

Heading

A Trip Down Memory Lane:

Collective Agreements Past and Present

Campaign of Fear:

How Governments Use Misinformation Against Our Unions

What's Your Story?

Members Tell Us How the Collective Agreement has Improved Their Lives

Member Profiles
And more.



EDITORIAL POLICY



The content and editing of this newsletter are determined by the Communications Committee. We want members to feel ownership of The Catalyst and view it as independent of any particular part of the union. Content comes from our base of activists, staff and other labour sources.

Where an article has a by-line, the views are those of the author and not necessarily the view of CUPE 2424.

We welcome your contributions but we ask that these be constructive. All articles and letters should be signed and should contribute positively to the welfare of this local.

We encourage thoughtful discussion of all related issues and reserve the right to edit for libel, length and clarity, and to reply to those that seem to reflect a misunderstanding of the union and its policies.

If you require any support, advice or start-up information regarding letters, articles, or photographs, please send an email to cupe2424@carleton.ca

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Bargaining Highlight

On Friday, October 3, The Communications and Events Committees at 2424 held a very successful solidarity event to support the bargaining effort and to raise funds for the CUPE 2424 Undergraduate Bursary. Visitors enjoyed some apple cider, filled out "Solidarity-grams" (like those seen on the cover), and contributed \$_____ toward the bursary through the purchase of some incredible homemade caramel apples crafted by our very own Renee Lortie, Executive Board and Communications Committee member, and 2424's Office Administrator, Zoe Yuan. In addition, CUPE 4600 very generously and graciously donated \$_____ on behalf of Carleton's Teaching Assistants, Contract Instructors, and internally-funded Research Assistants. We extend a big, heartfelt thank-you to all of the 2424 members, Faculty, students, other Carleton staff, and CUPE 4600 for supporting the effort and for the money raised.



Message from the President

❖ Pam Griffin-Hody, President

A union is only as powerful as the sum of its parts. Besides the members themselves, a huge part of what makes CUPE 2424 great are its wonderful volunteers. In a bargaining year, a particular amount of collective gratitude is due to the members of the Negotiating Committee who started meeting in January to first prepare the bargaining survey, along with the strike aversion/bargaining budget and the procedures. Then, following the survey, they prepared the bargaining proposals for presentation to the membership in May. The Negotiating Committee started meeting weekly at the lunch hour but soon progressed into needing larger chunks of time, giving up more lunch-hours and many of their evenings to the effort. The Negotiating Committee also dedicated a full weekend early on to CUPE's bargaining workshop.

Three members of the actual Bargaining Team were selected by and from the original Negotiating Committee to join Leslie MacDonald-Hicks, Internal Vice-President, and myself to serve on the Bargaining Team along with our CUPE National Representative, Tony Cristiano.

As well, the Communications and Event Committees have been busy working on Bargaining Bulletins, Micro-catalysts, and this full edition of the Catalyst, along with the various events over the past few months. These members are so willing to offer their time to the local that the membership on these committees frequently overlaps. These dedicated volunteers come from all over Carleton and include:

Lauralee Archibald
Laura Barrow
Etelles Bourassa
June Drayton Callender
Jerrett Clark
Nathaniel Jewitt
Val Leon
Renee Lortie

Caitlyn McKenzie
Holly Nichol
Leslie MacDonald-Hicks
Heather Murray
Fateema Sayani
James Simpson
Tasneem (Jazz) Ujjainwala

Many more of you have volunteered in various capacities and all of CUPE 2424 thank you. ❖



Sarah Moore, Animal Care and Veterinary Services

Sara Moore is the Senior Veterinary Technologist at Carleton's Animal Care and Veterinary Services. Moore supervises staff and trains students in basic animal handling, surgery and behavioural testing of rodents. Researchers and students then use these skills to carry out their research in the fields of biology, psychology and neuroscience.

The university's Institutional Animal Care Committee reviews all work done involving animals at Carleton or in the field. This committee ensures that all work being performed has undergone review by the scientific community and is also compliant with the provincial and national regulatory bodies, the Ontario Ministry of Agriculture and Food (OMAFRA) and the Canadian Council on Animal Care (CCAC), respectively.

"We look at it ethically to see if the research can be done without animals. If it does use animals, we try to minimize the use of them and maximize their comfort and well-being."

Moore also has a strong regulatory component to her position, ensuring that staff, researchers, and students are following the policies and guidelines set out by OMAFRA and CCAC. Moore and her colleagues oversee the studies to ensure research protocols are followed.

Before arriving at Carleton in January 2014, Moore worked in the neuroscience department at Sunnybrook Research Institute in Toronto and at the University Health Network, also in Toronto. She earned a number of animal management certifications since graduating from St. Lawrence College in veterinary and biotechnology in 2004. Moore is also a certified animal massage therapist and chiropractor. On weekends, you might find her travelling to treat jumping horses when she's not visiting her parents' sheep farm in Perth. Moore also volunteers with the Canadian Animal Assistance Team, which serves communities without veterinary care. One of her recent outreach programs took her to Baker Lake, Nunavut to spay, neuter and vaccinate sled dogs.

❖ Sarah Moore, Animal Care and Veterinary Services

What is Your Story?

With negotiations this year, we wanted to build this edition of The Catalyst around bargaining-related topics and in this section, to remember the benefits that we often take for granted and that have been gained through collective bargaining. We asked for your stories about how the Collective Agreement has enriched your lives as 2424 members, and here is what some of you had to say...

My husband is a cancer-survivor. With the special and annual leave available in our CA, and the support of my Manager and my 2424 colleagues, I was able to be with him at the most difficult times. That meant the world to me. I am so thankful that I work at Carleton.

*Susan McConnell, Evaluation Officer,
Registrar's Office*

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I have been a member of CUPE2424 since September 2002. I am proud to be a Zone Representative (Zone 2) and I am learning more all the time about the importance of our Collective Agreement (CA). Over the past 12 years, I have been very grateful for many articles within our CA. My children and their friends have benefitted from access to the pool in Athletics (you can sign in yourself and 5 others to Open Swims). I have taken many classes, upgrading my Bachelor's degree and my understanding of Aboriginal History. I have recently used one of my Special Leave days to volunteer for a non-profit organization that is important to me. All of these activities have been made possible because of our Collective Agreement.

Lauralee Archibald, Administrative Assistant, Equity Services

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I appreciate my job at Carleton University for so many reasons. One of the great bonuses of working here is knowing that I have coverage and benefits for services that I had to pay for in my previous job. I have, in the past, worked as a sole proprietor which means that if I needed something as simple as a dental exam I had to pay for it out of pocket and often make appointments that would cut into business hours. As an employee of Carleton University I can enjoy special leave time to take care of this and enjoy the additional comfort of knowing that I am covered for the visit. The peace of mind this gives to me is paramount as I can appreciate that these benefits are in place to ensure that I am a happy and productive employee and able to do my job with security and confidence. I'm grateful for these benefits and the many others that are afforded to me through the diligence of our union and its stewards.

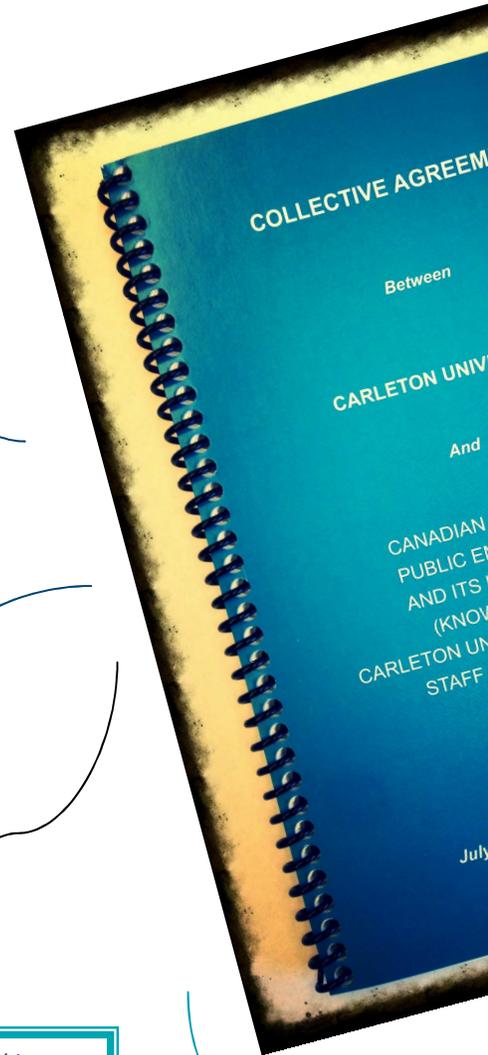
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Tasneem Ujjainwala, Music Program Coordinator, School for Studies in Art and Culture

Bereavement leave for my aunt and my dad made me immensely grateful.

Anonymous

22



The waiver of tuition fees has allowed me to study in the Master of Philanthropy and Non-profit Leadership program, while the Career Development Fund has assisted with the cost of books. In addition to being exposed to the outstanding program of study, being a grad student has allowed me to engage with other parts of campus, including with the top-notch faculty in the School of Public Policy and Administration and with fellow 2424 employees who make the student experience seamless.

29 28

Fateema Sayani, Editor, Carleton University Magazine, Department of University Advancement

As a migraine sufferer, I spend a lot of time at medical appointments. I have acupuncture once a week, meet with my neurologist every 3 months and see my family doctor sporadically throughout the year. Special leave is obviously, for me, a very important aspect of our collective agreement. Without those days to attend to my problem, I would either have to use annual leave or leave without pay (as I did before I came to Carleton).

Section (b) of the Special Leave article allows employees to attend medical, dental, or legal appointments one hour late arrival or one hour early departure, without having to take a ½ day special. I use this benefit frequently, as I either schedule acupuncture first thing in the morning, or last time of the day. This allows me to use my special leave days for more lengthy medical or dental appointments.

I feel very fortunate to work at Carleton, as a 2424 member, with excellent benefits negotiated by past bargaining teams.

22

Sherri Sunstrum, Cartographic Specialist in MADGIC (Maps, Data and Government Information Centre), MacOdrum Library

As a mother of a large family, I am very grateful for our special leave days. I try my best to book dental and medical appointments with the least amount of disruption to my work day. However, when one of my children becomes ill or needs to visit a specialist I feel relieved that I can take up to 6 days to stay home and look after my child. I feel badly for mothers who have to use vacation time or forgo pay in order to look after a sick child. Article 22.05 ensures that Carleton University is a family friendly workplace.

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Sarah Koch, Undergraduate Administrator, Sprott School of Business

Working at Carleton University has changed my life. Financial security and a dental plan to smile about are just two of the many happy consequences since I started to work here 17 years ago. The tuition benefit - WOW. Time to enjoy family at Christmas - priceless. Roll all of the above into a working environment that is supportive and collegial - life changing.

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Patty Patrick, Student Systems Support Officer, Registrar's Office

A TRIP DOWN MEMORY LANE

❖ Pam Griffin-Hody, President

In the 1970s, staff at Carleton University formed the Carleton University Support Staff Association (CUSSA). They negotiated our very first collective agreement in 1976 as an independent staff union. We thought it would be interesting to look at our first Collective Agreement and the changes over the years.

Did you know that our Collective Agreement turned 35 years old during its current version and will soon turn 40? We are proud to say that in CUPE 2424 in 2014, we still have members who were members of the CUSSA in 1976.



A PROGRESSIVE UNIVERSITY or a PROGRESSIVE STAFF ASSOCIATION?

There are a few things that stand out in our 1976 Collective Agreement, most notably relating to equity language which was ahead of its time. One of these notable items was the definition of spouse which included “common-law”. Taken for granted today, this was uncommon in 1976.

Another item to note in the 1976 agreement was the no-discrimination clause (Article 5.01). The addition of sexual orientation under the Collective Agreement’s no-discrimination clause was certainly forward-thinking at the time. In 1977, the newly elected Parti Quebecois government of Quebec under Premier René Lévesque was the first government in the world larger than a city or county to establish, through legislation, protections against discrimination (based on sexual orientation) in both the public and private sector. At that time, no such laws existed in Ontario or elsewhere in Canada at the provincial or national level.

Sadly, while a no-discrimination clause existed, there was no provision in the 1976 Collective Agreement against any type of harassment, unlike today (Article 48).

The following are some more highlights of the changes in our Collective Agreement over the years:

JOBS!

JOB POSTING - In 1976, article 12.03 notes that “all applications for [vacancies] shall be considered including those from outside the bargaining unit”. Our collective agreement now provides for applications to be considered

by level of priority. This helps to protect and provide career development opportunities for CUPE 2424 members.

JOB CLASSIFICATIONS - In 1976, our job classifications were divided into three occupational groups; Administrative Support, Technical Support, and Managerial/Professional. Between these three groups there were 18 different levels. Article 43 today, which outlines how an employee can challenge their existing job classification, dates from the 1976 Collective Agreement.

JOB SECURITY!

CONTRACTING OUT – Article 38.01 concerning the contracting out of bargaining unit jobs appeared in 1976 but not 38.02 or 38.03, the latter of which now explicitly states that “Employees...will not suffer loss of employment or of remuneration as a result of the contracting out of work presently performed by members of the bargaining unit”.

LETTER OF INTENT - In 1976 there were 12 letters of intent attached to the Collective Agreement. Only one of those remains today, namely the Letter of Intent #11 - Financial Stringency (now Letter of Intent #1). The other Letters of Intent from 1976 either disappeared with their purpose or now form actual articles in the Collective Agreement.

BENEFITS!

ANNUAL LEAVE – The maximum amount of annual leave (called “vacation” in 1976) that a member could earn was 1.83 days per month which kicked in at 15 years of service. There was no provision for an extra amount at an employee’s 25th anniversary, like today. The 2.08 entitlement came in 1978 as did the bonus days at 25 years. There were other improvements to annual leave over the years as well, one highlight in particular being in 1989 with the 1.83 entitlement taking effect at 10-14 years of service, instead of 15+ years as before.

SICK LEAVE was earned at 1.25 days per month and was cumulative. There was no bank. Employees were permitted to transfer five (5) days per year to another employee who did not have enough sick time accumulated. This transfer of sick days was removed in 1984 when the sick leave bank came into play.

BEREAVEMENT LEAVE was three (3) days for immediate family and one (1) day for in-laws. Today, employees have five (5) working days for bereavement leave.

CHRISTMAS BREAK – In 1976 we were granted ½ day for Christmas Eve and ½ for New Year’s Eve. Our current structure of paid leave during the university closure between Christmas and January 1 came in 1985.

TUITION BENEFITS - In 1976, tuition benefits were only extended to spouses and children following three consecutive years. This benefit is now available at the date of appointment.

We honour those members of the CUSSA who came before us:

“We are like dwarfs sitting on the shoulders of giants. We see more, and things that are more distant, than they did, not because our sight is superior or because we are taller than they, but because they raise us up, and by their great stature add to ours.”

John of Salisbury, 1159

SOLIDARITY! ❖

Editorial

The Fear Campaign

Over the past decade a wave of political conservatism has swept through North America and those pushing the conservative agenda have taken aim at unionized workers. In Canada we have seen this rising tide of anti-union rhetoric ramp up as the next federal election draws closer. The greatest tool in the conservative arsenal is fear. The communications people have woven a tapestry depicting not only the federal public servant but by extension all unionized employees as pampered, unprincipled, greedy and lazy, as well as the greatest financial threat to the economic stability of the country that we will ever see. If you buy into this agenda you would conclude that unions are leading the country to bankruptcy and moral degradation.

None of it is true. "Evidence" is created to fit an agenda. But when has truth mattered in the face of fear and uncertainty? If you can make people fearful it is easier to ram legislation that strips away rights and establishes policy and laws that favour the select few over the needs of the many.

Sadly, many of us will sit back and let it happen without so much as a peep of protest.

The management of the public and private sector is benefiting from this environment of fear; concessions are demanded in negotiations and anti-union legislation is being tabled at all levels of government. The unionized worker, which makes up for only 27% of Canada's workforce, is a target of suspicion and scorn.

People do not seem to know (or remember) that unions are the driving force behind labour laws that have improved the working conditions and rights of all employees in Canada. This has included a minimum wage standard, benefits, health and safety training, equipment safety, harassment free workplaces, and equity in the workplace, among other improvements. Great gains have been made in labour relations over the years but there is still more to do as our work world changes. This includes the rise of new issues such as workplace bullying and mental health issues. It is unions that are leading those discussions and investing in the research to develop solutions.

Across the country young workers are struggling to find employment and the work they do find is too often precarious in

nature. These workers are living in economic fear and it is paralyzing them. The conservative agenda that has monopolized the language of fear has launched a successful attack on unions and this in turn has made young workers fear the very group that can help them the most.

Labour negotiations cannot afford to be hijacked by fear. Fear is just another way to bully people. Concessions are not an option. If we start giving away what we have negotiated in good faith or stood on picket lines for then we have harmed our membership and subsequently dismissed the rights and dignity of all workers.

An active union can end this campaign of fear. We can do it by listening to all workers, by negotiating collective agreements that meet the needs of a multi-generational workforce, and by being an active voice to end precarious employment. Fear feeds on misinformation so we must speak truth to power so that all workers can contribute to our society without the loss of respect and dignity.

Leslie Macdonald-Hicks is the VP Internal for CUPE 2424 and serves as the Research Ethics Board Coordinator for the Carleton University Research Office.

❖ **Leslie MacDonald-Hicks, VP Internal**

MEMBER PROFILE — Joanne Rumig, Coordinator for Library Reserve Services

I graduated from Carleton University with a Bachelor of Arts in 1997. During my studies I worked part-time in the library until graduation and then returned as a replacement employee in 2008. Later that year I was a successful candidate for a position in Access Services. Currently, I am the Coordinator for Library Reserves Services and our role is to manage course readings for faculty on campus and to ensure they meet current copyright guidelines. I work closely with the Systems department regarding upgrades and troubleshooting. As well, I am the content editor for the library website and intranet in Access Services. My position offers a balance between working with our faculty and students at Carleton as well as the technical side. I feel very privileged to work with a great staff and to have the support of the management in the library.

In 2011, the nature of my position began to change and in 2013 I decided to pursue a reclassification. Once the initial process was started it was quite simple. The management group in the library was supportive and together we worked out a draft that was a true reflection of the work and responsibilities that I did each day. Overall it was a very positive experience.

As a result, I chose to join the Jobs Committee and the Job Evaluation Committee as I think that everyone deserves to have an accurate description of their job, while recognizing there are always two sides to a process. Over time the nature of our positions change due to technology, improvements in processes, and job descriptions should be updated to reflect these changes.

Aside from my career at Carleton, I am married (we met at Carleton twenty one years ago!) and we have four very active children. In my spare time I enjoy camping, fishing, travelling and volunteering in the children's activities. In addition, I will be graduating next year with my Masters of Library Science from San Jose State University.

❖ **Joanne Rumig, Library**

WANTED!



WE ARE CURRENTLY
LOOKING FOR MEMBERS TO
VOLUNTEER AS PICKET
CAPTAINS, WITH A 4-HOUR
TRAINING SESSION
PLANNED FOR SATURDAY,
OCTOBER 25.

IF YOU WOULD LIKE TO
HELP IN ONE OF THESE
CRITICAL ROLES, PLEASE
EMAIL:

CUPE2424@CARLETON.CA

DID
YOU
KNOW?

BURSARY



CUPE 2424 has an undergraduate bursary awarded annually to deserving undergraduate students proceeding from one year to another in any program of study at Carleton University. Recipients will have demonstrated financial need, must be Canadian citizens or permanent residents of Canada (landed immigrants or protected persons), and must meet OSAP's Ontario residency requirements. Endowed in 2007 by CUPE 2424 as a gesture of thanks from the membership for the students of Carleton University in recognition of their understanding and support during our 2007 strike action.

To make a donation to the CUPE 2424 Bursary fund you can contact University Advancement at extension 3636 or visit <http://carleton.ca/giving/> for more information.

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