

June 29, 2017
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
June 28, 2017

Motion and Direction Updates

1. **Manitoba Federation of Labour VP:** Dave Sauer is attending the MFL's Executive meetings as TEAM's representative.
2. **Winnipeg Labour Council:** TEAM's delegate list has been provided to the WLC office.
3. **IFPTE Council of Canadian Locals:** Arrangements have been made to submit our contribution.
4. **BCE Annual General Shareholder Meeting:** BCE's purchase of MTS was finalized after the Record Date, and as a consequence, MTS shareholders did not receive a proxy circular. BCE made arrangements so that the TEAM Executive Director could attend the meeting as a shareholder. TEAM holds over 4,700 BCE shares.
5. **Retirement/Departing Gift Policy:** The revisions have been incorporated into the Board Policy Manual and the office has been following the new rules. These new rules have resulted in more members being eligible for a gift as recognition of their time as a signed-up TEAM member.

New and Ongoing Matters

6. **BCE MTS Downsizing:** On May 1st Bell MTS announced a downsizing initiative of up to 86 positions in TEAM's jurisdiction. Prior to the announcement, TEAM had reached an agreement with the Company for an enhanced voluntary retirement/departure package (EVRTIP) and salary continuance for members who may be laid off. Throughout the process members were asked to share their intentions to apply, or not, for an EVRTIP package. As the window for members to apply was about to close it was clear the prospect of some layoffs was likely. Members in targeted positions were asked to submit information that would assist TEAM in layoff discussions with the Company.

The EVRTIP offering closed on May 30th: In total, 90 members applied from targeted and non-targeted positions. To achieve the desired number of reductions, the Company accepted 64 applications from across both categories and a number of applicants from IBEW and Unifor. Also, several members were deemed to have resigned prior to the EVRTIP opened and they were counted in the overall headcount reduction.

Despite TEAM's efforts to avert all layoffs, three TEAM members received layoff notices on June 26th. TEAM is in contact with these members and is investigating avenues for them to be re-employed, where that is their wish.

A brief history of employee numbers in TEAM's bargaining unit:

Jan 2014	-	1,224
Jan 2015	-	1,197
Jan 2016	-	1,062
Jan 2017	-	920
Apr 13, 2017	-	887
July 1, 2017	-	825 approx.

There is significant concern in the workplace that further reductions are on the horizon.

- 7. Take-a-Break Events and United Way:** The events in Winnipeg were a great success with over 430 members participating and helping raise over \$2,000 for the United Way of Winnipeg. President, Misty Hughes-Newman presented a cheque to the United Way at the June 20th Winnipeg Labour Council meeting.

The Take-a-Break raffle prizes were won by members in the following locations:

Prize	Work Location
An extra day off work, with pay	Winnipeg
An extra day off work, with pay	Brandon
\$100 Cineplex gift certificate	Winnipeg
Two tickets to a Jets game	Winnipeg
Two tickets to a Bombers game	Brandon
Two tickets to a Bombers game	Winnipeg
Two tickets to a Bombers game	Winnipeg
Two tickets to a Goldeyes game	Winnipeg
Two tickets to a Goldeyes game	Winnipeg

- 8. IFPTE Scholarship:** One of the winners of this year's IFPTE Dominick D. Critelli, Jr. scholarship program is Haley J. Henwood, the grandchild of TEAM member Gord Tereck. Haley will receive \$2,500USD towards her University education.

- 9. Benefits:** The Joint Benefits Committee meets several times a year to review the various benefit plans. Below are some of the Committee's recent actions:

- Group Life and Dependents Life Insurance:** The plan was in surplus and a 15 pay-period contribution holiday was agreed, effective June 9th.
- Blue Cross:** There will be a 7% increase in the Extended Health Plan premiums, effective August 1st. The increase is necessary to address increasing costs, the end of a Blue Cross rebate, and because there will be no future contributions from the Company.

After the increase, the monthly Extended Health Plan rates will be:

- Single \$25.78
 - Family \$70.40
- **Dental Plan:** Discussions are underway to determine how to address a significant surplus. Options include a contribution holiday, a benefit improvement, or a combination thereof.

Grievances and Complaints

10. **NCS Date:** The Company has now halted revising NCS dates. TEAM will file a Policy Grievance. The issue stems from [Article 7.06](#), wherein the NCS date in TEAM is the original date of engagement (less any deductible absences) and the Company's decade old practice of revising the NCS date of existing employees coming into TEAM's bargaining unit.
11. **Personnel Records:** In response to TEAM raising the issue of disciplinary letters being left in employees' files, the Company has implemented a process for identifying and removing all letters of a disciplinary nature per [Article 15.07](#) which is after two years, provided there has been no further disciplinary letters placed on file.
12. **Canadian Human Rights Tribunal - Race, National or Ethnic Origin and Religion:** Written closing arguments were submitted May 15th and verbal closing arguments were heard on May 19th. We now await the Tribunal's decision, which we understand could take around four months.
13. **Arbitration - Overtime:** We await the judge's decision from the judicial review hearing.
14. **Grievances and Complaints Tracking:** See the [summary report](#).

Events Attended

- Mar 20 - MTS Pension Award Implementation Committee
- Mar 22 - Meeting with BCE Labour Relations
- Mar 24 - MFL Mid-Term Conference
- Mar 24 - Special Board Meeting
- Apr 3 - Board Meeting
- Apr 13 - Step 3 Grievance Meeting - Contractors
- Apr 13 - Finance Committee
- Apr 26 - BCE 2017 Annual General Meeting, Ottawa
- May 19 - Canadian Human Rights Tribunal hearing - closing arguments
- May 23 - 2017 Sales Bonus Plans
- May 23 - Meeting with local politician(s)
- May 24 - Meeting with local politician(s)

- May 24 - Labour-Management meeting
- May 29 - Board Meeting
- Jun 2 - Meeting with local politician(s)
- Jun 5 - Meeting with local politician(s)
- Jun 6 - Take-a-Break - Ballpark, Winnipeg
- Jun 7 - Take-a-Break - Corydon, Winnipeg
- Jun 8 - Take-a-Break - Osborne, Winnipeg
- Jun 8 - VRTIP results meeting and next steps (layoffs)
- Jun 12 - Joint Benefits Committee
- Jun 14 - Defined Contribution Pension Plan Committee
- Jun 14 - Defined Benefit Pension Plan Committee
- Jun 14 - MTS Pension Award Implementation Committee
- Jun 20 - Winnipeg Labour Council
- Jun 28 - Meeting with local politician(s)

Board Direction and Requests

None
