

November 26, 2015 TEAM Board Meeting Executive Director's Report

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November 24, 2015

Motion and Direction Updates

1. **Contract Negotiations:** 2015 Negotiations budget increased per Board direction.
2. **Scholarships:** See the [Scholarship Committee's report](#).
3. **Internal Control Audit:** The Finance Committee is in the process of reviewing the report and determining appropriate resource requirement.
4. **Canadian Council of Professionals Constitution:** TEAM voted in favour of the Constitution at the November 13th meeting of the Council. The Constitution was unanimously adopted.
5. **Board Policy #10 - Donations - Charitable Organizations:** The Board Policy Manual has been updated.

New and Ongoing Matters

1. **MTS Downsizing Initiative:** TEAM has made multiple requests asking MTS to provide a list of the incumbents in targeted positions by VP Group so that we can determine which members are in the targeted positions. MTS has failed to provide this information, indicating that they are too busy at this time.

We asked members who had applied and/or had been approved for the VRTIP to notify the office. Based on that feedback, on November 10th we sent a short survey to members who appear to be positions at risk of layoff. We had a good response with the recipients providing valuable information about their positions, the work that they do, additional hours worked, and their concerns about the job groupings for single incumbent positions and who is going to do the work after the downsizing.

Some members have already left MTS through the voluntary departure program, others have been approved and given a release date. All VRTIP applicants should have been made aware of their status by November 24th. From the information provided by members, the numbers do look encouraging, and we are hopeful that layoffs can be averted. However, if MTS decides layoffs are necessary, it is likely that they will occur in early 2016.

2. **TEAM Collective Agreement Negotiations:** Preparations for negotiations are progressing on schedule, including:
 - Communication Action Representatives (CARs) from around the Company have met to discuss the key concerns in their areas and the desired outcome from these negotiations.

- The TEAM Executive Director and our IFPTE Representative met with Unifor members at Bell Aliant in Atlantic Canada to discuss the issues that led to the protracted strike of 2004 under Jay Forbes' leadership, and the impact on the employees (at all levels) and the impact on the business.
- An electronic survey, developed by the Bargaining Committee and staff, was sent to the membership on October 9th. Over half the members responded, providing almost 200 pages of extensive comments outlining their main issues and concerns.
- High-level proposals have been compiled by the Bargaining Committee and submitted to the TEAM Board for review and approval. The Board approved the proposals.
- The high-level proposals were presented to the membership at the November 4th to 6th General Meetings in Winnipeg and Brandon. Over 500 members attended the meetings. The meeting presentation is available [here](#).

Next Steps

- The office is gathering information to support the proposals. Unfortunately, we are still waiting for the complete information disclosure from the Company. While TEAM understands that the Company's focus is currently on the VRTIP and associated reorganization and redeployments, TEAM requested this information in July 2015 and needs this information prior to the commencement of the negotiations.
 - Board to consider and approve the members of the Negotiating Committee.
3. **MTS Brand Bootcamp Photographs:** The office received numerous queries from members expressing concern about the requirement to have their photograph taken holding up a pledge sign. None of them had been told the photograph was voluntary and some said they had been told that they would be reported if they refused to have their photograph taken. MTS confirmed that Directors had been informed that it was voluntary. However, in many areas this message was not conveyed to our members, with the emphasis being on compliance. Although the concerns had been discussed with MTS, we are still hearing from members and being asked if it's compulsory or even legal. A memo answering these questions will be sent to all members (see the November 27th [New & Noteworthy memo](#)).
 4. **TEAM Leadership Training Course and Seminar:** This year, fifty-one members attended the Linton Sellen leadership training course and seminars provided by TEAM. We were unable to accommodate everyone who expressed an interest in attending, however we have committed to giving those who were unable to attend, the right of first refusal at the next opportunity. The feedback continues to be overwhelmingly positive.
 5. **Workplace Health & Safety:** Five TEAM Health and Safety Committee Representatives and Alternates attended the MFL Health and Safety Conference on November 23-24, 2015. Members on the Committees have agreed to provide the office with the minutes of their workplace committee meetings to keep TEAM apprised of any health and safety issues.
 6. **Joint Benefits Committee:** The Committee met November 18, 2015. Agreement was reached on a balanced approach to allow employees into the Blue Cross plan after the prescribed notice period when a life-event occurs. One of the issues that needed to be addressed was ensuring an equitable process for married and common-law partnerships. The changes will be documented in the benefits guide book that is currently under development.

7. **Pension Award Implementation:** The next meeting of the Implementation Committee is December 11, 2015. At the last meeting, \$8M of the \$140M award had yet to be paid out. A number of people have contacted the office for assistance with applying for and/or progressing a claim. With the assistance of staff in the MTS pension department all such claims have been resolved.
8. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** Nothing new to report. The May 2015 hearing was postponed when a second breach of the Code came to light i.e. failure to accommodate an employee with a disability. The Commission has investigated and ruled that the employee should have reported the failure to accommodate at the time it occurred. A response has been prepared and submitted to the Commission for further consideration. Regardless of the final outcome of the accommodation investigation, the hearing on the first discrimination issue (Race, National or Ethnic Origin and Religion) will proceed.
9. **Arbitration - Overtime:** Nothing new to report. Legal counsel has submitted their brief and materials for the judicial review of the arbitrator's decision. We are waiting for a hearing date.
10. **Grievances and Complaints:** See [summary report](#).

Events Attended

- Sep 22 - Board Meeting
- Sep 23 - Communication Action Representative lunch meeting
- Sep 25 - TEAM Leadership Training session
- Sep 29-Oct 1 - Meeting with Unifor members at Bell Aliant, Atlantic Canada
- Oct 2 - Bargaining Committee
- Oct 5 - MTS brand presentation, Heather Tulk, Chief Customer Officer
- Oct 14 - Kelvin Shepherd's retirement from MTS
- Oct 15 - New Member meeting
- Oct 19 - TEAM Leadership Training session
- Oct 21 - Scholarship Awards evening
- Oct 23-25 - TEAM Leadership Training seminar, Gimli
- Oct 28 - Board review of high-level proposals and update on VRTIP
- Nov 4 - General Meeting, Brandon
- Nov 5 - General Meeting, Masonic Temple, Winnipeg
- Nov 6 - General Meeting, Fairmont Hotel, Winnipeg
- Nov 12-14 - Canadian Council of Professionals
- Nov 18 - Joint Benefits Committee

Board Direction and Requests

1. **Joint Benefits Committee Representative:** Darlene Buan, long-time member of the JBC and effective point of contact in the workplace for many members, will soon be leaving MTS. TEAM therefore needs to appoint a new representative to the Committee.

Motion: To appoint <name> to the MTS Joint Benefits Committee.