

# January 22, 2016 TEAM Board Meeting Executive Director's Report

Bob Linsdell  
January 22, 2016

## Motion and Direction Updates

1. **MFL Women's Luncheon:** Two members-at-large and two members of staff attended.
2. **Worker's Memorial Foundation:** TEAM's contribution from the Compassionate Response Fund was sent to the MFL.
3. **Board Meetings:** The schedule was posted on the TEAM website calendar.
4. **Negotiating Committee:** See the below negotiations update.
5. **Joint Benefits Committee:** MTS has been advised of TEAM's new Committee Representative, Kristine Knelsen.
6. **Board Policy #7 - Board Members - Leaving the Board:** The Board Policy Manual has been updated.
7. **New Board Member:** MTS has been advised of TEAM's new Board Member, Barb Hecko.

## New and Ongoing Matters

1. **MTS Downsizing Initiative:** On January 5<sup>th</sup> MTS met with TEAM to share the results of the VRTIP, explain the redeployment initiative, provide details of TEAM members to be laid off, and to discuss ways to minimize or avert the layoffs (Article 27.02). MTS did not provide specific details of the redeployments, but did indicate that where someone was moved to a permanent position on an Acting basis, the position would be posted within six months.

From the information provided by members, we knew that the number of VRTIP applicants had exceeded the number of positions targeted, however, we also knew that the number from the targeted positions was below the number targeted. In accepting applicants from outside the targeted positions, MTS opened up places for members who might have otherwise been laid off. This was a positive and welcome move by MTS.

Drawing on information previously provided by the members who were to be laid off, and our Acting position tracking, our Labour Relations Analyst compiled a number of options to enable these members to remain employed at MTS. We are currently looking at potentially two members being laid off. However, we think there is a strong case for redeployment vs. layoff. At this time, neither member has been laid off. TEAM and MTS continue to explore options to keep them employed.

The redeployments have resulted in significant stress for a number of members, and understandably so where they are being moved to fill a much lower rated position, often where they had worked five to ten years ago. TEAM will discuss their concerns with MTS

and explore options to address our members' concerns. Members redeployed to lower rated positions retain their pay level, receive negotiated pay increases, and can lateral to other positions at the level at which they are paid.

2. **TEAM Collective Agreement Negotiations:** The TEAM Negotiating Committee will provide Notice to the Company to begin Collective Bargaining on January 26, 2016. A memo will be sent to all members to explain the process and answer the most commonly asked questions.
3. **Pension Award Implementation:** The Surplus Implementation Committee met on December 11, 2015. The TEAM office now only receives a few calls from Plan members seeking advice or an update with regards to their claim. A number of these cases are quite complex, involving the estates of deceased Plan members.
4. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** 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 investigated and ruled that the employee should have reported the failure to accommodate at the time it occurred. We were unable to persuade them otherwise. The hearing on the first discrimination issue (Race, National or Ethnic Origin and Religion) will now proceed.
5. **Arbitration - Overtime:** The judicial review hearing will be held on February 22, 2016.
6. **Grievances and Complaints:** See [summary report](#).

#### **Events Attended**

- Nov 26 - Board Meeting
- Dec 3 - TRAM Lunch
- Dec 11 - Defined Benefit Pension Committee
- Dec 11 - Pension Surplus Implementation Committee
- Dec 18 - Finance Committee
- Jan 5 - Downsizing Initiative Meeting - Redeployments and Layoff Notice

#### **Board Direction and Requests**

1. **D'Arcy and Deacon 2016 Labour Relations Retainer:** The Board has been provided with the 2016 retainer agreement for review and consideration. Mr. Saxberg would be happy to attend a meeting with the Board and answer any questions regarding the retainer and the services provided to TEAM.

**Motion Suggestion:** To renew Labour Relations retainer agreement with D'Arcy and Deacon.