

May 4, 2012
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
May 3, 2012

Motion and Direction Updates

1. **IFPTE Convention** (Board directive of October 12, 2011): Four members, including one Board member, submitted their name for election to attend the July 16-19 convention. As this number is within the limit set by the Board, well under our delegate cap of 10, these members are duly elected as delegates by acclamation. Our delegates are: Mike Taylor, Stephen Gillies, Ian Campbell, and John Cameron.
2. **MFL Convention** (Board directive of October 12, 2011): Four members, including two Board members, expressed an interest in attending. This was within the approved number so a selection committee was not required. Agendas will be provided when available. I have been asked to seek a volunteer from our delegates to sit on the Balloting and Distribution Committee.
3. **The 2012 Prairie School for Union Women, June 10-14**
A memo was sent to the membership on April 15th. One member expressed an interest, but is unable to attend due to other commitments.
4. <Strategic or confidential information protected>.
5. **Legal Services:** The agreement to retain Kris Saxberg of D'Arcy & Deacon LLP for legal services related to labour relations matters was signed and delivered to the firm.
6. **Board Leadership Training:** The Training Seminar Committee's recommendations were provided to the Board in their report* of April 16th. The recommendations received the support of the Board, with one amendment being approved at a special meeting of the Board on April 25th. Mr. Linton Sellen and the venues have been booked. There will be an extended session for Board members to review strategy for the 2013 round of negotiations.
7. **Convention Resolutions:** TEAM will not be submitting any resolutions to the MFL convention. The deadline for IFPTE convention resolutions is May 17th.
8. **Canadian Council of Professionals:** Dee Gillies has continued to coordinate all arrangements for the meeting, to be held May 11th and 12th in Winnipeg.
9. **New Contractor LOU:** A number of other significant matters temporarily stalled work on this LOU. Pending no other like interruptions, we aim to have the document finalized and ready for presentation to the Contractor Working Group by May 11th, and then the Company.
10. **MFL Al Cerilli Scholarship Fund:** TEAM contributed \$200 as per the Board's direction.

*Additional information included in the pre-meeting package.

General Matters

1. **Human Rights Commission Tribunal Rules in Favour of TEAM Member:** The full decision is available here: <http://chrt-tcdp.gc.ca/search/files/2012chrt10-0426.pdf>
2. **Out of Scope Positions:** The Canada Industrial Relations Board (CIRB) ordered MTS to release information to TEAM regarding positions the Company asserts fall outside the bargaining unit; however, the Company placed untenable restrictions on the use of said information, albeit they are just job descriptions. TEAM does not believe these restrictions are in the spirit of the CIRB's order and have instructed legal counsel to address the issue as required.
3. **Other MTS/Allstream Union Negotiations:** In April the CAW Local 2000 membership ratified a new Collective Agreement with MTS Allstream. Agreement highlights include:
 - DURATION: Four-years from January 1st, 2012 to December 31st, 2015
 - WAGES: A 2% wage increase in each year of the contract:
 - January 1st, 2012 – 2%
 - January 1st, 2013 – 2%
 - January 1st, 2014 – 1% / July 1st, 2014 – 1%
 - January 1st, 2015 – 1% / July 1st, 2015 – 1%
 - BENEFITS: All benefits coverage remains intact at previous plan levels.
 - VARIABLE PAY PROGRAM (VPP): Payout remains at 4% (for all members).
 - RETROACTIVITY: Back to January 2012. Retroactivity is pensionable.
 - RESTORAL CALL OUT: Reduced from 4 hour minimum pay to 3 hours minimum pay. Rate of pay remains at time and a half. Payout for Restoral Call Out work performed remotely (e.g. via computer from home) remains unchanged.
4. **Bill C-377:** This is a private members bill to amend the Income Tax Act as it pertains to labour unions in Canada. If enacted it will drive up our administration costs, expose our financial position to the Company, and take valuable resources away from providing service to members. IFPTE locals from across Canada, including TEAM, are sending a delegation to lobby MPs in Ottawa on May 15th.*
5. **Call-out and Overtime:** The first arbitration of these matters begins May 30, 2012.
6. **TEAM Website Development:** The home page will undergo a slight redesign. Excerpts from the latest and select news articles will be displayed in the central area of the home page, where we currently have information about TEAM and IFPTE. Each article excerpt will have a link into the full article.
7. **Take-a-Break Free Coffee:** The event went very well, with around 300 people stopping by for coffee.

*Additional information included in the pre-meeting package.

8. **Health and Safety Rep Appreciation Luncheon:** The luncheon will be held in Winnipeg on Wednesday May 9th. Approximately 16 H&S Representatives will be attending. There will be a short presentation by a Health and Safety Officer from Human Resources and Skills Development Canada on a representative's legal rights and responsibilities.
9. **Appendix "D" Pay Schedule:** TEAM has been approached by several groups of members seeking to move their jobs from the Appendix "B" pay schedule to the Appendix "D" pay schedule. Erin Spencer has conducted an in-depth review of the schedule, including its origins, job criteria, and the process to move to the schedule. A draft of this report is included in meeting package; however, it is not yet ready for distribution to the membership. Board member feedback would be welcome.
10. **TEAM Charity Raffle:** TEAM will be running a raffle in December to raise funds for a local labour sponsored charity. Manitoba law requires ticket sellers to be appropriately licensed. Should you know of a lesser known charity, please inform the office as we need to work with the charity to obtain the licence.
11. **Other Ongoing Matters:**
 - Grievances and complaints: See separate report.
12. **Miscellaneous events and meetings attended:**
 - Mar 17 - Joint Benefit Committee conference call meeting
 - Mar 17 - Winnipeg Labour Council meeting
 - Apr 23 - MFL Executive meeting*

Board Direction and Requests

1. **CEP Spina Bifida & Hydrocephalus Charity Golf:** The charity golf game is on September 9, 2012. TEAM has sponsored a hole for many years and used to enter 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 to play. The Board may want to consider entering a team made up from the general membership*

Motion Suggestion: That TEAM sponsor a hole at the CEP charity golf game in aid of the Spina Bifida & Hydrocephalus Association

Motion Suggestion: That TEAM pay for one team of up to [four or six players?], consisting of maximum one Board member and members at large, to participate in the CEP charity golf game in aid of the Spina Bifida & Hydrocephalus Association.

2. **MFL Convention Executive Auction:** An auction in aid of local charities and non-profit community initiatives will be held at the 2012 MFL Convention in June. A call has gone out to affiliates to donate quality items for the Executive Auction.

*Additional information included in the pre-meeting package.

3. **Motion Suggestion:** That TEAM donate a framed print for inclusion in the MFL Convention Executive Auction in aid of Workers of Tomorrow, Community Unemployed Help Centre, and the CLC Kids Camp.

4. **Negotiating and Bargaining Committees:** Bylaw 17.1 states: "At a time deemed appropriate by the Board, the Board shall appoint a Collective Bargaining Committee of up to ten (10)..." It is proposed that the Board initiate a call for members who are interested in participating on this committee, and invite all or a number of them to the Strategic Planning session on June 15th, and possibly to the Linton Sellen session on the following two days.

I do have one candidate from the general membership who I intend to recommend for the Negotiating Committee.

Motion Suggestion: To put out a call for members interested in participating on the Bargaining Committee. In accordance with Bylaw 17.1, members of the Committee must be approved by the Board.

Motion Suggestion: To invite members of the Bargaining and Negotiating Committees to attend the Strategic Planning Session and Leadership Training seminar on June 15th-17th.
