

September 5, 2012

TEAM Board Meeting

Executive Director's Report

Bob Linsdell
September 4, 2012

Motion and Direction Updates

1. **New Board Member:** The office has prepared a Board Member's Manual for new Board member, Mike Taylor.
2. **Print Donations:** An aboriginal print was donated to the IFPTE convention auction. The MFL auction, which included one of our donated prints, raised \$4,500 in support of Workers of Tomorrow, Community Unemployed Help Centre, and the CLC Kids Camp.
3. **Canadian Centre for Policy Alternatives:** TEAM has an "Editor's Circle" membership.
4. **MFL Health & Safety Conference:** The conference is November 8th and 9th.
5. **Collective Bargaining Committee:** We now have seven members-at-large and two staff members on the Bargaining Committee. The next Committee meeting is September 14th.
6. <Strategic or confidential information protected>.

General Matters

1. **2013 Contract Negotiations:** The response to TEAM's call for benefit information was excellent. Many members sent in benefit information packages from family members and past employers. The Bargaining Committee will review the information and compare it to the MTS benefit plans. We are currently considering ways to analyze pay levels for our members as many TEAM jobs do not have a job description, or they are so out dated that they no longer accurately capture the work being done.
2. **Overtime and Call-out Arbitrations:** The overtime arbitration hearing is scheduled for September 24th - 25th, 2012. The call-out hearing will be held November 26th - 29th, 2012.
3. **Blue Cross Health Plan:** The Joint Benefits Committee will meet on September 14th to discuss the status of the current plan, review moving to a different plan design and the schedule for making the switch.
4. **"Take a Break":** Summer "Take a Break" events were held in downtown Winnipeg and Brandon. Both were very well attended. Members disappointed by scheduling conflicts, queried the coincidence of TEAM's Winnipeg Hot Dog Day and several events held by MTS occurring at the same time. We had no knowledge of MTS' plans when we sent out our [2012 event schedule](#) in January. Members donated \$358.29 and 109lbs of food to Winnipeg Harvest.

5. New Contractor Letter of Understanding: Following the Committee meeting of Tuesday June 26th, TEAM met with Graham Fisher, VP HR Business Partners, and Don Rooney, Director Labour Relations, to open discussions on our proposed LOU. Key areas identified as very important by the Committee have been captured in the final LOU including:

- Providing clarity on contracted work.
- Preferring employees to perform bargaining unit work.
- Defining the duration of contract terms.
- Granting flexibility on caps to contractor numbers.
- Reducing contractor numbers during layoffs.
- Tracking of contractor dependence in different areas of the Company.
- Simplifying the lost union dues formula.

We are meeting again on September 20th to discuss the Company's response to the Committee's proposed LOU.

6. Excessively Harsh Disciplinary Measures: Over the past two years, TEAM has noticed that the Company is taking a very hard-line approach with members when applying disciplinary measures, in some cases imposing disciplinary measures even before articulating or proving the details of the alleged wrongdoing to the member or Union. The long-term impact on an employee's morale and reputation can be significant and creates a climate of increasing fear in the workplace. TEAM has taken a number of concerns to the Company, some of which have been addressed. We are currently working to ensure that all affected members receive fair treatment and due process.

7. Human Rights Commission Tribunal Ruling in Favour of TEAM Member: Further submissions were heard July 10th regarding costs, reintegration of our member into the workplace and the Public Interest remedy.

Despite the [ruling](#), it became apparent during the hearing that MTS was manoeuvring to avoid reinstating the member's lost years in the Defined Benefit Pension Plan. The end result would be to cause our member to have to work additional years to achieve the same years of pensionable service.

On the Public Interest remedy, MTS' submission included their current Workplace Accommodation Policy. The Canadian Human Rights Commission found the policy to be lacking in numerous areas, noting specifically the absence of "age" and "sexual orientation" from the list of protected characteristics and made recommendations to address their concerns.

TEAM is preparing its response to MTS' submission.

8. Retiree Pension Rep: Pension Rep Harry Restall, long-time advocate for the retirees, decided not to stand for re-election. Larry Trach, former TEAM Business Manager, ran and won the position with a significant majority.

- 9. Labour Management Committee:** On July 18th, TEAM met with Company representatives to discuss the following:
- Job descriptions: Many do not exist or are out of date.
 - Job evaluations: How are jobs re-evaluated without a job description?
 - Rest Periods i.e. coffee breaks: What are managers telling our members?
 - SS & SA overlap: Are these roles becoming one, what are the Company's plans?
 - APEX GoLive: MTS advised us of the need to implement shifts. It was acknowledged that it would be done within the rules of the Collective Agreement.
 - Hiring months after the posting: To be discussed at a separate meeting.
 - TEAM's Collective Agreement Seminar for Supervisory Managers: We believe that better informed supervisors and managers will result in less conflict in the workplace and reduce grievances and complaints.
- 10. Shift Scheduling:** As many as 50 TEAM members supporting the APEX implementation have been scheduled to work shifts. Initially it was suggested that it would be for approximately one month, however, depending on the support requirements it may well be longer. TEAM held a meeting on August 20th, 2012 for affected members to review the rights of members and the Company under the Collective Agreement (see attached handout and presentation).
- 11. IFPTE Convention:** The IFPTE held its 57th tri-annual Convention during the week of July 15th at the LVH hotel in Las Vegas. The [convention report](#) is available on the TEAM website.
- 12. Out of Scope Positions:** MTS was ordered by the Canada Industrial Relations Board (CIRB) to provide information on job numbers, descriptions, postings and organization charts. Upon review, we find that the requested information is incomplete. For example, some job descriptions are missing and the organizational chart appears incomplete and does not differentiate between positions residing in Manitoba Telecom Services Inc. and MTS Inc. The CIRB indicated that it is eager for the parties to resolve the matter as quickly as possible, however this is difficult when MTS does not provide the required information.
- TEAM is in the process of finalizing the list of positions to be challenged and preparing to argue our case before the CIRB.
- 13. Labour Relations Officer:** 35 applications have been received, of which seven have been offered an interview. Two of the seven are qualified lawyers now working in the IR/HR field. The other five have extensive practical experience in either IR, HR, or as a full-time union representative/negotiator. Initial interviews will take place over the next seven days.
- 14. Other Ongoing Matters:**
- Grievances and complaints: See separate report.

15. Events and Meetings Attended:

- Jun 27 - Employee Engagement Survey Results
- Jun 27 - Downtown Winnipeg "Take a Break" Hot Dog Day
- Jun 28 - Brandon "Take a Break"
- Jul 10 - Canadian Human Rights Tribunal hearing
- Jul 18 - MTS/TEAM Labour Management Committee
- Aug 15 - Business Update meeting with Kelvin Shepherd
- Aug 16 - APEX Shift Scheduling meeting with MTS
- Aug 20 - APEX Shift Scheduling meeting with members
- Aug 22 - Retiree Pension Representative election ballot counting
- Sep 5 - Corydon & Osborne "Take a Break" Hot Dog Day

Board Direction and Requests

No requests.
