

**June 26, 2012**  
**TEAM Board Meeting**  
**Executive Director's Report**

Bob Linsdell  
June 26, 2012

**Motion and Direction Updates**

1. **Leadership Training Seminars:** A second session for members has been arranged for June 23<sup>rd</sup> and 24<sup>th</sup>. The session for Board Members and the Bargaining Committee was held June 16<sup>th</sup> and 17<sup>th</sup>.
2. **Bill C-377 Lobby:** If enacted this Bill will drive up our administration costs, expose our financial position to the Company, and divert valuable resources away from providing service to members. IFPTE locals from across Canada attended the May 15<sup>th</sup> lobby day in Ottawa. Misty Hughes-Newman and Bob Linsdell joined the lobby event, meeting with Winnipeg MPs to discuss the Bill's implications, in particular the privacy rights of members and staff. Although the Bill has passed second reading, it was surprising to learn that many MPs were not aware of the detail in the Bill. See the 2012 Spring IFPTE Outlook magazine story.\*
3. **CEP Spina Bifida & Hydrocephalus Charity Golf:** TEAM's sponsorship cheque was sent to CEP.
4. **MFL Convention Executive Auction and Convention:** TEAM contributed a framed aboriginal print to the MFL Executive Auction in aid of Workers of Tomorrow, the Community Unemployed Help Centre, and the CLC Kids Camp. Misty Hughes-Newman, Stephen Gillies and I attended the three-day convention in Winnipeg. Misty was sworn in as TEAM's new appointee to the MFL Executive.\*
5. **Bargaining Committee:** Volunteers were advised of being approved by the Board and were invited to the June 15<sup>th</sup> Strategic Planning Session and the June 16<sup>th</sup> and 17<sup>th</sup> Leadership Training Seminar.

**General Matters**

1. **TRAM Contribution:** TRAM gave TEAM a cheque in the sum of \$300 in gratitude for the past few years use of the TEAM boardroom and facilities.
2. <Strategic or confidential information protected>.
3. **Health and Safety:** On June 19<sup>th</sup>, TEAM members on Workplace Health and Safety committees attended a presentation on mental health in the workplace. The one-hour session, sponsored by the Manitoba Federation of Labour Occupational Health Centre, explored the question "Do we treat mental illness like an illness?" Presenter, Maureen Grace, a registered nurse, provided informative insight into topics that included: recognizing signs and symptoms, overcoming stigmas and barriers to treatment, and the importance of providing supportive and accommodating workplaces for people dealing with mental health issues.

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

4. **IFPTE Convention:** A meeting of the delegates, chaired by Dee Gillies, was held at the TEAM office to review the roles and responsibilities of delegates at convention.
5. **Canadian Council of Professionals:** The meeting was held May 11<sup>th</sup> and 12<sup>th</sup> at the Fairmont Hotel. TEAM was the host. Representatives from 10 unions and associations attended. The meeting proved to be a productive exchange of member representation experiences, ideas, and advice. The guest speaker gave a presentation on CETA ([Canada-European] Comprehensive Economic and Trade Agreement). The next CCP meeting is scheduled for October 19<sup>th</sup> and 20<sup>th</sup>.\*
6. **New Contractor LOU:** The LOU is now ready for review by the Contractor Working Group and presentation to the Company on June 27<sup>th</sup>.\*
7. **Human Rights Commission Tribunal Rules in Favour of TEAM Member:** It was disappointing to learn that MTS had filed a judicial review application (an appeal) of the CHRT's decision in Federal Court. We later learned that the Company had only filed to preserve their Right to appeal, as there are a number of matters in the case yet to be resolved. Sadly, the wording in MTS' application ramps up the attack on our member. Further submissions will be heard July 10<sup>th</sup>.
8. **Out of Scope Positions:** Restrictions on the use of the job description and related information were amended to address our concerns. The information package from the Company has been reviewed by TEAM staff and legal counsel, and the list of positions being challenged shortened. We are in the process of following-up on some of the information in preparation of our next submission to the CIRB.
9. **Overtime and Call-out Arbitrations:** These arbitrations have had to be moved to later in the year. The overtime arbitration will be heard September 24<sup>th</sup> and 25<sup>th</sup>, and the call-out arbitration November 26<sup>th</sup> to the 29<sup>th</sup>.
10. **2013 Negotiations:** TEAM held a Strategic Planning session for the Board and Bargaining Committee on June 15<sup>th</sup>. The initial phase of the plan is underway as members of the Bargaining Committee begin to develop ways of engaging the members in the next round of negotiations. Analysis of benefit plans is also underway. The first item to be implemented is TEAM's Twitter account: @teamunion161.\*
11. **Pension Rep Training:** A three-day training course for Pension Committee members will be running October 15<sup>th</sup> to 17<sup>th</sup>. The course is in Toronto. Our Pension Rep trainee and I will be attending.
12. **Other Ongoing Matters:**
  - Grievances and complaints: See separate report.
  - DB Pension Plan 2012 actuarial valuations: See reports from TEAM's actuary.\*
13. **Events and meetings attended:**
  - May 4-6 - Member leadership training facilitated by Linton Sellen
  - May 9 - Health & Safety Committee Representative appreciation luncheon
  - May 10 - MTS Annual General Meeting of Shareholders

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

- May 10-12 - Canadian Council of Professionals
- May 14-15 - Bill C-377 lobby
- May 25 - HR and LR to discuss a number of concerns
- Jun 6 - DB and DC Pension Committee meetings
- Jun 12 - MFL Executive meeting with Premier Greg Selinger and caucus.  
Some of the topics discussed include:
  - Health & Safety
  - Workers Compensation rating model
  - Workplace fatalities
  - Replacement workers during strike/lockout
  - Transparency in Public-Private Partnerships
- Jun 15 - 2013 Negotiations Strategic Planning Session
- Jun 16-17 - Board and Bargaining Committee leadership training
- Jun 20 - MFL Executive meeting
- Jun 22-24 - MFL 40<sup>th</sup> Convention

### **Board Direction and Requests**

1. **Canadian Centre for Policy Alternatives Donation Request:** In light of the federal government's track record of curtailing and even muting alternative points of view, the CCPA is reaching out to organizations that believe in progressive positive social policy, such as unions, for donations. The CCPA is critical in the struggle to provide working people, and politicians of every party, balanced opinion on issues affecting Manitobans.\*

**Motion Suggestion:** That TEAM make a \$50 donation to the CCPA.

or:

**Motion Suggestion:** That TEAM increase its CCPA membership level from Sponsor at \$25/month to <Editor's Circle at \$42/month or Director's Circle at \$84/month>.

2. **MFL Health & Safety Conference:** The conference will be held November 8<sup>th</sup> and 9<sup>th</sup> in Thompson. TEAM has 29 members who sit on Health and Safety committees. As mentioned earlier, very few, if any, have received training through the Company. Ensuring our members are safe is important to TEAM and as such it is proposed that TEAM send up to four members to the conference. The cost per member is \$200 registration (includes cost of transportation between Winnipeg and Thompson), three days release time, two nights accommodation, and per diems.\*

**Motion Suggestion:** That TEAM send four members who sit on Health and Safety committees to the MFL November 8<sup>th</sup> and 9<sup>th</sup> Health & Safety Conference in Thompson.

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