

# December 7, 2016 TEAM Board Meeting Executive Director's Report

Bob Linsdell  
December 6, 2016

This report covers the period September 14<sup>th</sup> to December 6<sup>th</sup>.

## Motion and Direction Updates

1. **Young Members Committee:** A memo was sent to all members under age 35 on September 14<sup>th</sup>. Several members expressed interest in sitting on the Committee. The Committee Chair has contacted the members and will schedule a meeting.
2. **Election Committee:** The call for nominations went out October 6<sup>th</sup>. Nominations were received for all Board positions. Eight members were nominated to run for the six non-executive positions, triggering the election process. The deadline for ballots to be returned to the office is 4 pm Thursday, December 15, 2016.

Nominations received:

Board Officers:

President	-	Misty Hughes-Newman
Vice-President	-	Mike Taylor
Secretary	-	Barb Hecko
Treasurer	-	Tobias Theobald

Six Non-Executive Board Positions:

Charlie Hendren  
Steven Holt  
Nicki Hughes  
Kristine Knelsen  
Kevin McClure  
Bryan Parker  
Roland Pokorny  
Jason Whenham

3. **CLC Young Workers Summit:** One Board member and two members-at-large attend the summit on October 23<sup>rd</sup> to the 25<sup>th</sup>.
4. **Labour Relations and the Negotiation Cycle Workshop:** One Board member attended the workshop on November 1<sup>st</sup> to the 3<sup>rd</sup>.
5. **Local 160 Council Meeting & Canadian Council of Locals:** Three Board members and the Executive Director attended on November 13<sup>th</sup> to the 15<sup>th</sup>.
6. **Introduction to Labour and Employment Law seminar:** Six Board Members attended the course on November 25<sup>th</sup>.
7. **Member Engagement-Member Action Training:** Three Board Members and one member of staff attended the four-day training course, November 28<sup>th</sup> to December 1<sup>st</sup>.

8. **TEAM's Investments:** An acceptable management fee was agreed with the investment firm. However, TEAM's legal counsel is advising the Board to hold-off on the transaction until counsel has fully investigated the proposal and considered the legal implications for TEAM and the Board.
9. **Women's Memorial Lunch:** Four tickets were purchased. The lunch was held on December 6<sup>th</sup>.
10. **Labour Christmas Tree:** TEAM's donation from the Compassionate Response Fund was sent to the Manitoba Federation of Labour.

### **New and Ongoing Matters**

11. **New Collective Agreement:** The booklets are being printed and should be ready for distribution in early 2017. An electronic book version for use on electronic devices, such as smartphones, is being considered.
12. **VRTIP:** On October 28<sup>th</sup> the Company announced that the Voluntary Workforce Reduction Program had been a success: 211 employees from across the Company applied and 83 were accepted, of which approximately 35 were from TEAM positions. During the downsizing a number of our members were moved to other positions. Some members have voiced concern at being moved, and are questioning the Company's logic in choosing them for redeployment, including to lower rated positions, albeit there was no change in pay. TEAM is investigating.
13. **TEAM Annual Scholarships:** The award ceremony was held on the evening of November 1<sup>st</sup>.

The four scholarships of \$1,000 each, for first year post-secondary students enrolled in university, community college, trade school or an apprenticeship program were awarded to:

- Haley Charney (John Puzianowski)
- Breanna Rannard (Bruce Rannard)
- Kiah Sawchuk (Dale Sawchuk)
- Ryan Waschuk (Mark Waschuk)

Four awards of \$500 each were given to TEAM members to help defray the cost of any academic or vocational course or seminar. The recipients are:

- Jon Francis
- Ramandeep Grewal
- Tim Majani
- Ray Sator

14. **Annual General Meetings:** The meetings were held on October 19<sup>th</sup> (Brandon), 20<sup>th</sup> (Corydon, Winnipeg) and the 21<sup>st</sup> (Downtown Winnipeg). The presentation was subsequently sent to all members and posted on our [website](#).
15. **MFL Health & Safety Conference:** Two members who sit on Workplace Health and Safety Committees attended the conference on October 27<sup>th</sup> & 28<sup>th</sup> in The Pas, Manitoba.

- 16. Canadian Council of Professionals:** The meeting, held in Regina on November 3<sup>rd</sup> to the 5<sup>th</sup>. The TEAM Executive Director attended. Crystal Norbeck, a partner in the Gerrand Rath Johnson law firm, provided an update on the Saskatchewan Employment Act and the ongoing legal challenges to this legislation. Professor Ken Rasmussen of Graduate School of Public Policy, gave a presentation on effective political lobbying and advocacy, including how to prepare and present your arguments. Next CCP meeting: May 25-27, 2017, in Gimli, Manitoba.
- 17. Pension Award Implementation:** The Committee met on November 3<sup>rd</sup>. Approximately \$2.5 million of the surplus award has yet to be allocated. The Company is working with legal counsel on a number of complex cases. The deadline for people to claim their share of the award is February 6, 2017. The options for dealing with any remaining funds will be discussed at a meeting after the deadline, however, some money has to be retained in trust indefinitely for deferred Plan members who have not made a claim and have not been located.
- 18. Defined Benefit Pension Plan:** Plan members have asked how long they need to work for MTS to receive the maximum pension benefit of 70% of their best five-year average salary. This can range from 41.3 years to 48.5 years. The [attached chart](#) shows the needed years of service for a given best five-year average salary.

### **Grievances and Complaints**

- 19. Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** Several witnesses for the complainant (a former MTS employee and TEAM member) testified during the week of November 5<sup>th</sup>. The hearing continues February 13, and should be concluded during the week of May 15, 2017.
- 20. Arbitration - Overtime:** We await the judge's decision from the judicial review hearing of February 22, 2016. Legal counsel informs us that it is not uncommon for decisions to be delivered a year after the hearing.
- 21. Grievances and Complaints:** See [summary report](#).

### **Events Attended**

- Sep 14 - Board Meeting
- Oct 11 - IFPTE Representative Interviews
- Oct 19 - General Meeting - Brandon
- Oct 20 - General Meeting - Corydon, Winnipeg
- Oct 21 - General Meeting - Downtown Winnipeg
- Oct 26 - Board Meeting
- Nov 3-5 - Canadian Council of Professionals
- Nov 7-10 - Canadian Human Rights Tribunal hearing
- Nov 13-14 - IFPTE Local 160 Council meeting
- Nov 15 - IFPTE Council of Canadian Locals

- Nov 23 - TEAM Finance Committee
- Nov 24 - MTS Defined Contribution Pension Plan Committee
- Nov 28 - TEAM Governance Committee
- Nov 30 - MTS Defined Benefit Pension Plan Committee
- Nov 30 - MTS Pension Award Implementation Committee
- Dec 1 - Labour liaison meeting with NDP Caucus

### **Board Direction and Requests**

22. The ED wishes to discuss two confidential matters with the Board.

**Motion:** To move In-Camera for discussion of confidential office matters.

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