



CUPE 2424

2019

A N N U A L R E V I E W

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[PRESIDENT'S REPORT]

2019 | JERRETT CLARK

The past year has been another busy one for the Union, our committees, and our volunteers. This annual report should not only give you a chance to see the Union's work over the last year but also to recognize the contributions of those who made it happen.

We continued to navigate a large and difficult process surrounding the ongoing Pay Equity Project. The most significant challenge has been to establish a method by which the Union and the University can effectively mitigate vast disparities in our respective ratings for the hundreds of bargaining unit positions and ultimately reach consensus. We recognize the project is taking longer than expected but in the historical context of Pay Equity at Carleton, when considering that we have unsuccessfully embarked on this process several times before over the last 30 years, we believe the additional time is justified so that we may finally complete the project where other attempts have failed. We believe in applying the most rigorous process and giving it deserving time and attention to achieve the most credible results for our members, results that will ultimately set the foundation for pay equity at Carleton for decades to come. More on the PE Project later in the report from John Stewart, Chair of our Job Evaluation Committee.

The Union held Table Officer elections in the Spring where I, along with a number of other incumbents, were acclaimed into our positions for another term ending in 2021; Dr. Alaba Agbatogun (Chair, Communications Committee), Nika Linseman (Recording Officer), Sarah Ripley Phulesar (Chair, Grievance Committee), Leslie MacDonald-Hicks (VP Internal), James Simson (Treasurer), and Graham Galway (Chair, Health and Safety). We said farewell to long-serving VP External, Andrew Squires, and welcomed a very capable newcomer in Lenore Gale as his successor. You also elected Fran Craig into her first volunteer position for the Union in a Zone Officer by-election for Zone 1. We, and our members, are very fortunate have Lenore and Fran join our ranks.

We were staggered once again by the turnout and the vibe at the annual summer barbeque. The Communications and Events Committee raised the bar again this year with another well-organized event. The annual BBQ is always a highlight for me personally and as a Union, we cherish the chance to bring our members together.

We have been working hard with the University at the Joint Committee for the Administration of the Agreement (JCAA) on a variety of critical issues affecting 2424 members, particularly when it comes to the application of the Collective Agreement. JCAA has also been a forum to focus more generally on improving labour relations between the Union and the University. The tone and the substance of our monthly JCAA meetings have been very positive and productive.

The Joint Pension Review Committee (JPRC) that formed part of our negotiated settlement in 2018 halted in the summer when the Carleton University Academic Staff Association (CUASA) suspended its participation temporarily. As the current co-Chair designated by the other Union representatives, I continue to consult with the University's designated co-Chair about possible next steps but at least for now, the JPRC remains on hold.

As for me, days were jam-packed in 2019 serving as Chair of our Executive Board, supporting our standing committees, advising members in matters related to their rights and benefits under the Collective Agreement, formally representing members in cases involving the University, and supporting members through difficult personal, professional, or medical circumstances affecting their jobs. I praise our Grievance Committee and Zone Officers, who also play a very important role in these cases, for their confident and compassionate approach to supporting members.

I continued to advance my training and education in 2019, which included CUPE's weeklong Pension Trustee training, along with a variety of workshops on topics ranging from legal perspectives on bullying and harassment in the workplace to chronic mental stress at work.

I attended the CUPE Ontario and CUPE National conventions last year and had the opportunity at the latter to speak as part of a national panel on pensions where I discussed our experience bargaining and striking over pension issues. It was announced at National convention that CUPE membership has now surpassed 700 000 nationwide which, we can hope, will continue to strengthen the rights, benefits, and working conditions for working Canadians.

In the year ahead, our Executive Board, our committees, and I will continue preparations for Bargaining 2020 in the early months before entering into bargaining in the Spring/Summer. The Union will secure the fairest deal possible for our members while traversing the especially difficult bargaining landscape created under the Ford government with Bill 124.

As a Union, we pledge to continue working on tough issues affecting individual members and the membership as a whole in 2020, all the while providing you with timely and relevant information.

Read on. The reports that follow are a snapshot of the year that was for CUPE 2424 from the vantage point of our dedicated officers. I extend my thanks for their reports and my deepest gratitude for everything they have done for the Union, our members, and for me.

In Solidarity,

Jerrett Clark
President, CUPE 2424

[VICE-PRESIDENT INTERNAL'S REPORT]

2019 | LESLIE J. MACDONALD-HICKS

At first glance, you may not believe it, but Annual Reports are a way of reminding ourselves of what we have accomplished throughout the year. More often than not, we are tied-up in doing and rarely take the time to reflect on what was accomplished.

There have been new members who have joined the Executive Board and I am grateful for their insights during every meeting. It is helpful to those of us who have been around for a while to see things through new eyes.

It is my role as VP Internal to sit on Union committees as an ex officio member. Two of those committees meet on a regularly scheduled basis, Communications and Grievance. Both are doing some of the most critical work of our union. I will not encroach on their reports but will share that it has been a pleasure to work with all of the members of these committees. I also want to put in a shameless plug for seeking additional members of the Communications Committee. This very important committee works to keep members informed of issues, produce social and educational events, and keep up to date on political issues affecting workers. Therefore, if you were thinking of giving some of your time to your union, this would be a great committee to join.

Meetings of the Joint Committee for the Administration of the Agreement (JCAA) have produced fruitful discussions. The local first brought issues around transportation to the table and sought solutions for members arriving and departing work. We advocated for greater consideration of flextime arrangements wherever possible which the University then communicated to the administrative management group. Our transportation challenges will increase in the spring when the O-Train shuts down for a minimum of 18 months. Please be patient. Moving traffic anywhere in the city is difficult, and Carleton, given our location, has some unique issues.

In March, I attended the CUPE National Bargaining Conference in Saskatoon as a panel participant and discussed bargaining preparation. It was educational for me to speak with so many people from across the country and the issues they were facing at the bargaining table. Many people wanted to speak with me about educating members on pension issues. Overall, unionized workers are concerned about the election of conservative governments that are eroding workers' rights, as well as negatively affecting the rights of all Canadians. CUPE has been a champion of equality for all workers in this country.

In May, I, along with two other members, attended the CUPE Ontario Conference in Toronto. CUPE Ontario represents the political side of the union and is the active voice that challenges the Ontario government on issues that affect the public sector. As you well know, several issues on the table have adversely affected the education and health sectors in particular. The recent passing of Bill 124 directly attacks our rights at the bargaining table for ensuring fair wages and benefits. CUPE is taking organized action against cuts and draconian legislation. The rally cry from the May convention was "Communities not Cuts." As engaged citizens, you can actively support CUPE by writing to your local politician.

I was very happy to see CUPE Ontario present its Anti-Racism Organizational Action Plan, which was adopted by convention. The purpose of the plan is to reduce systemic racism in the workplace and in our union. In a

political atmosphere that fuels fears based on “the other”, this was a timely and important action piece to adopt.

As the fall term began, the Bargaining Assistance Team started the process of putting together our bargaining survey and prioritizing issues that have arisen since the last round of negotiations. Yes, it is hard to believe that we are doing this again. We have a unique situation this round as we deal with Bill 124. The bargaining survey will be sent out in the New Year and I encourage you to complete it. This survey is an important guide for the Bargaining Assistance Team and the Negotiating Team as we prepare our proposals. If you do nothing else to be involved with your union, please do this survey. Also, speak with your Zone Officer about any issues you are experiencing or witnessing in the workplace. Your voice is the key to your union doing its job for you.

In solidarity,

Leslie J. MacDonald-Hicks
VP Internal, CUPE 2424

[VICE-PRESIDENT EXTERNAL'S REPORT]

2019 | LENORE GALE

It was my pleasure to take on the Vice-President External role this year. In my short time in the role, I have been working on staying connected with other Union “locals” across campus and across Ontario, as well as working towards understanding the role, and how I can work most effectively to keep CUPE 2424 informed and represented.

I have been meeting with the OUWCC (Ontario University Workers Coordinating Committee) as the Carleton University campus representative, where I connect with other CUPE locals from universities across Ontario. In October, I had the opportunity to attend a meeting for OUWCC in Markham, to meet my counterparts from other universities, learn about the challenges that they are facing, and to act as a voice on behalf of the CUPE locals at Carleton. At this meeting, I learned about how Ontario government cuts are affecting our sector, such as the impact the student choice initiative is having at universities across the province. We also discussed how other locals have been managing bargaining with Bill 124, (the bill caps public sector workers’ compensation increases at just one percent), as a new reality and how locals can support each other through this process. We also started planning the OUWCC 2020 conference, where we will discuss how to fight cuts to our sector, how we can create positive change for the future, and what the ideal future in our sector will look like when we get there.

I have joined our Bargaining Assistance Team, and we have begun to create our bargaining survey. As I receive updates from other locals about their bargaining priorities and gains they have made, I can bring those ideas back to our team to be presented to our members to help determine their needs before bargaining begins.

For this upcoming year, I will continue to stay informed on issues that other locals are facing and ensure that we are able to provide the same support to other locals that we received in 2018. I will continue to meet with OUWCC to keep abreast of what is happening in our sector across Ontario, and I will attend Campus United meetings, where I will keep informed on issues facing the Unions and associations across campus. Through Campus United, we can have a common voice and support each other with issues being faced across the university.

It is so important right now to protect the rights of our members as workers, and an integral part of that is to stay connected with other locals to be one common voice. We are stronger when we work together, and I hope as I continue to learn and grow in this role, I will be able to continue to foster the connections that we have, and use them to protect and support our members going forward.

In Solidarity,

Lenore Gale
VP External, CUPE 2424

[GRIEVANCE COMMITTEE]

2019 | 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 had another busy year. As well, we welcomed a new member, Andrew Yuill, to our Committee.

The Committee represented several members in formal grievances while continuing to serve as an effective forum to resolve issues through informal resolution processes as well.

The Committee has worked with the employer this past year to resolve a number of issues, including matters related to overtime, accommodation and return to work, harassment, and interpersonal conflict.

The Committee took some time away from our regularly scheduled meeting near the end of last year to hold our annual strategic retreat, giving us an opportunity to reflect and strategize on how we can continue to work and support our membership.

This past year Committee members attended workshops on such topics as Introduction to Stewarding, harassment, and representing members in front of Management. Education will continue to be a priority in 2020 as we look for opportunities for Committee members to attend workshops and training sessions.

It is my pleasure to Chair this Committee and I look forward to continuing to work with such a wonderful and dedicated group of volunteers in 2020.

Sarah Ripley Phulesar
Chair, Grievance Committee, CUPE 2424

GRIEVANCE SUMMARY

Number	Problem	Status
2424-14-009-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424	Grievance settled at arbitration
2424-15-003-I	Failure to provide a harassment-free workplace	This grievance was settled
2424-16-003-I	Failure to provide a harassment-free workplace	This grievance was settled
2424-18-002-I	Discipline without cause	This grievance was settled
2424-18-003-I	Discipline without cause	This grievance was settled
2424-18-004-I	Discipline without cause	This grievance was settled
2424-18-005-I	Failure to consider all factors for a posted vacancy	This grievance was settled
2424-19-001-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424	This grievance was settled
2424-19-002-I	Termination without cause	This grievance was withdrawn
2424-19-003-I	Failure to provide a harassment-free workplace	This grievance is pending a response at step 2

[COMMUNICATIONS COMMITTEE]

2019 | DR. ALABA AGBATOGUN, CHAIR

Members:

Greg Allison, CUOL

Hasi Eldib, CUOL

Nick Ward, OD: Art and Social Sciences

Leo Solano Mendez, University Advancement

Jerrett Clark, *Ex Officio* (President)

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

The past year has been exciting and eventful for the Communications and Events Committee. The previous year witnessed a remarkable strike action that sent a strong signal to the global community of unionized workers.

The first part of this year was spent on post-strike activities that further fostered unity, solidarity, and togetherness of CUPE 2424 members, as well as with other Unions on campus. The Communications and Events Committee has been working tirelessly towards keeping the membership informed and will continue working to educate members on their rights and benefits through Lunch and Learn sessions on topics such as the Grievance process, the Pay Equity Project, and bargaining updates.

The indefatigable Communications and Events Committee members also put together a 2018 Strike Commemoration Exhibit in the first quarter of 2019. Hundreds of participants attended the memorable occasion. At the event, we released the 2019 edition of The Catalyst publication commemorating the strike.

One of the events members of this great Union look forward to is the annual barbeque. The 2019 barbeque was exceptionally fantastic. Thanks to members of the committee and volunteers who spent time putting together a classic 2019 barbeque.

The Communications and Events Committee has increased the use of social media to share information with members, the university community, and the public in recent years. It is noteworthy to mention that at the Canadian Association of Labour Media (CALM) conference in Winnipeg last year, CUPE 2424 won the award for the “Best Use of Social Media by a Union.”

As part of fostering partnerships with other Unions and organizations, the Communications and Events Committee hosted and co-organized mini-conference with CALM in Ottawa. Participants from different Unions across Canada attended.

The Communications and Events Committee is committed to keeping our members in the loop with relevant information and more accessible tools and platforms. To this end, the team is working on a new website that will be more current, accessible, and user-friendly. One of the great features of the forthcoming website will be a blog space. Are you a great writer? Can you create enticing content for the Union members and the university community? Do you possess blogging skills? If your response is affirmative, why not volunteer to be one of the CUPE 2424 bloggers? Send your expression of interest to cupe2424@carleton.ca.

The Communications and Events Committee had some setbacks as well. Committee member Fateema Sayani left Carleton to take on a new position with another organization in Ottawa and some other members of the

committee stepped aside to manage their work/volunteer/life balance more effectively. We thank all of them for their time, effort, and tremendous work.

The Communications and Events Committee wants to take this opportunity to say a special thanks to all volunteers who took time to help during our special events. We also encourage more of you to volunteer to serve as members of the Communications and Events Committee.

We are “Better Together” when we stay together. Stay connected!

In Solidarity,

Dr. Alaba Agbatogun
Chair, Communications Committee, CUPE 2424

[JOB EVALUATION COMMITTEE]

2019 | JOHN STEWART, CHAIR

Members:

Stephan Biljan, Mechanical and Aerospace Engineering

Ryan Chlebak, Biology

Claudia Buttera, Biology

Mihaela Flueraru, Biology

Beth McLarty Halfkenny, Earth Sciences

Jerrett Clark, *Ex Officio* (President)

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

As many of you may be aware, the CUPE 2424 Job Evaluation Committee (JEC) has existed since 2008 – and a few of us on the committee have served since its inception.

The primary reason for developing a new Job Evaluation system is that the existing JE system does not comply with pay equity legislation.

The additional step under the current system of classifying a job as an R (Regular) or PE (Pay Equity) was intended only as a temporary measure when it was introduced in 1991, yet remains in effect with all its complications even today.

The committee continued the process of scoring the questionnaires at the beginning of the last year. With roughly 900 questionnaires to process, some of which are over 50 pages long, this has proved to be an understandably lengthy process.

The University's consultant, Sandra Haydon, had already rated the questionnaires prior to the handover of the material to our 2424 committee. It was evident that in many cases the ratings we were arriving at did not match Sandra's ratings. A new approach was needed, as it would have been very impractical to take hundreds of jobs through an arbitration process, even if the project's Terms of Reference defaulted to arbitration to resolve differences. The two parties agreed to do a joint benchmarking exercise using 50 representative jobs to help develop a consistent interpretation of the new job evaluation tool. Four members from our committee and four managers completed the joint exercise in July.

The priority of the committee and the university is to complete a pay equity process to determine if any 2424 positions should receive a pay equity increase. A pay equity process can only result in salaries going up – there is no possibility of salaries being reduced because of a pay equity adjustment.

John Stewart

Chair, Job Evaluation Committee, CUPE 2424

[HEALTH AND SAFETY COMMITTEE]

2019 | GRAHAM GALWAY, CHAIR

Members:

Kim Heuff, Engineering (CUPE 2424 H&S and JHSC Co-Chair)

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

Linda Cruz, Housing (CUPE 2424 H&S committee and JHSC)

In 2019, the campus was a busy workplace with many construction projects, including changes to the road and traffic systems on campus.

Thanks to the diligence and awareness of our CUPE 2424 workers and other concerned workers, they alerted our Health & Safety Committee members to health and safety concerns of our workers and those on construction sites, and to the dangers and issues with the new road and traffic plans on campus.

I would like to welcome Linda Cruz from Housing to the Carleton University Joint Health and Safety Committee (JHSC) and the CUPE 2424 H&S committee. I would also like to thank Gaston Taylor for his many years of service to Health and Safety at Carleton and wish him well in his retirement.

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 members of this committee sit as CUPE 2424 representatives on the JHSC.

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 have been monitoring the testing and results of the new Emergency Message System, as well.

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 to our committee. It is our responsibility to help ensure hazards are addressed, and accidents and injuries are prevented.

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.

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 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
Chair, Health and Safety Committee, CUPE 2424

[PENSION COMMITTEE]

2019 | JAMES SIMPSON, PENSION REPRESENTATIVE

Plan performance update 2018-2019

Market value of fund at June 30, 2019 – \$1.325 billion.

Search for new investment managers

Two new infrastructure investments were secured over this period. These are long term, high yield investments that have done very well for our pension fund in the past. The committee investigated and interviewed five different firms before narrowing in on the final two.

Valuation and pension funding reform

The last valuation was filed with the regulator July 1, 2016. This means a new valuation must be filed effective July 1, 2019. Mercer, the actuary who assists with the Carleton University Plan, is currently preparing this for us. We expect it to be complete in early 2020 and then we will file with the regulator by March 2020. This valuation will be the first we file using the new funding reform, which makes significant changes to solvency deficit and going concern calculations. We anticipate our plan is poised well to take advantage of the new rules and will benefit from lessened solvency and going concern special payments.

New committee members

The pension committee had some new members join:

- Debra Alves representing the BoG
- Art Ullett representing 910 and 3778
- Martha Attridge Bufton representing CUASA

More information?

I can be reached by email or phone and would be happy to meet or chat.

The plan text is available 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: <https://carleton.ca/pfm/wp-content/uploads/SIPP-2019.pdf>

Respectfully,
James Simpson