



CUPE 2424

2018

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

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[PRESIDENT'S REPORT]

2018 | JERRETT CLARK

The annual report is a chance to look back at the challenges and achievements of a year gone by, and to see how it can lead us forward.

This year was most notably marked by intense collective bargaining in the early months, a nearly month-long strike, and the persistent challenges of returning to work following a significant labour disruption.

The strike began almost nine months ago but in many respects, for many of us, it still feels recent and raw. CUPE 2424 and Carleton are still grappling with the aftermath of such a difficult event, but within such challenges, we can find opportunities.

As a Union and a University, we have to work together at repairing the relationships that were undoubtedly fractured by the dispute. Now, more than ever, we need to build bridges, not walls.

We should not reflect on the year focused solely the strike, however. We should not ignore our many notable accomplishments, our people, and our important projects.

The massive Pay Equity Project continued in 2018. The process has been several years in the making and while the hard work of the 2424 Job Evaluation team and the Steering Committee is ongoing, we are making steady progress toward completion.

Our Executive Board membership went through a transitional period over the last year. Dr. Alaba Agbatogun (Chair, Communications Committee), Nika Linseman (Recording Officer), and Sarah Ripley Phulesar (Chair, Grievance Committee) were all fresh in their roles at the turn of the year. All were swift in transitioning into their respective roles and each has become invaluable to our work in just a short year.

Many of our committees – Communications, Jobs, and Job Evaluation for the Pay Equity Project – experienced growth and rejuvenation this year with the arrival of new members, volunteers to whom we are greatly indebted for their contributions.

I have been humbled in my first year as President by the amazing efforts of our Union officers and committee volunteers. Our Union works because they do.

My first year in the role of President has been an education. I worked closely with our Union officers, committees, and their leaders to learn more about their functions within our Union and more broadly within the University. I also furthered my formal education and training in a number of key areas including labour law, pensions, and job evaluation.

As we look ahead, the Executive Board and committees will be considering their priorities, but some of the most significant priority items are already defined; priorities that include the ongoing Pay Equity Project, preparations for bargaining in 2020, bylaw review and proposals, and the Joint Pension Review Committee that formed part of our negotiated settlement this year.

2018 has been a difficult year and we still have a lot of difficult work ahead, but my hope, and belief, is that we can draw strength from adversity and continue to grow stronger and more united than ever before.

In the pages that follow, you will find reports from our extremely dedicated officers of the Union with their own perspectives on the year that was.

In Solidarity,
Jerrett Clark
President, CUPE 2424

[VICE-PRESIDENT INTERNAL'S REPORT]

2018 | LESLIE J. MACDONALD-HICKS

I have pondered this year-end report more than other ones because it was a year like no other that I have experienced as a member of CUPE 2424.

Last year I wrote "As you are aware this year has been taken up with bargaining." No kidding! I respect and like all the members of the bargaining committee but there are only so many hours you can spend in a hotel room together and so many Cobb salads you can eat. Well life had other plans.

I also wrote, "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."

So we went on strike.

Without every person who walked the line, worked in the office, ran errands of every kind, worked the press and social media, and rallied support on the line we would not have been successful. We fought an amazing battle and shone light on the pension issue at Carleton and across this country. Our efforts mattered to so many workers across this country that supported us because they are facing the same or similar issues.

Thank you is all I have to offer and it seems like so little. We are awesome and we showed it every single day that we were out there. We continue to show it in our work places, meetings, and that casual passing in a hallway when we stop and take time to talk to one another.

Do not lose that feeling of purpose, worth, and achievement. In a word - solidarity. Each of us has a role to play in ensuring that our Collective Agreement is respected. Speak up. Let your Zone Officer know what is happening, how colleagues are being treated, what is happening with vacant positions, job postings, overtime, working conditions, etc. Each of us is the Collective Agreement and together we make it strong.

My job description as your VP Internal is straightforward. I am a member of all Union internal committees. I act on behalf of the President when he is away. For the most part, I try to be helpful to the committees.

This year, despite bargaining and strike action the committees have been working non-stop.

The **Jobs Committee** has been supporting the Pay Equity Project and job evaluation exercises.

The **Grievance Committee** has been hard at work this year. Any concerns you have should be brought to your Zone Officer. They will work with you to help resolve the matter and if necessary, the Grievance Committee will become involved. You can expect guidance and support throughout any grievance action.

The **Joint Committee for the Administration of the Agreement (JCAA)** has reconvened post-strike and we are working very hard with the employer to address concerns and resolve matters through open and frank discussions. We have a long road ahead of us in improving how the Union and the employer work together and I am confident we are working towards that goal.

The **Communications and Events Committee** was essential during the strike. CUPE 2424 are the rock stars of Union communication at any time but these folks really shone through during the strike. They are hard at work on the Catalyst, video and photo archiving the strike, and planning our learning and social events.

Health and Safety Committee: Gaston Taylor, Chair of this committee for several years, retired in June. In recognition of his years of service to the Union and its members, Gaston was co-recipient of the CUPE 2424 Dedicated Service Award for 2018.

We all have a role to play in ensuring a safe working environment so speak up and report issues to your Zone Officer.

CUPE Ontario Convention 2018 continued the theme of Be Brave! Be Bold! Well, we were brave and bold in 2018 and we will continue to be so because the current Ontario government is rolling back long fought-for gains to the Employment Standards Act, the fair wage initiative, income support programs, health and welfare programs, etc. So speak up, be active and do not lose hope or faith. We have one another and we are a very powerful force when we speak and act as one. We are a Union and we are united.

In Solidarity,
Leslie J. MacDonald-Hicks

[VICE-PRESIDENT EXTERNAL'S REPORT]

2018 | ANDREW SQUIRES

What an interesting year (to say the least) to be a CUPE 2424 member. A year of ups and downs and struggles that we fought, survived, and won together.

I am very proud to have served you over the years as VP External in CUPE 2424. I have learned a great deal and I have been involved in order to try to make Carleton University a better place to work.

This year, due to the job action that we took, timing and logistics did not allow for much participation in workshops, conferences and being involved externally on a larger scale since we had to focus our attention on the struggles here at Carleton. Many of these events and conferences had to put on hold for this year due to the circumstances we found ourselves in.

Fortunately, I am looking forward to attending one conference this year in Hamilton, ON put on by the CPWO (formerly COUSA – Confederation of Ontario University Staff Associations & Unions). This organization, the Coalition of Post-Secondary Workers of Ontario (CPWO) have organized some great educational conferences in the past including Assisting Workers with Mental Health Issues, Tension In The Workplace, Pensions, Stress In The Workplace, and Bargaining Trends and Issues, just to name a few.

The conference scheduled for this year will feature Christine Maclin, the Director of Human Rights with Unifor National. This session will be focusing on, “Workplace Harassment and Managing Member-to-Member Conflict” and looks to be quite informative.

Farrah Khan, who is an expert in Gender-Based Violence and Sexual Violence Support and Education Coordinator at Ryerson University, will be leading another session on “Sexual Violence Policies in the University Workplace”, a timely discussion as we at Carleton continue to develop our own sexual violence policy.

In 2017-18, I continued to monitor other Unions’ collective bargaining progress (or lack thereof) and reported on the issues that others were facing. Cases such as Unifor 444, the Caesar Windsor Casino workers, whose issues surrounded workload and respect. CUPE 3903, the TA’s, Contract Faculty and Graduate Assistants, where some key issues were equity, loss of unionized jobs for York graduate students, and cuts to conversion rates for contract faculty. The Ontario College strike (OPSEU) included the 24 colleges across Ontario who fought for more full-time positions and job security. The current CUPW job action that has resulted in rotating strikes at mail facilities across the country and many other struggles by smaller locals as well.

As always, I encourage you to become involved in CUPE 2424. We can be better and stronger with your talents, skills and passion. The more involved we are, the better we are. Back to the slogan we know so well this year, “Better Together”. So, I encourage you to get involved if you can and lend your skills and enthusiasm so that we can be as strong as possible every day and not only during the days of bargaining.

Thank you for the opportunity to serve you. It has been an amazing experience and I hope the contributions made over this period are valued. CUPE 2424 was a strong advocate for strike pay from day 1 – one of the things I am most proud of during my time as your VP External.

One voice alone can instigate change. Imagine if we demand better, together.

Thanking you,
Andrew Squires

[GRIEVANCE COMMITTEE]

2018 | SARAH RIPLEY-PHULESAR, CHAIR

Members:

Etelle Bourassa Department of Psychology

Sarah Cleary, Department of Law

Jerrett Clark, *Ex Officio* (President)

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

It has been both an honour and pleasure to Chair this Committee over the past year and to work with such a dedicated group of volunteers. I am so grateful for their knowledge, efforts and commitment.

The past year has been a busy year for the Grievance Committee. The Committee has represented several members in grievances, and where possible, continues to resolve or eliminate grievances through the informal complaint resolution process. This informal process will continue to be our focus for 2019 as a mechanism for resolving issues.

The Committee has worked with the employer this past year to resolve a number of issues, including matters related to job competitions, return to work, and harassment and interpersonal conflict issues, and continues to offer a forum for positive resolutions to workplace conflicts.

In August of this year, the Committee took some time away from our regularly scheduled meeting to hold a strategic retreat. Along with our CUPE National servicing representative, Jacynthe Barbeau, this gave us opportunity for strategic discussions to help guide our work in serving and supporting our membership.

We will continue to look for opportunities for committee members to attend workshops and training in 2019.

Respectfully submitted,
Sarah Ripley Phulesar

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 currently being heard at Arbitration. Arbitration dates set for 2019
2424-15-003-I	Failure to provide a harassment-free workplace	This grievance is in abeyance.
2424-16-003-I	Failure to provide a harassment-free workplace.	This grievance is in abeyance.
2424-17-002-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424.	This grievance was settled
2424-17-003-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424.	This grievance was withdrawn
2424-17-005-I	Failure to consider all factors for a posted vacancy	This grievance was settled
2424-17-006-I	Discipline without cause	This grievance was settled
2424-18-002-I	Failure to request contract extension	This grievance was withdrawn
2424-18-002-I	Discipline without cause	This grievance is pending response at step III
2424-18-004-I	Discipline without cause	This grievance is pending response at step III

Legend:

I = Individual Grievance

P= Policy Grievance

[COMMUNICATIONS COMMITTEE]

2018 | DR. ALABA AGBATOGUN, CHAIR

Members:

Greg Allison, Carleton University Online
Sarah Cleary, Department of Law
Hasi Eldib, Carleton University Online
Renee Lortie, Department of Economics
Nikki Mayville, Academic Advising Centre
Patricia Saravesi, OD: Arts & Social Sciences
Fateema Sayani, University Communications
Leo Solano Mendez, University Advancement
Tasneem (Jazz) Ujjainwala, Music
Nick Ward, OD: Arts & Social Sciences
Jerrett Clark, *Ex Officio* (President)
Leslie MacDonald-Hicks, *Ex Officio* (VP, Internal)

I joined the Executive Board as the Chair, Communications Committee at the peak of bargaining. This report is an opportunity to reflect on the activities of the Communications Committee this year. The first quarter of the year brought us pension and benefits sustainability challenges and eventual strike action that made us, and still make us stronger and better together. I feel privileged and honoured to be working with dedicated professionals and experts who have volunteered to work on this committee.

After the 93% strike mandate, preparation for the strike action began with a series of bargaining and information sessions that enabled members to hear directly from our reliable Negotiation Team. We resisted all attempts from the employer to pressure us to give in to concessions on our pension language. That the membership remained strong before, during, and after the strike is worth mentioning. Your support, commitment, and resilience during the strike were exemplary. Your support and that of other Unions in Ontario and beyond earned us an outstanding victory at the end of the strike. Yes! We have been able to maintain pension protections and preserve and/or improve our benefits.

Education through adequate information is an essential tool to ensuring fairness, justice, and equity for all. The Communications Committee played a vital role during the strike by educating the membership, the public and the university community. Providing you with timely, current, correct, and truthful information has been one of the major responsibilities of this committee. The Communications committee has grown and enhanced our use of social media platforms (Facebook, Twitter, YouTube) to update you on Union-related issues at the local, provincial and national levels. Please, take a moment to visit and like our social media pages. I would like to seize this opportunity to appreciate all members of the Communications Committee who are working tirelessly to keep you informed. Communications team, you rock!

The Communications Committee also experienced an growth in numbers. Patricia Saravesi, Greg Allison, Hasi Eldib, Sarah Cleary, Nick Ward, and Leo SolanoMendez joined the committee. The contributions of each team member have been invaluable.

The Communications Committee has also undergone organizational transformation. The committee is now split into the three main units with each being coordinated by a Team Lead.

- Multimedia Production and Web Development
- Social Media and Writing
- Event/Program Planning and Coordination

I attended two conferences: the Coalition of Post-Secondary Workers of Ontario (CPWO) Conference in Ottawa and the Canadian Association of Labour Media Conference (CALM) in Halifax. The CALM provided opportunity to interact with other CUPE locals from across provinces and other staff associations. CUPE 2424 strike success story gained overwhelming attention and accolades. A majority of other CUPE locals and other staff association perceived our local not just as a champion, but also as a role model in terms of collective agreement bargaining and strike planning and coordination. At CPWO, I learned from other association staff.

A number of projects are currently underway for the Communications Committee:

- **Website Optimization:** The website is currently being reviewed for a new look along with improved content and functionality
- **Media Archive:** To keep records of events and preserve our CUPE 2424 history and culture, we have created archives for our media artifacts, including photos and videos capturing the strike of 2018.
- **Catalyst Magazine:** Our writing team is working diligently on the next edition of the Catalyst for publication before the end of Fall term.

We organized a few social events this year that were very well attended by members, including a Strike Re-Union Party, Annual BBQ, CUPE 2424 Anniversary Celebration, and a Lunch and Learn session, all moments of being “Better Together”.

We said farewell to Lydia Dobson with thanks for her meritorious service as the Administrator at CUPE 2424 office for a year, and have now welcomed our long-time Administrator Zoe Yuan back to the office.

The Communications Committee will continue to keep you abreast of union-related issues at all levels. We are better together when we stay together. Stay connected!

In Solidarity,
Dr. Alaba Agbatogun

[JOB EVALUATION COMMITTEE]

2018 | JOHN STEWART, CHAIR

Members:

Stephan Biljan, Mechanical & Aerospace Engineering
Ryan Chlebak, Biology
Claudia Buttera, Biology
Lindsay Denison, Registrar's Office
Mihaela Flueraru, Biology
Nika Linseman, Geography

Erenia Hernandez Oliver, CSIT
Beth McLarty Halfkenny, Earth Sciences
Tracey Wright, SLALS
Jerrett Clark, *Ex Officio* (President)
Leslie MacDonald-Hicks, *Ex Officio* (Vice-President,
Internal)

It has been a very busy year for the committee. Since the beginning of July, the committee has been working on scoring the questionnaires that all members filled out last October. With roughly 900 questionnaires to process, some of which are over 50 pages long, this is proving to be a very lengthy process.

As many of you are aware, the CUPE 2424 Job Evaluation Committee (JEC) for the Pay Equity Project 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 like 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. The additional step under the current system of classifying a job with either an R (Regular) or PE (Pay Equity) was intended as only a temporary measure when it was introduced in 1991.

The responsibility for developing and maintaining the new system ultimately rests with the employer, though Carleton has solicited input from us at each stage of the project through the Steering Committee. Members cannot suffer any reduction in compensation because of this process. The Union will retain the right to address formally any disagreement on classification decisions for bargaining unit positions.

John Stewart