

the
CATALYST

Fall 2016

**BARGAINING
2017**

BENEFITS

LEAVE

WAGES

PENSIONS



CUPE 2424 Presents

BARGAINING BASIC SERIES 2017

Watch out for our Bargaining Basics
Series workshops, starting in
January 2017.



Bargaining
Basics 101



Survey Results
and Proposal
Preparation



Strike
Aversion



Bargaining
and
Casuals



Benefits,
Working
Conditions and
Salary

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 2017—Introducing the BAT

Our Collective Agreement expires June 30, 2017 and we are already busy preparing for bargaining.

Our Bargaining Assistance Team (BAT), responsible for all aspects of bargaining preparation and support, has been assembled from across the university and their work is already underway. We proudly introduce the BAT:

Lauralee Archibald (Equity Services), Etelle Bourassa (Psychology), Erin Chezick (Campus Card Office/Information Carleton), Jerrett Clark (Registrar's Office), Sarah Cleary (Law and Legal Studies), Elise Durand (Undergraduate Recruitment), Kim Heuff (Faculty of Engineering and Design), Pam Griffin-Hody President (Faculty of Graduate and Postdoctoral Affairs), Nathaniel Jewitt (Health and Counselling Services), Mike Labreque (Registrar's Office), Valentina Leon (Registrar's Office), Jena Lynde-Smith (Computer Science), Leslie MacDonald-Hicks (Faculty of Graduate and Postdoctoral Affairs), James Simpson (CCS), Michelle Slobodrian (Computer Science) Tasneem (Jazz) Ujjainwala (Music), Sarah Whalen (Admissions), Jenna Williams (BGI NS)



President's Message

November! It seems as though the students just arrived and now they are finishing midterms. Just as the campus has been a busy hive of activity this fall, so has 2424.

I hope everyone had time over the summer to find a little bit of quiet and happiness – some time to unwind and re-charge. For me, happiness was my first solo road trip home to connect with family and spend time in the beautiful outdoors of New Brunswick and Nova Scotia.

I also hope 2424's social events over the summer gave you some time to unwind and connect with colleagues. We celebrated the 40th anniversary of our first Collective Agreement at our annual BBQ in July. We also enjoyed the company of two former Presidents who were the bedrock of our Union in the 1970's, Ian Babcock and Sylvia Gruda, both now retired. And many of our members enjoyed meeting another special guest at the BBQ, Archie, a Guide Dog in training and unofficial mascot for 2424. We had a lovely summer day by the canal and I hope that you enjoyed the gathering of friends and colleagues under that perfect sun and sky.

To mark the end of summer, we held

our annual "Solidarity is Sweet" Ice Cream Social in Alumni Park where our Executive Board had a chance to meet and talk with members while enjoying some frozen treats.

Speaking of joyful occasions, our Communications Committee has already started work on our third annual Children's Holiday Party to be held in December. Being in the presence of children brings all of us a little joy. Announcements and invitations will be going out shortly.

Our Lunch and Learn sessions are becoming increasingly popular and well attended, especially those on the subject of pensions. We heard loud and clear that pensions are an important issue to our members and will continue to be a major focus for us.

Our Collective Agreement expires on June 30, 2017 and we have already started working towards that auspicious date. Our Bargaining Assistance Team has been assembled and is already meeting every week. The BAT is currently working on the bargaining survey to be sent out in January. Members can also expect a number of bargaining information sessions over lunch hours starting early in 2017. Watch for more details about our "Bargaining Basics Series"

coming soon.

The Union strives to help make Carleton a safe and healthy workplace for workers and for students alike. The university has drafted a new sexual violence policy in compliance with provincial legislation. We thank you, our members, for the input that helped form our official response. It is our understanding that the policy will be formalized at the December 1 meeting of the Board of Governors. If you have anything further you would like to discuss about this policy or process, please do not hesitate to contact me.

As many of you will remember, we have been working towards a gender-neutral job evaluation system with Carleton for several years. In our last round of bargaining, we signed a new memorandum of understanding along with a Terms of Reference. The process got off to a slow start but I am pleased to tell you that we have started regular meetings with the Employer and you should expect the first joint communication soon.

I hope that in the busyness of the fall semester you all take the opportunity to enjoy the changing season around us.

In solidarity,
Pam Griffin-Hody, President

MEMBER PROFILE — Greg Aulenback, International Graduate Student Recruitment Officer, FGPA

Greg left his native Nova Scotia in 2002 and came to Carleton University for his undergraduate studies. He graduated with his BA in 2006 and was subsequently hired as a casual employee in Undergraduate Recruitment.

Greg has been in his current position as the International Graduate Student Recruitment Officer, in the Faculty of Graduate and Postdoctoral Affairs, since 2009 which began as a two-year contract and was made permanent in 2011. His duties include developing strategies to not only recruit and enroll international graduate students, but increasingly to recruit and enroll domestic graduate students as well. He works with many academic and administrative offices across

campus to achieve this goal.

His specific duties includes providing international credential support to academic units, attending domestic and international graduate recruitment fairs, giving presentations on Carleton's program and student support offerings, maintaining the Graduate Admissions website and social media presence and providing guidance on the latest best practices for graduate enrollment management, amongst many other duties.

Greg recently returned from a one-year Leave of Absence – Without Pay using Article 22.07 under the Collective Agreement to travel around Australia and New Zealand, which he thoroughly enjoyed.

He currently serves CUPE 2424 as the Zone Officer for Zone 4 (Dunton Tower, Steacie, Herzberg) and as the Social Media Coordinator on the Communications Committee.

BARGAINING 2017—TIMELINE

Collective Agreement Expiration Date – June 30, 2017. The Preparation begins months in advance with a call for volunteers, survey of membership and proposal preparation. The following infographic shows the cycle of negotiations. Some of these may or may not take place. For example, 96% of all bargaining is resolved without the workers taking strike action (or the employer locking them out). Looking at 2424's history, we have only had two strikes in 19 rounds of bargaining. In the last round of bargaining in 2014, we did not find it necessary to hold a strike vote.

**OCT
2016**

**BARGAINING
ASSISTANCE
TEAM (BAT)
ASSEMBLED**

**FALL
2016**

**BAT
PREPARATION
OF SURVEY**

**JAN
2017**

**SURVEY SENT
OUT TO
MEMBERS**

**JAN
2017**

**SURVEY
DEADLINE**

**FEB
2017**

**PREPARATION
OF
PROPOSALS**

**MAR
2017**

**GMM TO
APPROVE
PROPOSALS**

**APR
2017**

**NOTICE OF
BARGAINING
SENT TO
EMPLOYER**

**SPRING
2017**

**BARGAINING
BEGINS**

**JUN
2017**

**COLLECTIVE
AGREEMENT
EXPIRES**

2424 BY THE NUMBERS

1 Bargaining unit with 10,124 years of experience!

2 Strikes by CUPE 2424 (1980 and 2007)

8 Number of Zones (and Zone Officers)

22 Number of years Carleton existed without a CUPE local (CUPE 910 was formed in 1962)

19 Number of Collective Agreements we have had, including the current one

31 Years that Carleton existed before the Carleton University Staff Association (later CUPE 2424)

33 Number of Union bulletin boards

36 Years since we joined CUPE and CUSSA became CUPE 2424

40 Number of years since 2424 was certified by the Ontario Labour Relations Board as a bargaining unit

49 Articles in the Collective Agreement

656 Number of employees in the bargaining unit in 1976

849 Members of CUPE 2424 as of October 1, 2016

2424 and CU75 ❖ Pam Griffin-Hody

Carleton University will be celebrating its 75th anniversary in 2017.

CUPE 2424 was established in 1973 as the Carleton University Staff Association (CUSSA) when Carleton itself was only 31 years old. Our Union and its members have played a huge role in establishing Carleton as the world-class university it is today.

CU75 will be “celebrating some of the notable students, faculty, alumni and community supporters who have called Carleton home”, according to Carleton’s website.

Students. Faculty. Alumni. Community Supporters. Where, then, do our 2424 members as Carleton’s support and professional services staff, fit into the celebrations?

Our members make a difference in every aspect of the student experience at Carleton. We recruit students and support their studies from admission to graduation. We process their applications and awards, keep our library going, provide administrative support to Faculty, and offer academic and career counseling. We evaluate students for graduation and undertake the massive effort to ensure their big convocation

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How Unifor Failed Canadian Workers

❖ *Leslie MacDonald-Hicks*

A recent post on Facebook said “Your pension is your reward for your years of working.” This is a falsehood that needs to be corrected because it’s important to our future. It is not a reward. It is something you have paid into and earned. And in case you have not been paying attention, pensions are in danger in this country. Companies are demanding concessions from unionized workers to move from defined-benefit plans, which provide a measure of certainty for retirement income, to defined-contribution plans which are not certain at all – you pay in but have no assurances on what your investment will return, so your pension income will fluctuate. And when the largest private-sector union in Canada—Unifor—sells out the future of its workers’ pension plans, you know something is wrong.

If you do not know Unifor, you are not alone. It is the child of two of the country’s most powerful private sector unions, The Canadian Auto Workers and the Communications, Energy and Paperworkers Union of Canada. They merged to become Unifor in August 2013. And yet, with all their experience and strength, they failed to take the long view in their last round of negotiations and have hurt their members, driving a stake into the heart

of company pensions. That should sound a warning bell to all unions and to every worker in this country.

In September of this year, Unifor agreed to a two-tiered pension plan with GM. They agreed to a defined contribution pension plan for new hires. This is a plan where the employer promises a specified monthly benefit to the retiree. Under the new agreement, all new hires will be part of a defined contribution plan where the contributions by employee and employer are fixed but the benefits depend on contributions and earnings, similar to an RRSP. Meanwhile, other automakers have negotiated that all new hires will have a defined contribution plan and the investment risk of the plan will be borne by the employees. This means that employers are off the hook for pensions. Unifor said they had no choice, that it was take the concession or lose jobs. I am not convinced and I think they caved out of fear and sacrificed members’ future for undefined jobs.

I would ask that you consider the long-term effects of poor pension plans. What will the overall cost to the health care and social services systems be if retirees have an uncertain financial future? What will happen if they lose

homes, become seriously ill, or outlive their savings? What is the long-term cost to young workers who are trying to pay off student debt while contributing to their own pension plans? The debt will have to be paid before a retirement plan can be established. How will a young worker afford a home, which is the foundation of our tax system at the municipal level? No tax money means inadequately funded schools, community centres, libraries, and public transportation.

This is a broken system. Corporations receive tax breaks, bailouts, and executives receive astronomical bonuses for cutting jobs and shutting down businesses (see Nortel, Postmedia), while the average worker is asked to pay the price. Unions have been the last stand against this exploitation and it is worrying that some unions—leaders and members—have forgotten that they need to think of the worker that is starting out, as well as the one they work beside, and the one that is leaving the work world. This is the time for all unions to stand together in solidarity and say we will not surrender what we have earned. We will not sacrifice the next generation out of fear. We will not abandon those who fought for our rights.

Continued from page 6

day runs flawlessly. Science and Engineering students rely on 2424 members to perform their laboratory work and we ensure that computers and networks are operating. Our members provide many of the services in Health and Counseling Services. We look after International and Exchange Students and students with special needs in the Paul Menton Centre, the Joy MacLaren Adaptive Technology Centre, and the McIntyre Exam Centre. Our members in Alumni Services maintain the University’s strong connections to our students after they have left Carleton to achieve great things, the things that CU75 will aim the showcase in 2017. And our members in University Advancement help foster the very important relationships with community partners, the partnerships that will also be highlighted in the CU75 celebrations next year. We do all of these things and so much more.

2424 members contribute to the very essence and identity of Carleton University and have played a significant part in what our proud institution has become after 75 years. Our members uphold Carleton’s values as a leader in service excellence in their work every day. So much of what makes Carleton one of the region’s top employers annually can be attributed to the rights and benefits negotiated by CUPE 2424 on behalf of its members.

On Carleton’s web page for CU75 you will find an invitation to meet some of Carleton University’s “amazing people”.

Let us recognize that 2424 members are among those who make Carleton great. After all, CUPE 2424 helps make the ravens fly.

SUNDAY • 11 DECEMBER 2016 • 2:00PM - 5:00PM

CUPE 2424

CHILDREN'S HOLIDAY



PARTY!

UNIVERSITY CENTRE GALLERIA

BRING YOUR CHILDREN AND GRANDCHILDREN FOR AN AFTERNOON OF
FESTIVE ACTIVITIES AND FUN!

KIDS WILL GET TO ENJOY A BOUNCY CASTLE, BALLOON ARTIST, FACE
PAINTING, CARAMEL APPLE, DECORATING, MINI MECHANICAL PONY RIDES
AND A VISIT FROM SANTA!

A VARIETY OF SNACKS WILL BE PROVIDED INCLUDING PEANUT & GLUTEN
FREE OPTIONS.



**PLEASE RSVP TO CUPE2424@CARLETON.CA
WITH THE NUMBER OF ATTENDEES (CHILDREN &
ADULTS) BY FRIDAY DECEMBER 2, 2016**

**THIS IS A FREE EVENT BUT NON-PERISHABLE FOOD ITEMS FOR THE
CARLETON UNIVERSITY FOOD BANK ARE WELCOME**

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