

March 23, 2018
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
March 22, 2018

Motion and Direction Updates

1. **Incorporated Name Change:** Cochrane Saxberg has been provided with the Board's options and preference.
2. **BCE AGM:** The AGM takes place May 3rd at the Metro Toronto Convention Centre. Per the Board's request I'll be attending and will raise concerns about Manitoba job losses.
3. **Mel Myers Labour Conference:** Eight members expressed interest in attending the conference, and as one of the two Board members was unable to attend, three from the general membership attended instead of the planned two. Board Member Nickie Hughes has provided a written report. All TEAM attendees have been asked to provide their thoughts on the conference.
4. **MFL Young Members Assembly:** Board Member Steven Holt attended the event.

New and Ongoing Matters

5. **Bell MTS Downsizing:** The most recent downsizing commenced on January 16th with a target reduction in TEAM of 40 positions. The VRTIP process fully concluded, save for the departures, on March 16th. The Company did not achieve its total desired reduction in the targeted positions and subsequently advised TEAM that they would be invoking Article 27 – Layoffs. However, further work was undertaken which resulted in no layoffs whatsoever.

The final tally is: Close to half of the members in the 40 targeted positions were redeployed. Sixty-five members applied for a voluntary departure package, of which forty-six were approved. Almost all departures will take place between June 1st and the end of the year.

6. **Pension Lawsuit:** Approximately \$13,000 is remaining in the trust account at D'Arcy & Deacon from the implementation of the surplus distribution. I have proposed to the other unions and TRAM that the funds be distributed based on the relative amounts contributed by each organization. If they are in agreement, that would mean that approximately \$8,500 would be returned to TEAM. I'm awaiting their response.
7. **Negotiations:** IBEW have recently concluded their 2018 round of negotiations with Bell MTS. The pay portion of the agreement (subject to ratification) is the same as TEAM and Unifor achieved i.e. 1.5%, 2%, and 2%. IBEW felt that they did not see the full intervention by Bell into their negotiations, being the last of the unions to negotiate with the Company in the three-union negotiation cycle. If this is correct, TEAM can expect to be the first in the cycle to go before Bell, and we should prepare accordingly. Two areas where it appears Bell wanted to change things are related to the way vacation is earned

and used. This could have a significant impact on employees' banking of vacation credits. Today, we accrue vacation for the coming vacation year, commencing May 1st, whereas Bell's preference is to start the vacation year on January 1st and for the vacation to be used in the year in which it is earned.

Grievances and Complaints

Below are ongoing grievances that either impact the membership as a whole or members in a specific area, or the matter is of significant importance to the operation of the union and its representation of the members. A complete list of the current complaints and grievances is available in the [summary report](#).

8. **Contractors:** TEAM's [Contractor Policy Grievance](#) has been referred to arbitration. The hearing is scheduled for June 25-28, 2018.
9. **NCS Date:** The company denied the [NCS Policy Grievance](#). We are taking the matter to arbitration. The hearing will take place October 3-5, 2018.
10. **Acting Appointments:** The two grievances ([Inappropriate Use](#) and [Not Posted](#)) have been denied by the Company. TEAM has referred them both to arbitration. Dates to be determined.
11. **Overtime:** The Court's decision is now expected before the end of March.

Events Attended

- Jan 26 - Board Meeting
- Feb 1, 2 & 9 - Arbitration Hearing - Suspension without pay
- Feb 20 - Winnipeg Labour Council
- Mar 8 - International Women's Day Breakfast
- Mar 21 - Bell's Presence at Work Program Presentation

Board Direction and Requests

12. **Legal Services Retainer:** Kris Saxberg of Cochrane Saxberg has provided the Board with a retainer proposal for legal services throughout 2018. Kris and his team have provided our organization and our membership with first-class legal representation and advice, on excellent terms. My recommendation is, subject to amendments to the Agreement the Board may wish to make, that we continue engaging his firm in 2018.
