



2022

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[PRESIDENT'S REPORT]

JERRETT CLARK

The year began in an uncomfortably familiar way, like that movie Groundhog Day where Bill Murray's character lived the same day over, and over, and over again. The University had to pause its return-to-campus plans that began a few months earlier and sent everybody back home who was not required on campus. More public health restrictions. Another dose of vaccine. Surging cases. School closures. That was the situation less than 12 short months ago. We seem to have come so far since then and while many people have moved on, others not quite yet. I hope that we can still respect each other's level of comfort, especially for those who are most vulnerable and particularly now with surging cases of other respiratory illnesses and with our hospitals in crisis. I know this continues to be a difficult, stressful time for many of you.

The Union found itself busier than ever in 2022, even as we returned to "normal". We opened 89 problem files this past year compared to 59 in 2021, 57 in 2020, and an average of 28/year in the 4 years prior to the pandemic. Problem cases ranged from issues of misconduct to interpersonal conflict to outright harassment, sick leave and accommodation, health and safety, workload, hours of work, job competitions and reclassifications, and many other matters pertaining to the application or interpretation of our Collective Agreement. These issues can sometimes involve multiple members, require involvement by numerous Union representatives, and can often take weeks, months, or even years to resolve.

While it may seem discouraging to be dealing with so many workplace issues during this time of transition and upheaval, a thin silver lining is that an ever-increasing number of members are coming forward about their workplace issues, and we are grateful to them for putting their trust in us. The demand for information, advice, and representation has been steadily growing and we are continuously working to improve and to meet your needs. We invite anyone who may be experiencing a workplace issue to contact us for guidance.

The Summer of 2022 brought the introduction of Carleton's first flexible work policy and the first round of voluntary requests for flexible work arrangements (FWA). CUPE 2424 negotiated a letter of understanding with Carleton in 2020 that would lay the groundwork for our members to request flexible work arrangements, including remote work, even after it was no longer a public health imperative. That possibility became a reality this year for many of our members.

We launched a Return-to-Campus Check-In and Flexible Work Arrangements survey in the Fall to see how you were doing since the University's return to full, on-campus operations, and to understand your experience with new flexible work arrangements. The results of the survey were presented to the University in hopes that it may help to improve Carleton's FWA policy and processes which are currently under review. 536 members completed the survey which represented 54 percent of the membership. 47 percent of respondents identified as being part of an equity-deserving group. The overall results were positive, with almost 80 percent of respondents who requested flexible work arrangements, and 97 percent of those being approved for FWA. Nearly 70 percent of approved requests were approved exactly as requested. 22 percent of respondents did not request flexible work arrangements citing a variety of

reasons, including positions that did not permit FWA, personal preference, scheduling challenges, and uncertainty about the process, and so we continue to advocate for better and broader provisions for more members to have more flexibility in their work. Some other results also stood out to me. 46 percent of respondents reported changes in the very nature of their work and 56 percent reported increases in the volume of work over the last year. The two main reasons reported for workload increases were understaffing and rapid changes in the nature of work, two issues that we are actively trying to address through ongoing discussions with the University in multiple forums. We know there is still a lot of work to do on behalf of members in terms of flexible work, workload, and the changing nature of our work.

Our membership has been growing consistently in recent years and we now have more than 1000 members. With so many new members, we offered two New Member Welcome Sessions in 2022 and are planning for more in 2023. We are so fortunate to serve an incredibly engaged and informed membership. I am always heartened to see hundreds of you showing up for membership meetings, responding to our surveys, and reaching out to us with all of your questions and concerns, a trend we hope will continue to grow in 2023.

We also saw changes to our Executive Board last year. I want to thank Evan Ferguson for his contributions as Zone Office for Zone 8 and welcome to Patrick Fairs in the role. We also welcome Sherri Sunstrum back as a Union volunteer into the position of Recording Officer on the Executive Board.

We are looking ahead to Collective Bargaining next year with our contract expiring on June 30, 2023. Our Bargaining Assistance Team has been working diligently since September and is currently preparing the membership bargaining survey to launch in the early part of 2023. The bargaining survey will be an opportunity for you as individual members to shape the priorities and proposals that we ultimately put forward to improve the terms and conditions of our employment, and we need each and every one of you to add your voice.

We hosted our first bargaining information session with CUPE National researcher Graham Cox to roughly 300 members in November. The session was focused on the topic of the current economic climate, including the post-secondary sector, and it was clear that you are fully engaged on the issue leading up to our very important next round of negotiations.

As a final thought, as always, I have to thank our more than 50 volunteers on CUPE 2424's committees and Executive Board, and Marlo in our office, for their immense dedication to our members and to each other. I am privileged to work alongside so many amazing people doing so many amazing things, and I am truly proud of the community we have built together along with you, our members.

In Solidarity,
Jerrett Clark
President, Canadian Union of Public Employees, Local 2424

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

LENORE GALE

In 2022 we experienced a strong reminder of the power of collective solidarity when Doug Ford repealed the use of the notwithstanding clause to pass Bill 28, which banned education workers from striking. The clause and the bill were only repealed because of the quick and massive show of solidarity by unions banding together across Ontario and pushing back against the attack on labour rights.

We need to keep the power of solidarity in mind as we move into 2023, which is a bargaining year for CUPE 2424. Remember what we can accomplish as a collective! There have been so many pressures on our members due to increasing inflation paired with wage increases stifled by Bill 124, making this an important round of bargaining. I have been supporting bargaining preparation as a member of the Bargaining Assistance Team. I'd like to thank the many members who came forward to join the team this year, it is exciting to see so many people interested in getting involved.

As Vice-President Internal, I am an ex officio member of our committees. I regularly sit on our Grievance Committee, Communications Committee, Racial Justice Committee, Disability Actions Committee, and By-law Review Committee. The Jobs Committee has also been actively reviewing job descriptions.

I also attend meetings such as the Joint Committee for the Administration of the Agreement (JCAA), the Joint Pension Review Committee (JPRC), and other meetings with the employer to advocate for our local and our members.

This year brought both challenges and opportunities to us, as it was another year of change and upheaval. The year began with our campus operating remotely, and we have now not just returned to campus again, but also have the students back in person at full capacity. This means we have had to navigate issues like flexible work arrangements, health and safety, and changing policies. This has also meant that we have been able to hold some in person and hybrid events; it has been so nice to start connecting with some of you in person again!

I also attended the CUPE Ontario Virtual Convention again this year, where I was able to participate in the democratic process that ensures that the voices of locals are represented in the activities of CUPE Ontario.

I have felt very grateful again this year to be in the Vice-President Internal position serving our membership. Representing the interests of our members is very important to me, and I will dedicate myself to ensuring that we achieve your best interests for this upcoming bargaining year. You each give so much of yourselves to this campus and deserve to be treated as such. I hope that 2023 brings much to celebrate, and I look forward to seeing more of you in person.

In Solidarity,
Lenore Gale

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

As the VP External, I am the representative for our local at Campus United meetings, a coalition of unions and associations on the Carleton campus. Participating in Campus United meetings allows our local to be informed of 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 and so these meetings present an opportunity to build coalitions and common approaches. At our fall Campus United meeting we discussed mask mandates, equity on campus, and other issues.

As the VP 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 attended 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. In addition, I have attended meetings monthly to stay informed on issues at other university sector CUPE locals across Ontario.

I also met with members of the Carleton Trans Inclusion Committee, along with the Racial-Justice Committee Chair, Gloria Sánchez-Cuevas, to discuss ways the local could support the Committee. Our Executive Board then passed a motion to support the Committee's demands, which were brought to the University Administration.

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, Department of Law and Legal Studies

Jo-Anne McFarlan, Department of University Advancement

Andrew Yuill, Office of the Dean of Arts and Social Sciences

Jerrett Clark, *Ex Officio* (President)

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

As I look at previous reports and reflect upon the past year, it's difficult to believe that another year has flown by. The time has passed quickly, but it has been another year filled with uncertainty and change. The return-to-campus process has continued, and in May we saw the relaxing of public health restrictions and the suspension of Carleton's vaccination and masking requirements for participation in in-person activities. We continue to participate in discussions about what flexible work might look like in the future, and the process of preparing for bargaining in 2023 has begun.

It's been another busy year for the Grievance Committee as we have worked diligently in supporting our members through a range of complex issues, including COVID-19 vaccination policies and the continued return to campus, flexible work arrangements, sick leave and other types of leave, interpersonal conflicts, workload issues, accommodations and reclassification requests. The Committee has also been looking more broadly at the issue of the scope of work of the Bargaining Unit.

I'd like to take this opportunity to mention our Zone Officers who do an incredible job of supporting the work of the Grievance Committee, providing guidance and advice to our members and accompanying members to meetings. Thank you.

I am proud of how this Committee has supported our members through many unique challenges over what has been yet another very challenging year. As we look forward to a new year, education will continue to be a priority so that our Committee can enhance our abilities to assist our membership. It has been my privilege to chair this Committee over the past year and I look forward to our continued work in 2023.

Respectfully Submitted,
Sarah Ripley Phulesar

GRIEVANCE SUMMARY

Number	Problem	Status
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
2424-21-010-I	Failure to provide a harassment-free workplace	This grievance is in abeyance
2424-22-002-I	Failure to accommodate and failure to provide a harassment-free workplace	This grievance is pending response at step III
2424-22-003-I	Termination without cause	This grievance is pending response at step II
2424-22-004-P	Failure to provide notice of open continuing position	This grievance was withdrawn
2424-22-005-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424	This grievance was withdrawn
2424-22-006-I	Redundancy without cause	This grievance was withdrawn
2424-22-007-I	Interpretation of article 12	This grievance pending a response at step I

[RACIAL JUSTICE COMMITTEE]

GLORIA SÁNCHEZ-CUEVAS, CHAIR

Members:

Payal Chadha, June Creighton Payne, Shaundel Dottin-Agim, Christy Etienne, Temi Guoti, Priya Kumar, Mizthika Sanjeevan, Amarpreet Vaid, Rizwaan Zahid, Jerrett Clark (ex officio, President), Lenore Gale (ex officio, Vice-President Internal)

Current Business:

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. In addition, the RJC Chair is a standing member of the CUPE 2424 Executive Board and seeks to ensure diverse representation and challenge bias in union decision-making.

Against this backdrop, the RJC spearheaded multiple communication efforts throughout this year to learn about and listen to the stories and testimonies of historically oppressed and marginalized groups. But we can and must do more than learn and listen. The RJC also curated a series of actions, including events and other resources, to encourage social change in our community.

Early this year, in a series of newsletters, “Know the past, shape the future,” the RJC celebrated the many achievements and contributions of Black Canadians and their communities who, throughout history, have done so much to make Canada a culturally diverse, compassionate, and prosperous country.

In September, marking the National Day for Truth and Reconciliation, we shared with our members the importance of respecting the rights of Indigenous peoples to their unceded territories, as well as preserving and protecting their cultures and languages.

In November, we remembered and honoured Two-Spirit, Transgender and Non-Binary people killed around the world because of hatred and oppression, in and outside of work.

Future Business:

For this upcoming year, we will offer our CUPE 2424 members various opportunities to support and connect with the RJC through ongoing communications, programs, workshops, activities, and networking events focused on the intersectionality of multiple forms of social identity, including, but not limited to, race, indigeneity, ethnicity, sexual orientation, and gender identity, among many others.

With your support, we will continue our efforts to create a culture and environment centred on equity, diversity, and inclusion as lived values.

In Solidarity,

Gloria Sánchez-Cuevas

[COMMUNICATIONS COMMITTEE]

DR. ALABA AGBATOGUN, CHAIR

Members:

Greg Allison, Alysha Cunningham, Hasi Eldib, Najia Haneefi, Courtney Lindsay, Patricia Saravesi, Leo Solano Mendez, Nick Ward, Rizwaan Zahid, Jerrett Clark (*ex officio*, President), Lenore Gale (*ex officio*, Vice-President Internal)

The Communications Committee is committed to serving the CUPE 2424 membership at its best. The Communications Committee highlights some accomplishments and challenges of the past year. Similarly, the Committee's report provides information on how we have invested in high-quality support and services for the CUPE 2424 membership we serve and represent.

In the first year of the pandemic, Carleton University, like many higher institutions across the Globe, faced uncharted territories. In the last eleven months of the second year of the pandemic, we had challenges, but they were a little bit easier to manage than in the previous year. It's not out of place to mention that some of our members struggled to deal with pandemic fatigue and uncertainty throughout the year regarding service delivery to students that was confronted with fluctuating restrictions.

Our local's Communications Committee operated in the virtual space in the just concluding year. The Committee launched, analyzed, and interpreted survey data to identify members' priority of flexible work arrangements topic. The survey helped the union to identify what to negotiate with the University Management. Moreover, the Communications Committee organized some members-oriented virtual meetings, including information sessions, outdoor lunch meet-ups, and the Annual General Membership Meeting. Meanwhile, the hybrid New Member Information Session was also well-attended.

Despite the challenges of Covid-19 in the last few months, the Communications Committee welcomed three additional members (Rizwaan Zahid, Courtney Lindsay, and Alysha Cunningham). With great optimism, we look forward to more engaging in-person or/and hybrid activities, and connecting with our members in the next season.

In Solidarity,
Alaba Agbatogun (Ph.D.)

[HEALTH AND SAFETY COMMITTEE]

LINDA CRUZ, CHAIR

Members:

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

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

Aric Adcock, Mechanical and Aerospace Engineering (H&S Committee and JHSC)

I began my role as Health & Safety Committee Chair in the middle of pandemic times. We now are in the “are we almost through the pandemic?” times. Health & Counselling Services continues to leverage their relationship with Ottawa Public Health to offer vaccines to students, staff, faculty, family and friends. We were also given the opportunity to have our flu shot again this year in space that allowed for more air circulation and physical distancing.

Much of the information I bring to the local’s Executive Board is gained from my role as Worker Co-Chair on the Joint Health and Safety Committee (JHSC). The JHSC membership is comprised of worker and management representatives, four of whom represent CUPE 2424.

The Joint Health and Safety Committee continues to meet every two weeks to receive updates from the Office of Risk Management (ORM) on any guideline or process updates as we return to work while COVID and other viruses are still present in our community. These meetings are also an opportunity for union representatives to bring forward issues from members.

In the past year, we have had upgrades to our campus-wide ventilation systems. The Ministry of Labour, Immigration, Training and Skills Development (formerly known as Ministry of Labour) inspected Carleton’s air handling and determined that it exceeds their recommendations. FMP is currently working on a project to install a UV light system to air handling units to add another level of safety.

The cuScreen portal continues to be an important health and safety tool. Staff and students are asked to report any symptoms through cuScreen. This initiates a process designed to keep them and those on campus safe. Everyone is encouraged to continue loading COVID vaccine information to their cuScreen record as they receive boosters.

A signage project that was on hold in 2020 and is now restarting. All washrooms will have an Emergency Contacts sheet posted, with contact information for Carleton and outside community resources.

Please continue to report incidents and hazards that you see in the workplace as they occur to your supervisor, the [EHS WorkSafe site](#), or any CUPE 2424 Health and Safety Committee members, or Zone Officers. It is our responsibility to help ensure hazards are addressed and accidents and injuries are prevented.

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.

In Solidarity,
Linda Cruz

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

JAMES SIMPSON, TREASURER

Plan Performance Update 2021-2022

Market value of fund at June 30, 2022 – \$1.474 Billion. Final fund rate for same year – 6.37% decrease.

New Committee Members

The Pension Committee had some new members join:

- Andrew Urquhart - Executive Director, Pension Fund Management
- Lorraine Dyke – Vice President, Finance & Admin
- Al Hamdani – Board of Governors Rep

Update to Responsible Investing Policy

While Carleton has had a Responsible Investing policy in place for over a decade, responsible investing has evolved considerably and a comprehensive review of the policy was due. The updated policy reflects best practices and contains details on how responsible investing will be applied to the Retirement Fund. Of particular note is that the policy includes a section that specifically addresses climate change. The policy is based on the United Nations-supported Principles for Responsible Investment. The six principles are founded in the widely-held belief that taking Environmental, Social and Governance factors into account when deciding which investments should go into the Fund may improve portfolio returns, lower risk or both. The principles are embedded in the investment policy for the Fund and are binding on our investment managers.

New Investment allocations

As a result of the asset & liability mix study, the committee is currently set to utilize an investment consultant to help us move into two new asset classes: Real Estate and Private Equity. This consultant will help us identify and hire money managers in these asset classes that best fit our risk tolerances and desired return outcomes. Overall, this will strengthen our portfolio as we diversify and spread risk.

Valuation

The last valuation was filed with the regulator July 1, 2019, meaning a new valuation must be filed effective July 1, 2022. Mercer, the actuary who assists with the plan is currently preparing this for us. We expect it to be complete early 2022 and then we will file with the regulator by March 2023. This valuation will be the second time we file using the new funding reform, which makes significant changes to solvency deficit and going concern calculations.

In Solidarity,
James Simpson