

# September 9, 2014 TEAM Board Meeting Executive Director's Report

Bob Linsdell  
September 7, 2014

## Motion and Direction Updates

1. **Pension Award Implementation:** TEAM's position on the Counsel Fee was shared with the other parties at the award implementation negotiations. Details of the negotiated agreement will be shared with TEAM members and all DB Pension Plan members when circumstances permit.
2. **Scholarship Awards:** The new award amount and addition of Scholarships for TEAM members was communicated to the membership in our memo of [September 5<sup>th</sup>](#).

## General Matters

1. **Pension Award Implementation:** We are working on the last few details of the agreement and arrangements already being made to present DB Pension Plan members with information on the implementation, award disbursement amounts and options for payment. Communication of our progress remains restricted as the agreement has not yet been signed off.

We fully expect to be ready for the court hearing commencing on November 3, 2014. The parties will seek approval of an agreed implementation plan and resolution of any outstanding issues.

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

2. **Downtown Take-a-Break Hot Dog Day:** With membership participation we raised \$904 for the Employee Charity Trust in support of the United Way. TEAM, MTS, D'Arcy & Deacon, and the IFPTE donated prizes.
3. **IFPTE Canadian Locals:** The next meeting is in Peterborough, Ontario, during October. Date to be finalized.
4. **Five-day Leadership Training Course:** Three of the days are on workdays, for which release requests have been issued, and two days are on Saturdays. Seventeen TEAM members have signed up for the course. We'll be running a two-day Leadership seminar course on November 15<sup>th</sup> and 16<sup>th</sup>.
5. **Canadian Council of Professionals:** The next meeting is in Winnipeg, Thursday November 20<sup>th</sup> to Saturday November 22<sup>nd</sup>.

## Ongoing Matters

1. **Canadian Human Rights Tribunal - Disability:** Interest on the money that MTS has been ordered to pay to our member has been calculated and agreed. The Company has been asked to make the payment as soon as possible. The Company will be advised of

our member's decision regarding the lost pension benefit.

2. **Canadian Human Rights Tribunal - Discrimination:** Next hearing date is April 2015.
3. **Arbitration - Overtime:** Eight days of hearings were held January 8-10, 2014 and August 18-22, 2014. Closing arguments will be heard Saturday October 18<sup>th</sup>, 2014.
4. **Grievances and Complaints:** See attached [summary report](#). On several occasions in the past, TEAM has been called upon to provide members with union representation on both sides of a complaint. We currently have a number of such situations in the workplace, and to ensure we provide all members involved with fair representation we have assigned a different member of staff (i.e. the Executive Director and the Labour Relations Officer) to each side of the complaint. Further, the electronic and paper records are not accessible by the representative for the other side, and the case is not discussed.

### **Events Attended**

- Jun 24 - Take-a-Break Hot Dog Day - Downtown Winnipeg
- Jun 24 - Board Meeting
- Jun 25 - Joint Benefits Committee
- Jul 10 & 11 - Pension award implementation negotiations
- Jul 23 - Special Board Meeting
- Aug 7 & 8 - Pension award implementation negotiations
- Aug 18-22 - Overtime arbitration hearing
- Aug 19 - Pension award implementation committee
- Aug 27 - Day of Caring at MacDonald Youth Services

### **Board Direction and Requests**

1. **Lieutenant Governor's Youth Experience Program (LGYEP):** The LGYEP helps at-risk students achieve success at schools across Manitoba. They are seeking a \$500 donation from TEAM to support the purchase of modest incentives such as gift certificates for food, flash drives and back packs. See attached [contribution request letter](#).

**Motion Suggestion:** To donate the sum of \$500 to the Lieutenant Governor's Youth Experience Program.

2. **2014 CLC Fall Educational:** The course runs from November 28<sup>th</sup> 4:30 p.m. to November 30<sup>th</sup> 3:00 p.m., 2014. See attached [information sheet](#) for course session information and registration fees. Accommodation costs are included in the registration fee. An Early Bird discount is available if we register before October 27, 2014.

**Motion Suggestion:** To send two Board members to the 2014 CLC Fall Educational in Gimli Manitoba, November 28-30.

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