

December 11, 2012
TEAM Board Meeting
Executive Director's Report

Bob Linsdell
December 10, 2012

Motion and Direction Updates

1. **MTS Volunteers Dinner and Casino Night:** Two TEAM members and guests were to attend, however the event was cancelled.
2. **MFL Women's Committee MFL Memorial Lunch:** TEAM's artwork donation and tickets for two Churchill High students were gratefully received. TEAM staff attended.
3. **Harry Restall trust fund:** TEAM made a contribution.
4. **Ernie Scoles' art pieces:** Payment was made.
5. **Take a Break Festive Season Fundraiser in aid of "Koats for Kids":** The downtown fundraiser event will take place Tuesday, December 11th.
6. **Manitoba CCPA Labour Researcher:** TEAM made a onetime contribution to the position funding.

General Matters

1. **2013 Contract Negotiations:** On December 3rd, MTS served Notice to Commence Collective Bargaining. Our Bargaining Committee is meeting Friday, December 14th to work on the proposals. The general nature of the proposals will be presented to the membership at meetings on January 8th, 9th and 10th, 2013 (venue and times to be determined). The first bargaining session, at which proposals will be exchanged, is scheduled for January 15th or 18th (TBD). At this first meeting, the Parties will also set further dates for collective bargaining in early February.

In accordance with Bylaw 17.5, the TEAM Negotiating Committee consists of the President, the Executive Director or his designate and up to three (3) additional members approved by the Board with input from the Executive Director or his designate.

The full negotiations survey results are available on our [website](#).

2. **Pension Lawsuit:** In accordance with the rules of the Supreme Court of Canada, the Company was served with the Notice of Appeal on November 22nd.
3. **Medal for Retiree Pension Rep:** On Thursday, December 6th, Harry Restall received the Queen Elizabeth II Diamond Jubilee Medal in recognition of his many years of volunteerism representing members of the MTS Pension Plan. Harry and his wife were also presented with a cheque.

4. **General meetings:** Meetings in Brandon and Winnipeg, November 6th to 8th, were well attended. Members were most interested in the next round of negotiations and the pension lawsuit. The presentation is available on our [website](#).
5. **Call-out Arbitration:** The call-out arbitration hearing was held November 26th and 27th. MTS stated strongly that there was an agreement not to pay the minimum two hours call-out during certain hours, but acknowledged that it had no evidence whatsoever to support this position. The arbitration panel's decision is expected in early 2013.
6. **Overtime Arbitration:** Future hearing dates are set for May 22-24, 2013. TEAM is collating email evidence that supports our member's position that they were doing MTS business outside the normal work hours.
7. **New Contractor Letter of Understanding:** TEAM is preparing a response to the issues and potential changes raised by the Company.
8. **Human Rights Commission Tribunal Ruling in Favour of TEAM Member:** The Company proposes paying our member's missed pension contributions rather than the true value of the pension benefit that the contributions would have achieved. We are calculating the projected value of the pension benefit, and will re-attend before the Tribunal if necessary.

The Company has incorrectly stated in writing several times before the Human Rights Commission that TEAM was given an opportunity to provide input into the development of the MTS Workplace Accommodation Policy. The Commission found the policy to be lacking in numerous areas. On enquiring what evidence the Company had to support their position, none was provided.

In paragraph 4(a) of our [submission](#) on changes to the Policy and on Workplace Accommodation employee training, TEAM proposed that front-line managers should be made aware of their obligations under the Canadian Human Rights Act and confirm they have read the information provided. In IBEW's submission they also propose that training go further than high level management and heads of the Labour Relations department, and be extended to front-line managers.

9. **Out of Scope Positions:** The CIRB Senior Industrial Relations Officer/Registrar has interviewed the incumbents of the challenged positions. He will meet with TEAM next week.
10. **Labour Management Committee:** The Committee met October 31st. The next meeting will be in February.

Topics discussed at the October 31st meeting:

- **Job descriptions:** Many do not exist or are out of date - The Company has no plans to write new Job Descriptions other than on a case by case basis per their needs.
- **Job evaluations:** Reviewed difference between when it's a new job vs. a position upgrade. The Company will outline the process.

- **Rest Periods i.e. coffee breaks:** Discussed current practice and flexibility. TEAM agreed the issue could be closed recognising the past practice (two paid 20 minute breaks; one in the morning and one in the afternoon).
- **SS & SA overlap:** The Company said the positions are not being merged, although there might be some overlap. TEAM will let the Company know where there is significant overlap.
- **APEX shifts:** The Company resolved a number of our members' key concerns.
- **TEAM Collective Agreement Seminar for Supervisory Managers:** TEAM provided an update and a summary of the seminar feedback. The session went very well with attendees recommending that all supervisory managers attend the session soon after they become supervisors. TEAM intends to run the session again.
- **Pre-screening practices on postings:** All applicants working in TEAM's jurisdiction are interviewed first. Employees from outside TEAM's jurisdiction are treated as external candidates.
- **Employment Equity Committee:** A meeting will be scheduled.
- **Two Step Interview Process:** The first step is a short interview; notifications and right to feedback apply. The Company will setup a meeting to review the process with TEAM.

11. Events Attended:

- Oct 31 - Labour Management Committee
- Nov 15 - TEAM Scholarship Presentations
- Nov 16-18 - Membership General Meetings
- Dec 6 - TRAM Christmas Luncheon
- Dec 7 - DB and DC Pension Committee Meetings
- Dec 8 - TEAM's Leadership Training Seminar

12. Other Ongoing Matters:

- Grievances and complaints: See separate [report](#).

Board Direction and Requests

No requests.
