

the

# CATALYST

Summer 2013

NO

MORE  
STIGMA!

"Depression is not selfish.  
Anxiety is not rude.  
Schizophrenia is not wrong.

Mental illness isn't self-centered,  
any more than a broken leg  
or the flu is self-centered.

If your mental illness makes you  
feel guilty, review the definition  
of "illness" and try to treat yourself  
with the same respect and concern  
you would show to a cancer patient  
or a person with pneumonia."



Rationalhub.com  
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Quote credits: goldenboenaxiel

# 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](mailto:cupe2424@carleton.ca)

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## EMPLOYEE & FAMILY ASSISTANCE PROGRAM

CUPE 2424 EFAP Representative | James Simpson

Visit CUPE 2424's website at [2424.cupe.ca](http://2424.cupe.ca)

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# EDITORIAL

The workplace is changing. We are hearing and reading about it (the spring 2013 issue of *carleton*). We know that change is constant. It seems like every month we hear about a new system or a new process being implemented, or this department or that department being re-organized. Almost none of these changes are discussed with the union even though we have an article in our collective agreement that requires the union be consulted when there is a change in technology or a process that may affect our members.

What happens when the employer doesn't talk to the union? You get rumours of change, of re-organizations, of new programs to learn, and new systems to adapt to. Words like redundant, redeployment, lay-off, downsizing, etc., are raised in conversation. And, employees end up with symptoms of stress; primarily, anxiety and depression.

Lack of communication between the employer and the union often leads to a poor relationship and an increase in grievances. For the past year, we have been trying to build a new way of talking to each other; one that is more collaborative and less combative. But there is a long way to go; especially when it comes to talking with us about forthcoming changes.

As members of the union, we need to communicate with each other more. We want to hear from you about what is happening in your workplace. If we are to keep strong, we have to connect, listen, and work together to ensure that the changes which are happening and will continue to happen does not disenfranchise or disadvantage us. We are here to listen to you and to assist in any way we can.

This issue is a step toward keeping you informed about what is happening with the Executive Board, and what is happening in the university sector. It is also to keep you up-to-date on the national standard for preventing mental health illness in the workplace and in accommodating employees with a mental health disability.

❖ Communications Committee

## Member Profile

### Angela Hayward

Angela Hayward will have worked at Carleton 25 years this October. She started as a student in the library. After graduating with her BA (Art History), she was able to get a permanent part-time job in the Binding department in the MacOdrum Library, and within a year had a full-time position in Maintenance within the Technical Services area of the Library. Since then, Angela has held several different positions in the Library, all within Technical Services. She has taken online Library Technician courses to further her career. She is now a Cataloguer/e-book Specialist.

"My co-workers are like my second family. For the longest time, I was the baby of the group (There was a hiring freeze right after I was hired); now I am one of the old-timers".

One of the things about working at Carleton that she loves is the opportunity to get involved in different things. She was heavily involved with our United Way Campaign in the past and created the Library's Silent Auction in 1998. She was chair-elect of the Auction in 2000, Chair in 2001, Co-chair in 2002, Loan Representative in 2003 and Volunteer coordinator in 2004. Since then, Angela has been running the Library's Auction for the United Way.

As for Angela's home life, she lives with her husband and two teenage daughters in rural Ottawa. (The eldest is entering her 3<sup>rd</sup> year at Carleton) She enjoys gardening and home improvements. She also teaches Sunday School and has been a Sunday School Superintendent in the past. From 2002-2007, she coordinated the Giant Greely Garage Sale for CHEO. Organizing charity events is her hobby. She intends, once she retires (but is currently nowhere near that), to volunteer more.

Angela feels very lucky to belong to 2424. "We make decent salaries with good benefits and security. I realize my career good fortune is a direct result of my union fighting for me".



Angela Hayward, Library

❖ Sherri Sunstrum, Communications Committee

## Right-to-work or No-right to be unionized?

You may have read the *Ottawa Citizen* article on June 4 entitled *Right-to-work on convention agenda: Federal Conservatives to consider ending many union powers*. Well the facts were right—many Conservative governments in Canada, including the federal government, are moving to cut union rights.

This has already happened south of the border with the “right to work” legislation in 24 states. Wisconsin is fighting back and I encourage you to go to the We Are Wisconsin website for more details on their battle; <http://wearewisconsininthefilm.com/>

The wording of this Tory lead movement suggests that everyone is guaranteed a job but that is far from the truth. Right to work legislation is intended to break the backs of unions and not provide jobs—or even invest in job creation. I have even read how organizations are helping employees work through the court system because these employees have had their “human or civil rights” violated by compulsory unionism.

Whose rights are violated when workers are denied fair wages, or have unsafe working conditions, no benefits and can be fired at the whim of the employer?

In Canada, Tory governments are trying to pass legislation that would make union membership optional, repeal the Rand formula (dues collected by the employer and sent to the union), force unions to open their financial records to governments and employers, and limit social/political activism by unions.

Conservative MP Russ Hiebert has championed Bill C-377 that calls for unions to disclose how much is spent on political activities and the definition of “political” is rather broad. The bill has passed the House of Commons and is now before the Senate.

If this bill passes, we could not campaign support CPP reform, EI reform, support other causes that work for employees here and across the world. The government of the day will decide how much union dues are spent and not me as a union member. Speaking of more transparency on the expenditure of public money by the Senate might be a better place to start.

We need to let the public know that as union members, we democratically elect our officials, file financial information with our head offices and comply with the laws of the provinces and country in which they reside. At our meetings we decide how to spend our money. Will the government provide a list of what we cannot support? Will certain political causes be put on the terrorist watch list? I do not recall giving this, or any other government, the right to tell me who I can donate.

I want to look at this in another way. I am a churchgoer and on Sunday I put a check in my giving envelope. That money goes towards maintaining the church property and the salary of my parish priest, but it also supports causes that the church is involved with such as food cupboards, homeless shelters, care to the sick and

dying, education and schools in other countries, seeds for farms, water irrigation projects, etc. What if I am no longer allowed to contribute to those programs and projects because they are political? And they are political.

My church, like several others, seeks to engage people, governments and other nations in the process of dialogue for the reduction and elimination of human suffering caused by economic and political disparities. Churches support union work too so I guess it is just a matter of time before a bill is passed that tells me I cannot donate to my church because the government of the day does not like its’ political leanings.

My union supports change and my church supports change, both are political, both are socially active. So take away my union rights today and are my religious rights next to go? What else does the conservative agenda want to take away?

◆ Leslie J. MacDonald-Hicks  
Zone Officer, Zone 1  
Proud to be union!

**We Are Wisconsin: The Local will be organizing a screening of this film in the fall.**



"This film will be the record people will refer to a hundred years from now when they study this era of Greed."  
—Michael Moore

# Grievance Corner

## What information may an employer request from an employee who is or will be absent for medical reasons?

Most employee medical absences will probably only require minimal medical information to be provided. The employer must advise the employee if more information is required as well as what information must be provided.

Although employers are entitled to request information, there are limits to what must be provided and, in particular, there are very few situations where an employee would need to provide a diagnosis or full disclosure of his/her medical situation to the employer. A diagnosis is generally defined as “the process of determining by examination the

nature or cause of a diseased condition” and if an employer is entitled to ask for one, the following information can be requested:

- the expected length of an absence (prognosis for recovery);
- whether it is a temporary or permanent absence;
- medically supported work restrictions, to assist with accommodating a returning employee.

When an employee is returning to work after a medical absence, the employer may request that the employee provide medical certification that he/she is fit to return to work. If the employee's doctor has

determined that the employee can return to work but with certain medically supported restrictions, the employee must inform the employer because the employer may require this additional information in order to decide what duties the employee is able to perform, what accommodations are necessary, and whether the accommodation is possible.

It is always a good idea to bring your union representative to a meeting with Human Resources regarding these matters. Also, if the employer is requesting a diagnosis, the name of your medication, or consent to speak directly to your physician, please contact the CUPE 2424 office immediately before agreeing to any of these requests.

❖ **Valentina Leon, Grievance Committee**

## Employee & Family Assistance Program

(EFAP) is a professional, confidential counseling and referral service provided without cost to all Carleton University employees and their families.

EFAP can help employees:

- To feel and work better
- To resolve problems early
- To improve relationships
- To successfully manage stress
- To access professional and confidential assistance without cost

Confidentiality is the cornerstone of the EFAP. If you decide to talk with a counsellor, no one needs to know. No information will be released to your employer.

Family Services of Ottawa is the service provider of EFAP. Family Services of Ottawa is a private non-profit agency that has served the Ottawa-Carleton community for 90 years. It is staffed by professional counsellors and allied professionals who are trained to deal with a wide range of family and individual issues. Family Services of Ottawa is part of a national network that includes more than 250 counselling agencies across the country. They are a member of the United Way. The service is provided off campus to respect confidentiality and anonymity concerns of clients.

EFAP addresses a broad range of personal and work-related concerns, including:

- Personal crisis
- Addictive behaviours
- Family concerns
- Social and emotional adjustments
- Violent experiences
- Separation and loss
- Workplace difficulties
- Substance abuse
- Specialized issues such as:
  - ◊ Elder care, Child care, Food and nutrition, Financial, Mental health, Legal and Parenting

### Family Services of Ottawa

312 Parkdale Ave., Ottawa  
Mon-Fri: 9:00 am – 5:00 pm  
613-725-5676

(some evening appointments available)  
Bilingual Services  
1-800-561-1128

After hours emergencies  
1-800-668-9920

[www.fseapottawa.org](http://www.fseapottawa.org)

**Did  
You  
Know?**

# You Will Be Missed...



Wiz Long, a graduate of the University of Waterloo, began work at Carleton University shortly after she moved to Ottawa in the Fall of 1980. She began her career at Carleton as a casual employee and eventually applied for a Level 4 position in the Registrarial Services Office for Arts and Social Sciences working for academic counselors. In 1981 she posted into the Level 6 position of Administrative Assistant, Department of Music. She worked there for 10 years when the three departments of Art History, Film Studies and Music amalgamated into the School for Studies in Art and Culture. She was SSAC's first school Administrator. She left SSAC to work in the English department before leaving that department to better fulfill her duties as the Union President.

Wiz has been an activist as a student and in her adult life ever since becoming a member. She has volunteered on numerous committees within the union from the Women's committee, the Education committee, Grievance committee and Policy and Procedures to name a few. She has also served on Executive board in every capacity (except Treasurer) from zone officer, to recording secretary to vice president and to President.

Wiz is a glowing example of dedication not just to her work on campus in administrative roles but also as a committed union member that truly cares about the benefits of her fellow sisters and brothers within the membership. Wiz is the mother to two daughters that have both gone on to study at Carleton University. Wiz is looking forward to retiring from her busy union life and to returning to university to complete her B.S.W. She also intends to become active as a volunteer working with disabled adults and senior citizens.

Wiz has been a vital part of the very fabric of the University, fostering lifelong friendships with fellow members that are more like family than coworkers. She will be dearly missed by her colleagues, fellow members and union executive. The Executive Board wishes to extend their heartfelt gratitude to Wiz Long for the remarkable legacy of dedicated service she will be leaving behind at Carleton University and they hope her retirement will be fulfilling and rewarding. Knowing Wiz, it will definitely be an ACTIVE one!

❖ Tasneem Ujjainwala, Social Committee

## Mental Health in the Workplace

In November, CUPE 2424 in partnership with Carleton's Healthy Workplace Initiative invited Stephane Grenier, a Lieutenant-Colonel (Retired), Canadian Forces and Founder of Mental Health Innovations Consulting, to present a very in-depth overview of Mental Health in the Workplace and the concept of Peer Counseling.

He spoke about how his experiences in the Armed Forces lead to his own experiences with Mental Health issues and how as he recovered, he realized the importance of breaking the stigma of Mental Health challenges in the Workplace.

As he worked to advocate for the need of more transparency regarding the issue of workers who are suffering in silence and feeling alienated, he discovered peer counseling and how this attitude can change the environment and reduce the stigma for employees dealing with this issue in the workplace.



He explained to the audience of about 100, the difference between stress injuries and mental illness.

He went over some examples of the causes of stress injuries, such as: Psychiatric History, Childhood Abuse, Other Prior Trauma and how if left untreated they can build up over time and become problematic, sometimes into illnesses such as Depression or even more severe Mental Illnesses depending on the circumstances and severity of the injury.

He explained how some people can deal with challenges without difficulty, but for others, the burden of stress can be so high, that mental health stresses can occur. Trying to work at the same time that a person is experiencing this stress can be

overwhelming and can feel burdensome to the employee, co-workers and managers. Some statistics to show this are that *Mental Health Claims, especially depression have overtaken cardiovascular disease as the fastest growing category of disability costs in Canada.*<sup>1</sup> Other statistics to report this are that *only 35% seek treatment while the remaining 65% do not.*<sup>2</sup>

Employees do not have to disclose to their employer any detail of their health concerns. Some employees when doing so have not received any help and have had incidences of

reprisal which if you are suffering from a mental health issue would only exacerbate the problem causing further absenteeism and feelings of alienation in the workplace.

This is where the Peer Support Program would be a benefit in the Workplace. The Certification Process would cover areas such as Code of Conduct, Competencies, Experience and Knowledge of the Peer Support Worker.<sup>3</sup> Having Certified Peer Support Workers in the workplace and working side by side, perhaps, with people in their own workplaces who are dealing with the Stress Injuries or more severe Mental Health Issues, instead of feeling alienated, would be understood. It has been

shown that in workplaces where peer counseling supports are in place, absenteeism has been reduced.

Not all people who suffer from mental health stresses go on to develop mental illnesses but even people who have been diagnosed with mental illnesses can have successful careers and be productive in their workplaces when they have proper supports in their lives. It's important to break the stigma around Mental Health and Mental Illness and it's equally important for all of us, no matter how different we are, to treat each other with mutual respect and understanding.

❖ Lianne Dubreuil, Zone Officer, Zone 5

References (The PowerPoint Presentation can be found at [2424.cupe.ca](http://2424.cupe.ca)):

<sup>1</sup> Non Clinical Approach to Mental Health in the Workplace, Stephan Grenier, slide 6

<sup>2</sup> Non Clinical Approach to Mental Health in the Workplace, Stephan Grenier, slide 5.

<sup>3</sup> Non Clinical Approach to Mental Health in the Workplace, Stephan Grenier, slide 13

## Carleton's Perspective on Mental Health

**THE EMPLOYER IS RESPONSIBLE FOR PROVIDING A PSYCHOLOGICALLY HEALTHY WORKPLACE. THE UNIVERSITY MUST ASSESS THEIR OCCUPATIONAL HEALTH MANAGEMENT SYSTEM TO ENSURE THAT IT IS COMPATIBLE WITH THE REQUIREMENTS SET OUT IN THE NATIONAL STANDARDS. THIS MEANS ADDRESSING THE ISSUE OF STRESS IN THE WORKPLACE.**

The following is an excerpt from the Healthy Workplace site on Carleton's website. For more information, go to <http://www1.carleton.ca/healthy-workplace/mental-health/>

"Carleton University strives to create an environment of tolerance, understanding, and equality for all employees and students. Employee mental health is an important facet of the university's mandate to provide a healthy workplace for all who work and study here.

That's why Carleton is embarking on the Mental Health Matters education campaign to:

- provide managers and employees with practical resources to address the issue of mental health in the workplace,
- dispel the myths of mental illness,
- strengthen our understanding of mental illness,
- help those in distress find the support they need.

Understanding Mental Health in the Workplace

Future initiatives of the Mental Health Matters campaign will include training and further communications to promote awareness and understanding of mental illness in the workplace.

As members of the Carleton community, each of us has a duty to care for ourselves and our colleagues to create and nurture a workplace where every employee and student feels psychologically and physically safe."

CUPE 2424 agrees that we need education, awareness and communication and both employers and the union have to be part of the process. Employers have to reduce stigma in the workplace, but as members of a union, we are obligated to do this as well. We need to be cognizant, however, that this is only the beginning. The employer is responsible for providing a psychologically healthy workplace. The university must assess their occupational health management system to ensure that it is compatible with the requirements set out in the national standards.

CUPE has done some research on the topic, and we've participated in the creation of the Mental Injury Toolbox (MIT), which is hosted on the Occupational Health Clinics for Ontario Workers (OHCOW) site. The MIT is a tool that can be used to assess the psychological safety in the workplace by considering the psychosocial aspects of the work. The evaluation is done by using the Copenhagen Psychosocial Questionnaire (COPSOQ), a survey that was validated in the Danish working population. The supporting documents of the MIT give a good overview of what psychosocial factors are and how you can address them. The MIT was also used in the development of the workshop that was delivered at the CUPE National Health and Safety Conference last October and presented by Andréane Chénier, M.Sc. CUPE's National Representative - Health and Safety. The link to that resource. <http://www.ohcow.on.ca/mit>

❖ Wiz Long, President

## Working Toward a Psychologically Healthy Workplace

Do you know which illnesses are most responsible for worker absenteeism? You may not be surprised to learn that they are **anxiety, depression and burnout**. These illnesses are among the leading and most costly causes of absenteeism in the Canadian workplace (Marchand and Durand, in *Healthcare Papers*, Vol. 11, 2011). Since the 1990s researchers have studied the factors in the workplace that contribute to enduring stress that may lead to mental health problems.

Of course, there are non-work factors that contribute to poor mental health such as strained relationships, family responsibilities, lifestyle habits, and one's economic situation, to name just a few. And there are mood disorders (e.g., bipolar, schizophrenia and addictions). Some illnesses have no noticeable effect on an employee's work, while others can cause increased absenteeism and difficulty with interpersonal relationships which pose a challenge to supervisors and managers.

The topic of mental health is extremely complex and there is little or no awareness of this topic and much misunderstanding. However, we can begin by identifying some of the workplace stressors that may lead to mental health issues and the role that the employer and the union can play in ensuring that the workplace is a mentally healthy and safe place.



Several countries already have acknowledged the importance of addressing psychosocial hazards in the workplace and taken steps to address stressful working conditions. Germany, Spain, France, Great Britain, as well as Australia and New Zealand have occupational health and safety acts that protect workers' mental health.

In Canada, we have a hodgepodge of responses that vary by province. Saskatchewan and Quebec have occupational health and safety legislation that includes the protection of workers' mental health. In Ontario, we have no such legislation and there is no provision for the right to refuse work which is dangerous to your mental health (Law, Public Policy and Mental Health in the Workplace, p. 27). Recently, however, the mental health of employees has been considered in the context of occupational health and safety, and hopefully, there will be legislation in the near future.

Our task and, more importantly the task of our employer, is to recognize that ongoing stressors such as harassment, work reorganization, work overload (a.k.a. intensification) can result in poor mental health and that poor mental health leads to low productivity and high rates of absenteeism.

The Mental Health Commission of Canada has noted that "workplaces with a positive approach to psychological health and safety are better able to recruit and retain talent, have improved employee engagement, enhanced productivity, are more creative and innovative ... Other positive impacts include a reduction of several key workplaces issues including the risk of conflict, grievances, turnover, disability, injury rates, absenteeism and performance, or morale problems." (CAN/CSA-Z1003-13/BNQ 9700-803/2013 National Standard of Canada, January 2013).

Why has Ontario taken so long to address the issues surrounding good mental health? In part, because of the stigma attached to mental health. We hold stereotypes about people who suffer from depression and anxiety and we can judge others on the basis of stereotypes to make sense of the world around us. However, the stereotypes are not accurate ; in fact, they can be an impediment to implementing a program that ensures a psychologically healthy workplace. Our prejudices constrain us from moving forward because they are based on preconceived ideas, clichés, and unfounded judgments that can make us adopt a negative attitude toward a person, a group, an institution or an entire social environment. As a result, they can be an impediment to implementing a program that ensures a psychologically healthy workplace.

What do we need to do? In general, all stakeholders should commit to providing a psychologically safe work environment. In particular, the employer must ensure that at every level of the university, people understand that they share the responsibility for creating and maintaining a psychologically healthy workplace.



The CSA defined thirteen workplace factors that affect psychological health and safety. They are:

- 1) Organizational culture
- 2) Psychological and social support
- 3) Clear leadership and expectations
- 4) Civility and Respect
- 5) Psychological demands
- 6) Growth and development
- 7) Recognition and reward
- 8) Involvement and influence
- 9) Workload management
- 10) Engagement
- 11) Balance
- 12) Psychological protection from violence, bullying, and harassment
- 13) Protection of physical safety

❖ **Wiz Long, President**

### References:

- *Psychological Health & Safety An Action Guide for Employers*, Mental Health Commission of Canada
- *Mental Health in the Workplace, Healthcare Papers*, Vol. 11, Special Issue 2011
- *Workplace Mental Health Indicators: An EAP's Perspective*, Warren Shepell Research Group, 2005 Series, Vol. 1, Issue 1
- *Research on Work Related Stress, European Agency for Safety and Health at Work*, May 2000
- *Psychological health and safety in the workplace—prevention, promotion, and guidance to staged implementation.* CAN/CSA-Z1003-13/BNQ 9700-803/2013 National Standard of Canada, January 2013
- *Accommodating Mental Illness in the Workplace A Practical Guide*, INFONEX Conference, March 27 and 28, 2012, prepared by Janice B. Payne and Natalia Werhun, nelligan/o'brien/payne



Retirement security is a growing, Canada-wide problem. Over 11 million Canadian workers are without workplace pension plans. Study after study shows that Canadian workers can't afford to save enough for retirement. Unless things change, baby boomers and future generations are facing serious declines in living standards upon retirement. All Canadians deserve to retire with dignity. A gradual and modest expansion of the Canada Pension Plan is the best way to ensure retirement security for Canadians.

We are at a critical moment in the campaign to increase CPP benefits. **Polling shows that most Canadians support CPP expansion.**

Support the Canadian Labour Congress's proposal to double Canada Pension Plan (CPP) benefits to ensure a better minimum pension for all Canadians. The CPP replacement rate would double from 25 per cent to 50 per cent, which would push maximum payments to \$24,000 per year and average payments to \$12,600 per year.

## Did You Know?

The Canadian Labour Congress released a research study in August 2012 showing that on average unionized workers in Canada earn \$5.11 an hour more than do non-union workers. That extra money in the pockets of individual workers means the union advantage is worth a cumulative \$793 million per week that is added to our economy, and it represents a gain for local communities and small businesses as well.

Their study further highlighted 29 separate communities across the country to show the benefits that unionized workers provide. The link to this research for Ottawa-Gatineau is below. Centres with more union members enjoy relatively higher incomes overall and support a richer mix of businesses and services -- dentists, chiropractors, therapists, health specialists, family lawyers. These services benefit everyone. In short, these communities are better places to work and live.

<http://documents.clc-ctc.ca/communications/UNION-ADVANTAGE-Community-OTTAWA-GATINEAU-EN.pdf>

## Ontario University Workers Coordinating Committee (OUWCC)

You know that you are a member of CUPE but did you know that as a member of a university local you are part of the OUWCC?



CUPE Ontario is divided into five sectors – School Boards, Social Services, Municipal, Health Care and Universities. There are 39 locals on 17 campuses in the university sector in Ontario representing over 25,000 workers. Locals range in size from two members to over 3000 members and the number of locals on a university campus can range from one to six (Carleton

has six). Most locals work directly for the universities; however, some locals work for private industries located on our campuses such as Sodexo and Aramark and their workers are unionized with CUPE (not the case at Carleton). As well, some locals work for student organizations.

The goals of the OUWCC are to:

- Co-ordinate and unify university workers in Ontario;
- Highlight problems peculiar to the university sector in Ontario;
- Support programs of the Ontario Division;
- Promote coordinated bargaining among university locals in Ontario;
- Help promote dialogue between universities and their workers;
- Promote cooperation and dialogue between other unions and CUPE locals at Ontario universities;
- Promote the importance of campus coalitions which include faculty associations and student unions as well as all unionized and non-unionized workers;
- Support each other in our struggles with our various employers;
- Research and understand public policy decisions about post-secondary issues in Ontario;
- Lobby government at both provincial and federal levels;
- Participate and support actions (i.e. strikes, information pickets, etc.) of our locals

### CUPE Ontario Action Plan for 2013-14

In the year ahead, the OUWCC will be working to promote public sector post-secondary education in Ontario by:

- Working together with coalition partners such as the Canadian Association of University Teachers (CAUT), Ontario Confederation of University Faculty Associations (OCUFA), other unions who represent university workers such as OSTFF, CAW, COPE and PSAC, and the Canadian Confederation of Students

(CFS) to work with government and universities over the chronic underfunding of universities in Ontario;

- Working to develop a provincial discussion table including universities, our campus affiliates who are pension plan contributors and plan administrators, to develop a cooperative approach to finding solutions to sustain pensions;
- Developing a comprehensive campaign to fight the privatization on university campuses;
- Working with other sectors to develop CUPE-wide campaign to defend the rights of food service workers;
- Developing campaign to defend the rights of sessional and contract faculty;

### Coordinated Bargaining

Of the coordinated bargaining priorities that effect our members are the solidarity in ensuring that we receive fair and equitable wage increases and that our pensions are upheld and language strengthened. In addition, CUPE Ontario has passed a resolution of no concession bargaining. Of the best ways to achieve this is by having common expiry dates. In the university sector there are 15 locals whose collective agreements will expire in 2013 and 21 locals (including 2424) whose collective agreements will expire in 2014.

❖ **Pam Griffin-Hody, Internal Vice-President ,  
Carleton University Representative to the Ontario  
University Workers' Coordinating Committee  
(representing CUPE 2424, 910, 3738, 1281 and 3011)**

## ZONE OFFICER PROFILE — Stephan Biljan

Stephan started to work at Carleton University in the Mechanical and Aerospace Engineering department in 2004. He was hired to maintain and help create new labs. He is also responsible for Rapid Prototyping demands.



Stephan has a B. Eng (2004) and an M.Eng (2010) in Mechanical Engineering both from Carleton University.

In 2013, Stephan was elected to be the Zone Officer for Zone 8. This zone includes departments in the St. Patrick's, Mackenzie, Residence Commons, Minto Centre and River buildings. Stephan volunteered to act in this capacity because he wanted to give back to the union because they were there for him when he needed it.

When not at work Stephan plays hockey, and enjoys camping, fishing, and ATVing. And soon he will be a new daddy!

❖ **Sherri Sunstrum and Wiz Long**

# Unions make life better — for everyone.

**national President paul moist**

## standing up for fairness

**F**ederal Conservatives and some provincial leaders, notably in Ontario, are poised to introduce anti-union legislation that would make it optional for employees to pay dues in unionized work places, or to limit how unions spend their money. In particular, there is a lot of talk about attacking our rights to political action work by allowing members to “opt out” of the portion of dues spent on those activities.

This move is consistent with the Harper Conservative government’s attacks on workers and their unions over the past several years: intervention in labour disputes on the side of the employer; cuts to Employment insurance; raising the age of retirement through changes to Old Age Security; the vigorous recruitment of vulnerable temporary foreign workers; and the introduction and passage of Bill C-377, meant to harass and intimidate unions regarding their finances.

An attack on dues check-off is designed to weaken unions financially. To make union dues for political purposes voluntary is an outright attempt to stop our

political work. Campaigns to expand Cpp or oppose cuts to Employment insurance, for example, are inherently political.

The Conservative government may seek to restrict dues to purely bargaining and collective agreement enforcement. In short, they seek to de-fund the social unionism which has been a hallmark of our union for our entire fifty years. The Canadian labour movement will respond with strength and with solidarity to these attacks.

It is time for our union to speak with one voice to oppose the assault by Conservative and Liberal governments on our rights. And so, we are starting a conversation with our 627,000 members about the importance of the union to our members and more broadly to all Canadians.

polling conducted by the Canadian Labour Congress shows us just how important these individual conversations are. The majority of union members have little or no awareness about coming attacks on unions and their funding. It also shows that we need to have two-way conversations with our members about the vital work we do to represent and serve workers – both our own members and the broader Canadian public.

More than ever we need unions. More than ever we need to be talking and listening to our members, face-to-face, about bargaining, about our issues at work and about keeping our union strong.

**Paul Moist online**  [twitter.com/CUpEnatpres](https://twitter.com/CUpEnatpres)



## CUPE 2424 Perspective



At the May 2013 membership meeting, the local announced the Stand Up for Fairness Campaign. CUPE National and CUPE Ontario have launched this campaign to stand up against the threat of upcoming changes against all unionized public sectors such as hospitals, municipalities, school boards, social services and universities. You will be hearing more about this campaign later.

Zone officers and other volunteers will be visiting members—please take a few minutes to meet with them to talk to discuss this issue and sign the pledge cards in support of your union and your right to free collective bargaining.

By standing up together, along with the other members of the Carleton community, the university sector as well as others such as healthcare and social services, we can send a strong message to the provincial and federal

governments that we have a chartered right to keep our jobs and our collective agreements.

We are the fabric that makes up Ontario and, together, we can protect the work that our parents and grandparents did to establish and strengthen the labour movement.

◆ **Lianne Dubreuil, Zone Officer, Zone 5**

# Pension Plan Update



❖ Martha Attridge-Bufton, Pension Representative

## Plan performance update

As of March 31, 2013: +12.7%

Year	Market value at December 31	One-year investment performance
2008	\$617.5 million	-18.8% (from \$788 million in 2007)
2009	\$723 million	+21.7%
2010	\$767 million	+10.4%
2011	\$731 million	-2.45%
2012	\$804 million	+12.8%

## Do you want more information about the plan?

A copy of key documents such as the plan text are available from the CUPE 2424 office (510A University Centre, ext. 2424) or on request from the Office of Pension Fund Management (606 Robertson Hall, ext. 3620).

A copy of the statement of investment policies and procedures is available on the website of the Office of Pension Fund Management: <http://www5.carleton.ca/finance-admin/pension-fund-management/>.

## Two projects: asset/liability study and actuarial valuation

Currently, the pension committee is working on two major projects:

- **Asset and liability study**

The pension committee is studying the plan's assets (i.e., investments of the pension fund) and liabilities (i.e., benefits that have been earned and will be paid as pensions). This study is part of the on-going process of managing risk and ensuring the long-term sustainability of the plan.

The study looks at potential returns on the fund's assets and the volatility of those returns under a range of future economic conditions. It also incorporates the size and nature of the pension plan's liabilities into the analysis.

As a result, the committee can evaluate whether the asset mix should be modified and plan, based on projections of future contribution requirements under a range of scenarios. Basically, this study is a way to estimate the future financial position of the retirement plan, i.e., whether the plan will have a surplus or a deficit.

- **The actuarial valuation**

An actuarial valuation of the retirement plan is required, by law, every three years. The next actuarial valuation for the Carleton University Retirement Plan is due July 1, 2013 and will be done by Mercer, the plan actuary. The valuation and an actuarial report are filed with the Financial Services Commission of Ontario.

The valuation reports on the financial position of the plan and its funded status.

- A plan is fully funded if the value of the plan assets exceeds the value of the pension benefit obligations accrued to the date of the valuation.
- If the assets do not exceed the benefit obligations, the plan has a deficit.
- The valuation also sets the level of required contributions to the plan for the period until the next valuation is filed.

Regulation requires the valuation to be completed on two bases:

- A going concern valuation, i.e., whether there is enough money in the pension to pay out the promised pension benefits if the plan continues on indefinitely and is never closed
- The solvency valuation, i.e., whether there is enough money in the plan to pay out the promised pension benefits if the plan were to be wound up (closed) on the valuation date.

The last actuarial valuation, at July 1, 2010, showed that our plan is underfunded (i.e. the accrued benefits exceed the fund assets) on both a solvency and going concern basis. As a result, special payments have been required.

## **Provincial pension reform**

### **Solvency relief**

You may recall that the university applied for and was granted Stage 1 solvency funding relief from the Ontario government. That relief ends at June 30, 2014. The University will apply for Stage 2 solvency relief before the end of this calendar year.

It is expected that required special payments will increase significantly. Because of this, the Council of Ontario Universities has been trying to obtain more favorable Stage 2 solvency funding relief.

According to CUPE National representative Susan Arab, this policy poses a threat to defined benefit plans in the public sector and thus the financial security of retirees.

- Solvency relief is an incentive for plan sponsors to move away from defined benefit pension plans to a “targeted” pension plan structure.
- Target benefit plans can be defined as:  
“Plans that aim to provide a “defined benefit” but are funded through fixed employer contributions. If the fixed contributions are not sufficient to provide the target benefits, accrued benefits can be reduced.” (*Association of Canadian Pension Management, ACPM Target Benefit Plan Paper, March 2013.*)
- Defined benefit pension plans provide the greatest retirement security with lowest risk to the pension plan member.
- Targeted plans increase the insecurity and risks for both contributing members and retirees.

Our plan is hybrid with both a defined benefit and defined contribution component.

### **Pooled asset management**

In October 2012, Bill Morneau, the government’s pension asset advisor, made a number of recommendations for pooling of pension fund asset management in the broader public sector.

The benefits of pooled asset management could include:

- Reduced duplication and costs
- Broader access to different asset classes
- Enhanced risk management practices
- Support for more diversified portfolios

However, concerns have been raised about the recommendations including:

- The cost of establishing the corporation responsible for managing the pooled assets
- Participants can withdraw after seven years and this could pose financial challenges, particularly for less liquid assets

## **Change in Beneficiary:**

If you are currently living in a common law relationship and you also have a married spouse from whom you are separated but not divorced, you may be affected by a recent court ruling (*Carrigan v. Carrigan Estate*) on the payment of pre-retirement death benefits for pensions earned in Ontario.

For more information on the effects of this case, please see the following notice on the Human Resources website: <http://www6.carleton.ca/hr/2013/curp-changes-to-pre-retirement-death-ben>

# Thank You Andre!

Andre Scott has been our photographer for the past several years. He has taken pictures of the Executive Board for our website, and for The Catalyst. He even won an honorable mention at the CUPE National Convention in Vancouver for his photography. Now he is moving on and he will be missed.



I have been working with Andre in Financial Services since November and in the past 8 months have gotten to know him, not only on a professional level but on a personal one as well. Andre has a vibrant personality that is demonstrated throughout every aspect in his life. On our daily morning walks to Tim Horton's, he is constantly making new friends, saying hi to old ones, and putting a smile on everyone's face.

Andre has immersed himself in the Carleton University community, both by constantly learning and sharing work tasks, but participating in lunch time and after work activities all year long. These activities vary from dodge ball in the winter, to rowing in the spring and volleyball in the summer. He also volunteers on a weekly basis at Carleton Heights Elementary School, on his lunch hour, reading to

kindergarten students.

I have no doubt in my mind that by pursuing his dream as a Masters Student in Philanthropy and Nonprofit Leadership Program at Carleton University, we will see amazing things from Andre in the future. I am saddened to be losing him as a coworker, but I know that with his passion and work ethic, he will become an influential leader and innovator in a Nonprofit organization or advocacy group championing the rights of the vulnerable.

❖ Amy Quinn, Business Office



Rashedda Wright (Left) and Nathaniel Jewitt



(Left to Right) Blazenka Power, Sylvie Beekmans, Anna Lee



(Clockwise) Sandra Bauer, Fran Platt, Chandra Stratton, Jerrett Clark



Wiz Long (Left) and Cheryl Macaulay

(Left to Right) Stephen Wang, Bill Jack, Eva Lacelle, Joanne Martin, Guillermo Bernal. And our lovely Erenia Hernandez-Oliver in the background blowing bubbles!



Kate Hayes



Tasneem (Jazz) Ujjainwala (Left) Zoe Yuan

# CUPE 2424

## Summer BBQ



(Left to Right) Mihaela Fluerau, Alex Dorlands, Shannon Newlands, Sabrina Dawson, Claudia Buttera



Tracey Wright



(Left to Right) Cathy Schmueck, Samah Sabra, Dragana Polovina Vukovic, Colleen Fulton



Music provided by Rommel Ribeiro



Stephan Bilijan (Left) and Dave Raude, Steve Truttmann



John Stewart



Erenia Herandez- Oliver



(Left to Right) Judith John, Lily Benedicto, Marsha Poole



Lining up for food...



Well worth the wait!



Stand up  
for  
fairness



## Collective bargaining works.

The gains made through bargaining benefit all Canadians. Unions help create fairness and speak up for the rights of all Canadian workers. But our ability to do our job is being threatened by Liberal and Conservative legislation. You can help protect your rights by getting involved in your union. The first step is to sign your CUPE pledge card.

# Take the Pledge

Contact:

**cupe2424@carleton.ca**



**CUPE** / Canadian Union  
of Public Employees

[www.standupforfairness.ca](http://www.standupforfairness.ca)

**CUPE** \* **SCFP**  
Ontario

cope 343

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