

March 6, 2017
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
February 27, 2017

Motion and Direction Updates

1. **Auditors:** ONBusiness has been notified that the Board approved them as Auditors for TEAM's 2016 accounts.
2. **2017 Budget:** The approved budget figures have been entered into QuickBooks.
3. **D&D Legal Services:** Kris Saxberg has been advised that the Board approved the Legal Services Retainer Agreement.
4. **Winnipeg Labour Council:** Affiliates are entitled to one delegate for each one hundred members. TEAM is therefore entitled to seven delegates as we only pay dues for those working in Winnipeg. We are also allowed an alternate for each of the delegates. The office therefore needs guidance on who is to be registered as a delegate, and who is an alternate. If more than seven from TEAM attend a meeting at the same time, the excess sit in the guest area and do not vote. Note: Dave Sauer has indicated he would be pleased to attend for TEAM as a delegate or alternate.
5. **Mel Myers Labour Conference:** Five members-at-large expressed an interest in attending, however budget was approved for only two. Two of the applicants had not previously attended a Mel Myers Conference and were therefore selected to attend. Board Members attending are: Charlie Hendren, Bryan Parker, and Jason Whenham. Release requests have been issued and registration fees paid.
6. **Canadian Labour Congress Convention:** Flights and accommodation have been booked, and release requests issued. The IFPTE Council of Canadian Locals meeting will take place the day before the convention. Attending will be Misty Hughes-Newman, Steven Holt, and Bob Linsdell.

New and Ongoing Matters

7. **New Collective Agreement:** The booklets have been distributed to the majority of our members outside the Winnipeg downtown area. Board Members and other volunteers will be distributing the booklets and Take-a-Break coffee cards downtown and to those missed at Osborne.
8. **TEAM's Investments:** The TEAM Board has been looking to increase returns on its investments to offset a decrease in dues received. On consulting with legal counsel, I have been advised that although the Board's intentions have been openly shared with members at our General Meetings and in the meeting presentation shared with all members, a change to the TEAM Constitution is required. The investment policy needs to be explained, including the risks, and the change has to be voted on by the membership. The Constitution changes should be referred to the Governance Committee for drafting.

Grievances and Complaints

9. **NCS Date:** several members have come forward in response to our recent 'New and Noteworthy' memo in which we advise members to check that their NCS date matches their start date with MTS. Members are discovering that MTS failed to adjust their NCS date when they came into TEAM, resulting in vacation increases being delayed a year and in some cases more. At this time, we are advising members to request that the lost vacation is credited to their vacation bank. The Company has so far declined to credit our members with their lost vacation days. A Policy Grievance is therefore being prepared.
10. **Personnel Records:** At the Canadian Human Rights Tribunal (see below), the Company used a disciplinary letter that was over ten years old as a piece of evidence. Had the Company followed the Collective Agreement the letter would have been destroyed two years after it was issued. At the hearing the Company expressed reluctance to go through our members' personnel files and remove stale dated disciplinary letters. TEAM is consulting with legal counsel on this matter.
11. **Contractors:** Feedback from members suggests that MTS is using [unreported] contractors to do work that has previously been done by TEAM members. The office has informed the Company that the new Contractor Letter of Understanding allows for situations where there are special projects, so more contractors can be engaged without risk of a complaint from TEAM. The Company shows no signs of changing its current position. A Policy Grievance is being prepared.
12. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** All of the witnesses for each side have now testified. Closing arguments will commence May 15th. The issues raised in this case go far beyond the individual who made the claim against MTS (a former TEAM member). Although a favourable outcome is never certain, we expect to see some compensation for the complainant, and recommendations to improve MTS's training of staff and perhaps changes in the respectful workplace policies.
13. **Arbitration - Overtime:** We await the judge's decision from the judicial review hearing of February 22, 2016.
14. **Grievances and Complaints Tracking:** [See summary report.](#)

Events Attended

- Dec 7 - Board Meeting
- Dec 16 - Board Election Ballot Count
- Jan 12 - Finance Committee
- Jan 17 - All Union Meeting re. BCE purchase of MTS
- Jan 18 - Board Training and Legal Update
- Jan 27 - Board Meeting
- Feb 1 - All Union Meeting to discuss Dental Plan surplus
- Feb 8 - Joint Benefits Committee

- Feb 8 - Special Board Meeting
- Feb 10 - IFPTE Council of Canadian Locals (via conference call)
- Feb 13-17 - Canadian Human Rights Tribunal Hearing
- Feb 21 - Collective Agreement & Take-a-Break Card distribution, McGillivray
- Feb 22 - Collective Agreement & Take-a-Break Card distribution, Corydon
- Feb 22 - Collective Agreement & Take-a-Break Card distribution, Osborne

Board Direction and Requests

15. Winnipeg Labour Council Delegates: Refer to the WLC item under “Motion and Direction Updates” above.

16. IFPTE Council of Canadian Locals: In a conference call meeting on February 10th the below two topics were discussed. The representatives of two Locals, 160 and 164, were able to agree to the proposals without referring back to their respective Board’s.

a) Operating Fund: It is proposed that each Local (there are currently four) contribute \$2,500 annually to the CCL Operating Fund. The purpose of the fund is to support initiatives that may arise, pay for guest speakers, and invite and assist representatives from other associations/unions who may wish to affiliate with the IFPTE, in attending CCL meetings and meeting representatives from the Locals. The rationale is so that each Local doesn’t have to write a cheque every time the CCL has a requirement to undertake an action.

b) Political Campaign Website: This is a website application that enables IFPTE Locals to easily setup and run email/letter writing campaigns, such as against Bill C-27, “An Act to Amend the Pension Benefits Standards Act, 1985”. Members will be able to choose from a number of pre-written letters, make their own edits, and on clicking send, the email will be sent to their local, provincial and federal elected representatives and/or ministers. Members would access the application from a TEAM campaign memo or via the CCL website on: www.ifpte.ca.

The proposal is for the Locals to share the cost of building and customizing the site. The cost to each Local is approximately \$1,650 plus taxes. The ongoing website maintenance cost of approximately \$50/month, would come from the CCL Operating Fund.
