



TEAM-IFPTE Local 161

Annual General Meeting

November 15, 2022

AGENDA

- Welcome
- President's Report
- Greetings from the IFPTE
- Financial Report
- Member Advocacy
- Looking Ahead
- Q&A

PRESIDENT'S REPORT

2022 Recap

- Negotiations for our renewed Collective Agreement
- Campaign to keep TEAM and telecommunications jobs in Manitoba
- Continued downsizing of TEAM with yet another EVRTIP

PRESIDENT'S REPORT

2022 Recap

- Financial planning webinars
- Transition for majority of members working remotely during the pandemic back to the office
- IFPTE Dominick D. Critelli, Jr. scholarship won by the child or grandchild of a TEAM member

PRESIDENT'S REPORT

TEAM-IFPTE 161 Team

TEAM Board Members:

- Mike Taylor, President (BBM, Sales)
- Tobias Theobald, Vice-President (IT Ntwk)
- Carrie Sanderson, Secretary/Treasurer (BRSB, Mktg)
- Dave Eyjolfson (Ntwk)
- Charlie Hendren (Cust Exp, Field)
- Peter Gonczy (BRSB, Training)
- Jason Whenham (Cust Exp, Field)

PRESIDENT'S REPORT

TEAM-IFPTE 161 Team

- Experienced staff:
 - Erin Spencer, Paula Baryluk, and Kelly Pokorny
- Exceptional legal counsel – Cochrane Saxberg LLP:
 - Kris Saxberg, Shawn Scarcello, Katie Olson, and rest of CS team

PRESIDENT'S REPORT

TEAM-IFPTE 161 Team

- Resources and support of the IFPTE:
 - Politically engaged local IFPTE Representative, Dave Sauer, as well as IFPTE staff in Toronto and Washington, DC and backing of more than 90,000 workers in professional, technical, administrative and associated occupations in Canada and the United States.

GREETINGS FROM THE IFPTE

FINANCIAL REPORT

2021

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

- TEAM's bookkeeping records and financial procedures are reviewed annually by independent auditors:

ONBusiness Chartered Professional
Accountants Inc.
onbusiness.ca

- The 2021 Audited Financial Statement is available to members upon request.

FINANCIAL REPORT

2022 Outlook

- We expect to end 2022 on budget, many things back to “normal” this year; more in-person meetings, events.
- Our year-end balance is expected to be a bit higher than last year; TEAM remains on solid financial footing.

MEMBER ADVOCACY

Main Issues:

- Role clarity and job descriptions
- Job postings
- Performance assessment and management
- Workways Policy

MEMBER ADVOCACY

Since our previous AGM, November 2021:

- 100+ member inquiries answered
- 69 new matters for investigation; 52 resolved
- 10 new grievances filed (7 active total)
 - 7 grievances referred to arbitration; 1 grievance awaiting settlement; 2 settled; 4 grievances ongoing (Step 2)
 - 7 matters at discussion stage which may evolve to grievances

MEMBER ADVOCACY

Process for job to be reviewed and re-evaluated:

- Review current job description
- Revise job description to reflect current accountabilities
- Meet with your supervisor to discuss changes
- Submit for review for re-classification, if applicable
- TEAM can assist throughout process

MEMBER ADVOCACY

Process to challenge PMP based on AIP reduction:

- What can we grieve?
- Employee participation
- Opportunity for input
- Understand what is required to be successful

MEMBER ADVOCACY

Workways Policy

- Unilaterally implemented by Bell
- Canada Labour Code – Flexible Work Arrangements
- CLC not entirely covered in policy
- TEAM discussing with Bell
- “Mobile” designation – 2/3 days a week in office

MEMBER ADVOCACY

National Roles

- More opportunities for TEAM members to compete on Bell jobs
- The LOU is on a trial basis during life of CA
- Need to track members who apply for these new jobs
- Determine effectiveness of the LOU

MEMBER ADVOCACY

Contractors performing TEAM work

- Contracting In vs. Contracting Out
- Bell must report monthly and pay dues in lieu for contracted in resources
- No requirement for Bell to advise TEAM of work that it contracts out
- We need your help in ensuring Bell categorizes and reports Contracted In resources appropriately

MEMBER ADVOCACY

- We provide representation to all members
- Grievance - Grievor
- Harassment – Complainant and/or Respondent

LOOKING AHEAD

- Revisions to our Collective Agreement came into effect upon ratification on November 2, 2022
- Retro-active wage adjustment back to February 20, 2022 and 1% pensionable lump sum to be paid out shortly
- Window to enroll or re-enroll in Omniflex benefit plan opens November 21st

LOOKING AHEAD

- Board Election
- Job Opportunity in the TEAM Office
- Campaign to Keep TEAM/Telco Jobs in Manitoba

Q&A

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