



2023

ANNUAL REVIEW

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[P R E S I D E N T]

JERRETT CLARK

While issues in the workplace requiring the attention of the Union have continued to increase year-over-year, so has engagement with our members. Membership engagement can be a challenge for any Union and we are privileged to work for such an engaged and informed group of more than 1000 members, particularly in this bargaining year.

Your level of engagement was evident when over 2/3 of you completed our membership bargaining survey in March, and when you showed up in the hundreds for CUPE 2424's annual BBQ in June, the first since 2019. We witnessed how much you were engaged when you rallied to support our striking friends at CUPE 4600, coming in droves to bolster their picket lines in solidarity. We also see evidence of your engagement every single day when so many of you reach out to us with your questions, comments, and workplace concerns. Engagement with our members will be imperative as we progress through our current round of collective bargaining, and we will be looking for more and more opportunities to connect. Look for your chance to join our petition campaign around campus in the coming weeks. Our goal is to achieve 600 hand-written signatures and send our employer a clear, resounding message that our members are firmly behind us on our key priorities.

Our focus as we transition into a new year is to secure a collective agreement that reflects our vision for the future – modern work for a new era. The Union's Negotiating Team is forging ahead with your most pressing concerns and key priorities, including workload, protection against the erosion of flexible work arrangements, fair wage gains, health and safety, and work-life balance. Bargaining will carry forward into next year and our Negotiating Team will be looking for your continued support to build our bargaining power. We know that many of you are struggling to make ends meet, to manage your workload, and to meet your work-life demands, and only with your backing can we make meaningful gains on your behalf.

Finally, I have to thank some amazing volunteers who left our Executive Board this year to focus on their life, family, and career priorities, and welcome to our new members of the Board as well. Thanks to Margaret McLeod, Gloria Sanchez Cuevas, Linda Cruz, Alaba Agbatogun, Pat Fairs, and Chaya Porter and welcome to Robin Mullins (Zone Officer), Margaret Tannahill-Wade (Zone Officer), Court Lindsay (Co-Chair, Communications), Rizwaan Zahid (Co-Chair, Communications), and Shaundel Dottin-Agim (VP External).

None of our work is possible without the incalculable time, effort, and expertise of the nearly 50 volunteers across CUPE 2424's committees and Executive Board. On that note, I now turn it over to a few of those incredible Union leaders to give you their year-in-review. Read on...

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

When we began 2023, the Bargaining Assistance Team was hard at work finalizing the Bargaining Survey to be sent to members. We spent the early part of the year developing bargaining priorities with the help of the survey results and member feedback. Thank you to those who provided input into our priorities, in any forum, so we are able to best represent your needs at the bargaining table.

As part of my role, I am a member of our Negotiating Team. Since we first sat down to the bargaining table on August 23rd, we've put in many hours to represent you and your priorities to ensure that we secure the best deal possible for our membership. I understand that it feels like there is a lot at stake in this round of bargaining with the current economy, but rest assured that we have your needs in mind every step of the way. It is truly an honour to be able to represent you in negotiations, and we will continue to seek *modern work for a new era*.

As Vice-President Internal, a major aspect of my position is sitting as ex-officio on all of our internal committees, to provide support and to help coordinate across committees. All of our committees do crucial work, and this year has been no exception. As this year is a bargaining year, the Bargaining Assistance Team put in many hours to develop our bargaining priorities, and the Communications Committee worked hard to ensure that members were kept up to date and able to engage with us to provide feedback and ask questions related to bargaining. This was done through facilitating communications, social media posts, and events both large and small. It's been a great pleasure to connect with you face-to-face at events and to facilitate some fun paint sessions for members.

The Racial Justice Committee has done great work to increase awareness on equity issues, and galvanized our local to march in Capital Pride for the first time! As always, our Grievance Committee has been hard at work protecting our members, and the Disability Action Committee has been seeking a more equitable workplace.

I can't speak of anything that our committees have accomplished without mentioning Marlo Collier, our Office Administrator, who coordinates so much of the work that our committees do.

In May I attended CUPE Ontario Convention, which was my first time attending in person. I always love representing our local and engaging with the democratic structures of our union, but in person it was much easier to feel a sense of community. I was able to connect with others, share ideas, and build relationships within the labour movement. It's a great reminder of how strong we are as a community and when we act collectively.

I am always grateful for the opportunity to serve in this position to represent our membership – you each give so much to our university community. I also feel grateful to get to work alongside such a passionate and selfless group as those I work with within CUPE 2424.

No matter what 2024 brings, remember that as a collective, we are stronger together.

In Solidarity,
Lenore Gale

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

SHAUNDEL DOTTIN-AGIM

As the current Vice President External, my report covers July 2023 to November 2023. It has been a quick transition into this new role; I continue to build on the foundation laid by my predecessors.

In the spirit of solidarity, I have initiated communication with our external counterparts, such as Campus United and the Ontario University Workers Coordinating Committee (OUWCC). These continued collaborations aim to create a supportive network that amplifies the impact of our shared goals and initiatives. By fostering solid relationships with these external union colleagues, we can better address common challenges and advocate for the rights and well-being of our members.

I also have the honour of serving as a member of the Negotiations Committee for this round of bargaining. Engaging in these discussions allows me to represent the interests of our members at the bargaining table, advocating for fair and equitable terms.

As a demonstration of my dedication to community engagement and social responsibility, I am pleased to share that CUPE 2424 joined CUPE 4600 in marching at Ottawa's Capital Pride Parade. This was an opportunity to collaborate with external partners and allies, as well as to celebrate our diverse and inclusive union.

I look forward to hearing from our members. Your insights and suggestions are invaluable as we consider the union's involvement in external causes. Your input will shape our approach to philanthropy, ensuring that our efforts align with the values and priorities of our diverse membership.

In conclusion, I am grateful for the opportunity to serve as your Vice President External. The journey so far has been rewarding, and I am enthusiastic about the collaborative efforts that lie ahead. Together, we can continue to strengthen our external alliances, advocate for our members, and positively impact our union and the community at large.

In Solidarity,
Shaundel Dottin-Agim

[GRIEVANCE COMMITTEE]

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)

In writing this year-end report I have been reflecting on all the hard work undertaken by the members of this committee over the past year. The volume of files that this committee has been navigating has been increasing significantly over the past several years. Since January, thus far we have opened 114 new problem files, and that is over and above files that have carried over from last year that we are continuing to work through to resolve. In addition to the increase in the volume of work, this committee has also been managing increasingly complex and complicated issues, often requiring multiple Union representatives.

Responsible for protecting the rights of the membership and upholding the terms of the Collective Agreement, this committee has tackled issues ranging from job competitions, accommodations, overtime, probation, sick and other types of leave, workload, redundancy, flexible work arrangements, harassment and interpersonal conflict, and reclassification requests, just to name a few. Many of these problem files are resolved through informal means, and often with the assistance of our stellar Zone Officers who provide support and advice to our members. With this increase in both volume and complexity of the nature of our work, the Committee has been reviewing our internal processes and we will continue this review in the new year with a goal of streamlining and improving efficiencies to enhance our capacity to support our membership.

In September the Committee said goodbye to Andrew Yuill, who has been a member of the Committee since February 2019. Thank you, Andrew, for your commitment, contributions and service to the Grievance Committee.

I am personally grateful to serve as Chair of the Grievance Committee and I look forward to our continued work and collaboration 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 settled
2424-21-004-P	Failure to follow the processes as outlined in article 43	This grievance has been settled
2424-22-002-I	Failure to provide a harassment-free workplace	This grievance has been settled
2424-22-003-I	Termination without cause	This grievance has been settled
2424-22-007-I	Interpretation of article 12	This grievance was withdrawn
2424-21-010-I	Failure to provide a harassment-free workplace	This grievance was withdrawn
2424-23-001-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424	This grievance was withdrawn
2424-23-002-P	Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424	This grievance has been referred to arbitration

[RACIAL JUSTICE COMMITTEE]

JUNE PAYNE, INTERIM CHAIR | GLORIA SÁNCHEZ-CUEVAS, PAST CHAIR

Members:

Payal Chadha, June Creighton Payne, Shaundel Dottin-Agim, Christy Etienne, Adane Fufa, Temi Guoti, Priya Kumar, Mizthika Sanjeevan, Salman Khan Pathan, Amarpreet Vaid, Rizwaan Zahid, Jerrett Clark, (*Ex Officio*, President), Lenore Gale, (*Ex Officio*, Vice-President Internal)

Current Business:

As the Racial Justice Committee (RJC) of CUPE 2424, we strive to promote equity, diversity, inclusion, and anti-racism within the Carleton community. The RJC is more than just a committee; we are a dynamic hub for providing support, education, and taking action, all with the goal of empowering our racialized members and union leaders. We work closely with other union committees to form strategic collaborations that enable us to organize and advise impactful programs. These initiatives aim to educate and inspire action, creating a closely-knit community that is strongly connected and committed to the principles of racial justice.

Our role on the CUPE 2424 Executive Board ensures diverse representation, challenges biases, and embeds equity and inclusivity in every facet of union work. Our monthly newsletter, "Know the Past, Shape the Future," demonstrates our commitment to effectively communicate, educate, and inspire our community. The newsletter is an effective tool for engagement, as it encourages our members to be active participants in shaping a more inclusive future. Our participation in the Capital Pride Parade alongside other Carleton unions on August 27th was a powerful display of solidarity with the 2SLGBTQIA+ community. It serves as a reminder of our unwavering commitment to allyship that goes beyond words.

This year also marked a significant milestone as we hosted our first Meet & Greet with the CUPE 2424 Executive Board, strengthening our collaborative efforts. Our presence is also felt nationally and provincially, with the members of our committee actively voicing their perspectives at CUPE conventions. We are also proud to have two of our members in key leadership roles within our union.

As we continue to grow, we warmly welcomed new members to the RJC this year. Their enthusiasm and fresh perspectives are essential in driving forward our mandate for a just and equitable community.

Forward Momentum:

For the upcoming year, we are dedicated to offering a wide range of opportunities for our members to actively support and engage with the RJC. Our initiatives will encompass various aspects of social identity, with a focus on race, indigeneity, ethnicity, sexual orientation, gender identity, and beyond, ensuring an inclusive approach. Our planned events will be carefully designed to offer education, personal growth, and networking opportunities. We hope to accomplish programming such as training and development workshops, technology upgrades, community outreach events, marketing and promotion, guest speakers, and research and publications. Your involvement and support are crucial to the success of our initiatives.

We are committed to building and nurturing a community that celebrates diversity, actively promotes inclusivity, and ensures equity for every member. Our aim is to create spaces where members can connect, share experiences, and support one another in our collective journey towards racial justice.

We look forward to your active participation and support in the coming year!

In Solidarity,

June Payne, Interim Chair & Gloria Sánchez-Cuevas, Past Chair

[COMMUNICATIONS COMMITTEE]

RIZWAAN ZAHID & COURT LINDSAY, CO-CHAIRS

Members:

Greg Allison, Hasi Eldib, Jerrett Clark (*ex officio*, President), Lenore Gale (*ex officio*, VP Internal), Leo Solano Mendez, Millie Close, Najia Haneefi, Patricia Saravesi, and Shaundel Dottin-Agim (*ex officio*, VP External).

This year saw elections for a new chair for the Communications Committee. The two of us were elected as Co-Chairs, in part because we bring different experiences and perspectives to the position. We would like to extend our thanks to Dr. Alaba Agbatogun who served as Chair of the Communications Committee from 2017 until this past June. Alaba led the Committee through some tough and unprecedented times in his six years as Chair, and we thank him greatly for his steady leadership. We would also like to welcome our new member (Millie Close) and extend our thanks to those who have left our committee for their work during their time with us.

This year we have increased our social media presence, which as resulted in solid turnouts to our community events and increased traffic on our [Facebook](#), [Instagram](#), and [X \(formerly Twitter\)](#) accounts. That being said, we are aiming for higher attendance and engagement in 2024, as it's a unique opportunity to connect with our fellow members and help us keep you engaged and informed about bargaining. We encourage you to follow us on your favorite social media platforms to stay up to date with what's going on with the union.

In June we both attended the CALM Conference in St John, New Brunswick, which is meant for people doing communications for unions in Canada. It was an opportunity for us to connect with other union organizers and learn about their communication strategies right before we stepped into our roles as Co-Chairs in July. In October, Rizwaan attended the CUPE National Convention with over 2,000 union representatives from across our nation representing a wide array of locals from different professions. The communications caucus was particularly interesting, setting the tone for how locals can set the pace and strategy to create engagement with their membership. These experiences were empowering and give us confidence as we tackle new challenges.

Attending conferences, speaking with CUPE 2424 members, and consulting our Communications Committee have contributed to the ever-developing-strategy we use for our social media and events. Thank you to the many CUPE 2424 members who attended our events this year, including:

- Capital Pride – a contingent of CUPE 2424 members joined together with members of CUPE 4600 to walk in Ottawa's Capital Pride parade on Sunday, August 27th to show support for and solidarity with the 2SLGBTQIA+ community.
- Annual CUPE 2424 BBQ – hundreds of CUPE 2424 members came out for our annual BBQ on Wednesday, June 28th to enjoy some good food, even better company, and grab pieces of our new merch.
- Craft Events – many members have joined us at crafting events over the past few months, including for lunchtime crafting and paint nights. Thanks to Lenore Gale and Marlo Collier for organizing these and leading us with their excellent artistic skills.

We would like to extend our sincere thanks to Marlo Collier for her incredible work in supporting our committee. We are able to do all the work we do thanks to her hard work.

We continue focus on increasing and improving our committee's work as we stand in solidarity with our members.

In Solidarity,
Court and Rizwaan

[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)

This year saw elections for Table Officers, which included yours truly as Chair of the Health & Safety Committee. I have been re-elected for a term that ends June 30, 2025. I began my role in the middle of the pandemic and I feel we have finally reached a point where COVID worries are not quite as front of mind. That being said, being up to date on COVID vaccinations is still an important part of our “layers of protection” and Carleton has once again, with the support of Ottawa Public Health, stepped up and offered the vaccine on campus. Flu shots are also available.

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. We meet five times a year to discuss the state of health and safety on campus, and to bring forward suggestions on improvements.

Initiatives this year include:

- A signage project that was on hold in 2020 has been completed. All washrooms have an Emergency Contacts sheet posted, with contact information for Carleton and outside community resources.
- In response to an injury sustained in Nideyinàn, an additional handrail was installed in the centre of the main staircase for added safety.
- Committee members perform building inspections throughout the year, helping to identify required repairs and other health and safety issues.

In October I attended my first CUPE National Convention. It was a very interesting experience to be in a room with over 2,000 union representatives from across the country. It was inspiring to hear resolutions presented and voted on that are submitted with the goal of continuous improvement of the organization, and sometimes heartbreaking to hear from other union locals on their experiences in fighting for safe and respectful workplaces.

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

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.

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 2022-2023

Market value of fund on June 30, 2023 – \$1.6 Billion. Final fund rate for same year – 12.4% increase.

New Investment allocations

As a result of the asset and liability mix study, the committee has made new investments into two asset classes: \$50 Million to infrastructure and another \$75 Million toward real estate spread across two different and diverse firms. These decisions were weighed carefully with help from external consultants and after a lengthy interview process.

This strategy and direction fit our risk tolerances and desired return outcomes, and overall will strengthen our portfolio as we diversify and spread risk.

Valuation

A valuation was filed with the regulator effective June 30, 2022 which shows the financial position of the plan in great shape. Regarding going-concern: we are fully funded at 105.6%. Regarding solvency ratio: we are also fully funded at 108.2%. The next valuation will need to be filed with the regulator June 30, 2025.

Plan Text

The Pension Committee is updating the Plan Text which was last updated in 2012. The Plan Text is a foundational document which is required by the regulator and is accessible to all plan members. It is basically the “how-to” of our plan in terms of history, changes, and the overall workings of the plan.

Proposed changes include modernization (gender-neutral language) and updates to reflect changes made to legislation in both the Pension Benefits Act (Ontario) and the Income Tax Act (Canada).

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