

# October 12, 2011

## TEAM Board Meeting

### Executive Director's Report

Bob Linsdell  
October 8, 2011

#### Motion and Direction Updates

1. **CPBI and CCP Meeting:** The office is working with Board members to arrange flights and accommodation.
2. **CEP Spina Bifida & Hydrocephalus Charity Golf:** TEAM received a note of thanks from Lea Baturin and Holly Froggatt of CEP for sponsoring a hole.
3. **Canadian Centre for Policy Alternatives:** TEAM has been registered at the level of sponsor.

#### General Matters

1. **Contractors:** On July 15<sup>th</sup> TEAM terminated the Letter of Understanding 'Union Dues - Engagees Performing Bargaining Unit Work', which had allowed the Company to utilize up to 70 contractors to do TEAM work. On September 26<sup>th</sup> TEAM staff met with Kelvin Shepherd, labour relations staff and Jon Klassen. Key issues discussed included TEAM's lack of confidence in the Company's contractor reports, labour relations refusal to provide information causing further distrust, and no tangible reduction in contractor numbers. On the latter point, the Company shared an initiative to replace contractors with employees because it made good business sense to do so – TEAM agrees and welcomes the initiative. Next steps to be discussed at the TEAM Board meeting on October 12<sup>th</sup>.
2. **Other MTS Allstream/Union Negotiations:**
  - IBEW have a tentative agreement with the following highlights:
    - Four year agreement.
    - 1% increase immediately, retroactive to February 1, 2011.
    - 1% increase in 2<sup>nd</sup> year.
    - 2% increase in 3<sup>rd</sup> year.
    - 2% increase in 4<sup>th</sup> year.
    - All increases are to base salary and are pensionable.
    - Overtime remains at double-time for all hours worked, VPP remains at 1%, and no lump sum payment.
  - CEP also has a tentative agreement. The highlights are the same as for IBEW except it is for three years (i.e. 1%, 1%, and 2%).

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\*Additional information included in the pre-meeting package.

- CAW (Toronto) – We understand that notice to bargain has not yet been served. The current contract expires January 1, 2012.

The office has received numerous comments and questions from members regarding the deal achieved by IBEW and CEP. Voting to accept or reject the tentative agreements will take place later this month.

**3. Out of Scope Positions:** A policy grievance will be filed shortly regarding the Company's failure to follow the notification processes in Appendix "A" of the Collective Agreement. The issue of new positions being created and unilaterally deemed to be out of scope by the Company is being taken to the Canada Industrial Relations Board.

**4. Miscellaneous events and meetings attended:**

- Aug 25 - Manitoba Federation of Labour Executive Council.\*
- Sep 2 - Joint Benefit Committee.
- Sep 7 - MTS Performance & Learning Campus presentation.
- Sep 14-16 - Canadian Pensions and Benefits Institute conference.
- Sep 20 - Pre-strike rally in support of Air Canada flight attendants.
- Sep 21 - New member meeting.
- Sep 26 - Meeting with Kelvin Shepherd re contractors doing TEAM work.
- Sep 26 - Corydon lunchtime rally in support of IBEW members.
- Sep 27 - JBC meeting with Blue Cross President and CEO re plan surplus.

**Board Direction and Requests**

**1. Contractors:** The contractor LOU remains terminated, contractors are still in the workplace, the Company has an initiative to displace some contractors, and TEAM has concerns about the Company's reporting. TEAM has a number of options, including, but not limited to, reinstatement of the old LOU, taking action to prevent contractors from doing TEAM work, and entering into a new agreement.

**Motion Suggestion:** That, on a trial basis, TEAM enter into a Memorandum of Understanding with the Company on contractors performing TEAM bargaining unit work.

**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 replace Jo-Anne. Members interested in attending on an occasional basis put their names forward as alternate delegates.

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