

**October 29, 2013**  
**TEAM Board Meeting**  
**Executive Director's Report**

Bob Linsdell  
October 28, 2013

**Motion and Direction Updates**

1. **Canadian Council of Professionals November 15<sup>th</sup> Meeting:** Releases will be issued.
2. **TEAM Leadership Seminar facilitated by Linton:** As per previous sessions, demand exceeded places. Priority went to members in leadership roles. Fifteen members attended and will be asked to complete a feedback form.

**General Matters**

1. **New Collective Agreement:**
  - **Eye Exams** - A claim form is now available on Our Source. The Company requires the manager as well as the applicant sign the form.
  - **Compressed Work Week** – A guide is being developed by TEAM.
  - **Online and Printed Agreement** – We continue to work with the Company on specific wording around the somewhat complex rules for PLDs. All other changes have been incorporated into the [online version](#) and will be printed and distributed as soon as possible.
2. **Pension Lawsuit:** The appeal was heard before the Supreme Court of Canada (SCC) on May 16<sup>th</sup>, 2013. The video webcast of the hearing is available on the SCC [website](#). The Supreme Court typically renders a decision within six to eight months of hearing a case; we therefore expect to receive the decision between mid-November and mid-January, albeit, some decisions have taken a year.
3. **Canadian Human Rights Tribunal - Disability:** The parties have submitted arguments re pension benefit (TEAM) vs. pension contributions (MTS). We await the Administrative Judge's decision.
4. **Canadian Human Rights Tribunal - Harassment:** A case conference was held to set hearing dates: June 16 to June 30, 2014.
5. **Arbitration - Disability and Failure to Notify TEAM of Termination:** Hearing to be held December 9 to December 13, 2013.
6. **Arbitration - Overtime:** Hearing to be held January 8 to January 10, 2014.
7. **Health & Safety:** For the most part, MTS is set on using TEAM members vs. Directors to represent the Company on Health and Safety Committees. TEAM will put out a call for members to sit on the committees to represent employees in TEAM's jurisdiction. If we are unable to fill a vacancy we will first attempt to resolve the issue with the Company, and may take the matter back to the Employment and Social Development Canada (ESDC, formerly HRSDC) and/or the Canada Industrial Relations Board.

- 8. TEAM Scholarship Awards:** See separate [report](#). Letters have been mailed to all applicants advising them of the Committee's decision.
- 9. Take a Break:** Two Hot Dog Day events were held in Winnipeg. Both were well attended.
- 10. Annual General Meetings:** Members have been notified as per the Constitution and Bylaws. Session schedule:
- Tuesday November 5<sup>th</sup>, 12 pm  
Fairmont Hotel, Midway Ballroom, Winnipeg
  - Wednesday November 6<sup>th</sup>, 12 pm  
Masonic Temple, 420 Corydon, Winnipeg
  - Thursday November 7<sup>th</sup>, 4:30 pm  
Victoria Inn, Hospitality Suite 217, Brandon
- 11. Allstream Sale:** The federal government's blocking of the sale to Accelero Capital has raised a number of questions, primarily about the impact on the Defined Benefit Pension Plan, and the potential for voluntary retirement packages ([VRTIP](#)). The pension plan will be discussed at Pension Committee in December. We understand that the Company has indicated that there will be no VRTIPs.
- 12. Other Ongoing Matters:**
- **Grievances and Complaints:** See separate [report](#).
- 13. Events Attended:**
- Sep 12 - Negotiations: CAR appreciation lunch
  - Sep 13 - Joint Benefit Committee
  - Sep 13 - Three members' retirement event in Brandon
  - Sep 17 - Take a Break Hot Dog Day (Downtown Winnipeg)
  - Sep 18 - Take a Break Hot Dog Day (Corydon/Osborne, Winnipeg)
  - Sep 19 - New Member meeting
  - Sep 20 - Defined Benefit Pension Committee
  - Oct 25-27 - TEAM Leadership Seminar
  - Oct 29 - CUPE rally at the Manitoba Legislature

## **Board Direction and Requests**

### **1. Board Meeting Schedule:**

- I am attending an arbitration hearing December 9<sup>th</sup> to 13<sup>th</sup>. I therefore request that the December 10<sup>th</sup> Board meeting be moved to the 3<sup>rd</sup> or 17<sup>th</sup>.
- The office anticipates the first Board meeting occurring at a Board training/planning retreat and hence requests direction on the date, location, and funding authorization.

2. **TEAM Leadership Seminar:** As mentioned previously, this seminar is well received by the members. We consistently receive very positive feedback about the seminar, the networking opportunity it provides, and how the leadership techniques are applied in the workplace and at home. To enable the office to arrange a seminar early in 2014, it is requested that the Board authorize the seminar and related funding.
  
3. **CLC Fall Educational:** The Canadian Labour Congress is running a training seminar on November 24<sup>th</sup> to 27<sup>th</sup> in Gimli. The seminar covers Health & Safety, Workers Compensation, Conflict, Dealing with stress, harassment and violence in the workplace, and other union related sessions (see provided brochure). As this is a weekday course, attendees will need to be released from their duties.

**Motion Suggestion:** To send up to three members to the CLC Fall Educational, November 24-27, 2013.

4. **CPBI Breakfast Seminar:** On November 21<sup>st</sup> the CPBI will hold a breakfast seminar at the Fort Garry Hotel Winnipeg. The topic is *Mental Health and the National Psychological Standard for the Workplace* (see provided brochure). This session may be of interest to members who sit on our Health and Safety Committees.

**Motion Suggestion:** To send up to three Health and Safety Committee members to the November 21<sup>st</sup> CPBI Breakfast Seminar at a cost of \$95 per attendee.

5. **Students:** It came to light recently that students who occasionally work in TEAM's jurisdiction are having dues deducted by MTS for weeks when they haven't been working. In one example a student had \$130 deducted in back dues instead of \$16.72 for the pay period. The Board is asked to review the relevant articles of the Constitution and Bylaws and provide direction.

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# United Food & Commercial Workers Union

1412 Portage Avenue, Winnipeg Manitoba R3G 0V5  
Phone 204-786-5055 • 1-888-UFCW-832 • Fax 204-786-3175

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October 28, 2013

Dear Brothers and Sisters,

## **Re: UFCW Local 832 - Vista Park Lodge Strike**

I want to take this opportunity on behalf of our members, to give a big thank you to all of the local Unions, the brothers and sisters, who supported us during our Vista Park Lodge strike.

Many of you walked our picket line, donated food and resources and we fully appreciate all of your efforts. Your time spent on the line meant a lot to our members, by showing your support, you showed them that they are not alone in their fight and that the labour movement in Manitoba stands behind them.

In solidarity,

A handwritten signature in black ink, appearing to read 'Jeff Traeger', with a long horizontal line extending to the right.

Jeff Traeger,  
President,  
UFCW Local 832

/sg cope 342



Canadian Labour Congress

Congrès du travail du Canada

# Final Reminder

## 2013 Manitoba Fall Educational

Registration deadline for the Manitoba Fall Educational being held in Gimli, Manitoba November 24 to 27 is fast approaching.

**Please register by Tuesday, Nov. 5, 2013.**

There is still availability in the following classes:

- **Workers Compensation – The Basics\***
- **Level 1, ABC's of Workplace Health and Safety\***
- **Building a Diverse and Representative Labour Leadership**

**\*Please note this is the only opportunity for Health and Safety training this year through the MFL.**

You can register online using this link: <https://sms.clc-ctc.ca/events.htm>

**or** you can complete the registration form from the attached brochure. Once completed either **fax** it to the CLC Office at 306-525-9514 or call the office at 306-525-6137 and advise that you are sending delegates and which class they are registering for.

**Early Bird Fees still apply: \$750 Single/\$550 Double/\$325 No Room**



## CPBI MANITOBA REGION BREAKFAST SESSION



# Mental Health and the National Psychological Standard for the Workplace

**Cori Lawson-Roberts, AVP**  
**National Disability Services, Group Disability, Manulife Financial**



Cori Lawson-Roberts is the Assistant Vice-President of National Disability Services at Manulife Financial.

Cori leads the national teams that support the front-line absence management, disability and rehabilitation operations across Canada. The national teams are responsible for disability appeals, development of absence, disability and rehabilitation best practices and procedures, quality audits, training and development, litigation and fraud management, and claims management system support and reporting.

Cori has been in the insurance industry since 1987. Cori is often called upon to present on industry related topics, most recently mental health in the workplace.

### Session Outline

Cori will review the Canadian mental health landscape, the impact and emerging trends in mental health, specifically, the national standard on psychological health in the workplace.

Cori will discuss the important role employers play in the mental health of their employees, and discuss strategies for employers to address mental health in the workplace.

This session will be of interest to employers, advisors and consultants.

**DATE**  
Thursday Nov 21, 2013

**LOCATION**  
The Fort Garry Hotel

**TIME**  
Breakfast 7:30 - 8:00 am  
Session 8:00 - 9:15 am

**FREE PARKING**  
is available at  
The Fort Garry Hotel.  
Validation at the  
Registration Desk.

**Bring your  
business card  
to enter the  
prize draw**

### Going Green

Amidst growing environmental concerns, CPBI Manitoba has made the move toward sustainability by reducing our use of paper. Paper handouts will not be provided at CPBI breakfast sessions. Copies of session presentations will be emailed on request following each session.

