

**November 27, 2017**  
**TEAM Board Meeting**  
**Executive Director's Report**

Bob Linsdell  
November 24, 2017

**Motion and Direction Updates**

1. **North Bay Fire Relief Fund:** TEAM made a contribution of \$200 USD in support of impacted IFPTE members who lost their homes in the fire.

**New and Ongoing Matters**

2. **Meeting with Dan McKeen:** The meeting was held November 23<sup>rd</sup> at 333 Main St.

Meeting attendees:

TEAM: Misty Hughes-Newman, Mike Taylor, Bob Linsdell, and Dave Sauer  
Bell MTS: Dan McKeen, Reno Vaillaincourt, and Don Rooney

This was our first meeting with Mr. McKeen, so the first order of business was introductions, including a brief backgrounder on what each of us do and how we got here. The meeting was both positive and constructive, and allowed us to gain a better understanding of each others motivations, TEAM's being the continued employment of our members, but also for the Company to be successful.

Some of the matters of concern to members raised by TEAM include:

- Job security, downsizing and VRTIPs.
- Contractors taking away opportunities for skills development from members.
- Members who left, having been told there's no job for them, returning as contractors.
- Exclusion from full integration into Bell, such as internal job postings.
- Inefficient reporting structures.
- Rumors that Bell wishes to get rid of TEAM.

On the last point, Bell said they have no intention in that regard.

TEAM advised how the expectation in the community and our political leadership for BellMTS to be a meaningful headquarters is high.

On asking about future downsizing, we were advised that it was very unlikely a VRTIP would be announced before the end of the year, and there were no firm decisions on what will happen in 2018. TEAM reminded the Company of the facility in the Agreement for employees in the TEAM bargaining Unit to self-identify for a retirement package.

It was agreed that we should continue the discussion at a future meeting.

3. **TEAM Scholarships:** The awards evening was held October 26<sup>th</sup>. The winners are:

Students (\$1,000 each):

- Tyler Chapko (Phyllis & Daren Chapko)
- Mia Comber (Gregg Comber)

- Deanna Drabchuk (Johnanne Drabchuk)
- Joshua Reidulff (Richard Reidulff)

Members (\$500 each):

- Kiera Tomes
- Alison Rands
- Jordan Foster

### **Grievances and Complaints**

**4. Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:**

The Canadian Human Rights Tribunal rendered their decision on November 7<sup>th</sup>. It was found that the (former) TEAM member was indeed the subject of discrimination and suffered harm as a result.

The Company was ordered to pay the maximum amount for general damages of \$20,000 for his pain and suffering resulting from the discriminatory practices, and the maximum amount for special compensation of \$20,000 for having willfully or recklessly engaged in discriminatory practices, plus interest on the amounts of approximately \$12,000. TEAM received a letter from the member thanking the Board, office and legal team for their unwavering support throughout the process.

**5. Contractors:** TEAM's [contractor Policy Grievance](#) has been referred to arbitration. The hearing has been scheduled for March 6 and June 25-28, 2018.

**6. NCS Date:** A Step 3 grievance meeting on TEAM's [NCS Policy Grievance](#) was held September 22<sup>nd</sup>. We await the Company's response.

**7. Arbitration - Overtime:** The Court's decision was expected by September, but has not yet been issued.

**8. Grievances and Complaints Tracking:** See the [summary report](#).

### **Events Attended**

- Oct 23            - Board Meeting
- Oct 25            - ATU Local 1505 Rally
- Oct 26            - TEAM Scholarship Awards evening
- Oct 30            - TEAM General Meeting, Osborne and Corydon, Winnipeg
- Oct 31            - TEAM General Meeting, Downtown Winnipeg
- Nov 2            - TEAM General Meeting, Brandon
- Nov 2            - Meeting with local politician(s)
- Nov 8            - Finance Committee
- Nov 20            - Meeting with local politician(s)
- Nov 23            - Meeting with Dan McKeen, (Vice Chair Bell MTS & Western Canada) and Reno Vaillancourt (Bell VP Labour Relations)

## **Board Direction and Requests**

9. **Member Engagement:** It is proposed that TEAM establish a Social Committee. The purpose of the Committee is to provide members with additional value from TEAM beyond the typical business of a union. Example projects include a Children's Christmas party, doing something for members who go on sick leave, raising funds or collecting items for local causes, competitions, perhaps a (light) newsletter and keeping our Facebook and twitter accounts active. The Committee would be made up of Board members and members-at-large, perhaps three of each. A process will be needed to ensure any activities or output from the Committee do not put the union or ongoing business at risk.
10. **Manitoba Jobs Campaign:** Many Manitobans wish to stay with Bell MTS because to them it is the local company. I'm proposing that we consider a public campaign promoting the fact that it really is a local company, run by local people. I am therefore seeking the Board's approval to initiate a cost evaluation of such a campaign, including a consultation with an expert in the field, which may include the development of ad mock-ups. I'm seeking an initial budget facility of \$8,000. The full cost of the final campaign is unknown at this time. Additional funding and campaign go/no-go approval remains with the Board.

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