

**March 25, 2014**  
**TEAM Board Meeting**  
**Executive Director's Report**

Bob Linsdell  
March 24, 2014

**Motion and Direction Updates**

1. **Union Contract Negotiations Training:** TEAM VP, Mike Taylor, attended the three-day course.
2. **Appointment of Treasurer:** Further clarification is required as our Constitution does not appear to provide for co-chairing the Treasurer position.
3. **Legal Services Update Meeting:** Board members and the Executive Director met with Mr. Saxberg on February 24<sup>th</sup> and received an update on the Supreme Court of Canada ruling in favour of the unions and retirees. Also discussed was the status of significant labour relations and Human Rights matters, including an explanation of the difficulties resolving issues with MTS and the resulting high level of costs to TEAM.
4. **2014 Regular Board Meetings:** The schedule of Board meetings has been entered into the online TEAM calendar i.e. March 25<sup>th</sup>, May 13<sup>th</sup>, June 24<sup>th</sup>, September 9<sup>th</sup>, October 21<sup>st</sup>, and December 9<sup>th</sup>.
5. **Interim Strategic Actions Budget:** The funds are being utilized as proposed.
6. **2014 Budget:** The 2013 end-of-year numbers have been used for the interim budget, except where a specific amount has already been approved that is greater than was spent in 2013.
7. **Mel Myers Labour Conference:** Five Board members and members-at-large, and two staff members attended the conference. All attendees have been asked to provide feedback so we can assess the value of the conference.
8. **IFPTE Locals and CCP meetings, and CLC Convention:** Flights, accommodation, registration etc. have or are in the process of being arranged. There has been a slight reshuffle of who is attending which meeting and the Convention, overall the result is lower costs.
9. **Pension Award Implementation Committee:** There has been only one meeting of the full committee. See General Matters below for more details.
10. **CCPA Errol Black Chair in Labour Issues:** TEAM's regular contribution has been arranged.
11. **Officers' and Directors' Liability Insurance:** Our broker was only able to provide one quotation. See Board Direction Requests at the end of this report.

## **General Matters**

1. **Pension Lawsuit:** Union and retiree representatives met with legal counsel on February 27<sup>th</sup> to discuss implementation of the award. It was agreed that the best way to proceed was to have D'Arcy and Deacon work with the lawyers from the other unions, actuaries, and other experts on implementation options and in discussions with MTS. A key takeaway for the union and retiree representatives was to document how much money was spent on legal and expert fees over the full term of the case. A [joint memo](#) was issued to all plan members on March 11<sup>th</sup>.

Our legal team met with MTS representatives on March 20<sup>th</sup> and agreement was reached on the main process for implementing the award as soon as possible.

The implementation process is moving forward with actuaries now engaged and a legal expert being consulted on the implementation options.

### **2. New Collective Agreement**

- **Printed Agreement:** The books will be delivered to the office this week and arrangements are being made to distribute them to the membership.
  - **Online Agreement:** In addition to the [webpage](#) version, a [downloadable pdf](#) will be made available.
  - **Compressed Work Week:** The [CWW Proposal Guide](#) is ready for sharing with the members; however, we are informed that the MTS's systems have not been adapted to accommodate a compressed work week for TEAM members. Discussions are ongoing.
3. **Software Specialists:** Further information has been received that supports what our members are telling us about the blurred lines between the Software Specialist and Software Analyst roles. The matter will be pursued at the Labour Management Committee.
  4. **Annual Day of Mourning:** On Monday April 28<sup>th</sup> there will be a one-hour event to bring attention to the need to ensure our workplaces are safe. The event begins at 11:45 a.m. from 275 Broadway, Winnipeg. All Board members and members are invited to participate.

## **Ongoing Matters**

1. **[Canadian Human Rights Tribunal - Disability:](#)** Further submissions have been made on our member's lost pension benefits. A final determination on the amount of the pension award is expected before the autumn.
2. **Canadian Human Rights Tribunal - Harassment:** Hearing dates are set for June 16 to June 30, 2014.
3. **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.
4. **Grievances and Complaints:** See separate [report](#).

## **Events Attended**

- Feb 7-9 - Board retreat and Board meeting
- Feb 19 - Business update with Kelvin Shepherd
- Feb 24 - Legal services update meeting
- Feb 27 - Pension award implementation meeting
- Mar 14-16 - TEAM Leadership Training Seminar
- Mar 20 - Board retreat facilitator feedback meeting

## **Board Direction and Requests**

1. **D’Arcy and Deacon 2014 Labour Relations Retainer:** Further to our meeting with Mr. Saxberg in February, the Board has been provided with the retainer agreement and details of billings for January and February, and an estimate for March.

**Motion Suggestion:** To renew the D’Arcy and Deacon Labour Relation retainer agreement.

2. **Special Market Adjustments:** MTS has approached TEAM to discuss paying a particular individual a higher salary than the pay schedules allow within that pay band. TEAM’s position is that the focus has to be on the position and not the individual. We already have a number of situations where members are being paid over scale for various reasons. The office is seeking the approval of the Board to pursue the implementation of such an agreement with MTS as per sub clause 2.04 of Article 2 of the Collective Agreement, which reads:

“The Company and the Union acting jointly may, from time to time, by Letters of Understanding signed by them, amend or interpret the provisions of this Agreement and the parties shall be bound by any such amendment or interpretation.”

The LOU will be brought to the Board for final approval prior to final sign off. As the process is expected to take some time the office requests that subject to the Company providing evidence to support the higher salary, the incumbent be given an interim pay increase.

**Motion Suggestion:** In accordance with sub clause 2.04 of Article 2 of the Collective Agreement, the office is authorized to enter into discussions with MTS to implement a Letter of Understanding on Special Market Adjustments. The Board shall review the LOU prior to final sign off. In the interim, and subject to proof and quantification of the problem, the Board approves the application of a Special Market Adjustment for the subject position.

3. **Training Opportunities for Members and the Board:** The training provided by TEAM has been well received by members, and they are asking for more. The feedback from the March 15<sup>th</sup> Leadership Training seminar is proof positive of this. Training specifically for Board members is equally important. Rather than deal with the numerous training options individually, I am asking the Board to commit a capped amount to engage and

provide members relevant and timely training opportunities. I am seeking funding to provide the following training (subject to revision):

- Fairness Works - Engager Workshop, April 7<sup>th</sup> in Winnipeg.
- Board Chair Training, May 3<sup>rd</sup>, Winnipeg for Misty and Mike.
- Two more two-day leadership training seminars with Linton Sellen.
- One five-day leadership training seminar with Linton Sellen.
- Two one-day Collective Agreement and Health and Safety seminars for supervisory managers.
- Health and Safety appreciation lunch/presentation for our Health and Safety Representatives.
- Send two female members who work in IT to the CCWEST Conference, May 22-24 in Regina. Registration form attached.
- Send up to five Health & Safety Representatives to the 2014 MFL Health & Safety Conference, November 17 and 18, 2014 in Winnipeg.

4. **Vision Care for Staff:** In the last round of negotiations we were successful in achieving a vision care benefit for all TEAM members. Currently no such benefit is available to office staff.

**Motion Suggestion:** To provide TEAM staff with \$80 once every two years for the purpose of an eye exam.

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