

September 22, 2015 TEAM Board Meeting Executive Director's Report

Bob Linsdell
September 21, 2015

New and Ongoing Matters

1. **Pension Award Implementation:** Of the \$140M award, approximately \$8M has yet to be paid out. Around 70% of this is earmarked for the estates of deceased plan members and 22% for people who have yet to be located ("unlocateds"). The primary focus at this time is getting the money to estate beneficiaries.

A lawyer has been engaged to work through the complexities of estates, and a simpler process will be adopted for amounts of less than \$10,000. Cheques for estates are being issued monthly. An external agency will be contracted to try and find the unlocateds.

2. **Contract Negotiations:** The Bargaining Committee met twice in August and will meet again in early October. The meetings were very productive, with committee members providing valuable input on a wide range of workplace issues, resulting in a number of high level draft proposals. The committee will also assist in developing a membership survey.

The Communication Action Network is being reactivated. We had a good response to the call for members who were prepared to be Communication Action Representatives (CARs). Initial meetings with CARs to discuss their role in the negotiations are underway.

3. **TEAM Leadership Training Course and Seminar:** The five-day training course is progressing, with two more sessions to go. The demand to attend exceeded available places. The two-day seminar in Gimli is scheduled for October 24th and 25th. A number of members have already expressed an interest in attending.
4. **Canadian Human Rights Tribunal - Disability:** MTS has now met the Tribunal's order, and this matter will be closed. Our member received payments of \$10,000 for pain and suffering, \$10,000 for the Company engaging in the discriminatory practice wilfully or recklessly, \$145,000 for lost pension benefit in the form of an annuity, and \$2,500 for miscellaneous expenses. In addition, as a consequence of the requirement to effectively extend the time our member was in the pension plan, the member received an additional \$5,400 from the pension lawsuit award.

The member sent a letter of gratitude, thanking the Board and staff for their support throughout the process, and that she hopes MTS has learned something and will be less inclined to repeat what they did to her.

5. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** The hearing scheduled for May was postponed until late 2015 as a second breach of the Code came to light i.e. a failure to accommodate an employee with a disability. The Commission has investigated and ruled that the employee should have reported the

discrimination at the time of the events, however they provided an opportunity to respond. A response is being prepared. Regardless, the hearing on the first discrimination claim issue will proceed.

6. **Arbitration - Overtime:** Legal counsel has submitted their brief and materials for the judicial review of the arbitrator's decision.
7. **Grievances and Complaints:** See attached summary report.

Events Attended

- Aug 18 - Board Meeting
- Aug 25 - Meeting with MTS CHRO, Marvin Boakye
- Aug 25 - Bargaining Committee
- Aug 28 - Presented at TEAM member retirement
- Sep 2 - Finance Committee Meeting
- Sep 4 - TEAM Leadership Training session opening remarks
- Sep 18 - TEAM Leadership Training session
- Sep 21 - Pension Surplus Implementation Committee

Board Direction and Requests

1. **Contract Negotiations:** The amount budgeted this year for contract negotiations is insufficient to cover the planned preparation initiatives developed by the Executive Director and IFPTE International Representative. I am seeking the Board's agreement to increase the budget accordingly.

Motion: To increase the 2015 budget for negotiations to \$_____.

2. **Scholarships:** The application deadline for the TEAM-IFPTE Local 161 Annual Scholarships is September 25th. A Scholarship Committee needs to be established to review the applications, determine those who will receive an award, and attend the award evening.

Motion: To approve <member>, <member> ... as members of the Scholarship Committee.

3. **Internal Control Audit:** Our accountants have completed the review of our processes and have made a number of recommendations, some of which have already been implemented. It is requested that the Finance Committee oversee and assist with the implementation of the outstanding recommendations, including development of polices, and to ensure that appropriate resources are available.

Motion: To accept the Internal Control Report and refer it to Finance Committee to oversee and assist with implementation of the recommendations.

4. **Canadian Council of Professionals (CCP):** At the May meeting of the CCP, all participants agreed on the final draft of the constitution (subject to errors and omissions). A final vote on the document will be held at the fall CCP meeting in Winnipeg.

Motion: To accept the Canadian Council of Professionals Constitution.
