

January 26, 2018
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
January 25, 2018

Motion and Direction Updates

1. **MFL Labour Christmas Tree Party:** TEAM made a contribution of \$200 to the children's Christmas Tree Party.

New and Ongoing Matters

2. **BellMTS Downsizing:** On January 18th BellMTS announced another downsizing of the Manitoba workforce. The Company said it is seeking to reduce the number of unionized positions by up to 62: 40 from TEAM, 15 from IBEW, and 7 from Unifor. We do not know if any non-unionized positions are targeted for elimination. The work is being outsourced. The IT work is going to CGI and property management work to BGIS. The TEAM Collective Agreement does not have protection against genuine contracting out.

It is now clear that Bell/BCE has little interest in retaining many of the professional jobs represented by TEAM in Manitoba. Outsourcing of high-value work seems to be Bell's way. We have heard that one contract firm was excited at the possibility of the opportunities the Bell takeover would bring, and now confirmed by them offering former members work at BellMTS, doing similar work to that they were doing before taking a voluntary departure package, some of them under threat of layoff if the Company did not meet its downsizing goal by voluntary means.

As per past downsizings, we are tracking the progress of the VRTIP, and will be asking the Company to do everything possible to retain all employees that do not apply for a VRTIP package. The Company stated that departures will occur between June and December, which in our view, will provide an opportunity to provide training to members in targeted positions to do the work of non-targeted members who wish to leave.

We will be holding a meeting with members who are in targeted positions when we have more data on the progress of the VRTIP and the answers to a number of questions regarding the positions targeted.

- The Winnipeg Free Press did a short story on the downsizing.
- At the January 25th Winnipeg Council meeting the Mayor was questioned about the downsizing by councillors:
 - [Ross Eadie](#) (Mynarski Ward)
 - [Scott Gillingham](#) (St. James-Brooklands-Weston Ward)

3. **Pension Lawsuit:** On November 28th, the MTS Pension Award Implementation Committee met to discuss options for the distribution of the remaining \$1.3M. After obtaining advice and looking at the cost of various options, the Company presented a distribution plan, which after discussion, was unanimously agreed to by the members of the Committee. All plan members will receive \$200 each. Retirees will receive their

\$200 in one of their 2018 pension payments, and plan members who are currently working will receive their \$200 when they start drawing their pension or take the commuted value. No interest will be earned on the \$200.

Grievances and Complaints

4. **Contractors:** TEAM's [Contractor Policy Grievance](#) has been referred to arbitration. The hearing has been scheduled for March 6 and June 25-28, 2018.
5. **NCS Date:** A Step 3 grievance meeting on TEAM's [NCS Policy Grievance](#) was held September 22nd. We await the Company's response.
6. **Overtime:** The Court's decision was expected by September but has not yet been issued.
7. **Grievances and Complaints Tracking:** See the [summary report](#).

Events Attended

- Nov 27 - Board Meeting
- Nov 28 - Defined Contribution Pension Plan Committee
- Nov 28 - Defined Benefit Pension Plan Committee
- Nov 28 - MTS Pension Award Implementation Committee
- Nov 29 - Bell's Let's Talk/Mental Health Overview
- Dec 3-4 - IFPTE Canadian Council of Locals
- Dec 11 - All Bell/MTS Unions meeting
- Jan 17 - Finance Committee
- Jan 23 - IFPTE Head Office conference call re. downsizing

Board Direction and Requests

8. **Bell Let's Talk Day:** On January 31st Bell is holding its Canada-wide Bell Let's Talk Day highlighting mental health issues. TEAM has been asked if we would be willing to support the event by placing the Bell event logo on our website.

Numerous members have shared with the office the depressing work environment caused by the ongoing fear of job loss and the impact it is having on their physical and mental health. It makes sense that we support this Bell initiative.
