

February 25, 2015 TEAM Board Meeting Executive Director's Report

Bob Linsdell
February 24, 2015

Motion and Direction Updates

1. **MFL Convention:** Accommodations have been booked. Delegates have to submit credentials by May 13th. The conference starts May 28th.
2. **West Broadway Youth Outreach Appeal:** TEAM made a donation as per Board direction. Donations of money and gifts from TEAM members were phenomenal; they really saved the day.
3. **2015 Budget:** The Finance Committee are preparing the final budget. The interim budget is being used in the meantime.
4. **IFPTE Convention:** A call for members interested in being delegates at the convention will go out later this year. The convention starts July 27th.
5. **Mel Myers Conference:** More members applied than we had approved places. Applicants will be checked against the selection criteria and informed accordingly.
6. **Pilot Reward Program:** Twelve TEAM members received an award of Performance Share Units.
7. **Overtime Arbitration:** A comprehensive application for judicial review has been filed by TEAM.

General Matters

1. **Pension Award Implementation:** The distribution of \$140M was a monumental undertaking for MTS; however, for all but a relatively small number of issues, the bulk of the money has now been paid to Defined Benefit Plan members, either directly in the form of lump sum payments, transfers to RRSPs, a combination of both, and for some retirees, as a pension increase. There is still a sizable amount of money as yet unclaimed. This will be held for two years, at which time a determination will be made on how any remaining funds will be utilized. The Implementation Committee continue to meet and monitor the progress of the distribution and associated costs.

I received a number of complaints regarding the external helpline, and all were passed on through MTS, with many of the individual's matters being addressed quickly.

2. **TEAM Office Staff:** Further discussions on the union contract to take place on March 4th at D'Arcy and Deacon.

Ongoing Matters

- 1. Canadian Human Rights Tribunal - Disability:** The Company has been advised of our member's decision regarding the lost pension benefit and provided until March 20th to implement the Administrative Judge's Order.
- 2. Canadian Human Rights Tribunal - Discrimination:** The hearing scheduled for May has been postponed until late 2015. The reason is that for the same individual we are waiting to hear back from the Canadian Human Rights Commission regarding their investigation into a second breach of the Code i.e. a failure to accommodate an employee with a disability.
- 3. Arbitration - Overtime:** We were disappointed with the decision in favour of the Company, and have subsequently filed for a judicial review. The arbitration panel's decision was not unanimous, with one member of the panel (our nominee) writing a strong dissenting opinion.
- 4. Grievances and Complaints:** See attached [summary reports](#).

Events Attended

- Dec 9 - Board Meeting
- Dec 11 - Manitoba Federation of Labour Reception
- Jan 8 - Pension Surplus Implementation Committee
- Jan 14 - Conference call with MTS's new CEO, Jay Forbes
- Jan 20 - Joint Benefits Committee
- Jan 28 - Manitoba Labour Board Public meeting
- Jan 30 - Special Board Meeting
- Feb 4 - MTS Q4 Conference Call
- Feb 10 - MTS Business Update with Kelvin Shepherd
- Feb 11 - Celebrating Success with members, Jay Forbes & Kelvin Shepherd
- Feb 13 - Pension Surplus Implementation Committee
- Feb 13 - Finance Committee

Board Direction and Requests

- 1. D'Arcy and Deacon 2015 Labour Relations Retainer:** Further to our meeting with Mr. Saxberg in January, the Board has been provided with the retainer agreement and summary of billings for January and February, plus an estimate of unbilled items which Mr. Saxberg has stated he will cover under the retainer.

Motion Suggestion: To renew the D'Arcy and Deacon Labour Relation retainer agreement.

2. Strategic Action Plan: Funding is requested to execute the extensive list of member engagement activities, including training opportunities and preparations for the 2016 round of Collective Agreement negotiations. The Board has been presented with the plan. The high level categories are:

- Seminars and Training for Members
- Negotiations Preparation
- Conventions and National Meetings
- Strategic Actions
- Newsletters and Publicity
- Compassionate Response Fund
- Scholarship Program

Motion Suggestion: To approve the revised Strategic 2015/2016 Action Plan.
