



2021

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[PRESIDENT'S REPORT]

JERRETT CLARK

The new year is underway and so we reflect on the year gone by. A year characterized by the persistence of the COVID-19 pandemic even through a rollout of vaccinations, and a return-to-campus for many of our members who worked remotely for almost 18 months.

News about COVID-19 vaccines and a vaccination rollout offered a promising start to last year and in March, we delivered an information session for members on vaccine safety and efficacy. We enlisted the expert help of Erling Rud, Adjunct Professor in the department of Health Sciences at Carleton, who had recently retired from Health Canada where he supported the Public Health Agency of Canada, specifically in the Centre for Immunization and Respiratory Diseases (CIRID). In that role he also supported the National Advisory Committee on Immunization (NACI).

Carleton announced in the spring that it would be returning to limited in-person learning in the fall term, and with that a broader, phased return of more 2424 members to on-campus duties. CUPE 2424 launched a membership survey to gauge responses across a variety of factors related to the return-to-campus which yielded over 600 responses. This data helped the Union advance pressing questions and concerns to the university about flexible work arrangements, safety protocols, physical spaces, and mental health. The results were summarized and circulated to our membership and were also presented to Carleton's leadership responsible for the university's return-to-campus planning, flexible work arrangements, and overall pandemic response.

Later, just prior to the start of the fall term and "Phase 3" of the university's return-to-campus, post-secondary institutions in Ontario were instructed by provincial health authorities to implement mandatory vaccination policies. We sought a full independent legal analysis of Carleton's policy and communicated the legal opinion to the membership. We followed the initial advice with an information session with experts from Goldblatt Partners about the legalities of Carleton's policy and the latest information about mandatory vaccination policies in workplaces more generally. The partial return to campus in the fall was, in many respects, even more challenging for the Union and for many of our members than the transition *off* campus in March of 2020, and was further complicated by the introduction of a mandatory vaccination policy, required attestations, and new screening requirements.

We faced unprecedented challenges again in 2021 just like the year before, yet we cannot define last year by the pandemic alone. Our Racial Justice Committee (RJC), newly established in 2020 under the leadership of Co-Chairs Dwaine Taylor and Gloria Sánchez-Cuevas, launched a membership survey last year to better understand our membership and members' needs, and to better define the Committee's direction toward a formal mandate. The Committee was able to solidify their mandate by the end of last year which can now be incorporated into the Union's by-laws as part of an ongoing by-law review process.

We also reestablished the previously inactive Disability Actions Committee (DAC) in 2021 under the leadership of the Chair, Andrew Yuill. The DAC worked to redefine itself and the Committee's description under the CUPE 2424 bylaws, and then set out to establish its priorities and direction. The Committee is currently initiating a consultation process with Carleton around physical safety and accessibility of the campus during winter months with a view to broader priorities and initiatives ahead.

CUPE 2424's ad hoc By-law Review Committee will be updating our by-laws with these changes from the Racial Justice Committee and Disability Actions Committee, along with broader changes to the Union's roles, committees,

governance, and structure. The proposed changes will be subject to approval first by the CUPE 2424 Executive Board, then our membership at an upcoming General Membership Meeting, and finally by CUPE National.

We saw changes to our Executive Board in 2021. Graham Galway and Leslie MacDonald-Hicks left their roles as Chair of Health and Safety and VP Internal respectively. The Union and our membership are indebted to them for their years of dedicated service. Lenore Gale assumed the position of VP Internal while Chaya Porter took up Lenore's former role as VP External. We also welcomed Linda Cruz as Chair of Health and Safety. Linda is also the worker Co-Chair on Carleton's Joint Health and Safety Committee and we are fortunate to have her in the role, particularly during these times.

As we look deeper into 2022, we intend to continue advancing discussions with Carleton about what flexible work arrangements, including remote work, might look like for our members in the future, beyond the pandemic. We are also set to continue discussions that began with the University last year around a standardized evaluation framework for job competitions. The Union will also begin the process of preparing for bargaining in 2023.

I looked back on my report for 2020 as I prepared to write this. I talked about the way you, our members, stepped up in the face of adversity to help keep the University running through the first year of the pandemic, and I can say that my respect for you only grew throughout year two. I continue to reflect on those disproportionately affected by the pandemic, and how we must continue to strive for a more just and equitable world for all. I also continue to reflect on how our 2424 Committee and Executive Board volunteers went above and beyond in their Union roles yet again during another year of unprecedented times. We even saw our roster of volunteers grow to more than 50 in 2021 and I commend those new volunteers who took a chance in new roles during already uncertain times. All of our volunteers, like you, have been stretched thin over nearly two years of the pandemic, both at work and in life, and yet still find time, energy, and passion to support the work of the Union and to support you, our members. Many thanks to them, and to all of you, for all that you do. Our Union works because you do.

In Solidarity,

Jerrett Clark

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

LENORE GALE

As I sit down to look at my previous reports, I can't believe that this is my third annual report for CUPE 2424.

The time has passed quickly, but so much has changed – in my role in the Union, on our campus, and in our world.

In 2021, we once again faced a year of change, adjustment, and uncertainty. We have become sick of hearing the word 'resilient', yet our members continue to exhibit their resiliency and adaptability daily.

I started the year in the Vice-President External role. As part of the position, I was the Carleton University representative on the OUWCC (Ontario University Workers Coordinating Committee), where I met regularly with representatives from CUPE locals across Ontario in the university sector. I learned how other university locals were being impacted by COVID-19, the return to campus, and the new policies and procedures that were impacting their members. This ensured that we had a common voice across the sector in the face of changes being caused by the pandemic and that we could work together to address any broad concerns.

I attended the CUPE Ontario Virtual Convention in May 2021, my first ever CUPE convention. It was great to witness and be a part of the democratic processes that are in place to ensure that all are represented in union decision-making. CUPE Ontario works to provide a strong voice for members and communities at the provincial level.

In July, I stepped into the Vice-President Internal position. I can't speak of the role without mentioning Leslie MacDonald-Hicks, who held the role for years before me. I learned so much by working with Leslie on the Executive Board. Her passion and dedication to the members of CUPE 2424 and to the greater labour movement were evident in all of her work. She has always been an inspiration for me, and I cannot thank her enough for what I've learned from her and for encouraging me to put my name forward for the position as she stepped away.

When I began as Vice-President Internal, things were already starting to get busy with navigating the return to campus for the fall term. We had to manage constant changes to the return to campus plans and related policies, sometimes with announcements that's details were changing daily and impacting our members. We worked swiftly to get information, support our members, and address anything that seemed questionable.

In my role, I sit on our committees as an ex officio member. All of our committees do exceptional work that is integral to the functioning of our local. We would not be able to operate without them, and it has been a privilege to be able to sit on these committees and witness firsthand all of the work that our committee members do. In particular, the Grievance Committee commits so much time, especially in this unique year, to protect our members.

I am so grateful to have had the opportunity to take on the Vice-President Internal position this year, and I look forward to continuing to serve in this position. It feels more important now than ever to support our members with all this continuing change and uncertainty.

In Solidarity,

Lenore Gale, Vice-President Internal, CUPE 2424

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

CHAYA PORTER

I just recently came into the position of V.P. External toward the end of the 2021 year, so I have not had the opportunity yet to tackle much in the new role, but I am quite optimistic for the new year. I have completed the Introduction to Stewarding workshop by CUPE, so I am feeling more prepared than ever for the role.

Prior to coming into the position of V.P. External, I sat on the executive board as the recording secretary beginning in the spring. In this position, I took minutes during our weekly meetings, and I found it an excellent way to get involved in the Union and better understand the issues at hand. I highly recommend it to anyone who would like to be more involved with our local.

As the V.P. External, I am the representative for our local with Campus United meetings, a coalition of unions and associations on the Carleton campus. Participating in Campus United meetings allows our local to be informed about the concerns and priorities for other campus unions and creates an opportunity for building relationships with fellow campus workers. We share common concerns with many other unions on campus, so these meetings present an opportunity to build coalitions and common approaches.

Likewise, as the V.P. External I am also the representative for Carleton campus workers at the Ontario University Workers Coordinating Committee (OUWCC). The OUWCC is a committee representing more than 30,000 CUPE members working in the university sector. The OUWCC allows members to keep abreast on shared concerns with other university workers across the province, including issues surrounding COVID, public health, and Bill 124. This February I will be attending a virtual conference put on by the OUWCC with workshops on growing participation in your local, allyship and anti-racism, skill-building for union volunteers, and health and safety on campus.

I am looking forward to attending and bringing back what I learn to the E.B. and the local.

In Solidarity,

Chaya Porter

[G R I E V A N C E C O M M I T T E E]

SARAH RIPLEY-PHULESAR, CHAIR

Members:

Sarah Cleary, Student Systems Support

Jo-Anne McFarlan, Department of University Advancement

Andrew Yuill, Information Technology Services

Jerrett Clark, *Ex Officio* (President)

Lenore Gale, *Ex Officio* (Vice-President, Internal)

This year-end report is an opportunity to reflect on the past year – another year of us navigating many new demands and constant fluctuations. I am amazed by how our membership has embraced the changes throughout this pandemic. Whether working on campus fully in person, continuing to work remotely or a combination of the two, our members have risen to the challenge and have continued to make Carleton work.

I am also very proud of the continued work of the Grievance Committee in supporting our members through all of these challenges. We have helped our members to navigate unique and complex issues such as COVID-19 vaccination policies and the gradual return to campus and other issues such as accommodation, sick leave, and reclassification requests.

This year our Committee has undergone some of our own transitions as well, as we said goodbye to two committee members, Etelle Bourassa and Leslie MacDonald-Hicks, and welcomed Jo-Anne McFarlan and Lenore Gale to our Committee. I have been fortunate to have had the opportunity to work with all of these individuals. I would like to take this opportunity to thank Etelle and Leslie for their contributions to the important work of the Grievance Committee.

It has been my privilege to chair this Committee over the past year. I very much look forward to continuing our work together in 2021.

Respectfully Submitted,

Sarah Ripley Phulesar

GRIEVANCE SUMMARY

Number	Problem	Status
2424-21-001-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424	This grievance was withdrawn
2424-21-002-P	Posting full-time continuing positions as term positions	This grievance was withdrawn
2424-21-003-P	Failure to follow the processes and denying the request for reclassification as outlined in article 43	This grievance has been referred to arbitration
2424-21-004-P	Failure to follow the processes as outlined in article 43	This grievance has been referred to arbitration
2424-21-005	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424	This grievance was withdrawn
2424-21-006-I	Discipline without cause	This grievance is pending a response at step 3
2424-21-007-I	Failure to provide a harassment-free workplace	This grievance is in abeyance
2424-21-008-I	Failure to provide a harassment-free workplace	This grievance is in abeyance
2424-21-009-I	Failure to provide a harassment-free workplace	This grievance is in abeyance
2424-21-010-I	Failure to provide a harassment-free workplace	This grievance is in abeyance
2424-21-011-I	Discipline without cause	This grievance is pending a response at step 3

[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), Lenore Gale, *Ex Officio* (Vice-President, Internal)

Current Business:

Currently, the Racial Justice Committee continues to work on formalizing its strategic priorities. This year the RJC finalized its mandate as follows:

The Racial Justice Committee (RJC) is a resource hub for racialized members, union leaders, and the Carleton community on equity, diversity, inclusion, and anti-racism practice and education. The RJC, in conjunction with other union committees, hosts and consults on programming, facilitates community education, and provides advocacy for racialized members.

The RJC co-chairs are standing members of the CUPE 2424 Executive Board and seek to ensure diverse representation and to challenge bias in union decision making.

Our mandate provides the foundation for our future work and defines our objective of making diversity, equity, inclusion, and anti-racism a priority in CUPE 2424 and at Carleton University.

Future Business:

In the coming year, we will finalize an action plan that will guide our work moving forward. Our goal is to formulate strategies and implement actions to advance racial equity in CUPE 2424 and at Carleton University.

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

[DISABILITY ACTIONS COMMITTEE]

ANDREW YUILL, CHAIR

Members:

Elise Durand, Ewa Mroz, Kim Loenhart, Laura Brawn, Laura Twiner, Nathalie St-Aubin, Patrick Fairs, Jerrett Clark, *Ex Officio* (President), Lenore Gale, *Ex Officio* (Vice-President, Internal)

As a member of the Grievance Committee, I had read our Collective Agreement many times. However, in the Fall of 2020, as I was glancing over the CUPE 2424 website, I noticed that our bylaws document had never been truly reviewed. As I proceeded to look over the document, I noticed mention of a Disability Actions Committee.

I was immediately inspired to commence a process for CUPE 2424 to reestablish the Disability Actions Committee, and so we put out a couple of calls for volunteers in the spring of 2021.

Our first meeting was on May 03, 2021, and we began by discussing the terms of reference for the Committee, how often we might meet, and also to gauge any interest for the roles of chair or co-chair.

The Committee started modestly, with only a few volunteers. That was until we put another call out for volunteers at the beginning of October 2021. Now that more employees were back on campus and the rush of the September month had ended, we were able to grow the Committee's membership significantly.

On November 12, 2021, our larger, invigorated group of current members met and had a terrific discussion on accessible parking and the upcoming winter weather. Going forward, we will have the campus transportation plan as a standing item. Any ongoing accessibility challenges with Covid-19 protocols and the Ambassador program will also be on the docket for future meetings. Moreover, we are also keeping a keen eye on any events or workshops involving accessibility and disability that our members might want to participate in!

Carleton University is also in the early stages of an Accessible Workplace Benchmarking Project that the Office of Quality Initiatives is facilitating. The Disability Actions Committee will be following this project closely to work with OQI to improve accessibility in the workplace.

In Solidarity,
Andrew Yuill

[COMMUNICATIONS COMMITTEE]

DR. ALABA AGBATOGUN, CHAIR

Members:

Greg Allison, Hasi Eldib, Nick Ward, Leo Solano Mendez, Patricia Saravesi, Leo Solano Mendez, Najia Haneefi, Jerrett Clark, *Ex Officio* (President), Lenore Gale, *Ex Officio* (Vice-President, Internal)

The sudden wave of the Omicron variant, just as the coronavirus seemed to be receding into the rear-view mirror, has put much global pressure on how things operate in various workplaces. In fact, it seems the pandemic has suddenly become endemic.

The continued presence of Covid-19 and the emergence of his younger sibling Omicron has compelled firms, companies, and various corporate organizations, including Carleton University, to ask most employees to continue working from home. The new COVID variant not only sparks global panic but also affects the planning and execution of events and activities. As a member of the global community, the CUPE 2424 Communications Committee also shut down in-person events and activities for members from the beginning to the end of 2021.

While the pandemic has challenged the Committee, we have jettison sharing the most important information with members. The Communications Committee was able to organize some members-oriented virtual meetings, including special information sessions/lunch and learn, Return to Campus Townhall Meeting, COVID_19 Vaccine Safety and Efficacy, and the Annual General Membership Meeting. The coordination of the special online performance of The Spirit of Harriet Tubman, performed by actress Leslie McCurdy in February 2021 with impressive attendance, was simply awesome.

In view of a successful election of new executives in April 2021, Lenore Gale as the incumbent Vice-President, Internal, joined the Communications Committee as an Ex-Officio member to replace the former V.P. Internal; Leslie Macdonald-Hicks. It is important to note that Leslie Macdonald-Hicks is a highly esteemed member of the Union and a legend of the Communications Committee. Her contributions and support on union-related matters will always be remembered and cherished. As the new Vice President, External, with so much on her plate, Chaya Porter has expressed appreciation to the Communications Committee for the opportunity given to work with the team.

As cases of Covid-19 surges in some parts of the country, including Ontario, the Ontario government has reintroduced restrictions to curb the spread. However, we look forward to better days. We hope to find more suitable times as soon as possible to organize events and activities that would enable our members to mingle together and have fun. For now, let's stay safe and be more optimistic with a better picture of the future. Stay blessed!!!

[HEALTH AND SAFETY COMMITTEE]

LINDA CRUZ, CHAIR

Members:

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

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

Aric Adcock, FED (CUPE 2424 H&S Committee and JHSC)

2021 has been ... a year. Thank you to Graham Galway, previous Chair of the Committee, who got us through the first half of 2021. As the worker co-chair of the Joint Health and Safety Committee, I felt it would be a straightforward move to also step into the role of Chair of our Union's Health and Safety Committee.

I greatly appreciate Graham's support and that of the other Executive Board members as I navigate the role.

I write this on the first anniversary of the first COVID vaccine being administered. It seems so long ago that it was a struggle to get an appointment for a vaccine. We have been fortunate that Carleton Health & Counselling was able to leverage their relationship with Ottawa Public Health and offer the vaccine to students, staff and faculty. We were also given the opportunity to have our flu shot again this year, with all safety protocols in place. Thank you to Kristie Tousignant and her team.

Carleton University continues to work hard to address the challenges imposed by COVID. Many pieces of infrastructure have been and continue to be tested to ensure our working spaces are safe, from water to ventilation. Any upgrades that needed to be made to exceed safety standards have been made.

Disappointingly, the testing of our tunnel system identified that the ventilation is not adequate. Global supply chain issues have stalled the repair work needed. Therefore, our next challenge will be keeping the tunnels clear this Winter for those who need to use them for mobility, accessibility, or work-related reasons.

FMP has committed to closely monitoring campus roads and pathways to keep them safely navigable this Winter.

Another major University initiative has been the implementation of the cuScreen portal. Combined with mandatory vaccine requirements, the Ambassador program, and QR codes on buildings and classrooms, this tool helps in keeping our campus safe for the Carleton community.

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 worker and management representatives as mandated by the Ministry of Labour, Training and Skills Development, 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 (this was especially important this past year, as many of our spaces had been shut down for many months – a big thank you to members of the JHSC for stepping up to make sure these inspections happened)

- 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

The Joint Health and Safety Committee continues to meet every two weeks to receive updates from the Office of Risk Management on any guideline or process updates responding to the pandemic. These meetings are also an opportunity for union representatives to bring issues they are hearing from members to the ORM.

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/>), any of the CUPE 2424 Health and Safety Committee members, Zone Officers, or any union representative. It is our responsibility to help ensure hazards are addressed and accidents and injuries are prevented.

Anyone interested in health and safety in the workplace is encouraged to contact us about joining the Committee. 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.

Linda Cruz

[P E N S I O N C O M M I T T E E]

JAMES SIMPSON, TREASURER

Plan Performance Update 2020-2021

Market value of fund at June 30, 2021 – \$1.627 billion. Final fund rate for same year – 24.5876%.

New Committee Members

The Pension Committee had some new members join:

- Trevor Manning, representing 910 and 3778
- Frances Woolley and Randall Germain, both representing CUASA
- Justin Mihalic, representing non-union
- Cindy Taylor, roll of OVPFA

Committee Education

With new committee members joining, it is important that the Committee stays educated on all relevant matters. As we approach the end of 2021, the Committee will be reviewing ESG and Responsible Investing best practices to make informed and sensible decisions.

Completion of Asset/Liability Mix study

The Committee spent many meetings going over reports from Mercer, which outlined thousands of possible scenarios should we change our asset and liability mix within our investments. The Committee decided to slightly shift the investment mix towards a smaller percentage of public equity and a higher percentage of private equity and alternative asset classes (infrastructure, real estate, etc). This move sees a higher expected return and a lower volatility rate over the next 20 years. This shift will take time to implement as we must hire and fire money managers within those specific asset classes.

More information?

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

The plan text is 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: <https://carleton.ca/pfm/wp-content/uploads/SIPP-2020.pdf>

Respectfully,
James Simpson

james.simpson@carleton.ca