

June 21, 2011
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
June 20, 2011

Motion and Direction Updates

1. **MFL campaign contribution:** Delivered TEAM's contribution to the MFL campaign to raise the profile of Manitoba's working families.
2. **IFPTE locals meeting lunch:** TEAM's contribution was not required due to a change in venue.
3. **Governance Committee assignments:** Refer to Governance Committee report.

General Matters

1. **Joint Benefits Committee:** A committee meeting was held June 15th. Darlene Buan and I attended and were shocked to learn that Blue Cross had given our \$400,000 plan surplus to charity. See Pay and Benefits Committee report for details.*
2. **Health and Safety:** The Company has been utilizing TEAM members as Company representatives on Health and Safety committees. TEAM's view is that as union members they represent employees. In discussions with a government Health and Safety Officer, TEAM's position was confirmed to be correct. The Company has been advised that its current committee structure must be modified to be compliant with the law.

Board member Amanda Kiss has volunteered to represent TEAM on the Health and Safety Policy Committee.

3. **Graduate Pay Focus Group:** In response to a number of members' concerns about the graduate pay scale, a well attended focus group was held on June 1st. Members on the pay scale gained a better understanding of the applicable terms and conditions, including where the Company was falling short on their commitments.

We were disappointed to learn that members on the graduate pay scales are excluded from the Variable Pay Plan. A number of Collective Agreement violations were identified and will be addressed with the Company. Other issues may not be violations, but they are clearly affecting moral, and ought to be recognized and addressed to encourage new graduates to remain with the Company.

4. **Hot Dog Day:** TEAM is running another Take a Break Event; June 28th is Hot Dog Day in Winnipeg and Brandon, between 11:30 am and 1:30 pm. See TEAM memos for details.

*Additional information included in the pre-meeting package.

5. Political Action: In May, IFPTE President Greg Junemann wrote to the Minister of Finance, The Honourable James Flaherty, and the Minister of Industry, The Honourable Christian Paradis, in support of TEAM's position on increasing CPP benefits, and allowing increased foreign ownership of Canadian telecommunications companies, respectively.*

6. Other MTS Allstream/Union Negotiations:

- IBEW - Members rejected a tentative agreement, and countered with a wage increase of 1%, 1%, 2% in lieu of the \$500 lump sum and additional 1% on the VPP. The Company rejected the proposals and applied for conciliation. The first conciliation session will be August 8th.
- CEP - Still working through the non-monetary issues.

7. Miscellaneous events attended:

- May 8th IFPTE Locals meeting.
- May 9th to 13th Canadian Labour Congress convention.
- May 16th Manitoba Federation of Labour Executive meeting* and the June 5th and 6th mid-term conference.
- May 17th Winnipeg Labour Council meeting.
- Show of support rally for CAW members on strike at Magellan Aerospace, Winnipeg. The union were successful in retaining benefits for retirees. A new agreement has been ratified.
- Press conference and show of support rally for CUPW members on strike at Canada Post.

Board Direction and Requests

No Requests.

*Additional information included in the pre-meeting package.