage young members, and for the establishment of a committee. As a direct result of his efforts, the convention voted to establish an IFPTE Young Members Committee.

6. **Canadian Human Rights Tribunal - Disability:** With the establishment of an annuity for our member, all other proceedings are being withdrawn and the Canadian Human Rights Tribunal informed that MTS has now satisfied the Order. Once all the papers are signed our member will receive the payments of \$10,000 for pain and suffering, and a further \$10,000 for the Company engaging in the discriminatory practice wilfully or recklessly. The member will also receive money for lost benefits and expenses.
7. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** The hearing scheduled for May was postponed until late 2015 as a second breach of the Code came to light i.e. a failure to accommodate an employee with a disability. The Commission has investigated and ruled that the employee should have reported the discrimination at the time of the events. There is an opportunity to respond. Legal counsel is being consulted on a possible response. Regardless, the hearing will proceed on the first discrimination claim.
8. **Arbitration - Overtime:** Legal counsel are preparing the brief and affidavit for the judicial review of the arbitrator's decision.
9. **Arbitration - Harassment and Termination:** The grievance was settled to the satisfaction of the member prior to the commencement of the arbitration hearing.
10. **Grievances and Complaints:** See attached summary report.

11. TEAM Office Staff: The Collective Agreement with the staff union was ratified on July 29th.

Events Attended

- May 19 - Board Meeting
- May 21-23 - Canadian Council of Professionals, Saskatoon
- May 28-31 - Manitoba Federation of Labour Convention, Brandon
- Jun 3 - Take-a-Break Hot Dog Day - Downtown Winnipeg
- Jun 30 - Take-a-Break Hot Dog Day - Osborne, Winnipeg
- Jul 2 - Take-a-Break Hot Dog Day - Corydon, Winnipeg
- Jul 7 - Take-a-Break Hot Dog Day - Erin, Winnipeg
- Jul 8 - Take-a-Break Hot Dog Day - McGillivray, Winnipeg
- Jul 9 - Take-a-Break Hot Dog Day - Brandon
- Jul 14 - Lunch with MTS CHRO, Marvin Boakye
- Jul 16 - Meeting with other unions re changes to Blue Cross Plan
- Jul 26 - IFPTE Canadian Locals Meeting, Las Vegas
- Jul 27-30 - IFPTE Convention, Las Vegas
- Aug 5 - Joint Benefits Committee

Board Direction and Requests

1. Internal Control Audit: Our accountants have completed the review of our processes and have made a number of recommendations, some of which have already been implemented. It is requested that the Finance Committee oversee and assist with the implementation of the outstanding recommendations, including development of policies, and ensure that appropriate resources are available.

Motion: To accept the Internal Control Report and refer it to Finance Committee to oversee and assist with implementation of the recommendations.

2. Canadian Council of Professionals (CCP): At the May meeting of the CCP, all participants agreed on the final draft of the constitution (subject to errors and omissions). A final vote on the document will be held at the fall CCP meeting in Winnipeg.

Motion: To accept the Canadian Council of Professionals Constitution.
