

# September 14, 2016 TEAM Board Meeting Executive Director's Report

Bob Linsdell  
September 14, 2016

## Motion and Direction Updates

1. **Canadian Labour Congress National Young Workers' Summit:** In addition to Board Member Steven Holt, the Board approved two members-at-large to attend the summit. Thirteen members applied. To assist in selecting which two would attend, applicants were asked to submit their thoughts on how they would utilize the knowledge gained.

## New and Ongoing Matters

2. **New Collective Agreement:** The negotiated changes were integrated into the Agreement and signed off by both parties on August 15<sup>th</sup>. All changes have been incorporated into the [online version](#). Booklets will be printed and distributed as soon as possible.
3. **RFP/Potential Outsourcing, and VRTIP:** On July 5<sup>th</sup> MTS shared with employees and TEAM that it was investigating outsourcing TEAM Bargaining Unit work in the areas of Service Desk, Desktop Support, and Portal Support.

With input from members at a meeting held in downtown Winnipeg on July 19<sup>th</sup>, TEAM requested a meeting with MTS that was held on August 9<sup>th</sup>. Representatives from TEAM (Bob Linsdell, Wesley Emerson, and Erin Spencer) met with Kevin Jessiman, Marvin Boakye and Don Rooney. All of the key topics raised by members were discussed. A takeaway for TEAM was learning that outsourcing is not the de facto or preferred option for MTS.

Earlier today (September 14<sup>th</sup>) our members learned that having received and reviewed the responses to the RFPs, MTS has decided not to proceed with outsourcing the work being done by TEAM members.

However, MTS will be looking to eliminate a number of TEAM positions in various areas of Information Services, and has issued a Voluntary Retirement Termination Incentive Program. The reduction in TEAM is between 25 and 35 positions. Reductions in the other bargaining units are 13 from IBEW and 10 from Unifor.

4. **TEAM Annual Scholarships:** The memo will go out on Monday, September 19<sup>th</sup>. The deadline for applications is end of day October 12, 2016.
5. **Annual General Meetings:** The meetings will be held October 19<sup>th</sup> in Brandon, and October 20<sup>th</sup> and 21<sup>st</sup> in Winnipeg.
6. **Health and Safety Committees:** In January, MTS began an initiative to restructure/ amalgamate several of its local workplace Health and Safety committees. Representatives from TEAM, IBEW, and Unifor relayed to MTS concerns about how the proposed changes will negatively impact the ability of Committee members to fulfill the

legal requirements of the Committee, and ensure the safety of employees. The parties continue to work together to reach agreement on a new structure.

7. **MFL Health & Safety Conference:** Three TEAM members who sit on Workplace Health and Safety Committees will attend the October 27<sup>th</sup> & 28<sup>th</sup> conference in The Pas, Manitoba. Workshops include:
  - Dealing with stress, harassment & violence in the workplace.
  - Preventing violence, psychological bullying & harassment.
  - Intro to new National Standard of Canada for Psychological Health & Safety.
  - Using ergonomics to prevent workplace injuries.
8. **Pension Award Implementation:** The Surplus Implementation Committee continues to meet on a regular basis. The most recent meeting was September 12<sup>th</sup>. Of the \$140 million surplus award, less than \$3.5 million has yet to be paid out. A lawyer has been engaged to work through a number of complex cases, mostly concerning the estates of deceased Plan members. The Committee sought the opinion of the lawyer who assisted with the award distribution plan, Ari Kaplan, on matters relating to concluding the distribution process in February 2017.
9. **Maximum Pension:** In response to questions from members, our actuary prepared a chart illustrating how many years of service are required to achieve the maximum pension from the MTS Defined Benefit Pension Plan. The maximum is 70% of the best five years average salary. For TEAM members to achieve the maximum they need between 41.3 and 48.5 years of service, depending on their pay level.

### **Grievances and Complaints**

10. **Acting Pay Treatment:** TEAM recently discovered an apparent miscalculation in the acting pay treatment for some employees acting in TEAM from Unifor, resulting in them being placed on a lower salary step. TEAM brought the matter to MTS, and despite what in TEAM's view is clear and unambiguous Collective Agreement language, MTS takes a different view. A grievance will therefore be filed to resolve the matter and seek remediation for affected employees, many of whom are now in permanent positions in TEAM.
11. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** The first four days of the hearing took place on August 2 to 5, 2016. The complainant, (a former MTS employee and TEAM member), testified and was cross-examined over the first three days. Only one of several witnesses for the complainant was able to testify in the time available. The hearing was scheduled to conclude on February 15, 2017, but the administrative judge asked for more dates. The earliest MTS could be available was May 2017. The hearing will continue November 7 to 10, February 13 and 14, and May 15 to 19.
12. **Arbitration - Overtime:** We await the judge's decision from the judicial review hearing of February 22, 2016.
13. **Grievances and Complaints Overview:** See summary report.

### **Events Attended**

- Jun 22 - Board Meeting
- Jun 23 - MTS Special Meeting of Shareholders
- Jun 24 - Defined Benefit Pension Committee
- Jun 24 - Pension Surplus Implementation Committee
- Jun 27 - Finance Committee meeting with investment advisor #2
- Jun 29 - Defined Contribution Pension Committee
- Jul 19 - RFPs and potential outsourcing membership meeting
- Jul 25 - Finance Committee meeting with investment advisor #3
- Jul 26 - Finance Committee meeting to discuss TEAM's funds
- Jul 27 - Brandon Take-a-Break
- Jul 30-Aug 5 - Canadian Human Rights Tribunal preparation and hearing
- Aug 9 - Meeting with Winnipeg Labour Council President re. sale of MTS
- Aug 9 - Meeting with MTS to discuss RFPs and potential outsourcing
- Aug 17 - IFPTE Council of Canadian Locals conference call
- Sep 1 - IFPTE Council of Canadian Locals follow-up conference call
- Sep 7 - New Member meeting
- Sep 12 - Pension Surplus Implementation Committee
- Sep 13 - Joint Benefits Committee

### **Board Direction and Requests**

**14. Board Member Elections:** The current Board Member term ends December 31, 2016. TEAM Bylaw 14 and 15 cover the election and voting procedure in detail (attached). The key dates are:

- Prior to October 1: Appoint an Election Committee.
- By October 10: Call for nominations.
- By November 15: Submit eligible candidates to the Secretary.
- By November 25: Mailed ballot received by all members in good standing.
- By December 15: Ballot closing date. Count ballots and announce result.

**Board Action:** To establish the Election Committee and consider how to address the issue of having no Secretary at this time due to retirement.

**15. Young Members Committee:** We have asked members who are under 35 and wish to be more involved in TEAM to express their interest in establishing a Young Members Committee.

The Committee will focus on the future, building a young member strategy to address the educational, economic and social needs of young members in an increasingly precarious workplace.

The Committee's mandate is to determine key issues in the workplace, to develop a comprehensive plan to deal with them, and to set goals for the plan's implementation. The Committee will also be responsible for organizing and holding social events of interest to engage young members, develop lines of communication, and increase awareness of TEAM.

**Motion Suggestion:** To establish a Young Members Committee, to be chaired by Board Member Steven Holt, with funding for meetings and events to come from the Strategic Actions budget, overseen and managed by the Executive Director.