



Dear CUPE 2424 members,

I wish to address the latest statement from Interim President Alastair Summerlee. I have included a link to his statement for reference.

<https://newsroom.carleton.ca/2018/03/06/presidents-message-to-cupe-2424/>

The Union's decision to discontinue talks was made at around 5 AM on Monday, March 5 after 20 hours of negotiations. The employer refused our last-minute attempt to reach a settlement and avert a strike.

To clarify, negotiations did not break off over the items referred to in Interim President Summerlee's public statement, but rather items that he omitted.

The Union, in its last counterproposal, was prepared to accept nearly all of the University's proposed language around pensions. Unfortunately, one key provision concerning the defined benefit was rejected. Without such a provision, any defined benefit language would be empty and without real substance and could leave our members exposed to dramatic reductions in the benefit.

In Interim President Summerlee's video, he states that "At no time has the Board of Governors, or our negotiating team ever raised the prospect of converting our plan from a Defined Benefit plan to a Defined Contribution plan." **This is untrue.** This prospect was discussed very specifically, along with several others, at 2010 meetings of the Board of Governors' Pension Committee, along with a number of other benefit cuts as "possible options". In fact, an Employer presentation dated August 2010 reports that the Committee considered the following list of options:

Possible changes

- Cap the number of years of service that can be accrued
- Cap the Final Average Earnings
- Freeze Final Average Earnings
- Freeze defined benefit accrual for future service; future service would be defined contribution
- Change the formula to something less than the 1.29/2.0% rate
- Change benefits within the Plan for new members

With regard to Interim President Summerlee's other points, the University indeed made offers concerning wages, other benefits, and a necessary internal wage equity process, but made their offers conditional upon a pension proposal that simply could not be accepted or recommended to our members.

I would like to remind everyone that our Negotiating Team invited Alastair Summerlee to the table on Sunday, to observe negotiations first-hand. I have also conveyed messages inviting him to speak with me directly.

We encourage Interim President Summerlee to stop bargaining in public and demand that Carleton return to the bargaining table immediately.

In Solidarity
Jerrett Clark
President, CUPE 2424