

Hello, my name is

Jerrett Clark

and I am seeking re-election as your President.



Photo: 2019

Perspective

I have dedicated most of my working life to Carleton for nearly 25 years and to the Union for almost a decade, most recently as your President since 2017. I am also a two-time graduate of Carleton. I know that so much of Carleton's reputation as a leader in student experience and service excellence is made possible by the work of our CUPE 2424 members. I also know that so many of the rights, benefits, and protections that we enjoy as Carleton employees, and what makes the university one of the region's top employers, was fought for and won by our Union.

I am proud to be part of our Union and privileged to be your President. I have, at times, shared things about my life with our membership since taking this role, like the birth of my two boys, and have always been amazed by your kindness and grace. I want my children to grow up and know what Daddy does and to understand the role of Unions in the workplace and in society. I take pride in the work we do and hope for a chance to continue.

Experience

Carleton and the university sector across the province have been facing great challenges. Unions have a big role to play in solving workplace issues and supporting workers. For us, and for me personally, that has meant successfully negotiating for meaningful gains in our Collective Agreement. It has meant trying to navigate a 30-year pay equity problem at Carleton. And of course it means helping to guide the Union and our members through the upheaval and unrest of the ongoing pandemic.

As 2424 President, I am accountable to over 900 members, the Executive Board, and numerous standing and ad hoc committees consisting of more than 40 volunteers, as well as being responsible for managing the Union office and our full time administrative staff.

I have successfully negotiated two Collective Agreements with CUPE 2424's Negotiating Team. Collective Bargaining in 2017-18 was highly contentious and ultimately led to a month-long strike around pension language in our Collective Agreement only three months into my first term as President.

I was designated as co-lead negotiator by our CUPE National Servicing Representative in our most recent round of Collective Bargaining last year where we faced further challenges not only with virtual bargaining during the pandemic, but also with Bill 124, the Ontario government's legislation that would limit public sector compensation increases (wages and benefits) to a mere 1% for a period of three years. Nevertheless, we were able to creatively bargain for meaningful gains, including the maximum 1% wage increases, remote work provisions in the Collective Agreement for the first time, and expanded access to psychological services in our benefits plan.

We have also seen a noticeable increase in member engagement and participation in recent years, whether it's around bargaining,

membership surveys, Committee membership, or with our events and information sessions. I believe this speaks to the success of our volunteers and hopefully, to an extent, my role as President.

In these ways and many others, I have gained the essential knowledge and experience required to handle the scope and breadth of issues facing our membership. I believe that continuity in the role of President will be especially important as the pandemic continues and even more so with a looming return-to-campus for some, if not many of our members. I can tell you after more than 3 years in my role as President, including the last year of the pandemic, that there is no substitute for on-the-job experience. I hope to continue working on your behalf in the years to come along with our many volunteers who share a fierce passion for promoting and upholding worker rights.

Approach

I am driven by a sense of duty to our dues-paying members. I try to provide the same level of service and personal attention to you that you are expected to deliver in your roles. I aim to give as much to you as you give of yourself every working day. We have to understand our members and respond to your needs, individually and collectively. As President, I have always taken and will continue to take a member-focused approach to leadership.

ROLES & RESPONSIBILITIES

- ❑ Responsible for the administration of the affairs of the Union
- ❑ **Official spokesperson** for the Union
- ❑ Presiding over all General membership meetings and the Executive Board as Chair
- ❑ **Ex Officio member of all Union committees:** Grievance, Jobs, Communications, Racial Justice, Disabilities Action, By-Law Review
- ❑ **Appointing all committees not otherwise ordered** in accordance with Local By-Laws (E.g. Racial Justice Committee, By-Law Review Committee)
- ❑ Formally **representing members** in the adjustment of Grievances, investigatory meetings related to conduct, harassment, medical accommodation, and long-term disability return-to-work meetings
- ❑ **Co-Lead Negotiator** in Collective Bargaining alongside CUPE National Servicing Representative
- ❑ **Co-Chair of the Joint Committee for the Administration** of the Agreement responsible for addressing matters pertinent to the operation of the Collective Agreement
- ❑ Member of the **Pay Equity Project Steering Committee** along with CUPE National's Senior Job Evaluation Officer, Chair of 2424's project job evaluation committee, and Employer representatives
- ❑ **Co-Chair of the Joint Pension Review Committee** mandated to review the existing governance structure of the plan and develop possible options for modifications of the current framework
- ❑ **CUPE 2424 Office Manager** (incl. full-time administrative staff)
- ❑ **Maintaining effective relations** with campus Unions, external organizations, various levels of CUPE (National, Provincial), and with senior University administration

TRAINING - UNION DEVELOPMENT EDUCATION PROGRAM (CUPE)

Pension Trustee Training 2018

Labour Law 2018

Job Evaluation 2018

**Stewarding Learning Series (incl.
Grievance)** 2016

Negotiating 101 2014, 2017

Conferences, Workshops, and Seminars:

Workplace Harassment Investigations:
Dealing with Complainants, Respondents,
and Witnesses | Privacy in the Workplace
(Legal) | Building Strength at the Bargaining
Table | Building Strong Union Infrastructure |
Building Strength Through Member
Engagement | Bargaining in the Ford Era -
Bill 124 (Legal) | Bill 148: Changes to the
Employment Standards Act and Labour
Relations Act (Legal)

PAST PRACTICE AND FUTURE COMMITMENT

- Take a consultative and collaborative approach to Union leadership
- Bring a high level of professionalism, composure, tact, diplomacy, and discretion to the role of President
- Recognize the diversity of both positions and people within our bargaining unit to inform all of the Unions activities
- Continue fostering a culture of objective decision-making within the Union based on facts, not speculation and suspicion
- Continue working toward a more respectful and functional relationship with our Employer while protecting and promoting the interests of members