



2024 ANNUAL REPORT

CUPE 2424

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TABLE OF CONTENTS

<u>President's Message</u>	<u>3</u>
<u>New Collective Agreement</u>	<u>6</u>
<u>Bill 124</u>	<u>7</u>
<u>CUPE 2424 by the Numbers</u>	<u>8</u>
<u>VP Internal Report</u>	<u>9</u>
<u>VP External Report</u>	<u>11</u>
<u>Racial Justice Committee Report</u>	<u>15</u>
<u>Communications Committee Report</u>	<u>17</u>
<u>Grievance Committee Report</u>	<u>18</u>
<u>Health & Safety Committee Report</u>	<u>22</u>
<u>Treasurer's Pension Report</u>	<u>24</u>
<u>Our Staff and Volunteers</u>	<u>27</u>

PRESIDENT'S MESSAGE

2024 was a touchstone year for CUPE 2424 in many different ways. Our Local reached an agreement with Carleton in February on a new Collective Agreement for 2023 – 2026, after events, rallies, petitions and townhalls. With your support, we made significant gains toward our vision of 'Modern Work for a New Era'. We also closed the book on a long, hard-fought (and won) battle to repeal Bill 124 which allowed us to renegotiate for additional wage increases for the period of our previous Collective Agreement (2020 – 2023). We were able to secure one of the best retroactive Bill 124 settlements in the post-secondary sector and win much-needed increases for our members after three years of wage suppression and skyrocketing inflation.



PRESIDENT'S MESSAGE

The membership approved a staffing/resource plan and modest dues increase in December as part of our budget-approval process. These resources will bolster support for members and volunteers to meet the Local's ever-growing demands.

We continued growing our volunteer base to previously unseen levels, now totaling over 60 dedicated volunteers. These are members and chairs of our Executive Board, Racial Justice Committee, Disability Actions Committee, Grievance Committee, Communications Committee, Health and Safety Committee, Elections Committee, Jobs Committee, Zone Officers, Zone Officer Alternates, Bargaining Teams and our Trustees. Our Local supported more members around more issues than ever before, due in no small part to our incredible volunteers and staff. Together, they make our Union work.

The year unfortunately ended with bad news about Carleton's projected deficits for the years ahead largely as a result of changing demographics, a government-imposed tuition freeze since 2019, and new federal restrictions on international student visas. The same problems are being experienced by colleges and universities across the country but particularly in Ontario where provincial funding for post-secondary education is among the worst in Canada. While the financial challenges are real, budgets are a choice. We are working at every opportunity in every forum to hold Carleton to account on their spending decisions and to defend our members against the possibility of worsening austerity measures.

PRESIDENT'S MESSAGE

Expect CUPE 2424 to continue our strong representation of members around their individual workplace issues and those affecting broader membership, particularly when it comes to potential challenges associated with Carleton's financial status. Our staff and volunteers will bring all of their experience and expertise to bear as we continue to fight on your behalf. More about these dedicated folks and their work in the pages to follow. Please read on...

Jerrett Clark

President, CUPE 2424



NEW COLLECTIVE AGREEMENT

In February 2024, we ratified our collective agreement following a 92% vote in favour of ratifying. This was accomplished after 23 bargaining days across 6 months.

BARGAINING WIN HIGHLIGHTS

- Wage increase of 3% each year for 3 years of collective agreement
- Maintained a Letter of Understanding on Flexible Work Arrangements
- Inclusion of personal days under special leave
- Additions to parental leave top up, retirement benefits, vision care, and dental
- More non-consecutive sick days before a note can be requested



BILL 124

NEGOTIATION

WIN HIGHLIGHTS

Bill 124 capped our wage and benefits increases from 2020 to 2023 at a maximum of 1%, meaning we only received a 1% wage increase each year during that collective agreement.

Bill 124 was later found unconstitutional and was repealed on February 3, 2024. As a result, we were able to renegotiate our salary for the period from 2020 to 2024, as outlined in our collective agreement.



Win Highlights

- Secured an additional 1.25% in 2020, 2.25% in 2021, and 2% in 2022
- These increases were on top of the existing 1% each year in the collective agreement
- These payments were retroactive
- Members received back-pay, and the retroactive increases were applied to current salary rates

CUPE 2424 BY THE NUMBERS



~1000

Total Members

60+

Volunteers

17

Executive
Board Members

2

General
Membership
Meetings

1

Special
Membership
Meeting

2

Ratification
Meetings in
2024

10

Internal Committes
in 2024

15

CUPE 2424
Events

400

Attendees at
Annual BBQ

VP INTERNAL

“

As Vice-President Internal, a part of my role is to sit ex-officio on all of our internal committees, to help coordinate across committees and support the committees and Chairs. Our committees had many successes this year in increasing member engagement, mobilizing around key priorities, ensuring that our members are represented and have their collective agreement and labour rights upheld, as you will see throughout this report. It takes many committed volunteers to accomplish this work, and I thank the Executive Board members and committee members for their dedication and support.

”

Lenore Gale

Vice President Internal





VP INTERNAL

FUND OUR FUTURE

This year I also had a big part in supporting the development and presentation of our Fund our Future, staffing proposal, which was approved by the membership on December 17th. I have long held the view that we were becoming under-resourced, and while we've been able to do so much with our current staff and volunteers, the increase in workload has meant that much of the important work we should be doing was starting to go on the ever-growing backburner.

I want to say a big thank you to our membership for engaging with us on the proposal, taking the time to understand it, and ultimately approving it. I am constantly at awe of how much trust our membership has in us and our work, not every union local has the engagement and support of their members the way we do and I am grateful for it!

VP EXTERNAL

EXPANDING MEMBER PARTICIPATION THROUGH EVENTS

“

One of my key goals this year was increasing member participation in events hosted by the union. I am pleased to say that we have seen significant growth in attendance at our information sessions, social gatherings, and other key events. By creating a more engaging and inclusive atmosphere, I have found that members are much more comfortable sharing their ideas and participating in discussions. It has been rewarding to witness the union grow into a more vibrant space where members feel heard and valued.

”

Shaundel Dottin-Agim

Vice President External



VP EXTERNAL



INCREASING EDI IN UNION BUSINESS AND NEGOTIATIONS

Equity, Diversity, and Inclusion (EDI) has been at the forefront of our priorities this year. We advocated for more inclusive language in the collective agreement and worked to ensure that marginalized members are acknowledged and represented in union activities.

Looking ahead, we hope to introduce EDI training for all executive board members so our leaders have the tools and understanding to truly foster an inclusive union environment.

STRENGTHENING CAMPUS CONNECTIONS



We strengthened campus connections by taking a more active role in the Campus United coalition.

With unions across campus, we've been advocating for fair working compensation and improved member engagement.

In 2024, we hosted a joint information session on the university budget, showcasing our commitment to collaboration and transparency.

VP EXTERNAL



SOLIDARITY AND COMMUNITY INVOLVEMENT

Our commitment to community engagement remains strong! This year, CUPE 2424 once again joined unions and allies to march in the Ottawa Pride Parade, standing in solidarity with workers from all walks of life across the city. It was a powerful reminder of the importance of unity and diversity, and I look forward to continuing our participation in events that champion these values.

RACIAL JUSTICE COMMITTEE

NEW MEMBERS

The RJC is pleased to have welcomed four new members in 2024!

NEWSLETTER & PODCAST DEVELOPMENTS

We have modernized the RJC Newsletter by making it web-based, enhancing accessibility and engagement with the content. We also launched our podcast, "The Second Look", which aims to provide our members with in-depth discussions and valuable perspectives on issues that matter to our community.

ON THE HORIZON

Looking ahead, we are in the process of creating a Significant Day Calendar to help us identify and map out busy times for our members. This tool will aid us in planning future events and serve as a guide for efficient communication to ensure all members are informed and engaged.

RACIAL JUSTICE COMMITTEE



ENGAGEMENT EVENTS

The committee has participated in a variety of engagement events: Indigenous History Month, Pride Month, and our inaugural Black History Month events. These celebrations featured inspiring guest speakers from other unions on campus, including representatives from CUPE 4600 and CUASA, who shared their insights and experiences, fostering a sense of community and solidarity among members.

June Creighton Payne

Chair, Racial Justice Committee

COMMUNICATIONS COMMITTEE

CALM CONFERENCE

In June, Rizwaan and Jerrett attended the Canadian Association of Labour Media conference. This conference provided our committee with new strategies but also confirmed that what we've done so far is working well. It was an empowering experience and will help us set the pace and strategy to create engagement in the upcoming year.

NEW MEMBERS

Several members left our committee this year, but we were excited to welcome many new members in November 2024 and look forward to their contributions in the year ahead.

Rizwaan Zahid

Chair, Communications Committee



SOCIAL PRESENCE

This year, we continued to increase our social presence, resulting in very high turnouts for community events. Naturally, our post highlighting the acceptance of the new bargaining agreement garnered the most interaction.

GRIEVANCE COMMITTEE

“

Wow, what a year! I have had the honour of serving on the Grievance Committee since 2013 and as Chair since 2018. 2023-24 has without a doubt been the busiest year I have ever experienced during my time on this Committee. As I write this report, I think we currently stand at over 143 active member files, with 27 grievances opened in 2024.

Our Zone Officers have stepped up to the plate to help support the increase in workload over the past year. We are grateful for all of their dedication and commitment to accompanying members to meetings and to providing guidance, support and advice to our members. It has been my privilege to chair this Committee over the past six years and to have had the opportunity to serve alongside our many other dedicated volunteers.

”

Sarah Ripley-Phulesar

Chair, Grievance Committee

GRIEVANCE COMMITTEE

MEMBERSHIP CHANGES

This year, we said goodbye to longstanding members Sarah Cleary and Jo-Anne McFarlan. Thank you both for your service and for supporting out members through your work on this committee. In turn, we welcomed new members Temi Guoti and Sheila Irwin-Lock. Adane Fufa also joined earlier this year but recently resigned from the Committee. We will look to fill this vacancy next year.

TRENDS

Over the past year we have supported our members in a markedly significant increase in a wide range of complex issues. We've seen a more heavy-handed approach by the Employer overall, with a rise in discipline and performance management. This has meant a corresponding increase in workload issues, burnout, sick leave, medical accommodations, and harassment and conflict issues. Although we've had a considerable increase in the number of grievances filed in 2023-24, we have also continued to resolve a number of issues through informal means.

GRIEVANCE SUMMARY

*As reported on
December 16, 2024.*

REFERRED TO ARBITRATION

2424-24-004-P: Scope

2424-24-018-I: Termination without cause

2424-24-019-I: Termination without cause

ONGOING AT ABRITRATION

2424-23-002-P: Excluding a position from the bargaining unit that falls within the scope of work done by CUPE 2424

PENDING A RESPONSE AT STEP 2

2424-24-021-I: Denying the request for reclassification

2424-24-022-I: Denying the request for reclassification

2424-24-023-I: Denying the request for reclassification

2424-24-024-I: Denying the request for reclassification

2424-24-025-I: Denying a temporary accommodation

PENDING A RESPONSE AT STEP 3

2424-24-008-I: Failing to provide a workplace free of harassment

2424-24-009-I: Failing to provide a workplace free of harassment

2424-24-010-I: Failing to provide a workplace free of harassment

2424-24-011-I: Failing to provide a workplace free of harassment

2424-24-012-I: Failing to provide a workplace free of harassment

2424-24-013-I: Failing to provide a workplace free of harassment

2424-24-014-I: Failing to provide a workplace free of harassment

2424-24-016-I: Denying a temporary accommodation

GRIEVENCE SUMMARY

*As reported on
December 16, 2024.*

STILL ONGOING

2424-24-020-I: Termination without cause

2424-24-027-I: Termination without cause

CURRENTLY IN ABEYANCE

2424-24-007-I: Awarding a position to an external applicant

2424-24-015-I: Declaring a group of members as shift workers and unilaterally altering their hours of work

2424-24-017-I: Requirement for continuous standby without compensation

SETTLED GRIEVANCES

2424-24-001-P: Failure to adhere to timelines laid out in Article 3

2424-24-002-I: Union inclusion

2424-24-003-I: Discipline without cause

2424-23-003-P: Changing the interpretation and process of recording overtime and improperly denying overtime

2424-24-005-I: Termination without cause

2424-24-006-P: Failure to pay the additional 4 weeks at 95% parental leave top of upon ratification of the 2024 Collective Agreement

HEALTH & SAFETY COMMITTEE

“

I began my role as Chair earlier this year with a lot of excitement to represent the membership as a voice of their concerns. It's been an exciting year as I adapted to working with CUPE 2424 Executive Board, Health & Safety Committee, and Joint Health & Safety Committee.

We will continue 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.

”

Gabriel Miranda Pires

Chair, Health & Safety Committee



HEALTH & SAFETY COMMITTEE

WELCOMING NEW MEMBERS

The Health & Safety committee was happy to welcome many new members this year. With new members, we aim to have representation from other areas of Carleton not previously on the committee and we are positioned to start 2025 with fresh ideas and initiatives.



JOINT HEALTH & SAFETY COMMITTEE

Much of the concerns brought forward from membership are discussed by our committee prior to being escalated to the Joint Health and Safety Committee (JHSC).

INCIDENT REPORTING

Please continue to report incidents and hazards that you see in the workplace to your supervisor, the [EHS WorkSafe](#) site, your zone officer, or any CUPE 2424 Health and Safety Committee member.

PENSION COMMITTEE

CARLETON UNIVERSITY PENSION PLAN PERFORMANCE UPDATE

\$1.735 Billion

Market value of fund at
June 30, 2024

11.1%

Final fund rate increase
for same year

VALUATION

The last valuation was filed with the regulator (FSRA) June 30, 2022 which gives us 3 years before we need to file again. However, due to favourable current fundamentals and market conditions, the committee is exploring the option of filing early. This could provide the plan with advantageous solvency ratios which can be locked in for another three years which in turn would provide contribution certainty.

NEW PENSION COMMITTEE MEMBERS

Chad Burns – CUPE910, OPSEU404, CUPE3778 rep

Mohamedou Haye – CUASA rep

Kevin Mann – Union-exempt rep

Angela Marcotte – Vice President, Finance & Admin

Susan Mingie – Board of Governors rep

PENSION COMMITTEE

As a result of the asset and liability mix study, the committee re-balanced the SIPP to include some new asset classes:

\$60m

to real estate in two key areas: data center and cold storage

\$160m

to global equities: quantitative-style management

\$160m

to global equities: passive index

\$160m

to private equity diversified across two 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.

PENSION COMMITTEE

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 Nideyinàn, ext. 2424) or on request from the Office of Pension Fund Management (606 Pigiarvik, ext. 3620). A copy of the statement of investment policies and procedures is available on the website of the Office of Pension Fund Management.

A copy of the statement of investment policies and procedures is available on the Office of Pension Fund Management's website, and the link is provided below:

STATEMENT OF INVESTMENT POLICIES AND PROCEDURES



James Simpson

Treasurer, CUPE 2424

Carleton Pension Committee Member

THANK YOU TO OUR VOLUNTEERS

Our union has achieved a lot this year, and none of it would be possible without the support of our volunteers, including those who have left a position this year and those who joined as volunteers this year. From your union and your fellow workers, thank you for all you do.

BARGAINING ASSISTANCE TEAM (2023-2024)

Erenia Hernandez Oliver
James Simpson
Karen Martin
Margaret McLeod
Patrick Fairs
Samantha Shortt
Sarah Ripley Phulesar
Leslie Macdonald-Hicks
Andrew Yuill
Mathew Schatkowsky
Salman Khan Pathan
Spencer Hamilton
Sarah Cleary
Lenore Gale
Jerrett Clark (Chair)
Jennifer Links
Margaret Tannahill-Wade

NEGOTIATION TEAM (2023-2024)

Jerrett Clark
Sarah Cleary (Alternate)
Shaundel Dottin-Agim
Lenore Gale
Karen Martin
Sarah Ripley Phulesar
Margaret Tannahill-Wade (Alternate)

NEGOTIATION TEAM (BILL 124)

Jerrett Clark (Chair)
Lenore Gale
Karen Martin
Shaundel Dottin-Agim
Erenia Hernandez Oliver

THANK YOU TO OUR VOLUNTEERS

RACIAL JUSTICE COMMITTEE

June Creighton Payne (Interim Chair)
Femi Ajidahun
Helena Bandayrel
Payal Chadha
Jerrett Clark (Ex Officio)
Shaundel Dottin-Agim
Adane Fufa
Lenore Gale (Ex Officio)
Temi Guoti
Priya Kumar
Ahmed Minhas
Stenley Philippe
Kaite Ransom
Rizwaan Zahid

GRIEVANCE COMMITTEE

Sarah Ripley Phulesar (Chair)
Jerrett Clark (Ex Officio)
Lenore Gale (Ex Officio)
Temi Guoti
Sheilagh Irwin Lock
Adane Fufa (Former)
Sarah Cleary (Former)
Jo-Ann McFarlan (Former)

COMMUNICATIONS COMMITTEE

Court Lindsay (Co-Chair)
Rizwaan Zahid (Co-Chair)
Greg Allison
Jerrett Clark (Ex-Officio)
Millie Close
Shaundel Dottin-Agim
Hasi Eldib
Lenore Gale (Ex-Officio)
Uzma Khan
Alparslan Ozturk
Emily Putnam
Ryan Rahimijafari
Jaime Sadgrove
Patricia Saravesi
Hannah Shapiro
Paul Smith
Leo Solano
Ankit Vig

ELECTIONS COMMITTEE

Charles Singh (Chair)
Jessica Morrow
Lenore Gale (Ex-Officio)

THANK YOU TO OUR VOLUNTEERS

DISABILITY ACTIONS COMMITTEE

Hannah Shapiro (Co-Chair)
Maria Dabboussy (Co-Chair)
Laura Brawn
Jerrett Clark (Ex Officio)
Elise Durand
Lenore Gale (Ex Officio)
Sonja Koster
Kat Wong
Patrick Fairs

JOBS COMMITTEE

Jo-Anne McFarlan (Chair)
Jerrett Clark (Ex Officio)
June Creighton Payne
Shaundel Dottin-Agim
Lenore Gale (Ex Officio)
Gabriel Miranda Pires
Jessica Morrow
Ryan Taylor
Tai Zimmer
Nina Dore
Pam Lamba

HEALTH & SAFETY COMMITTEE

Linda Cruz (Former Chair)
Gabriel Miranda Pires (Chair)
Jerrett Clark (Ex Officio)
Lenore Gale (Ex Officio)
Sarah Gay
Andrew Yuill

JOINT COMMITTEE ON THE ADMINISTRATION OF THE AGREEMENT

Jerrett Clark (Chair)
Lenore Gale
Shaundel Dottin-Agim
Sarah Ripley Phulesar
Erenia Hernandez Oliver
Margaret Tannahill-Wade
Karen Martin

TRUSTEES

Andrew Pullin, Trustee 1
Ryan Taylor, Trustee 2
Tanya Rudd, Trustee 3

THANK YOU TO OUR VOLUNTEERS

EXECUTIVE BOARD

Jerrett Clark, President

Lenore Gale, Vice President Internal

Shaundel Dottin-Agim, Vice President External

James Simpson, Treasurer

Sherri Sunstrum, Recording Office

Court Lindsay, Co-Chair, Communications Committee

Rizwaan Zahid, Co-Chair, Communications Committee

Sarah Ripley Phulesar, Chair, Grievance Committee

Gabriel Miranda Pires, Chair, Health & Safety Committee

June Creighton Payne, Interim Chair, Racial Justice Committee

Fran Craig, Zone Officer - Zone 1

Karen Martin, Zone Officer - Zone 2

Paula Trennel, Alternate Zone Officer - Zone 2

Erenia Hernandez Oliver, Zone Officer - Zone 3

Samantha Shortt, Zone Officer - Zone 4

Kara Holzer, Zone Officer - Zone 5

Nikki Mayville, Zone Officer - Zone 5 (Former)

Alisdair MacRae, Zone Officer - Zone 6

Jonah Buist, Alternate Zone Officer - Zone 6

Pat Gilbert, Zone Officer - Zone 7 (Former)

Margaret Tannahill-Wade, Zone Officer - Zone 8

Patrick Fairs, Zone Officer - Zone 8 (Former)



Canadian Union of Public Employees 2424

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