



2021 ANNUAL GENERAL MEETING  
NOVEMBER 17, 2021

# AGENDA

- Welcome
- President's Report
- Greetings from the IFPTE
- Financial Report
- Member Advocacy
- Wellness & Negotiation Survey Results
- 2022 Negotiations
- Q&A

## PRESIDENT'S REPORT *2021 RECAP*

- Majority TEAM members still working remotely
- Downsizing continues – February EVRTIP...
- TEAM Financial Planning Webinars
- Wellness & Work Experience Survey
- National job opportunities for Manitobans

# PRESIDENT'S REPORT

## *2021 RECAP*

- Preparations for upcoming round of negotiations
- Negotiations Survey
- Revised Constitution and Bylaws
- New Executive Board Structure

PRESIDENT'S REPORT  
*THE TEAM-IFPTE 161 TEAM*

- TEAM Executive Board Members:
  - President, Mike Taylor (BBM Sales)
  - Vice-President, Tobias Theobald (IT Ntwk)
  - 2<sup>nd</sup> Vice-President, Laura Rivers (Field Svcs)
  - Secretary/Treasurer, Carrie Sanderson (Mktg)

## PRESIDENT'S REPORT

### *THE TEAM-IFPTE 161 TEAM*

- Dedicated Board; volunteers from the membership:
  - Dave Eyjolfon, Peter, Gonczy Charlie Hendren, and Jason Whenham
- Experienced staff:
  - Erin Spencer, Alyssa Hung, and Kelly Pokorny
- Exceptional legal counsel – Cochrane Saxberg LLP:
  - Kris Saxberg, Shawn Scarcello, Katie Olson, and rest of CS team

## PRESIDENT'S REPORT

### *THE TEAM-IFPTE 161 TEAM*

- Politically engaged local IFPTE Representative, Dave Sauer
- New IFPTE President, Matt Biggs elected in the summer, with retirement of Paul Shearon
- New Secretary/Treasurer, Gay Hanson also elected
- Fellow Cdn local, SUP Local 160, elected their first female President, Michelle Johnston – SUP represents 8500+ professionals throughout Ontario

*GREETINGS FROM THE IFPTE*



# FINANCIAL REPORT 2020

*A summary of the financial statement was shared with the membership at the meeting. Those slides have been removed from this document.*

## FINANCIAL REPORT *AUDITOR AND 2021*

- TEAM's bookkeeping records and financial procedures are reviewed annually by independent auditors:
  - ONBusiness Chartered Professional Accountants Inc.
- The 2020 Audited Financial Statement is available to members.
- We expect to end 2021 significantly underbudget, mostly as a result of decreased expenditures due to the pandemic. Our year-end balance is expected to again be healthy, with a slight increase from last year.

## MEMBER ADVOCACY

- Main Issues:
  - Role clarity and job descriptions
  - Job postings
  - Overtime
  - Performance assessment and management

## MEMBER ADVOCACY

- Since our previous AGM, November 2020:
  - 70+ member inquiries answered
  - 44 new matters for investigation; 26 resolved
  - 8 new grievances filed (11 active total)
    - 4 grievances referred to arbitration; 1 grievance awaiting settlement; 1 withdrawn; 2 grievances ongoing (Step 2)

*WELLNESS & WORK EXPERIENCE SURVEY*

## SURVEY RESULTS

### *WELLNESS & WORK EXPERIENCE*

- Survey period: March 18 – April 9, 2021
- Over 300 members participated
- Over 1,050 comments received
- General theme - the ability/option to work from home was/is of significant importance to members; while there is continued/increased stress and workload concerns, there is flexibility and benefits to working from home for a majority of members.

## SURVEY RESULTS

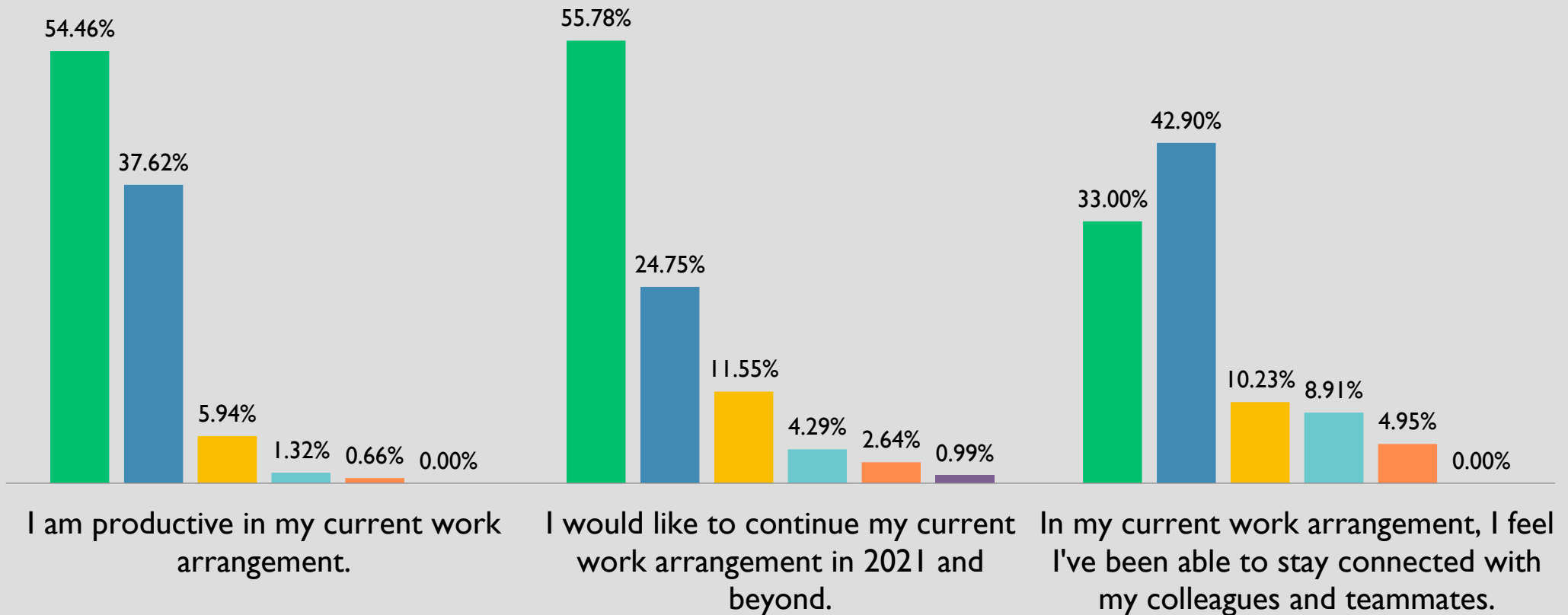
### *WELLNESS & WORK EXPERIENCE*

- Some members expressed feelings of burn out, workload demands, constant change and expectations without clear processes/notice/resources, and tight deadlines
- Members also expressed a desire for Bell to open opportunities to work/compete for “national work” and build on its previous promise to build the “Western Canada” headquarters base in Manitoba

# SURVEY RESULTS

## WELLNESS & WORK EXPERIENCE

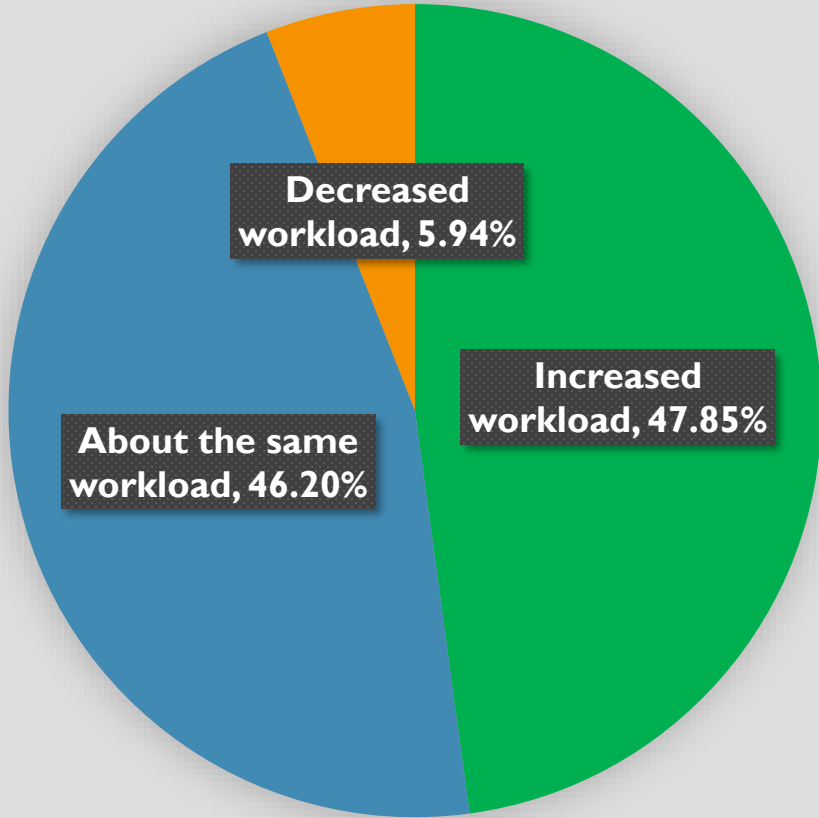
■ Strongly Agree ■ Agree ■ Neither Agree or Disagree ■ Disagree ■ Strongly Disagree ■ Not Applicable





# SURVEY RESULTS

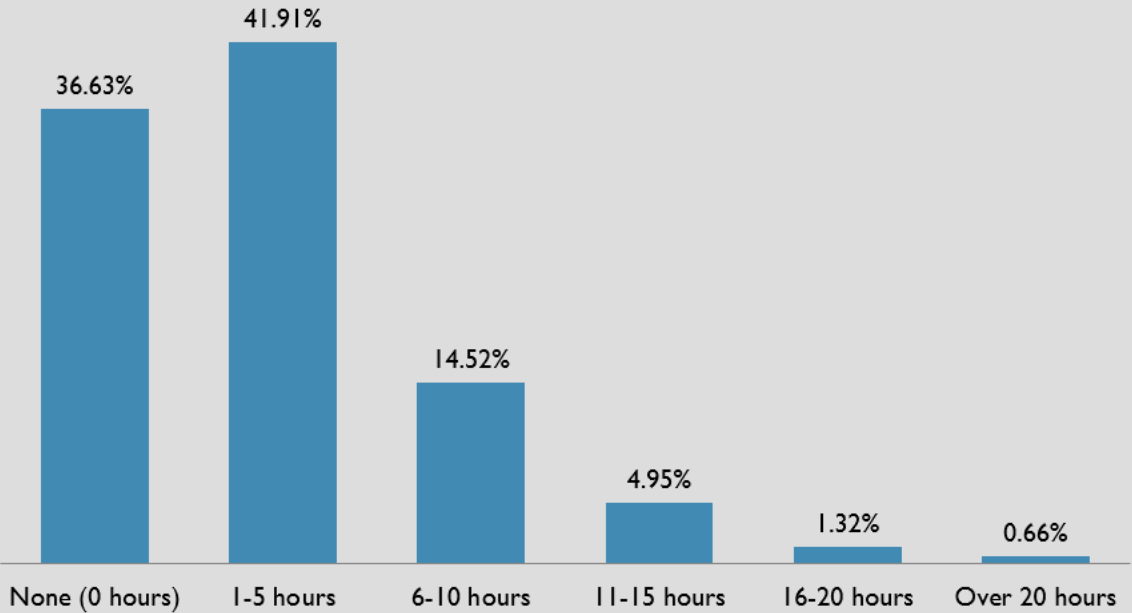
## WELLNESS & WORK EXPERIENCE



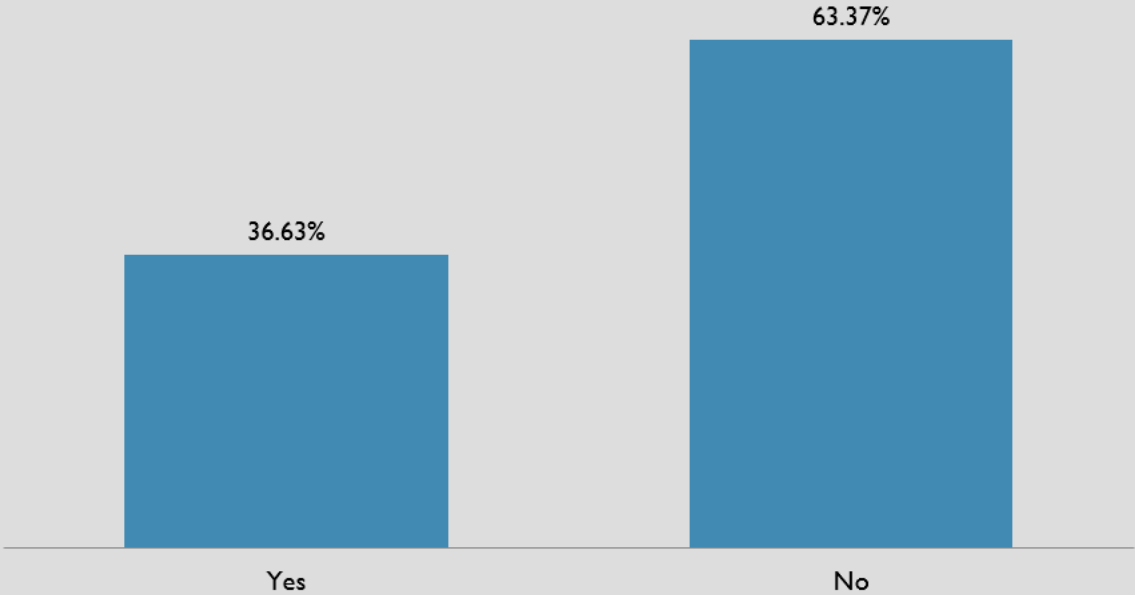
# SURVEY RESULTS

## WELLNESS & WORK EXPERIENCE

Q6: WORKING ADDITIONAL HOURS (OVER 37.5)?



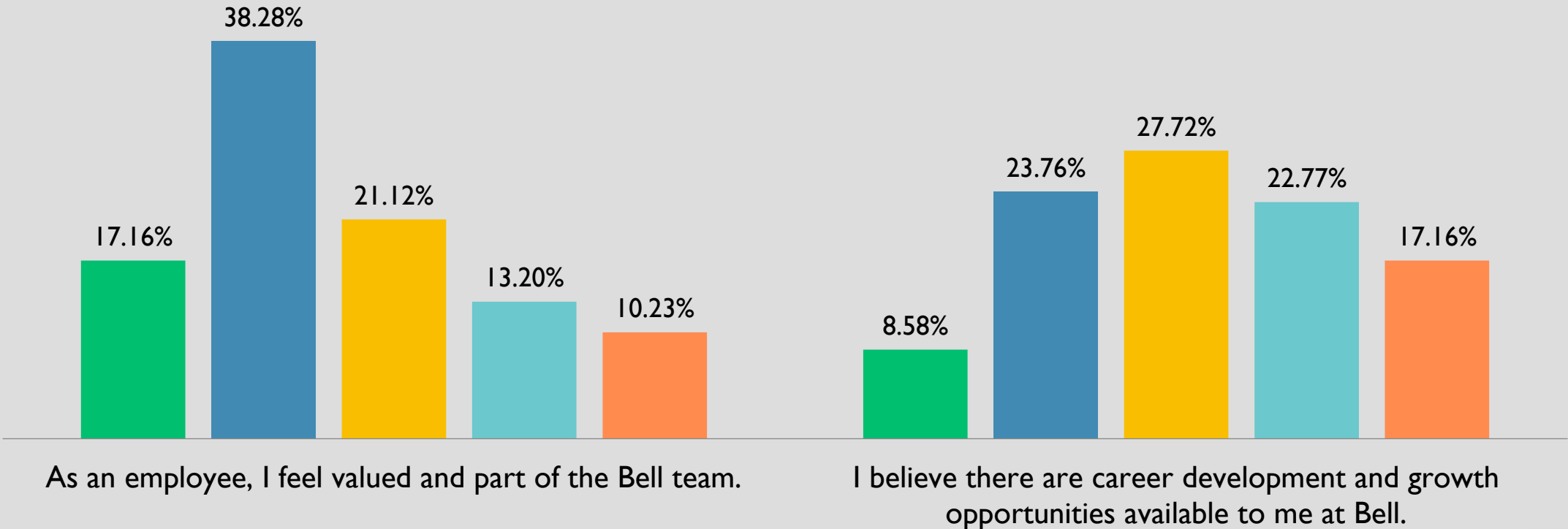
Q8: EXPECTATIONS TO WORK/BE AVAILABLE TO WORK OUTSIDE REGULAR HOURS?



# SURVEY RESULTS

## WELLNESS & WORK EXPERIENCE

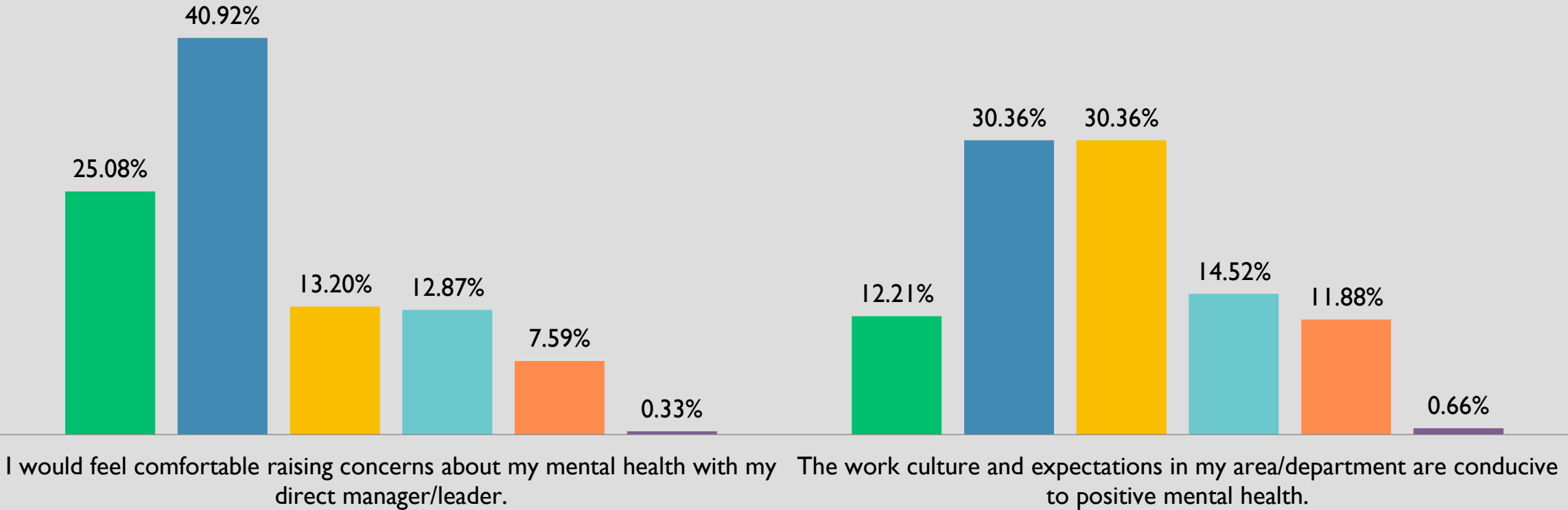
■ Strongly Agree ■ Agree ■ Neither Agree or Disagree ■ Disagree ■ Strongly Disagree



# SURVEY RESULTS

## WELLNESS & WORK EXPERIENCE

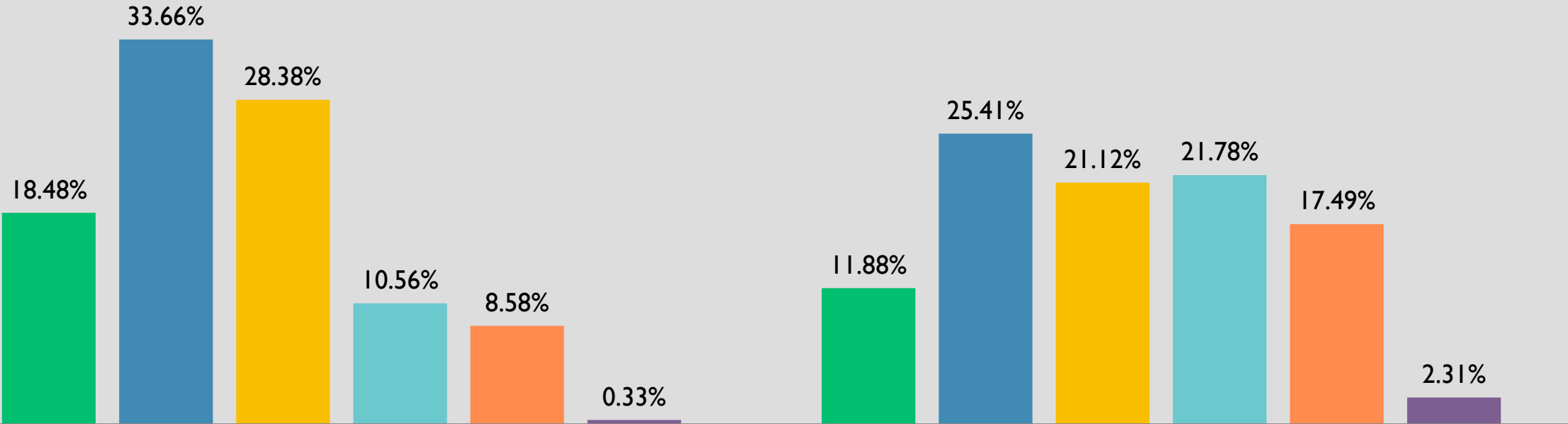
■ Strongly Agree   
 ■ Agree   
 ■ Neither Agree or Disagree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ Not Applicable



# SURVEY RESULTS

## WELLNESS & WORK EXPERIENCE

Strongly Agree Agree Neither Agree or Disagree Disagree Strongly Disagree Not Applicable



Bell has a strong policy concerning mental health support for employees. As an employer, I believe Bell cares about and prioritizes the mental health of its employees.

# *NEGOTIATIONS SURVEY*

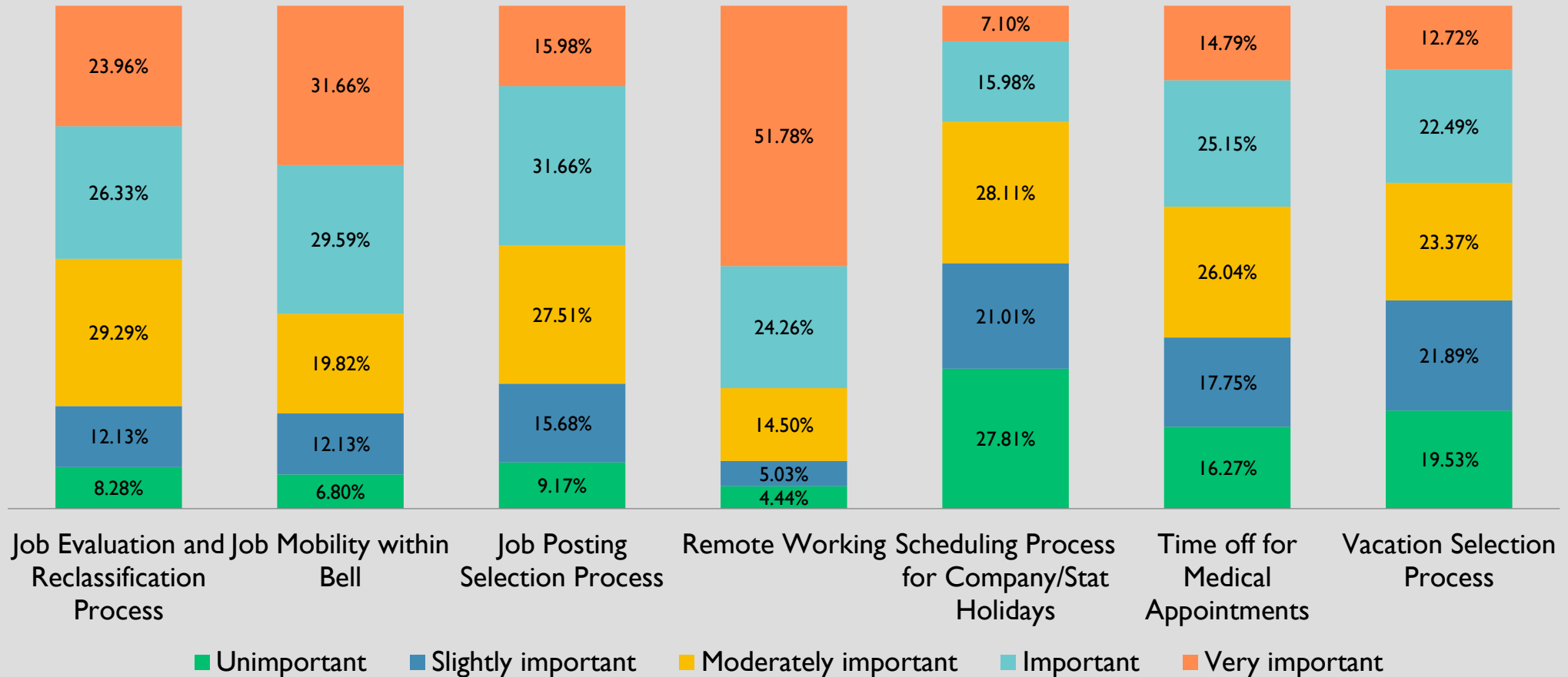
# SURVEY RESULTS

## *NEGOTIATIONS*

- Survey period: October 7 – 25, 2021
- Over 330 members participated
- Over 800 comments received
  
- Based on the responses received, the TOP 3 priorities related to wages / salary increases, job security, and maintaining personal leave days and vacation days
- Members expressed wishing to keep wages in line with cost of living (inflation), continuing remote work opportunities, and improving or maintaining current benefits

# SURVEY RESULTS

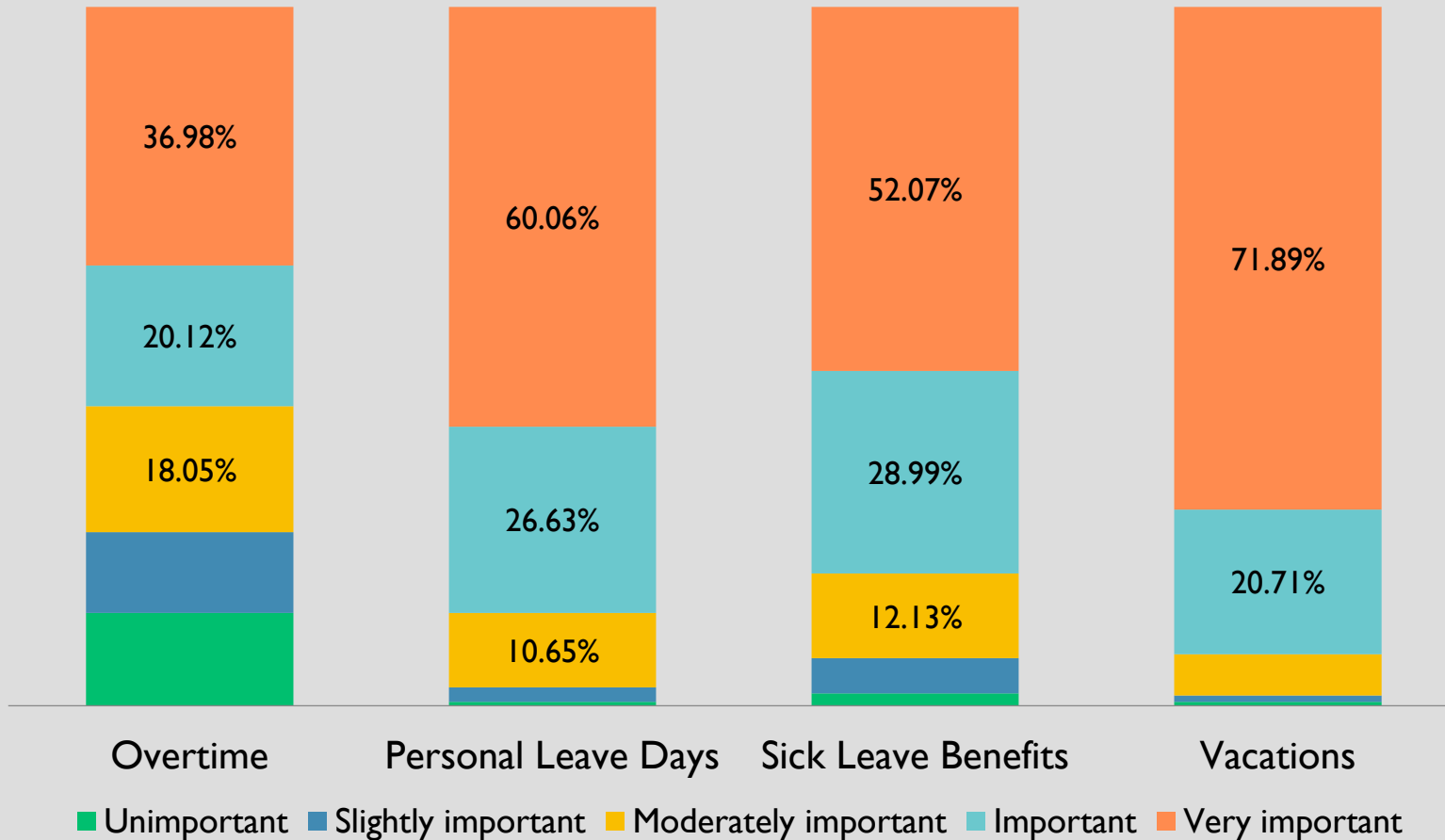
## *NEGOTIATIONS*





# SURVEY RESULTS

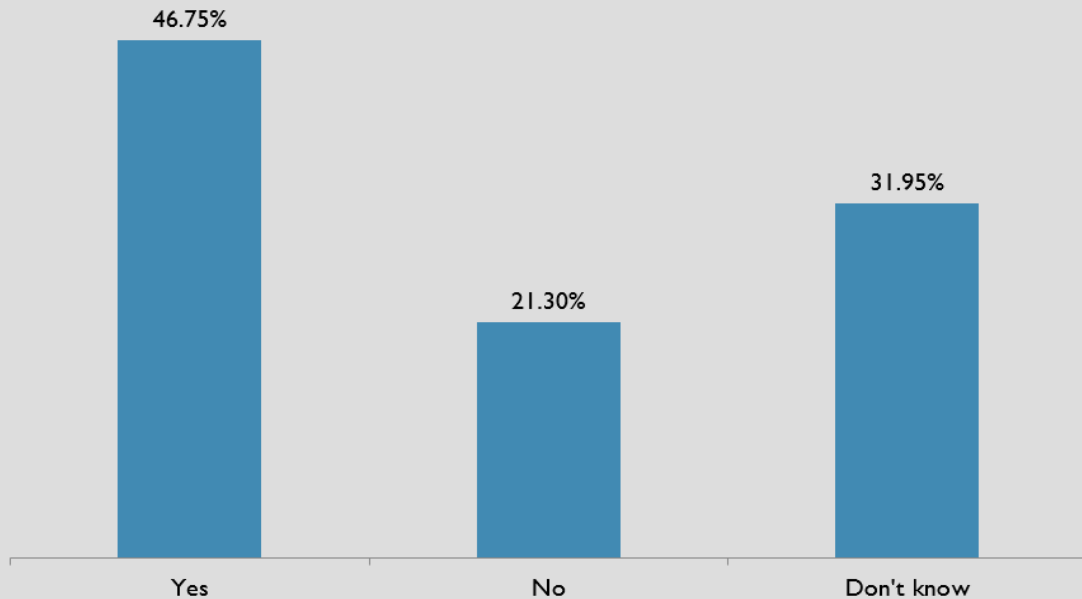
## NEGOTIATIONS



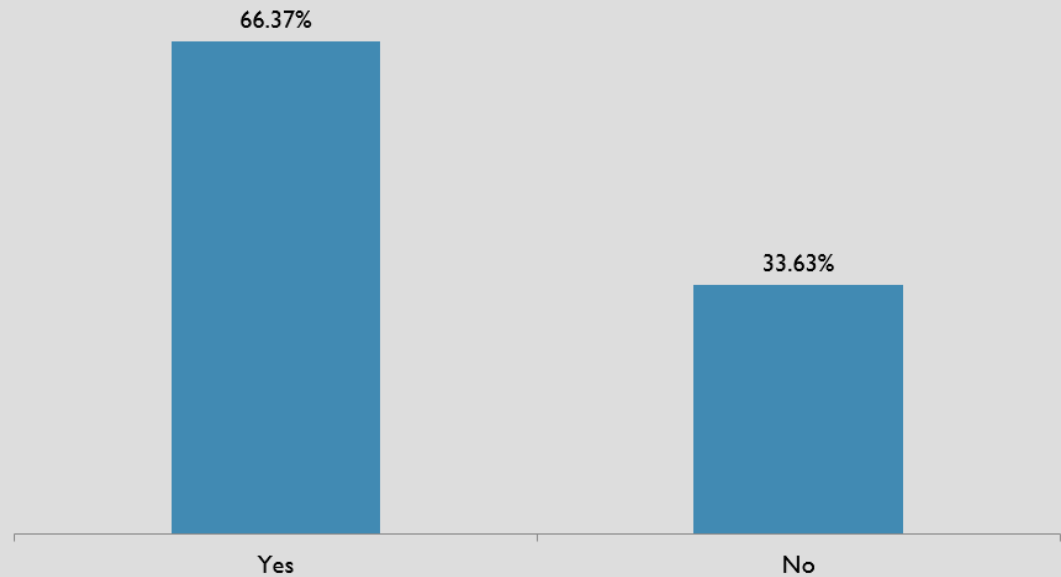
# SURVEY RESULTS

## NEGOTIATIONS

Q6: IS TOTAL COMPENSATION COMPETITIVE?



Q7: WOULD YOU BE WILLING TO ACCEPT LOWER AIP FOR AN INCREASE TO BASE SALARY?



## SURVEY RESULTS NEGOTIATIONS

*“...Higher wages, and focus on respect for employees and consideration for the impact to our mental health.”*

*“The continual erosion of the workforce from Manitoba is a serious concern for our province.”*

*“Job Postings seem to be few and far between. When jobs are targeted they either disappear or others get redeployed into them.”*

*“I really like the work life balance with working from home and just being able to have flexible hours as long as you put in the appropriate time so it would be nice if that could continue.”*

# *2022 NEGOTIATIONS*

## NEGOTIATIONS “DEFINING THE FUTURE OF *TEAM* WORK”

- Wage Increase
- Flexible Work Arrangements
- National Job Opportunities located in Manitoba
- Job Security
- Other topics
- No Concessions

## NEGOTIATIONS *WAGE INCREASE*

- Annual general wage increases that keep pace with forecasted levels of inflation
- Ensure TEAM compensation package is equitable within Bell, including:
  - Negotiate potential alignment of pay scales;
  - 11-18% AIP; and
  - Omniflex Option 2 Benefits paid by Bell
- Eight (8) hours pay for eight (8) hours work for grand-parented Managers of Craft employees

## NEGOTIATIONS *FLEXIBLE WORK ARRANGEMENTS*

- Detail terms and conditions of employment for remote and mobile work
- Compensate employees for all home office expenditures, e.g. internet connection, office supplies, communication devices, furniture
- Parking and mileage expenses for employees when required to attend at the office
- Ability to grieve Bell Workways Profile designation
- Flexibility for in office employees, e.g., a compressed work week

## NEGOTIATIONS

### *NATIONAL JOBS LOCATED IN MANITOBA*

- Develop a path for TEAM members to remain in Manitoba and secure National roles
- All ‘national’ job opportunities that can be performed remotely shall be posted in Manitoba – more jobs for Manitobans within Bell Canada
- Address the rights of TEAM members transferring to Bell jobs outside of Manitoba
- Finalize scope and recognition clause – Article I & Appendix “A” exclusions



## NEGOTIATIONS *JOB SECURITY*

- Serious amendments to VRTIP and layoff process
- Redeploy employees (where able) prior to moving to a layoff
- Transfer employees selected for layoff or on recall to vacant positions for which they are qualified
- Re-evaluate Contracting-in LOU

## NEGOTIATIONS *OTHER TOPICS*

- Establish a fair and timely job evaluation/re-evaluation process
- Commit to current and accurate job descriptions that align with equivalent Bell positions outside of Manitoba
- Incorporate Defined Contribution Pension Plan provisions and governance into agreement

## NEGOTIATIONS *OTHER TOPICS*

- No pre-scheduled work for Duty Managers
- Limit the number of reports for supervisory managers
- Improvements to processes for filling vacant positions
- Amendments to Management Rights provisions with respect to climate change, mental health and reconciliation initiatives

## NEGOTIATIONS *NO CONCESSIONS*

- No reduction in any component of compensation, including:
  - vacation entitlements
  - sick leave benefits
  - PLDs
  - OT provisions
  - shift differentials

# NEGOTIATIONS

## *THE TEAM-IFPTE 161 NEGOTIATING TEAM*

- Mike Taylor, TEAM President (BBM Sales)
- Shawn Scarcello, Lead Negotiator (Cochrane Saxberg LLP)
- Tobias Theobald, TEAM Vice-President (IT Network)
- Charlie Hendren (Field Services)
- Erin Spencer, TEAM Executive Director / Alyssa Hung, TEAM Labour Relations Officer
- Dave Sauer (IFPTE)

## Q&A

204-984-9470

1-877-984-9470

[team@teamunion.mb.ca](mailto:team@teamunion.mb.ca)

[www.teamunion.mb.ca](http://www.teamunion.mb.ca)

[facebook.com/teamunion](https://facebook.com/teamunion) | 6 |

[twitter.com/teamunion](https://twitter.com/teamunion) | 6 |