

February 9, 2014 TEAM Board Meeting Executive Director's Report

Bob Linsdell
February 7, 2014

Motion and Direction Updates

1. **Typhoon Hainan disaster:** The approved contribution has been submitted to the Canadian Red Cross.
2. **MFL Memorial Luncheon:** The President and two staff members attended.

General Matters

1. **Pension Lawsuit:** On January 30th the [Supreme Court of Canada reinstated the trial judge's order](#) requiring MTS to make the Initial Surplus, plus interest since January 1, 1997, (approximately \$135 million) available to plan members to enhance their pension benefits. Discussions regarding implementation and distribution of the award are already underway.
2. **New Collective Agreement:**
 - **Printed Agreement** - Both parties are satisfied that the amended document accurately captures the negotiated changes. We will go to print the week of February 17th. In addition to the small Agreement booklet we will print some letter sized versions for members who prefer a larger font.
 - **Online Agreement** - In addition to the webpage version, a [downloadable pdf](#) will be available once we have the final signoff sheet.
 - **Compressed Work Week** - The [CWW Request Guide](#) is now ready for sending to members.
3. **Software Specialists:** A second meeting with members was held on December 4th. Information from the meetings will be collated, reviewed and next steps determined.

Ongoing Matters

1. **Canadian Human Rights Tribunal - Disability:** The Administrative Judge rendered her decision regarding our member's lost pension benefits, however further submissions have been requested for consideration before the final determination on the amount of the award is made.
2. **Canadian Human Rights Tribunal - Harassment:** Hearing dates are set for June 16 to June 30, 2014.
3. **Arbitration - Wrongful Dismissal and Failure to Notify TEAM:** Three days of hearings were held December 9 to 11. The matter was resolved satisfactorily by agreement.

4. **Arbitration - Overtime:** Three days of hearings were held January 8 to January 10, 2014, additional dates are set for August 6, 7, and 18-22, 2014.
5. **Grievances and Complaints:** See separate [report](#).

Events Attended

- Dec 3 - Board Meeting
- Dec 9-11 - Arbitration: Wrongful Dismissal and Failure to Notify TEAM
- Jan 7-10 - Arbitration: Overtime
- Jan 14 - Board orientation training
- Jan 31 - Plaintiffs meeting with lawyers re. Supreme Court pension decision
- Feb 8 & 9 - Board retreat and training

Board Direction and Requests

1. **Meeting with Legal Team:** TEAM has a number of ongoing actions, including implementation of the Supreme Court of Canada award and numerous grievances and arbitrations. Outside of running the office, legal fees are our biggest expense. It is proposed that the Board attend a meeting at the D’Arcy & Deacon’s office for an update on various issues, and to discuss legal costs, related expenses, and other concerns or questions the Board may have. A half-day is proposed during the week of February 24th. Board members will be on release from the workplace.

Motion Suggestion: To release all Board members to attend a half-day legal services update meeting at D’Arcy & Deacon on the afternoon of February 24th.

2. **Board Meeting Schedule:** Article 6.2 of the Constitution states:

“The Board shall meet a minimum of six times per year at such time and place as the President and the majority of the Board may determine.”

In scheduling these dates, the Board should be aware that the office does not receive all the prior month’s financial statements until around the 14th of the month, and then we need a day to update the financial statement.

Motion Suggestion: To schedule regular Board meetings for 2014.

3. **Interim Strategic Actions Budget:** Providing opportunities for members to participate in, and benefit from, a range of TEAM driven opportunities is important, even when not in a negotiating year.

In conjunction with our IFPTE Representative we have identified a number of strategic actions that require the Board’s immediate attention as the actions are time sensitive.

Motion Suggestion: In addition to the 2013 approval for a spring Leadership Training Seminar, the Board approves an interim budget for strategic actions in the sum of \$3,000.

- 4. Mel Myers Labour Conference (March 20 & 21):** The conference covers numerous labour related subjects including recent changes in legislation that may impact our members. See attached brochure for details. In 2013 TEAM sent a delegation of eight.

Motion Suggestion: To send up to four members-at-large to the March 20th Mel Myers Labour Conference in Winnipeg.

Motion Suggestion: To send up to 3 Board Members to the March 20th Mel Myers Labour Conference in Winnipeg.

- 5. Canadian Council of Professionals and IFPTE Canadian Locals Meetings (May):** These meetings are being scheduled to run immediately before or just after the 2014 Canadian Labour Congress Convention in Montreal, May 5 to 9. Unless directed otherwise, the Executive Director attends these meetings. In addition the Board sends one person, usually the President, and occasional one other. The cost of flights, and two nights accommodation, and evening meal for one attendee will be reimbursed by the CCP.

Motion Suggestion: To send one Board member to the Canadian Council of Professionals and IFPTE Canadian Locals meetings in Montreal, May 2014.

- 6. Canadian Labour Congress (CLC) Convention (May 5 to May 9):** This convention is where the members set the direction for the CLC over the next three years. TEAM is a member by virtue of being an IFPTE Local. See attached convention call information for more details.

TEAM has been assigned one credential, which means that we can only have one delegate and one alternate. Others can attend as guests, but they are not allowed on the main conference floor or participate in any vote. The delegate and alternate cannot be on the main floor at the same time; one credential, one vote!

TEAM Bylaw 8.1.11 reads:

“[The President shall] Be the first delegate to and the chair of the TEAM delegation to IFPTE, CLC and MFL conventions.”

This does not preclude the Board from sending an alternate or members as guests.

Motion Suggestion: To send the President and <member(s)> to the May 5th Canadian Labour Congress Convention in Montreal.

- 7. Pension Award Implementation Representatives:** Having been successful at the Supreme Court of Canada, the unions are designating two representatives each to participate in implementation discussions. TEAM needs to appoint their representatives.

Motion Suggestion: To appoint two members as TEAM's representatives on all committees relating to the implementation of the DB Pension Award.

- 8. TEAM Committees:** There is an urgent need to reconstitute two committees; the Finance Committee and the Governance Committee. Important matters for consideration

include reviewing the 2013 accounts, developing the 2014 budget, and addressing the dues issue impacting students. The Board needs to review Bylaw 8.1.1.

Motion Suggestion: To approve two members to sit on the Finance Committee.

Motion Suggestion: To approve two members to sit on the Governance Committee.

9. **Errol Black Chair Donation Request:** The Canadian Centre for Policy Alternatives (CCPA) is seeking support for the Errol Black Chair in Labour Issues. See attached letter for details and donation suggestions.

The CCPA is an independent, non-partisan research institute concerned with issues of social, economic and environmental justice. Founded in 1980, the CCPA is one of Canada's leading progressive voices in public policy debates.

Motion Suggestion: To contribute the sum of \$xx per month to help the CCPA maintain the Errol Black Chair in labour Issues.
