



2020

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[PRESIDENT'S REPORT]

JERRETT CLARK

The CUPE 2424 Annual Review is a time for us to reflect on the challenges and achievements of the past year: what we did, how we did it, and why.

We cannot, of course, talk about 2020 without discussing the pandemic that has changed the world, our lives, and our work. And we cannot talk about the pandemic without recognizing your vital contributions, on campus and off, to keep the University running. I am endlessly awed by the way you, our members, have adapted to new ways of working and living in these unprecedented times while doing so with competence, poise, and professionalism. It would have been almost inconceivable before the pandemic to think any of this could be possible, and yet here you are, making it happen. We make Carleton work.

We must also recognize that many people have been disproportionately affected during this crisis: black, indigenous, and racialized communities, residents of Canada's privatized long-term care homes, persons with disabilities, those suffering with mental illness, victims of domestic violence, front-line workers, low-paid and laid-off workers, and the list goes on. None of this should be a surprise though. The pandemic has only amplified the issues that many of our most vulnerable and systemically disadvantaged members of society have known and experienced for a long time. We must draw from lessons learned during this pandemic and strive for a more fair, equitable, and just society where everyone is supported, not only during a crisis, but always. CUPE National and its Locals have been at the forefront of advocacy surrounding these issues not just in the workplace, but in society at large. We all *hope* to look back on the pandemic as a finite point in history where the virus has been eradicated, never to reveal itself again, but we must not forget the grave social, economic, and health issues that have become even more apparent during this time.

The Union, like you, had to undergo a radical transformation to continue working and serving our members. I, along with our staff, Executive Board, and committees spontaneously transitioned to a fully remote operation in March. I am so impressed by the way our 40+ volunteers have banded together and stepped up in their roles to uphold the Collective Agreement and support our members throughout these most unique and challenging circumstances, all while trying to adjust to their own new challenges at work and in life. We have maintained our commitment to the membership through it all, striving to be responsive to your questions and concerns, and advancing important issues on your behalf.

Atop the list of achievements for the Union this year was a successful round of collective bargaining despite the obvious challenge of negotiating in a remote, virtual environment, along with the added constraints under Bill 124 that limited salary and benefits increases in the public sector to a mere 1%. The Union and the University, commendably, were able to reach a settlement without going to conciliation for the first time in a long, long time, even with these converging pressures. I am personally most proud of our negotiating team's efforts to secure expanded mental health coverage and to introduce work-from-home language in the Collective Agreement for the first time. Both were a result of members raising issues and proposing ideas to us directly, and both exemplify the direct impact that you can have as a member. To everyone who called, emailed, spoke to their Union representatives, completed the bargaining survey, or just talked to us in passing, we thank you.

The Pay Equity Project remains a work in progress. The year began with continued discussions about how the Union and University might navigate the ongoing process toward completion, but discussions were stalled with the onset of the pandemic and have yet to resume.

The Joint Committee for the Administration of the Agreement (JCAA) was suspended during the period of bargaining, as is customary, and has since resumed. The agenda for the upcoming year will be largely dedicated to discussions between CUPE 2424 and the University surrounding a standardized evaluation framework for job competitions, Carleton's remote work policies, Union representation on university Committees, and general issues concerning the application and interpretation of the Collective Agreement.

The Union will, as always, continue working on your behalf to improve and protect your rights and benefits under the Collective Agreement while trying to help you navigate the rough waters of the ongoing pandemic in the year ahead.

I want to leave you with a few parting thoughts. I believe that one must find reasons to be grateful and look for bright spots to get through dark times. I am grateful for my friends, family, and my healthy new-born son that arrived just a few weeks ago. I am grateful that none of our members have been laid off as a result of the pandemic. I am grateful to our Executive Board and committees for their unwavering commitment. I am grateful to Carleton for their consultation and cooperation with us throughout the pandemic. And I am grateful to all of you for engaging with us and for supporting your Union.

I will now turn it over to our Union leaders – members of our Executive Board and committee Chairs - to report on their roles and committee work over the past year. I cannot praise them enough for their dedication to our Union and members, perhaps more so in 2020 than ever before.

Be good to yourselves and each other.

In Solidarity,
Jerrett Clark

[VICE - P R E S I D E N T I N T E R N A L]

LESLIE J. MACDONALD-HICKS

I was reviewing my report from last year and realized that none of us could have imagined the upset and changes that were headed our way. Nothing is as it was, and we are still navigating through the new realities of our lives.

I want to begin this report by thanking everyone who has taken up the task of working from home. It has been challenging, frustrating and even rewarding for many. I want to tip my hat to all of you who managed to get your children through school last term and will be doing it all over again. For those of you who helped move classes, labs and other services online – WOW! CUPE 2424 you are awesome! There is no doubt in my mind that we are the heart and backbone of this university.

As one member of your union executive, I want you to know that we have met regularly since March through MS Teams. We have managed to keep the business of the union going, including our committees.

This was a bargaining year, and I must say the endless hours spent on MS Teams have given me a new appreciation of my colleagues and meeting in person. As of November 9, 2020, you have ratified a deal that your bargaining team brought forward to you. The challenges of bargaining under the restrictions of Bill 124 have only strengthened my resolve about the benefits of unionization; we do not bargain just for unionized workers but for all workers. The pandemic has landed a blow against the lowest-paid workers and the precariously employed. CUPE's fight for fair wages for all workers is critical now more than ever before.

As the VP Internal, I am an ex officio member to union committees. The two committees I sit on regularly are Communications and Grievance, and both are critical to our work as a union. I have also had the honour of sitting on the newly formed Racial Justice Committee while it establishes its terms of reference and procedures. I also sit on the By-Law Review Committee, and we are working on revising and updating our by-laws, and you will be invited to review and vote on those changes. The Jobs Committee is also working hard on reviewing new job descriptions and others that have been revised.

The CUPE Ontario convention was cancelled this year and the National sector conferences were held virtually. I did not attend the National sector conference as we were in bargaining during that time. Therefore, for this year, I have nothing to bring you from those conventions.

A short report this year, but do know that every committee is meeting and continuing to do their job for you.

In Solidarity,

Leslie J. MacDonald-Hicks

[VICE - P R E S I D E N T E X T E R N A L]

LENORE GALE

In this report, it is time to take a look back at 2020, a year that has been like no other. Due to COVID-19, we have all experienced a year full of challenges that none of us could have ever anticipated. It has also become apparent that we can be resilient in the face of adversity, and that, despite all of the challenges, we still have much to be grateful for. I, personally, am grateful that I get to serve as your Vice-President External, and I hope that some of the challenges that you have faced have been diminished thanks to the work of our Executive Board this year.

As your Vice-President External, it is my role to keep abreast on issues that affect the broader labour movement, to ensure that we are informed, prepared, and act as a collective voice to fight for fairness. This year, many discussions centred around issues that arose due to COVID-19, as public health requirements have impacted the workplace; including the way work can be completed, who can work, and how people can work safely.

I attend meetings for Campus United, which is a coalition of the various unions and associations on campus. This allows me to keep informed of issues that are impacting other groups at Carleton University. This year, we discussed issues that arose due to COVID-19. These discussions allowed us to share resources and information for similar challenges and concerns, while also understanding how other groups on campus have been impacted differently from our members. This information sharing also provides us with the opportunity to create a united voice on campus.

I am the Carleton University campus representative for the Ontario University Workers Coordinating Committee (OUWCC), which is a committee that represents more than 30,000 CUPE members working in the university sector. Attending OUWCC meetings has allowed me to keep informed on issues that other university sector groups have been facing. One point of discussion this year has been Bill 124, which limits salary and benefit increases to 1% per year over the next three years for public sector workers in Ontario. We discussed some of the ways that groups were responding to bargaining under Bill 124, which was valuable information to have going into bargaining this year. COVID-19 was also a topic of discussion, as groups were responding to many challenges brought on by the pandemic - protecting workers who could not work due to public health restrictions, ensuring that workplaces were addressing additional health and safety and mental health concerns, and supporting members who were facing challenges caused by the closure of schools.

I look forward to meeting soon with the Coalition of Post-Secondary Workers of Ontario (CPWO), which represents a broader group of post-secondary union locals from across the province, to discuss how member groups in the coalition have mitigated impacts of COVID-19 for their members. I also expect to have more opportunities going forward to attend conferences, as they are adjusted to accommodate operating in a virtual setting.

The pandemic has affected the way that we work, the economy, and how we communicate. All of which impact the labour movement as a whole. I will continue to stay connected on behalf of CUPE 2424, as it is so important to stay informed and act as a collective voice to protect our rights as workers through this difficult time.

In Solidarity,
Lenore Gale

[RACIAL JUSTICE COMMITTEE]

DWAINE TAYLOR AND GLORIA SÁNCHEZ-CUEVAS, CO-CHAIRS

Members:

Payal Chadha, June Creighton Payne, Maria Dabboussy, Shaundel Dottin-Agim, Christy Etienne, Temi Guoti, Priya Kumar, Amarpreet Vaid, Jerrett Clark, *Ex Officio* (President), Leslie MacDonald-Hicks, *Ex Officio* (Vice-President, Internal)

On June 15, 2020, CUPE 2424 President Jerrett Clark invited anyone who self-identifies as a racialized worker to join the Racial Justice Committee.

The committee's initial meetings were led by Jerrett Clark, *Ex Officio* (President) until a nomination and ratification process was established for selecting a committee chair. In August 2020, Dwaine Taylor – Diversity, Equity and Community Programs Coordinator at the Student Experience Office and Gloria Sánchez-Cuevas - Data and Reporting Analysts for the Sprott School of Business, were ratified as co-chairs of the committee.

CURRENT BUSINESS:

Currently, the Racial Justice Committee is working on formalizing its structure and membership. We are working with the CUPE 2424 Executive Board and By-Law Review Committees to include the Racial Justice Committee in union documentation.

We are also voting on the parameters of committee membership and working to defining the scope of the committee's functions. To achieve this goal, we have developed a member survey which will be used to define our mandate. A summary of the survey results will be distributed to the CUPE 2424 membership at large.

FUTURE BUSINESS:

For this upcoming year, we will continue to identify ways to support our members and tackle racial injustice in our workplace and community – the scope of which will be determined following the completion of the member survey. Based on in-depth discussions, the committee has currently defined 'racial injustice' as "any act or omission which harms, disadvantages or negatively impacts a person because of their racial identity, where that racial identity is not White. This could include but is not limited to verbal communications, microaggressions such as having credibility being questioned or ideas discounted, being denied equal opportunity or making culturally insensitive comments or generalizations."

With your support, we look forward to advocating for equitable treatment for all members while simultaneously helping our community reimagine how we understand our responsibilities to one another.

In Solidarity,
Dwaine Taylor and Gloria Sánchez-Cuevas

[HEALTH AND SAFETY COMMITTEE]

GRAHAM GALWAY, CHAIR

Members:

Linda Cruz, Conference Services (CUPE 2424 H&S committee and Joint Health and Safety Committee Co-Chair)

Nadine Smith, Athletics (CUPE 2424 H&S Committee and JHSC)

Samantha Shortt, EDC (CUPE 2424 H&S Committee and JHSC)

2020 is a crazy year for the campus and health and safety. It began with as a busy workplace with many construction projects, including changes to the road and traffic systems on campus, new buildings, the updates to LTR, and the Hogs Back bridge construction. Then, in March, things changed radically with a global pandemic largely shutting down campus operations.

Since then, Carleton University has worked hard to ensure our health and safety. The University, through the offices of EHS, FMP, DUS and many others, has worked within the guidelines of the government to ensure those on campus are in a safe working environment. The University has worked through the Joint Health and Safety committee to ensure information is provided to unions and workers. I would like to acknowledge the hard work EHS, FMP, DUS and other departments have put into dealing with the pandemic.

The university is committed to a safe return of staff to campus once the situation allows. I would like all CUPE 2424 member to know, any concerns about a return to work and their health and safety when the return occurs can be brought to myself, any of the CUPE 2424 Health and Safety committee members, Zone Officers, or any Union representative. We will see that the concerns are addressed.

I would like to congratulate Linda Cruz from conference services who took on the role of JHSC Co-Chair for a two-year term. I would also like to welcome Nadine Smith from Athletics to both the JHSC and the CUPE 2424 H&S committee.

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 JHSC membership is comprised of an equal number of worker and management representatives as mandated by the Ministry of Labour, four of whom represent CUPE 2424.

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 have members 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 continued to build a better working relationship with Human Resources and Environmental Health and Safety 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. This is so the worker can receive support from their union, if necessary.

The members of the committee continue to put pressure on the University, with the assistance of the JHSC Worker Caucus (the worker members of the JHSC) to improve the conditions of buildings and other spaces on campus. We also continue to monitor and voice concerns about return-to-campus plans and policies.

When we return to campus, please continue to report incidents and hazards that you see in the workplace as they occur to your supervisor, the EHS Worksafe site (<https://carleton.ca/ehs/cu-worksafe/>), and our committee. It is our responsibility to help ensure hazards are addressed and accidents and injuries are prevented.

As we continue to work from home, please avail yourself of a home ergonomic assessment from EHS.

Anyone interested in health and safety in the workplace is encouraged to contact us about joining the committee, and we look forward to hearing from you.

We will continue to work through these extraordinary times to keep Carleton a safe and healthy workplace. We will continue to bring forward the concerns of our members through all avenues open to us.

With thanks from the CUPE 2424 Health and Safety Committee.

Graham Galway

[Grievance Committee]

SARAH RIPLEY-PHULESAR, CHAIR

Members:

Etelle Bourassa, Department of Psychology

Sarah Cleary, Student Systems Support

Andrew Yuill, Information Technology Services

Jerrett Clark, *Ex Officio* (President)

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

The Grievance Committee has seen another busy year, working actively to resolve grievances and to support our members through the informal complaint resolution process.

Over the past year, the Committee has worked diligently to resolve numerous issues, including sick leave and accommodation, interpersonal conflict issues, overtime, probation and union inclusion. I look forward to continuing our work together as a Committee in 2021.

Since this past year has been a unique one, I thought I would take a different approach for this year's report to profile one of our committee members, Sarah Cleary. I recently had a chance to ask Sarah a few questions about her work on the committee, what made her interested in joining the committee and what she enjoys best about the volunteer work.

Q: How long have you served on the Grievance Committee?

A: I've been a member of the Grievance Committee since 2017

Q: What made you want to join the Grievance Committee?

A: A former member of the Grievance Committee had spoken about his experience on the committee and the important role it plays in the Union and the work it does for its membership.

Q: Did you have any previous training before joining the Grievance Committee?

A: I came to the committee with having more than five years' experience with the Ottawa Distress Centre and Crisis Line. The extensive training they provide and the experience I gained during my time there has allowed me to apply these skills when meeting with members. Although this type of training or experience is not required to be on the Committee, I believe it complements the unique set of skills brought by other Committee members.

Q: What skills/experience have you learned or acquired since joining the Grievance Committee?

A: I have been fortunate to take part in many training opportunities offered by CUPE as well as specific information sessions provided by our legal counsel. However, most of the experience I've gained is by working through concerns brought forward by members.

Q: What has been/is the most fulfilling part of serving on the Grievance Committee and/or what do you like best about the work?

A: Although each union committee fills an important role for our large local, I believe what we do in the Grievance Committee is truly special. My volunteer work on the Committee has allowed me to meet new CUPE members from across the University, and I feel incredibly privileged to be able to assist our members. This, as well as working alongside very passionate and compassionate Committee members and working towards making Carleton the best it can be, is really what makes volunteering with the Union so rewarding.

Respectfully Submitted,
Sarah Ripley Phulesar

GRIEVANCE SUMMARY

Number	Problem	Status
2424-19-003-I	Failure to provide a harassment-free workplace	This grievance was resolved and withdrawn

[COMMUNICATIONS COMMITTEE]

DR. ALABA AGBATOGUN, CHAIR

Members:

Greg Allison, Hasi Eldib, Nick Ward, Leo Solano Mendez, Patricia Saravesi, Leo Solano Mendez, Chaya Porter, Najia Haneefi, Jerrett Clark, *Ex Officio* (President), Leslie MacDonald-Hicks, *Ex Officio* (Vice-President, Internal)

As everyone is aware, the global community, including Carleton University, has witnessed an unprecedented Coronavirus pandemic. When the first wave began earlier in 2020, no one thought it could linger as much as it did. Nobody anticipated the cases of COVID-19 would lead to such a prolonged virus pandemic.

The COVID-19 pandemic not only affected the activities of the union, but also the extent to which the Communications Committee could organize events, communicate with members, and connect with other unions within and outside of Carleton University. However, the Executive Board and the Communications Committee have embraced their responsibility for doing as much as possible under the circumstances.

Despite the pandemic, the Communications Committee was able to optimize and launch the union's new website. We hope you find that the new website is more current, accessible, and user-friendly. Our social media continues to gain traction among our thousands of followers across platforms under our new social media coordinator, Najia Haneefi.

You are no doubt aware that the union was able to come to an agreement with Carleton on a new Collective Agreement. However, without the membership ratifying the tentative settlement, the process would have been incomplete. To ensure the proper completion of the bargaining process, the Communication Committee was able to conduct and moderate a virtual ratification meeting and vote with roughly 500 members in attendance.

It is quite exciting to also mention the additions of Chaya Porter and Najia Haneefi to the Communications and Events Committee. These two giants and other members of the committee have defied the limitations created by lockdowns to keep the flag flying for CUPE 2424. This clearly shows the fundamental importance members of the Communications and Events Committee have in relation to your welfare and wellbeing.

Lockdown policies everywhere have had a great impact on what the union and the Communications and Events Committee have done in the past year. We are hoping that next year will provide a chance for more relaxing, fun, and exciting communications and social events.