

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

Bob Linsdell
December 8, 2014

Motion and Direction Updates

1. **MFL Labour Christmas Tree:** The donation from the TEAM Compassionate Response Fund is ready for final authorization.
2. **TEAM's Accountants:** Staff from ONBusiness conducted a review of our current processes and are working on finalizing the report. The main theme is that certain tasks should be segregated between individuals. The firm's response to our needs has exceeded expectations.
3. **MFL Health and Safety Conference:** Two members (Gerry Arnal and Sophronia Earnest) of the Workplace Health and Safety Committees attended.
4. **MFL Women's Memorial Luncheon:** Three Board members (Misty Hughes-Newman, Darlene Buan and Stephen Gillies), the ED, and the IFPTE Rep (Dee Gillies) attended.
5. **Canadian Council of Professionals:** Three TEAM representatives (Misty Hughes Newman, Stephen Holt and the ED) attended.

General Matters

1. **Pension Award Implementation:** Justice Bryk approved the Implementation Plan on November 3rd; the first day of a scheduled three-day hearing. The quick decision is confirmation that the hard work of all parties to the implementation negotiations and the preparations by our lawyers, Brian Meronek and Kris Saxberg of D'Arcy and Deacon, working with MTS and the other experts, was worth the effort.

December 3rd was the last opportunity that the decision of Justice Bryk could have been appealed. No appeal was filed and the distribution of the surplus award can now proceed as planned. Justice Bryk's detailed Reasons for Decision is available [here](#).

Everything appears to be progressing well, with MTS, Towers Watson, and the CSSB expending a lot of time and energy in making the payouts happen. The Implementation Committee continues to meet to review the costs and discuss distribution progress.

We remain hopeful that a first payment (approximately half) of any lump sum will be paid into Plan members' bank accounts before the end of the year, probably on the last payday i.e. December 24th. A communiqué will be sent out shortly explaining how and when transfers to RRSPs will take place.

A number of members who had elected to have their money transferred to a non-MTS RRSP contacted the office to advise that the documents and instructions they had received were incorrect. They were being told that they had to sign up for the MTS

Group RRSP, else their money would be paid out as a lump sum. MTS has been working with Towers Watson to resolve the problem.

2. **TEAM Office Staff:** TEAM met with Unifor October 17. Unifor provided a complete package; TEAM provided a list of matters we wish to address in this round of negotiations.

Ongoing Matters

1. **Canadian Human Rights Tribunal - Disability:** The Company has been advised of our member's decision regarding the lost pension benefit. The implementation of the lawsuit ruling has understandably added to MTS's delay in providing a response.
2. **Canadian Human Rights Tribunal - Discrimination:** Next hearing date is April 2015.
3. **Arbitration - Overtime:** Closing arguments were presented Saturday October 18th, 2014. We await the arbitration panel's decision.
4. **Grievances and Complaints:** See attached [summary report](#).

Events Attended

- Nov 12-14 - TEAM AGM: Brandon, Corydon, Downtown
- Nov 14-16 - TEAM Leadership Training Seminar
- Nov 18 - MTS Business Update with Kelvin Shepherd
- Nov 20-22 - Canadian Council of Professionals meeting, Winnipeg
- Nov 25 - Pension Lawsuit Implementation Committee
- Nov 26 - Scholarship Awards Evening
- Dec 4 - CLC Pension Information Session
- Dec 4 - TRAM Christmas Lunch
- Dec 5 - MFL Women's Memorial Lunch

Board Direction and Requests

1. **Preliminary discussion on goals for 2015:** Suggested topics for discussion:
 - Board retreat and options for Board training
 - TEAM branding and logo
 - Strategic Action Fund
 - Workplace Representatives and training
 - Collective Agreement negotiations and training
