

**March 11, 2010**  
**TEAM Board Meeting**  
**Executive Director's Report**

Bob Linsdell  
March 11, 2010

**Motion and Direction Updates**

1. **Mel Myers 2010 Conference:** One member-at-large and a member of staff attended, plus two staff members attended specific sessions of interest using a spare ticket.
2. **MFL 29<sup>th</sup> Annual Health and Safety Conference:** One Health and Safety committee TEAM member will be attending.
3. **Strategic Sales Planner:** The Company was informed of the Board's concurrence to select the second candidate from the ES-M01-09 competition.
4. **Board Member Liability:** Legal counsel has been asked to provide details of what Board members can be held responsible for.
5. **Bargaining Committee Terms of Reference:** Terms of reference were approved by the Board and provided to the members of the Bargaining Committee.

**General Matters**

1. **American Insurance Life:** I raised concerns with AIL regarding the language used in the material they would send to TEAM members. I requested that they consider wording that would be acceptable to the TEAM Board, and to provide full disclosure of TEAM's commitments should we sign the AIL agreement.
2. <Confidential Item>
3. **MFL Executive Meeting (February 22 & 23):** I was unable to attend due to negotiation preparations. A report from TEAM was submitted.\*
4. **Court of Queen's Bench:** The required signoffs have been received and the Court of Queen's Bench case has been closed.\*
5. **Pension Formula:** I met with IBEW and it was agreed that the IBEW Pension Rep will request from the Company their position on the formula. The union and retiree reps will meet when a response has been received.

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\*Additional information included in the pre-meeting package.

6. **DB to DC TEAM Transfers:** As part of the negotiating process I requested the number of TEAM members that transferred from the DBP to the DCP. The answer is: Zero.

### **Board Direction and Requests**

1. **Pension Lawsuit Appeal:** D'Arcy and Deacon has provided a fixed cost proposal to defend our win in the pension lawsuit against an Appeal. The proposal includes a number of options regarding the division of the costs between the plaintiffs, including a contingency option. I met with IBEW and it was agreed that some minor changes to the agreement, mainly around early settlement, would be appropriate\*

**Recommendation:** That TEAM defends the pension lawsuit award against any Appeal, as per the recommendations of legal counsel, and further agrees to cover its fair share of the costs defined in the litigation budget of February 18, 2010.

2. **Legal Counsel:** D'Arcy and Deacon has provided a 2010 Retainer proposal. The past arrangement has worked well for TEAM. The 2010 retainer agreement differs from 2009 in that the cost of the Human Rights case against the Company, and the negotiations legal support will be dealt with outside the retainer. Each of these matters can, in themselves, range from \$20,000 to over \$80,000, making it difficult to cover with a fixed price retainer.\*

**Recommendation:** That TEAM retain D'Arcy and Deacon as legal counsel on all labour relations matters as per their proposal of March 10, 2010.

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\*Additional information included in the pre-meeting package.