

May 11, 2018
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
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Motion and Direction Updates

1. **1919 Winnipeg General Strike:** The first of our two contributions has been sent to the MFL, making TEAM an official sponsor of this important 100th Anniversary event. Our second contribution will be made in 2019.
2. **Legal Services Retainer:** Cochrane Saxberg LLP has been informed of the Board's decision and the agreement duly signed and payment schedule established.
3. **Incorporated Name Change:** The new name has been filed with Companies Office Manitoba. Our incorporated name now TEAM Union Inc.
4. **BCE AGM:** On behalf of the TEAM membership our local IFPTE Rep, Dave Sauer, attended the AGM and raised concerns about BCE's strategy for Manitoba. The [Company's answer](#) failed to address or reconcile their statements about MTS becoming BCE's "Western Canada headquarters" and the reality of numerous middle-class jobs being eliminated.
5. **IFPTE Convention:** In addition to the TEAM President, Misty Hughes-Newman, the Board approved sending two members to the Convention in June. As only two members put their name forward, no election was necessary. The two members are Peter Gonczyk and Steven Holt.

New and Ongoing Matters

6. **Bell MTS Downsizing:** Of the 46 members who applied to the January 2018 voluntary departure program and were approved, approximately half will be leaving in June. Rumours of future downsizing are widespread and causing a lot of stress and questions about BCE's honesty when it made statements about making MTS a Western Headquarters.
7. **Bell Jobs:** Members have reported being told that if they want to apply on a Bell job, they have to be prepared to resign from Bell MTS, leave the Defined Benefit Pension Plan and TEAM. This clearly shows BCE's desire to move people out of the DB Pension Plan and to keep what is currently non-unionized work outside TEAM's jurisdiction.
8. **TEAM Phone System:** In response to a request for a review of our current system and costs, Bell MTS sent a rep from Elite Communications. When this happened last time we asked for a TEAM member to deal with our account. On this occasion, we wanted to hear what the contract Rep had to say. We were told that we would be better off on the Bell wireless network and plans. For several reasons, including keeping work in Manitoba, we disagree.

9. **TEAM Website:** A demo of the updated website is expected to be available for review by the Board in June.

Grievances and Complaints

Below are ongoing grievances that either impact the membership as a whole or members in a specific area, or the matter is of significant importance to the operation of the union and its representation of the members. A complete list of the current complaints and grievances is available in the [summary report](#).

10. **Overtime Grievance:** After waiting two years for a decision, the judge decided in favour of the Company. We, supported by a legal opinion and just plain fairness, believe the decision is flawed. The Company knows, having seen the reams of supporting evidence, that the subject employee worked many hours to keep up with the workload for the benefit of the Company and customers. The Company has been asked if they would be prepared to pay the employee for the work they know was done. Regrettably, we have to continue to seek resolution through the courts. TEAM will be referring the matter to the Manitoba Court of Appeal.
11. **Contractors:** TEAM's [Contractor Policy Grievance](#) has been referred to arbitration. The hearing is scheduled for June 25-28, 2018.
12. **NCS Date:** The Company denied the [NCS Policy Grievance](#). We are taking the matter to arbitration. The hearing will take place October 3-5, 2018.
13. **Acting Appointments:** The two grievances ([Inappropriate Use](#) and [Not Posted](#)) have been denied by the Company. TEAM has referred them both to arbitration. Dates to be determined.

Events Attended

- Mar 23 - Board Meeting
- Apr 9 - BCE Sick Leave and Return to Work Changes
- Apr 12 - Board planning session

Board Direction and Requests

14. **2018 TEAM AGM:** The office is seeking the Board's approval to establish the dates for the Winnipeg TEAM membership Annual General Meeting sessions. The proposed dates are November 5th and 6th. The session in Brandon will occur within a week of the Winnipeg meetings.
