



CUPE 2424

Presented:  
January 29, 2018

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# Equality Statement

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Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.



MARK HANCOCK  
National President



CHARLES FLEURY  
National Secretary-Treasurer

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## EXECUTIVE BOARD

<b>PRESIDENT</b>	2016 – 2017   PAM GRIFFIN-HODY 2017 – 2018   JERRETT CLARK
<b>INTERNAL VICE-PRESIDENT</b>	LESLIE MACDONALD-HICKS
<b>EXTERNAL VICE-PRESIDENT</b>	ANDREW SQUIRES
<b>TREASURER</b>	JAMES SIMPSON
<b>RECORDING SECRETARY</b>	TRACEY WRIGHT
<b>CHAIR OF GRIEVANCE COMMITTEE</b>	2016 – 2017   VALENTINA LEON 2017 – 2018   SARAH RIPLEY PHULESAR
<b>CHAIR OF COMMUNICATIONS COMMITTEE</b>	2016 – 2017   JERRETT CLARK 2017 – 2018   ALABA AGBATOGUN
<b>CHAIR OF HEALTH AND SAFETY COMMITTEE</b>	GASTON TAYLOR

CHAIR OF THE JOB  
EVALUATION STEERING  
COMMITTEE

JOHN STEWART

PENSION COMMITTEE  
REPRESENTATIVE

MARTHA ATTRIDGE BUFTON

## CUPE 2424

### [PRESIDENT'S REPORT]

PAM GRIFFIN-HODY

Dear CUPE 2424:

2017 has been an eventful year for CUPE 2424, the University, and for me on a personal level.

As in any year, my time was well spent speaking to members on a day-to-day basis whether to answer questions on University or Union processes, assist them with their problems, or direct them to the appropriate desk for help.

The first part of this year was spent on preparations for bargaining. Our survey was ready earlier than ever, thanks to our Bargaining Assistance Team. Because of this, we were ready to present our proposals to the employer months before our collective agreement expired. Unfortunately, we were unable to meet at the bargaining table until July. I had already indicated that I would not be running for a third term as President because I had already made plans to retire in 2017 and leave Ottawa. Executive Board wished to extend elections until bargaining was over. I agreed, but with the proviso that I would not stay any later than December 1. During the summer, we met at the bargaining table several days and did make some progress. It is very unfortunate that when the employer tabled their monetary proposals in September, we realized that we were facing significant concessions. I spent the remaining months in Ottawa working towards a settlement but preparing for strike should that be necessary.

It was very difficult for me to leave in the middle of bargaining. However, you have an amazing negotiating team and I know that you all stand solidly with them.

If ever the fact that CUPE 2424 is a strong minded and strong-willed collective is ever in doubt, look at two events that happened in the fall of 2017. First, the 93% strike mandate vote that you gave the negotiating team, then, a very strong group of four ran for the leadership of our local. It is this commitment that makes you so strong and so passionate, and that will carry you through whatever may come. It makes me so proud to have been your President for the last four years of my university career.

This year was also busy with the Pay Equity project, finally achieving lift off after 25 years. You owe a great deal to the current and past members of the Job Evaluation Committee. Talk about commitment and passion!

I attended four conferences in 2017 on your behalf. The OUWCC (Ontario Universities Coordinating Committee), the Building Strong Locals Conference, CPWO (formerly COUSA), and CUPE Ontario. At the OUWCC, we connect with other CUPE locals from universities in Ontario. To network and learn from other staff associations, we are also active in CPWO. This organization is currently growing its membership and through it, we have connections with other universities in a different way than what we enjoy with CUPE. At CUPE Ontario, your delegates continued to fight for resources to help us do our jobs, as well as for human rights and social justice. The Building Strong Locals conference, a new initiative from CUPE National, gave us many ideas on things we could do differently, but it also underlined that we are already a very strong local.

In other parts of this document, you will read reports from other officers as well as committee chairs. CUPE 2424 is only as strong as the volunteers who make it so.

I am now on the next step of my own journey and happily ensconced (if not completely unpacked) in my family home back in Nova Scotia. But please, believe me when I say that I left a part of my heart and a piece of my soul at Carleton University and I will always be in solidarity with CUPE 2424.

Pam Griffin-Hody  
President  
CUPE 2424, 2013-2017

## CUPE 2424

## [VICE-PRESIDENT INTERNAL'S REPORT]

LESLIE J. MACDONALD-HICKS

Another year and another report. These seem to sneak up on me each time. Nevertheless, it is an opportunity to reflect on the challenges and successes of the year.

As you are aware this year has been taken up with bargaining. You may not be aware of the preparation that goes into this. We begin with designing a survey to find out what the key issues are for you. We also review items that have come up in Grievance and any changes in provincial and federal legislation that may influence the language of the collective agreement. None of this happens without a large number of volunteers. Once the survey is completed we are able to determine the bargaining priorities which are brought to the membership at a general meeting. This is where you give us, the negotiating team, the mandate to bargain these items on your behalf.

This has been a tough round of negotiations. As we predicted the employer wants concessions. We are not willing to surrender gains and language that has been in our collective agreement. When we asked you for a strike mandate, it was because we are facing some very serious issues at the table. I am thankful to you for the 93% strike mandate and your continuing words of support. We are all hoping for a settlement that is fair and maintains our rights. These are difficult times for workers as pension plans and benefits are slashed. Our pensions and benefits are not gifts. We pay into them.

On another note, we had an election. It was later this year because of bargaining, but there were campaigns run and a meeting with candidates. I thank you for your continuing support and for re-electing me. I would like to thank all the candidates who stepped up and thank those who have served this Union, notably Valentina Leon for her work on Grievance, and Pam Griffin-Hody, our out-going president who has been a leader, mentor and great friend. The Executive Board also saw Tracey Wright step down as Recording Secretary. We will miss her. Her years of service have been a great benefit to us as she keeps our records in order and keeps us on our toes on action items.

My mandate as your VP Internal is to attend our internal committee meetings and try to be helpful to the people who work on these committees. We are fortunate to have so many great volunteers and if you are looking for an opportunity to lend a hand and get involved, please do not hesitate to join up.

Your committees:

**Jobs Committee:** This is not a job evaluation. This committee works hard at reviewing and scoring the various jobs that we perform at the University. This is a very important task when it comes to reclassifications. A wise word – do not undertake a reclassification without contacting the Union office. We have people to help. On another happy but sad note, Heather Murray retired in December. She has chaired this committee for many years and is a delight to work with. I wish her all the best, but I will miss her knowledge, smile and laughter.

**Grievance Committee:** The committee provides an invaluable service to the membership by taking the time to meet with members, listen, consult and provide guidance to members who are experiencing problems in the workplace, and in some cases violations of our collective agreement. If you think there is a problem in your workplace, consult with your Zone Officer. They are trained to



help you and they will advise you on next steps. If a grievance is warranted, the committee and your zone officer will be your support through the process.

**Policies and By-law Committee:** The policy and by-law changes made this year have yet to be passed and will be presented to the membership for consideration at a future meeting. These policies and by-laws provide guidance on how we govern ourselves, our money, and how we conduct business on a daily basis. Please, attend the meeting so these can be passed, or revised. It is up to you.

**Joint Committee for the Administration of the Agreement (JCAA):** This committee is suspended during bargaining, but those of us who attend would like to see more accomplished at these meetings so that potential issues do not become problems, and problems can be settled in an amicable manner.

**Communications and Events Committee:** The committee has been invaluable during bargaining and will continue to reach out to the membership regarding issues and events. Special hats off for a great BBQ and Children's Christmas party, and here I would like to give a special thanks to Renee Lortie for the fantastic job she does each year on the children's party. It is the best. Just ask the children.

**Health and Safety Committee:** The committee plays a vital role in making this a safe and healthy place to work. They could use a bit more help, so if you are interested please contact Gaston Taylor. Volunteers from the committee also sit on the Joint Health and Safety Committee. The JHSC is composed of members from all the campus unions and management and they work with the University to prevent problems before they happen, investigate incidents when they do happen, and to educate the entire community on health and safety in the workplace.

**Convention:** 2017 saw the motto *Be Brave! Be Bold!* which captures what we need to be as we continue with negotiations. As I stated earlier, these are hard times for workers everywhere. We will see the minimum wage raise in 2018. It is a start but it is not a living wage for many people. I am personally tired of hearing millionaires and large corporations cry foul about paying more when workers are struggling to pay rent and buy groceries. CUPE has led the fight for a higher minimum wage and they (meaning all of us) must continue to be a voice for fairness, equality and labour reform in the country. So *Be Brave*. Speak up. Be active. A single act can go a long way to making things better. *Be Bold*. Just be involved!

**The year ahead:** We will move ahead with bargaining. We will get a fair deal.

In Solidarity,

Leslie J. MacDonald-Hicks, VP Internal

## CUPE 2424

## [VICE-PRESIDENT EXTERNAL'S REPORT]

ANDREW SQUIRES

Good day to you all. I hope that you had a great 2017 and wishing you the best for the coming year. I hope it provides challenges that make you stronger and many more victories to celebrate.

As your Vice President External, in this past year I have been working toward keeping our local strong by keeping CUPE 2424 informed on the issues that have affected the broader labour movement and making sure our collective voice was heard. Many of these issues were surrounding actions due to collective bargaining, strikes, and governmental processes and initiatives that have been lobbied for in this year and in some cases, for many years. I also attended and took part in sectoral, provincial, and national CUPE conferences as well as workshops and information sessions relevant to our local's business.

Our local, 2424, is a part of the broader family of CUPE provincially and nationally. In light of this, I keep abreast of issues facing other locals especially in cases where a local has been on strike. In March of last year, CUPE 2073 (Canadian Hearing Society) was on strike and had been operating without a collective agreement for 4 years. I made a motion to support those workers who were facing numerous concessions, including an attempt to claw back sick leave, with a donation voted on and approved by your Executive Board. We made the donation on behalf of you, the members of CUPE 2424. Similarly, we supported CUPE Local 1600 of The Toronto Zoo while they were on strike.

As mentioned above, in 2017, I attended various conferences and conventions. Two of the major conferences for the year were for the provincial CUPE convention which occurs annually and the national CUPE convention which occurs every other year.

The CUPE Ontario Convention, which took place in May/June in Toronto, gave me, on your behalf, the opportunity to ensure that CUPE 2424 was involved with the decisions and business going forward, therefore ensuring that our voice was heard with respect to decisions on resolutions, CUPE Ontario elections, and action plans for the coming year. You can review the [CUPE Ontario Action Plan 2017](#) that was discussed, debated, and voted on. This is the outline of what we, the locals within CUPE Ontario, determined to be the most important issues facing us in the coming year. Through this Action Plan, we gave direction to CUPE Ontario determining where to focus energy and/or finances for the betterment of our members, our locals, and our communities at large. I encourage you to review this important document, as it is the culmination of great discussion and debate provincially.

Our bi-annual CUPE National Convention took place in October in Toronto. Similar to the provincial convention, I was involved in Constitutional Amendments, resolutions, and elections. One of the issues that I fought for in the last national convention in Vancouver in 2015 was strike pay from day one for eligible members of a striking local. This resolution was not adopted at that time, under much controversy. This year's resolution (Resolution 318) on the same issue was discussed and debated at length once again and did pass, and was put in place immediately. I was very happy. Small locals or locals who might have financial limitations can now receive assistance immediately at the outset of a strike.

In order to keep our local informed on issues ascending through the various levels of government, I also kept the local informed on important Bills and developments. For example, Bill 33 – The Time to Care Act, which is an

ongoing issue that we have been discussing, debating, and fighting for, for some time. The contents of this Bill, if adopted, would make life for those who live in Long Term Care Facilities much more dignifying and respectful. Currently, it is generally understood that the province of Ontario has the lowest level of care in this regard in Canada. If adopted, these proposed changes would make significant increases to the minimum standards of care that currently exist. Having one nurse on site 24 hours a day and residents bathed twice per week does not give the impression that we are doing our best for seniors and other residents of LTCFs. Currently, through directives to CUPE Ontario, we have been lobbying the government to adopt Bill 33 and it looks like it will pass, with all parties supporting and it passing the 2<sup>nd</sup> reading in early November 2017. If you would like to be more involved in the movement of this Bill, you can add your support by writing your MPP or visiting [CUPE – SFCP: Support Time to Care Act, Bill 33](#)

Over the last year, I was also able to attend and participate in various other organizations, meetings and training such as the Ontario University Workers Coordinating Committee (OUWCC) 2017 Conference held in Markham, ON. This conference was important and timely as the focus was, “Bargaining The Future, No Concessions Only Gains” where we find ourselves currently, simply trying to hold on to what we have, fighting for not only better a better today but a better tomorrow as we look at the issue of pensions.

Another great conference that I attended was the Coalition of Post-Secondary Workers of Ontario (CPWO) Fall Conference, which took place in November in Hamilton at McMaster University. Having the opportunity to share ideas and issues with employees from other post-secondary institutions, and to be able to focus specifically on these issues, really underscored the fact that although we may be at different institutions and have different employers, we do share many of the same cares and concerns. The ability to share best practices and to encourage and support each other was key. At this conference, we gained even further insights and information through discussions led by Goldblatt Partners LLP, Peter Engelmann and Colleen Bauman, who guided us through the sometimes-controversial topics of the duty to accommodate and more.

I also keep abreast of issues affecting the other groups here on our Carleton University campus through Campus United. Campus United is a coalition of many of the various Unions and associations on campus. I attend Campus United meetings in order to work together with these other associations so that we can support one another in shared goals and initiatives and to make sure we are aware of issues taking place on campus that affect each other so that we can help one another where and when applicable.

These are some of the highlights of my service for you as VP External in 2017. I look forward to serving you again and to doing my best to support efforts towards justice and equality for you, our members, as well as for all. We are stronger together.

**[GRIEVANCE COMMITTEE]**

SARAH RIPLEY PHULESAR, CHAIR

**Members of the Grievance Committee:**

Etelle Bourassa, Department of Psychology

Jerrett Clark, Ex Officio (President)

Sarah Cleary, Department of Law and Legal Studies

Leslie MacDonald-Hicks, Ex Officio (Vice-President, Internal)

In writing this year-end report as the recently elected chair of the Grievance Committee, I have been reflecting on all of the hard work undertaken by the members of this committee over the past year. Members of the Grievance Committee did a great deal on behalf of our membership, and it has been an honour working with and learning from the dedicated volunteers on this committee.

This year, the Grievance Committee said farewell to two longstanding committee members, Pam Griffin-Hody (President) and Valentina Leon (Committee Chair). The committee benefited considerably from their passion, commitment and leadership and we are so grateful for their wisdom, knowledge and contributions. Thank you.

The Grievance Committee is responsible for protecting the rights of the membership and upholding the terms of the collective agreement. A grievance is an official complaint about the way the employer interprets, applies, or administers the collective agreement.

The Grievance Committee represented several members in grievances over the past year, and where possible, worked to resolve or eliminate a number of grievances through the informal complaint resolution process. The committee will continue to focus on resolving complaints through this informal process over the next year.

This past year, the Committee worked with the employer to resolve issues related to the successful placements of employees and failure to pay meal allowances. The committee also offered a forum for positive resolutions to workplace conflicts.

As education is key to member engagement, lifelong education and training will continue to be a priority in 2018 as we look for opportunities for committee members to attend workshops and training sessions.

Respectfully submitted,

Sarah Ripley Phulesar

Number	Problem	Status
2424-14-004-I	Failure to accommodate to the point of undue hardship	This grievance was settled at arbitration
2424-14-009-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424.	Grievance currently being heard at Arbitration. Arbitration dates set for 2018
2424-14-012-I	Posting Position where no vacancy exists	This grievance was settled at arbitration
2424-15-003-I	Failure to provide an harassment-free workplace	This grievance is pending a hearing at a step 2. In abeyance pending outcome of third party investigation.
2424-16-002-I	Discipline without just cause	This grievance was closed
2424-16-003-I	Failure to provide a harassment-free workplace.	This grievance is in abeyance.
2424-16-004-I	Failure to pay sick leave	This grievance was closed
2424-16-005-I	Failure to accommodate to the point of undue hardship	This grievance was settled at arbitration
2424-16-006-I	Failure to grant an interview	This grievance was closed
2424-17-001-I	Discipline without just cause	This grievance was closed
2424-17-002-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424.	This grievance is pending a response at step 3
2424-17-003-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424.	This grievance is in abeyance
2424-17-004-I	Rate of Pay	This grievance was settled
2424-17-005-I	Failure to consider all factors for a posted vacancy	This grievance is pending a response at step 3
2424-17-006-I	Discipline without just cause	This grievance was closed

## CUPE 2424

## [COMMUNICATIONS COMMITTEE]

JERRETT CLARK, CHAIR

**Members of the Communications Committee:**

Pam Griffin-Hody, Ex Officio (President)

Leslie MacDonald-Hicks, Ex Officio (VP Internal)

Renee Lortie

Fateema Sayani

Tasneem (Jazz) Ujjainwala

Angela McCormick

Nikki Mayville

Last year was a transitional one for the 2424 Communications and Events Committee. Most notably, we transitioned from our regular activities surrounding member engagement and education to bargaining-focused communications and events. We introduced the Bargaining Basics Series to help inform our members about the process, priorities, and potential issues at the outset. We launched into bargaining with a kick-off event and once bargaining was underway, organized regular information sessions to provide members with a chance to hear directly from the Negotiating Team. Even our annual Ice Cream Social had a bargaining twist with treats served up by members of the Negotiating Team. Solidarity is sweet. All the while, we provided, and continue to provide, regular bulletins to keep our members up-to-date on the latest developments.

The communications team itself experienced a number of transitions as well. Two new members, Angela McCormick and Nikki Mayville, joined the committee and contributed greatly to our efforts. We also welcomed Lydia Dobson as the Administrator at the 2424 office, replacing Zoe Yuan until Fall 2018. The position is an integral part of the Communications and Events Committee and plays a big role in taking our initiatives all the way from inception to implementation. Lydia and Zoe did an incredible job of ensuring a seamless transition and both were critical to the committee's successes in 2017.

The committee also underwent a transition in leadership near the end of 2017 when I moved from the role of committee Chair into the role of President, succeeded by our new Chair of Communications and Events, Dr. Alaba Agbatogun.

Our CUPE 2424 BBQ coincided with a bargaining date in July and was our most well attended annual BBQ in memory, with over 300 attendees.

We worked closely with our employer on communications surrounding the highly complex Pay Equity Project to help members understand what is required and why it is important.

We launched a new website in 2017 to provide a better, more up-to-date, and easier-to-navigate hub for information and resources.

And we said farewell to 2017 in fine, festive fashion with our always-popular Children's Holiday Party in December. The event is truly the most wonderful time of the year for the organizers and participants alike. It is also the most

ambitious project that we undertake each year. Huge thanks to committee member-organizer, Renee Lortie, and all of the volunteers for making it happen, and making it memorable.

Yes indeed, we made many gains in 2017, but we also lost Pam Griffin-Hody, President and Ex Officio member of the Communications and Events Committee. She retired and is loving life at her family home in Halifax. We will miss her passion, persistence, and principled approach to Union leadership. Her legacy will remain as an example for the rest of us. Thank you, Pam, for your dedication to CUPE 2424. I wish you much rest and relaxation.

Nobody expected that 2017 would come and go without a settlement in collective bargaining with Carleton University, but this is where we find ourselves today. The Communications and Events Committee will continue to provide information and updates surrounding the ongoing process, while turning its attention to strike aversion strategies. Now, more than ever, it will be important for members to stay informed, engaged, and to take advantage of opportunities to be visible because, after all, we are...

...Better. Together.

In Solidarity,  
Jerrett Clark  
President, CUPE 2424

## [HEALTH AND SAFETY COMMITTEE]

GASTON TAYLOR, CHAIR, JHSC CHAIR

### **Members of the CUPE2424 Health and Safety Committee:**

Graham Galway, Chemistry, (CUPE 2424 H&S and JHSC committee)

Kim Heuff, Engineering (CUPE 2424 H&S and JHSC committee)

Shari Levac, Biology, (CUPE 2424 H&S and JHSC committee)

Samantha Shortt, (CUPE 2424 H&S Committee)

Kenneth Akhiwu, (CUPE 2424 H&S Committee)

Gaston Taylor, Housing (JHSC Committee, Chair: CUPE 2424 H&S committee)

In 2017, the campus has been a busy workplace with construction projects of a New Health Sciences Building, renovations of the ARISE building, stone landscaping pathways and courtyard designed to improve the aesthetic appeal of the Mackenzie building and the residence building exterior.

Thanks to the diligence and awareness of our CUPE 2424 workers and other concerned workers who alerted CUPE 2424 Health & Safety committee members to the health and safety concerns of workers at a construction site and to a dangerous intersection on campus.

Two members, Peter Mosher and Lauren Boivin on the JHSC committee, stepped down during the year. We would like to express our thanks and appreciation for the significant contributions over many years. We met the challenges and made significant contributions to the workplace in ensuring that our members and workers have a safe and healthy work environment.

I would like to welcome Graham Galway, Chemistry and Shari Levac from Biology to the JHSC and CUPE 2424 H&S committee. I also welcome Samantha Shortt and Kenneth Akhiwu as members of the CUPE 2424 H&S committee.

Committee meetings were conducted prior to Joint Health and Safety committee meetings. CUPE 2424 committee members discussed safety issues that were of concern to our worker members in the workplace. Issues or concerns were addressed at the JHSC where written recommendations were made on the continuous improvement of safety programs and any hazards present in the workplace.

Under the Occupational Health and Safety Act and the University Occupational Health and Safety Policy, the university is committed to providing and maintaining a healthy and safe workplace by adhering to all relevant health and safety legislation.

The Joint Health and Safety Committee (JHSC) membership is comprised of an equal number of worker and management representatives as mandated by the Ministry of Labour. Four members of this committee sit as CUPE 2424 representatives on the Carleton University Joint Health and Safety Committee.

The JHSC Committee has the following principal functions:

- To identify and evaluate actual or potential hazards in the workplace
- To obtain information from the employer relating to health and safety in the workplace
- To inspect the workplace on a regular basis
- To be consulted about and having a member representing workers be present at the beginning of any health and safety-related testing in the workplace



- To recommend health and safety improvements in the workplace

We have been able to build a better working relationship with HR and EHS with respect to proper injury and incident reporting according to the Ministry of Labour regulations. Unions are informed when HR or EHS receives a report of a workplace injury or illness to a Union member, so that the worker can receive support from their Union as they navigate through WSIB and HR procedures and get well and safely back to work. The success of 2017 was possible through the collective efforts of all workers, EHS, and the employer. We thank everyone for their continued support. I believe we have helped to make significant improvements to health and safety for our colleagues, students, and visitors on campus. We encourage you to continue supporting this committee by raising issues of concern. Other initiatives of the committee are to continue pressure on the University, with the assistance of the JHSC Worker Caucus (the worker members of the JHSC) to improve the condition of buildings and other spaces on campus, and pushing to get our new Emergency Measures procedures finalized and published for workers to use. We encourage all members to review the fire evacuation procedures in the buildings and connect to the Emergency Notification System (ENS) in the event of an emergency.

Please continue to report incidents and hazards that you see in the workplace as they occur. This is a great help to ensure hazards are addressed and accidents and injuries are prevented. You can report to your supervisor by using the new on-line reporting form at the Environmental Health and Safety website. Alternatively, feel free to contact one of your CUPE 2424 Health and Safety Committee members should you have a question or comment, or to let us know about an issue that should be addressed.

As colder weather approaches, we encourage everyone to be mindful of slippery surfaces and report slip and trip hazards so we can reduce the number of falls.

We encourage anyone interested in health and safety in the workplace to contact us about joining the committee and we look forward to hearing from you.

As we look to the future, we will strive to deliver further improvements and evolve our approach to promoting health and safety in the workplace.

Respectfully submitted on behalf of the CUPE2424 Safety Committee.

Gaston

## CUPE 2424

## [JOB EVALUATION STEERING COMMITTEE]

JOHN STEWART, CHAIR

**Members of the CUPE2424 Job Evaluation Steering Committee:**

John Stewart (Chair), Faculty of Science  
Stephan Biljan, Mechanical and Aerospace Engineering  
Beth McLarty Halfkenny, Earth Sciences  
Margaret McLeod, Library  
Sean Mullan, ITS  
Tanya Schwartz, History  
Tracey Wright, SLALS  
Jerrett Clark, Ex Officio (President)  
Leslie MacDonald-Hicks, Ex Officio (Vice-President, Internal)

It has been a very productive year for the committee. We now have a new Job Evaluation (JE) tool and in October all members of CUPE 2424 were given the opportunity to fill in a questionnaire (the new JE tool) to collect the data that will be required to evaluate their job.

As many of you are aware, the CUPE 2424 Job Evaluation Committee (JEC) has been together since September 2008 – and a few of us on the committee have served since its inception. It has been a long road, but it now feels that we are finally going to reach our destination.

The primary reason for developing a new Job Evaluation system is that the existing JE system does not comply with pay equity legislation. Our current system of classifying a job as either an R (Regular) or PE (Pay Equity) was intended only as a temporary measure when it was introduced in 1991.

The next step in the process is for the completed questionnaires to be scored by the University consultant, Sandra Haydon, using the new JE tool. Once Sandra has completed this task, the questionnaires and job scores will be handed over to our committee so we can review the scoring.

It is important to note that while we are working with the employer on developing and deploying a new JE tool, it is not a joint effort. The responsibility for developing and maintaining the new system rests with the employer, though they are soliciting input from us at each stage of the project. Since this will not be a jointly developed and managed system, members will retain the right to grieve and possibly take to arbitration a classification decision.

## [PENSION COMMITTEE REPRESENTATIVE]

MARTHA ATTRIDGE BUFTON

**Pension Performance Update 2016 - 2017 | 2424****Plan performance update**

Market value of fund at June 30, 2017 – \$1.22 billion.

Year	Market value	One-year investment performance
2012 (Dec. 31)	\$804 million	+12.8%
2013 (June 30)	\$853 million	+15.4%
2014 (June 30)	\$1.005 billion	+20.6%
2015 (June 30)	\$1.07 billion	+8.77%
2016 (June 30)	\$1.10 billion	+2.42%
2017 (June 30)	\$1.22 billion	+12.66%

**1. Search for new investment managers**

Based on the results of the 2015 asset and liability study, the pension committee decided to diversify the portfolio by increasing its allocation to infrastructure and by adding two new asset classes: emerging market equities and global small cap equities. As a result, the committee committed \$100 million to two infrastructure funds, hired the investment firm of William Blair for an emerging markets equity mandate and Brandes Investment Partners for a global small cap equity mandate.

**2. The actuarial valuation: Additional funding relief**

The latest valuation was filed on July 1, 2016. Despite positive investment returns over the three-year period since the last valuation, the **solvency** deficit in the Plan increased for this valuation because solvency interest rates continued to decline. When that happens, the **solvency** deficit increases. The solvency valuation assumes that the retirement plan is wound up at the valuation date.

	July 1, 2016	Funded ratio	July 1, 2013	Funded ratio	July 1, 2010	Funded ratio
Going concern valuation surplus/(deficit)	(\$80.1)	93%	(\$87.9)	90%	(\$47.6)	86%
Solvency valuation surplus/(deficit)	(\$223.7)	83.2%	(\$159.1)	84.3%	(\$168.7)	80%

The going concern valuation, which assumes that the retirement plan will operate indefinitely, showed that the funded position of the plan improved compared to the 2013 valuation. The funded status rose from 90% to 93%.

Special payments are required to amortize going-concern and solvency deficits.

### **3. New committee members**

Three new members joined the pension committee effective July 1, 2016:

- Michel Piché (Vice-President, Finance and Administration)
- Angelo Mingarelli (CUASA)
- Manfred Bienefeld (CUASA, retired)

### **4. Pension reform in Ontario**

On October 31, 2016, the Ontario Ministry of Finance approved additional solvency funding relief for universities.

The new relief funding formula is less generous than the previous “stage 2” funding relief, and the required special payments to amortize the deficits in the plan increased on July 1, 2017 by about \$4 million per year.

On May 19, 2017, the provincial Ministry of Finance announced that it is planning to change **the way pension plans are funded**:

- Going concern payments will be amortized over 10 rather than 15 years
- Solvency payments will be required only if a plan is underfunded below 85%
- Plan will be required to have a reserve for “adverse deviations.” This reserve is to act as a buffer against fluctuations in the funded status of a plan due to capital market volatility. The reserve may be large, and it will have to be funded through contributions.
- The purpose of these [latest reforms](#) is to make workplace pensions more sustainable by ensuring that they are adequately funded but not subject to the particularly onerous solvency rules.
- The Province has not released any details about the changes to the funding rules or a timeline for implementation.

### **5. Resignation**

I tendered my resignation as the CUPE 2424 pension committee representative effective November 1, 2017. It has been a privilege to work on behalf of all plan members for the past nine years. Thank you for providing me with this challenging and rewarding opportunity.

### **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/>.

**CUPE 2424  
and  
Carleton University  
STATEMENT OF SHARED VALUES**

1. The university plays a distinctive role in society. Its unique mission as an institution of higher learning is to educate men and women to be fully-engaged citizens. The primary responsibilities of professional services staff and administration are to foster the education of the student population and the pursuit of research activities which build knowledge, advance society, and speak truth to power. CUPE 2424's goals of advancing the social, economic and general welfare of workers aligns with the overall mission of the university.
2. Central to this educational and research mission is the notion of diversity. The parties embrace the multicultural, multiethnic, multi-gendered, multigenerational and multi-class character of our campus community. The parties also encourage diversity of opinion and ideas; only within an environment where divergent views are cultivated and equally valued can the kind of dynamic debate occur that is vital to Academia.
3. For such a beneficial debate to transpire, an atmosphere of professionalism, confidence and safety must be fostered. The parties therefore agree that constant efforts must be made to maintain trust, mutual respect and frank communication especially when they disagree. Trust is earned over time and needs to be continually upheld. The parties recognize that preserving reciprocal trust is essential to progressive labour relations.
4. Finally, the parties appreciate Carleton's history as an institution created *by and for* the community. The University's commitment to community service – understood broadly within a local, national and global framework – remains crucial to our identity, and the parties acknowledge a shared dedication to collective community engagement.