

August 31, 2017
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
August 28, 2017

Motion and Direction Updates

1. **2017 TEAM Annual General Meetings:** The venues in Winnipeg have been booked:
 - October 31, 2017: Fairmont Hotel
 - November 1, 2017: Masonic Memorial Temple

The venue for the meeting in Brandon has yet to be arranged.

New and Ongoing Matters

2. **Bargaining Unit Work:** Members have told us that the lack of information pertaining to their future with Bell is creating a lot of stress, and that numerous rumors are circulating in the workplace regarding retirement packages and layoffs. Following up on these concerns, the TEAM President has requested a meeting with Mr. Dan McKeen, (Vice Chair, Bell MTS & Western Canada, Senior VP Small Business), to discuss Bell's plans for work currently being done by our members. We were advised that the Company is having to work around vacations and we are waiting for the meeting to be scheduled.
3. **Share Ownership Plans:** On August 18th the Company announced that the MTS Employee Share Ownership Plan (ESOP) was being replaced with the Bell Employees' Savings Plan (ESP) in September. The three union offices received notice after their members had been told, which didn't help matters as the Unions were not in a position to explain fully the rights of the Company in this regard.

While the ESP has a slightly higher employer match ratio, it lacks a number of important features, specifically, the ESP has a two-year vesting period, which requires members to forfeit two years of employer contributions if they resign (or are terminated for cause), and the ESP is non-registered i.e. it cannot be designated an RRSP, Spousal RRSP or TFSA. For some members this loss of flexibility means they now have to choose between buying Bell shares through the ESP and the benefits of putting their money into a registered account. The latter has the guarantee that if they resign, they will not have lost the benefits gained through investing via a registered account.

Under the MTS ESOP, the Company retained the right to alter and/or terminate the Plan. It is also not part of the Collective Agreement, and as such, there is no recourse regarding the switch to the Bell ESP.

4. **Dental Plan:** Members of the Joint Benefits Committee have agreed to bring down the Plan surplus by implementing a seven-month employee and employer contribution holiday. The commencement date has yet to be finalized.

5. **Expansion of TEAM:** At the previous Board meeting the question was raised about possible restrictions in our Constitution and Bylaws that would preclude TEAM from representing other groups outside the telco and associated companies. A legal review of these governing documents concludes:

“there is nothing in the TEAM Constitution and bylaws which prevents TEAM from representing employees of a company other than Bell MTS Inc. However, TEAM can only organize employees of companies within the ‘territory allotted to them by the Executive Council of IFPTE.”

Therefore, the only substantive restriction is in the “territory” allotted by the IFPTE. As such, any expansion of TEAM should be discussed with the IFPTE to avoid encroachment into another Local’s designated territory.

Grievances and Complaints

6. **NCS Date:** TEAM has filed a [Policy Grievance](#). The issue stems from [Article 7.06](#), wherein the NCS date in TEAM is the original date of engagement (less any deductible absences) and the Company’s decade old practice of revising the NCS date of existing employees coming into TEAM’s bargaining unit.
7. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** The hearing concluded in May 2017. The Tribunal’s decision is expected around September/October of this year.
8. **Arbitration - Overtime:** The Court’s decision is expected this August/September.
9. **Grievances and Complaints Tracking:** See the [summary report](#).

Events Attended

- Jun 29 - Board Meeting
- Jul 10 - Meeting with local politician(s)
- Jul 11 - Meeting with local politician(s)
- Jul 24 - Meeting with local politician(s)
- Jul 28 - Solidarity Rally for Striking Winnipeg Airport Workers
- Jul 31 - Meeting with local politician(s)
- Aug 1 - Annual business financial policy review with ONBusiness
- Aug 8 - Meeting with local politician(s)
- Aug 8 - Meeting with local politician(s)
- Aug 9 - Meeting with local politician(s)
- Aug 14 - Meeting with local politician(s)
- Aug 16 - Meeting with local politician(s)
- Aug 17 - Meeting with local politician(s)

- Aug 17 - Meeting with Unifor Rep from Zayo (previously known as Allstream)
- Aug 24 - [Rally against cuts](#) at St. Boniface Hospital.

Board Direction and Requests

None
