

August 3, 2011
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
July 31, 2011

Motion and Direction Updates

1. **Governance:** The documents approved at the last Board meeting have been finalized, filed and distributed to Board members.
2. **Defence Fund Account:** The Finance Committee is arranging to meet with the Credit Union to discuss best options for this account.

General Matters

1. **Contractors:** On July 15th we informed the Company that TEAM had terminated the Letter of Understanding 'Union Dues - Engagees Performing Bargaining Unit Work'. The Company was given three months to replace contractors with employees. To expedite the transition, the Company was advised that TEAM is amenable to the simultaneous internal and external posting of the positions. We have since informed the Company that TEAM representatives would welcome a meeting with Kelvin Shepherd to discuss the posting and filling of the positions.
2. **Other MTS Allstream/Union Negotiations:**
 - IBEW - The first conciliation session will be August 8th.
 - CEP - The Union applied for conciliation, and the first meeting will be around the end of September.
 - CAW (Toronto) - Notice to bargain cannot be served until after August 31, 2011.
3. **MTS Pension Plans:** DB and DC Pension Committee meetings were held June 21st (reports will be sent to Board members).

To better understand the MTS DC Pension Plan, I attended the July 28th new employee pension training session 'Getting Started'. Approximately 27 new employees attended. The presentation suggests a retirement age for DC plan members of 65. With a combined employer/employee contribution of just 4% of salary in the first five years employees may well have to work to 65 to attain a pension similar to employees in the DB pension plan.

4. **New Out of Scope Positions:** MTS has created a number of new positions and unilaterally declared them to be out of scope i.e. not covered by the TEAM Collective Agreement. This is concerning to TEAM as these potentially higher paying positions require that our members have to leave the bargaining unit for such jobs. Legal counsel to present an overview of labour law relating to bargaining unit scope.

*Additional information included in the pre-meeting package.

5. Miscellaneous events attended:

- June 28th TEAM Take-a-Break Hot Dog Day, Winnipeg (see President's report).
- June 27th panel member at the CUPE 'Keep MB Hydro Public' press conference.

Board Direction and Requests

1. **CEP Spina Bifida & Hydrocephalus Charity Golf:** The charity golf day is Sunday, September 11, 2011. TEAM has sponsored a hole for a number of years and has occasionally entered a team. This is not only for a good cause, but it is good politically as members from many other unions attend. The cost is \$300 to sponsor a hole and \$125/person. Board members have typically made up the team, however, we could appeal to golfers within the membership to attend.*

Motion Suggestion: That the TEAM Board approve the sponsoring of a hole at the CEP charity golf game in aid of the Spina Bifida & Hydrocephalus Association, and enter a team consisting of up to four members.

2. **Winnipeg Labour Council Delegate List:** The WLC has requested an updated delegate list (three delegates, three alternates).

Current List

Delegates: Misty, Bob, and Joanne Pelzer (now retired). Alternates: Qwin, Donna, and Roland.

Recommendation: That Misty and Bob remain as delegates, and another member replaces Jo-Anne. Members interested in attending on an occasional basis put their names forward as alternate delegates.

3. **Canadian Centre for Policy Alternatives (CCPA) membership:** The CCPA is an independent, non-partisan research institute concerned with issues of social and economic justice. CCPA reports are well researched and of a high calibre; TEAM has utilized a number of CCPA reports. Through the MFL the CCPA are asking for organizations such as TEAM to support their work by becoming a member. Membership fees range from as little as \$8.35/month to \$84/month. For more details see <http://www.policyalternatives.ca/join-or-renew>.*

Motion Suggestion: That TEAM become a member of the Canadian Centre for Policy Alternatives at the level of <TBD at \$x per month>.

*Additional information included in the pre-meeting package.