



2025 ANNUAL REPORT

CUPE 2424

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PRESIDENT'S MESSAGE

I find myself looking ahead to what may be one of the most challenging periods in our Union's history. But like other challenges our Local has faced in recent memory, this is an opportunity for us to unify in the face of hard times. Like we did to protect our pension rights in 2018. Like we did throughout the pandemic. Like we did against Bill 124.



We are entering into bargaining in 2026 during a financial crisis in the post-secondary sector. While Canadian Universities face real financial challenges, their budgets are still a choice. We will continue to impress upon the employer that our membership is being disproportionately affected by their choices, targeting administrative and technical staff to balance the budget while bloated senior administration and management go unchecked. Data in 2024 revealed one non-Union, managerial-level position (Manager, Director, VP, etc.) for every five CUPE 2424 members on Carleton's payroll.

I also take issue with the narrative that Bill 124's reparations and fair compensation for workers are drivers behind the current financial issues. These were deferred increases that were denied from us and should have been paid years earlier.

PRESIDENT'S MESSAGE

We will, as always, fight for job security, salary increases, and improvements to benefits, rights, and protections under our Collective Agreement in the upcoming round of collective bargaining. We will not accept concessions. Not now. Not ever. Full stop.

I am making a personal appeal for your support as we navigate the road ahead, because you are the Union. This is not just a catchphrase. It is a foundational principle of labour organizing that we hold dear and know to be true. Our Executive Board. Our committees. Our Negotiating Team. We become stronger and more powerful to achieve gains only through the solidarity of our membership.

The CUPE 2424 office, Executive Board, and more than 50 active volunteers working on your behalf need your help more than ever. By showing your solidarity, we can make significant improvements in this next round of bargaining, even in the current financial context. We need you to attend our meetings. Read our emails. Come to rallies and events. Tell us what you are experiencing. Tell us what you need. We are committed to creating opportunities for engagement and community-building, so please watch for them and participate.

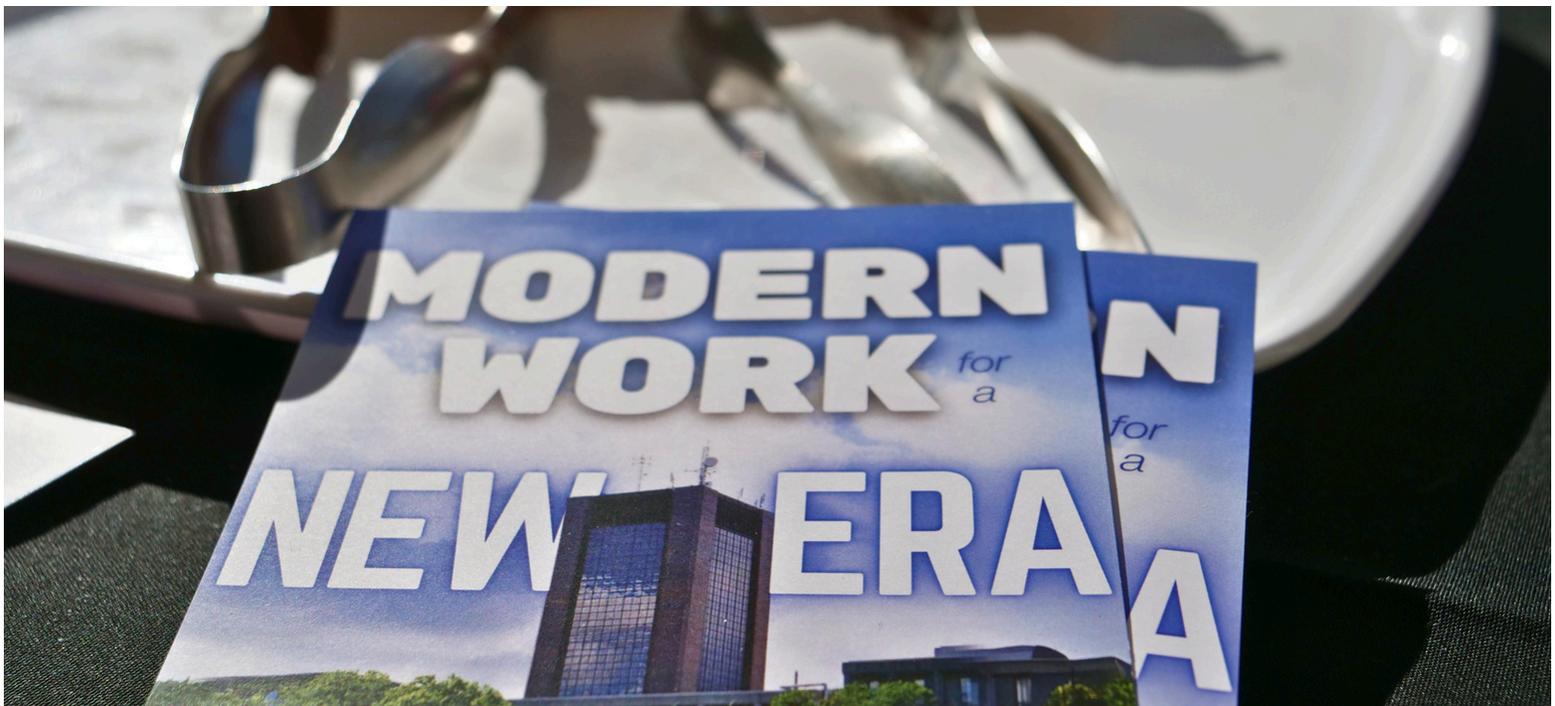
PRESIDENT'S MESSAGE

We need your constructive feedback. We are listening and building capacity to serve you better. We try to anticipate our members' needs and be as prepared as possible to respond, but we do not think of everything, nor do we always get it right. Your input helps us improve and be better prepared.

There can be a tendency during uncertain times to turn inward, to protect oneself and turn against each other. We must find strength in solidarity. We must show the employer that we are together and will not be divided because workers, united, will never be defeated.

JERRETT CLARK

PRESIDENT, CUPE 2424



CUPE 2424 BY THE NUMBERS



975+

Total Members

50+

Volunteers

15

Executive Board Members

2

General Membership Meetings

8

Internal Committees in 2024

12

CUPE 2424 Events

360+

Attendees at Annual BBQ

VP INTERNAL

“

Since July 1, it has been my privilege to serve our local in the role of Vice President Internal. I serve in an ex-officio capacity on all of our internal committees and I support the Local's committee Chairs.

As you will see from this report, our committees have been very active this year, engaging and mobilizing members and ensuring that the collective agreement is upheld. It has been my privilege to have supported our committees since taking on this role, and I look forward to continuing my work in this capacity with our many dedicated volunteers in the coming year.

”

SARAH RIPLEY PHULESAR
VICE PRESIDENT INTERNAL



VP EXTERNAL

“

This year marks my first full term as Vice President External. Throughout the term, the portfolio concentrated on collaboration, sector engagement, policy review and equity-focused advocacy. As the university sector continues to respond to provincial directives, financial changes and shifting priorities, the work of external relations has focused on building partnerships, representing CUPE 2424 and ensuring that members' interests remain integral to campus and sector discussions.

”

SHAUNDEL DOTTIN-AGIM
VICE PRESIDENT EXTERNAL

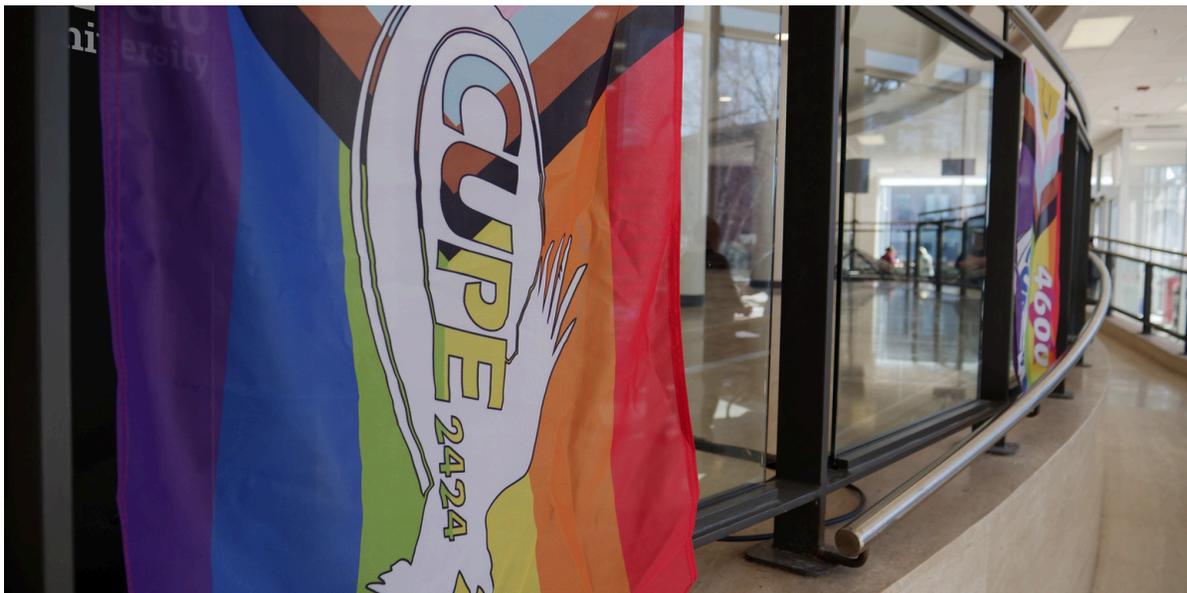


CAMPUS SOLIDARITY AND COLLABORATION



"Collaboration with other campus unions continued to be a key part of my work this term. Through active involvement in Campus United, the Local participated in coordinated responses to university budget cuts, operational changes and wider labour issues. This collaborative effort enhanced cross-union solidarity and highlighted the importance of shared advocacy across campus."

VP EXTERNAL



SECTOR RESEARCH AND GOVERNMENT POLICY REVIEW

A significant part of my term focused on researching the Ontario Ministry of Colleges, Universities, Research Excellence and Security (MCURES), and the Efficiency and Accountability Fund (EAF) review processes underway at several Ontario universities. These government-led reviews impact staffing models, resource allocation and operational restructuring. Reviewing sector reports, meeting colleagues at other institutions and analyzing available materials helped build a clearer understanding of potential risks and emerging trends shaping the sector.

VP EXTERNAL



SECTOR CONFERENCES AND ALIGNMENT OF UNIVERSITY SECTOR PRIORITIES

Attendance at sector conferences provided insights into emerging post-secondary trends and priorities. Workshops, including those on the Ontario Anti-Racism Organizational Action Plan (AROAP), highlighted the need to strengthen communication across university-sector Locals. A key takeaway was the importance of upgrading communication infrastructure, including coordinated email networks, shared information systems and a sector-wide newsletter.

VP EXTERNAL



SECTOR LEADERSHIP AND REPRESENTATION

Beyond my work within CUPE 2424, I was elected to serve as the Equity Representative on the Ontario University Workers Coordinating Committee (OUWCC). This role offered an opportunity to participate in sector-wide discussions on equity issues, represent the perspectives of university-sector workers and support the development of inclusive frameworks and advocacy priorities across Ontario Locals.

VP EXTERNAL



ADVANCING EQUITY, DIVERSITY AND INCLUSION

Equity, diversity, and inclusion continued to guide my work. I advocated for a bylaw amendment to formally embed an EDI mandate into the VP External role, ensuring that equity principles remain part of external engagement and decision-making. I was selected by the Local to participate on the Community Healing, Rebuilding and Belonging Task Force (CHRB), where I will contribute CUPE 2424's perspectives on community well-being. I look forward to bringing our membership's voices to the conversation.

VP EXTERNAL



RECOGNITION AND AWARDS

The Local received the CUPE Ontario Communicator Award for the 2024 mobilization campaign. This work included clear email updates, coordinated messaging with Zone Officers, consistent communication during key bargaining moments and organized mobilization events. The award highlights the Local's dedication to keeping members informed and engaged.

VP EXTERNAL



REFLECTIONS AND FUTURE DIRECTIONS

This role provided meaningful opportunities for learning, collaboration and sector engagement. The VP External portfolio continued to evolve in response to member needs, sector changes and institutional shifts. Looking ahead, priorities include strengthening sector communication, supporting EDI-focused structural changes, expanding coordinated advocacy and building strong relationships with campus and provincial partners. These efforts will help ensure CUPE 2424 remains informed and well-positioned to support members in a rapidly evolving environment.

RACIAL JUSTICE COMMITTEE

CUPE ONTARIO COMMUNICATOR AWARD

The Racial Justice Committee, alongside the Communications Committee, was honoured with the CUPE Ontario Communicator Award for our mobilization campaign, *Racial Justice in Action*, recognizing members' dedication to advancing equity and justice in our community.

THE SECOND LOOK PODCAST

A highlight of the year was launching *The Second Look Podcast* on [Spotify](#). The podcast offers thoughtful discussions and valuable perspectives on issues, providing a platform for dialogue, learning and collective reflection.

LOOKING AHEAD

We will expand *The Second Look Podcast* to reach more listeners, host additional outreach events that promote connection and dialogue and invite guest speakers whose knowledge and expertise will inform and empower our members.

RACIAL JUSTICE COMMITTEE



ENGAGEMENT EVENTS

We delivered an energizing series of events that brought our community together to connect, learn and celebrate shared experiences. The year included a winter Meet & Greet and Dinner & Discussion, a spring Movie Night, a summer Medicine Bag Workshop offering a meaningful cultural experience, and a fall Patties and Pie Gathering that drew strong participation and celebrated global cultures. These events strengthened relationships, encouraged dialogue and helped build a more connected community.

JUNE CREIGHTON PAYNE

INTERIM CHAIR, RACIAL JUSTICE COMMITTEE

COMMUNICATIONS COMMITTEE



NEW CHAIR

The Communications Committee welcomed the new Chair, Kathryn Desplanque, and gave a big thank you to Rizwaan Zahid for his service.

GROWING SOCIAL PRESENCE

We continued to grow our social media presence, helping drive strong turnout at CUPE 2424 events. Our content generated high engagement, with Facebook posts reaching **12,200 views** and Instagram posts reaching **17,800 views**.

COMMUNICATIONS COMMITTEE

COMMUNICATIONS ACTIVITIES

This year, volunteers worked on developing an AI Guide for members, while Ryan Rahimijafari stepped forward to serve as the OUWCC representative for our campus. The committee also refreshed the Annual Report format and offered photography training for CUPE 2424 volunteers to strengthen internal capacity.

In addition, the committee collaborated on hosting the annual CUPE 2424 Member Appreciation BBQ, helping bring members together in a spirit of appreciation and community.

COMMUNICATIONS HIGHLIGHTS

We worked collaboratively to support Campus United by participating in the Campus United Town Hall, standing with CUASA during negotiations, and mobilizing around the *Hands Off Our Education: Stop Bill 33* campaign. The committee also coordinated updates on the university's financial status, issued a parking statement (co-signed with CUASA and Local 4600) and a related petition.

In addition, we supported communications for the Racial Justice Committee, Jobs Committee, Retirees Association and Health & Safety Committee.

COMMUNICATIONS COMMITTEE



LOOKING AHEAD

We will make greater use of CUPE 2424 bulletin boards across campus and begin work on updating the CUPE 2424 website. We will also review past slogans and communications plans to develop clear strategies as we prepare for 2026 bargaining. A continued focus on member education will remain priority, alongside planning events for 2026 in collaboration with other committees, including preparations for the Local's 50th anniversary.

KATHRYN DESPLANQUE
CHAIR, COMMUNICATIONS COMMITTEE

GRIEVANCE COMMITTEE

“

It has been a privilege to serve as Chair of the Grievance Committee since June of this year, when the role became a full-time booked-off position for the first time.

I would like to extend a sincere thank you to the membership for supporting the creation of this booked-off role. This change enables us to better manage an increasing and more complex grievance workload, and to be more effectively positioned to address the challenges arising from the financial status of the university.

”

LENORE GALE

CHAIR, GRIEVANCE COMMITTEE



GRIEVANCE COMMITTEE

MEMBERSHIP CHANGES

We are lucky to have the knowledge and perspectives of our committee members. Sarah Ripley Phulesar ended her role as Chair of the Grievance Committee in May, which she held since 2018. Fortunately, she has remained on the committee in her new role as VP Internal and can continue sharing her expertise.

TRENDS

This year, we've seen a continuation of 2024 trends, including increasing workload issues, sick leave and medical accommodations. In addition, there has been a rise in concerns related to redundancies, scope (bargaining unit work performed outside the unit) and job classification. These challenges are directly tied to the university's financial pressures, as CUPE 2424 positions are reduced through redundancies, retirements and attrition by the employer. This impacts job descriptions as the work is reassigned. We have been monitoring these trends, supporting members and challenging issues wherever possible.

GRIEVANCE COMMITTEE

GOALS AND ACCOMPLISHMENTS

With the booked-off Grievance Chair position, we have been able to provide greater availability and more direct support to Zone Officers and members. We created internal guidance documentation for Zone Officers and Grievance Committee members, while also relieving grievance file workload from the President to focus on other priorities. We have also increased reporting, tracking, documentation and follow-up.

In the coming year, we intend to continue developing internal documentation and training for volunteers, create clearer resources for members to understand the grievance process, and further strengthen Grievance Committee processes to support knowledge-sharing and succession planning.

2025 GRIEVANCE FILES

There are eight active grievances. In 2025, 19 grievance files were closed. We are currently managing 44 active problem files, with 62 problem files successfully closed over the course of the year.

GRIEVANCE SUMMARY

ACTIVE GRIEVANCES

Grievance #	Topic	Status
2424-24-004-P	Scope of work	Referred to arbitration
2424-24-028-I	Termination without cause	Referred to Arbitration
2424-24-016-I	Failure to accommodate	Ongoing at arbitration
2424-24-005-P	Scope of work	Pending Step 3 meeting
2424-25-004-P	Scope of work	Pending Step 3 response
2424-24-025-I	Failure to accommodate	Ongoing
2424-24-015-P	Shiftwork	Abeyance
2424-24-017-I	Uncompensated standby	Abeyance
2424-35-5-002-G	Redundancy w/o cause	Abeyance

GRIEVANCE SUMMARY

GRIEVANCES CLOSED IN 2025

Grievance #	Topic	Status
2424-24-020-I	Termination without cause	Settled
2424-24-027-I	Termination without cause	Settled
2424-24-019-I	Termination without cause	Settled
2424-24-018-I	Termination without cause	Settled
2424-24-002-P	Scope of work	Settled
2424-24-007-I	Job competition	Withdrawn
2424-25-001-I	Failure to accommodate	Withdrawn
2424-24-008-I	Harassment	Withdrawn
2424-24-009-I	Harassment	Withdrawn

GRIEVANCE SUMMARY

Grievance #	Topic	Status
2424-24-010-I	Harassment	Withdrawn
2424-24-011-I	Harassment	Withdrawn
2424-24-012-I	Harassment	Withdrawn
2424-24-013-I	Harassment	Withdrawn
2424-24-014-I	Harassment	Withdrawn
2424-24-021-I	Denying reclassification	Withdrawn
2424-24-022-I	Denying reclassification	Withdrawn
2424-24-023-I	Denying reclassification	Withdrawn
2424-24-024-I	Denying reclassification	Withdrawn
2424-25-003-I	Job competition	Withdrawn

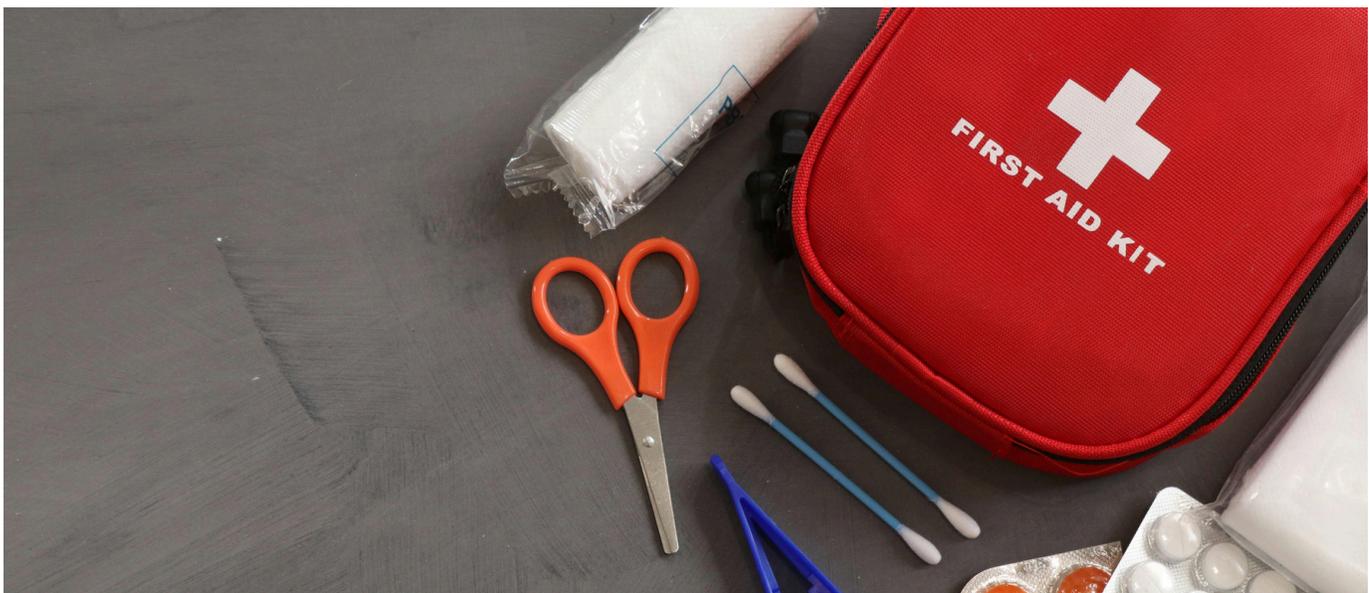
HEALTH & SAFETY COMMITTEE

JOINT HEALTH & SAFETY COMMITTEE

Much of the concerns raised by members are first reviewed by our committee prior to being escalated to the Joint Health and Safety Committee (JHSC), which includes both worker and management representatives, including four CUPE 2424 members.

FIRST AID TRAINING

As the university continues to implement budget cuts, we have seen several quiet reductions across campus, including to the budget allocated for First Aid training. We have repeatedly raised this concern at Joint Health and Safety Committee (JHSC) meetings, emphasising the risks these cuts pose to our community.



HEALTH & SAFETY COMMITTEE

INDOOR OFFICE TEMPERATURES

Indoor office temperatures have become a growing concern for our membership. This year, I completed *Heat Stress Training* through the Ontario Federation of Labour, strengthening the research methodology guiding CUPE 2424's project on indoor office conditions.

The first phase, our survey — *What's the Temperature Like in Your Office?* — received an exceptionally strong response. The second phase is underway with regular temperature data collection across key campus locations to document the conditions members are experiencing.

INCIDENT REPORTING

We encourage members to report workplace hazards and incidents to their supervisor, through the [EHS WorkSafe site](#), to a CUPE 2424 Health and Safety Committee member or to their Zone Officer. Reporting issues is essential to addressing hazards and preventing injuries. We remain committed to advocating for a safe and healthy work environment at Carleton and will continue raising member concerns through all available channels.

GABRIEL MIRANDA PIRES

CHAIR, HEALTH & SAFETY COMMITTEE

THANK YOU TO OUR VOLUNTEERS

Our union has accomplished important work this year, and none of it would be possible without the support of our volunteers. As we prepare for bargaining in 2026 and continue building capacity to support members, your time, effort and solidarity remain essential. From your union and fellow workers, thank you for all you do.

BARGAINING ASSISTANCE TEAM (2025-2026)

Kevin Burke

Jerrett Clark | *Chair*

Sarah Cleary

Jen Donahoe

Shaundel Dottin-Agim

Lenore Gale

Alisdair MacRae

Sarah Ripley Phulesar

Gillian Salley

Paul Smith

Sherri Sunstrum

Ryan Taylor



THANK YOU TO OUR VOLUNTEERS

RACIAL JUSTICE COMMITTEE

Adane Fufa
Ahmed Minhas
Femi Ajidahun
Helena Bandayrel
Jerrett Clark | *Ex Officio*
June Creighton Payne | *Interim Chair*
Kate Ayres
Kaite Ransom
Payal Chadha
Priya Kumar
Sarah Ripley Phulesar | *Ex Officio*
Shaundel Dottin-Agim | *Ex Officio*
Stenley Philippe
Temi Guoti

GRIEVANCE COMMITTEE

Alex Loupova
Jerrett Clark | *Ex Officio*
Lenore Gale | *Chair*
Sarah Ripley Phulesar | *Ex Officio*
Sheilagh Irwin Lock
Temi Guoti

COMMUNICATIONS COMMITTEE

Ahmed Minhas
Alparslan Ozturk
Ankit Vig
Emily Putnam
Greg Allison
Hannah Shapiro
Hasi Eldib
Jaime Sadgrove
Jerrett Clark | *Ex Officio*
Kathryn Desplanque | *Chair*
Leo Solano
Millie Close
Patricia Saravesi
Paul Smith
Ryan Rahimijafari
Sarah Ripley Phulesar | *Ex Officio*
Shaundel Dottin-Agim | *Ex Officio*
Uzma Khan

ELECTIONS COMMITTEE

Charles Singh | *Chair*
Jessica Morrow
Sarah Ripley Phulesar | *Ex Officio*

THANK YOU TO OUR VOLUNTEERS

DISABILITY ACTIONS COMMITTEE

Elise Durand

Jerrett Clark | *Ex Officio*

Kat Wong

Hannah Shapiro | *Chair*

Laura Brawn

Sarah Ripley Phulesar | *Ex Officio*

Sonja Koster

JOBS COMMITTEE

Gabriel Miranda Pires

Jerrett Clark | *Ex Officio*

Jessica Morrow | *Co-Chair*

Shaundel Dottin-Agim

Ryan Taylor | *Co-Chair*

Sarah Ripley Phulesar | *Ex Officio*

Tai Zimmer

TRUSTEES

Andrew Pullin | *Trustee 1*

Naomi Brito | *Trustee 2*

Tanya Rudd | *Trustee 3*

HEALTH & SAFETY COMMITTEE

Andrew Yuill

Gabriel Miranda Pires | *Chair*

Graham Galway

Jerrett Clark | *Ex Officio*

Sarah Gay

Sarah Ripley Phulesar | *Ex Officio*

JOINT COMMITTEE ON THE ADMINISTRATION OF THE AGREEMENT

Erenia Hernandez Oliver

Gabriel Miranda Pires

Jerrett Clark | *Chair*

Karen Martin

Lenore Gale

Margaret Tannahill-Wade

Paul Smith

Sarah Ripley Phulesar

Shaundel Dottin-Agim

THANK YOU TO OUR VOLUNTEERS

EXECUTIVE BOARD

Jerrett Clark | President

Sarah Ripley Phulesar | Vice President Internal

Shaundel Dottin-Agim | Vice President External

Ryan Taylor | Treasurer

James Simpson | Treasurer (Former)

Sherri Sunstrum | Recording Officer

Kathryn Desplanque | Chair, Communications Committee

Lenore Gale | Chair, Grievance Committee

Gabriel Miranda Pires | Chair, Health & Safety Committee

June Creighton Payne | Interim Chair, Racial Justice Committee

Fran Craig | Zone Officer, Zone 1 (Former)

Karen Martin | Zone Officer, Zone 2 (Former)

Erin Feltmate | Zone Officer, Zone 3

Erenia Hernandez Oliver | Zone Officer, Zone 3 (Former)

Jennifer Donahoe | Zone Officer, Zone 4

Samantha Shortt | Zone Officer, Zone 4 (Former)

Morgan Rooney | Zone Officer, Zone 5

Kara Holzer | Zone Officer, Zone 5 (Former)

Alisdair MacRae | Zone Officer, Zone 6

Paul Smith | Zone Officer, Zone 7

Jade Serran | Zone Officer, Zone 8

Margaret Tannahill-Wade | Zone Officer, Zone 8 (Former)



Canadian Union of Public Employees 2424

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