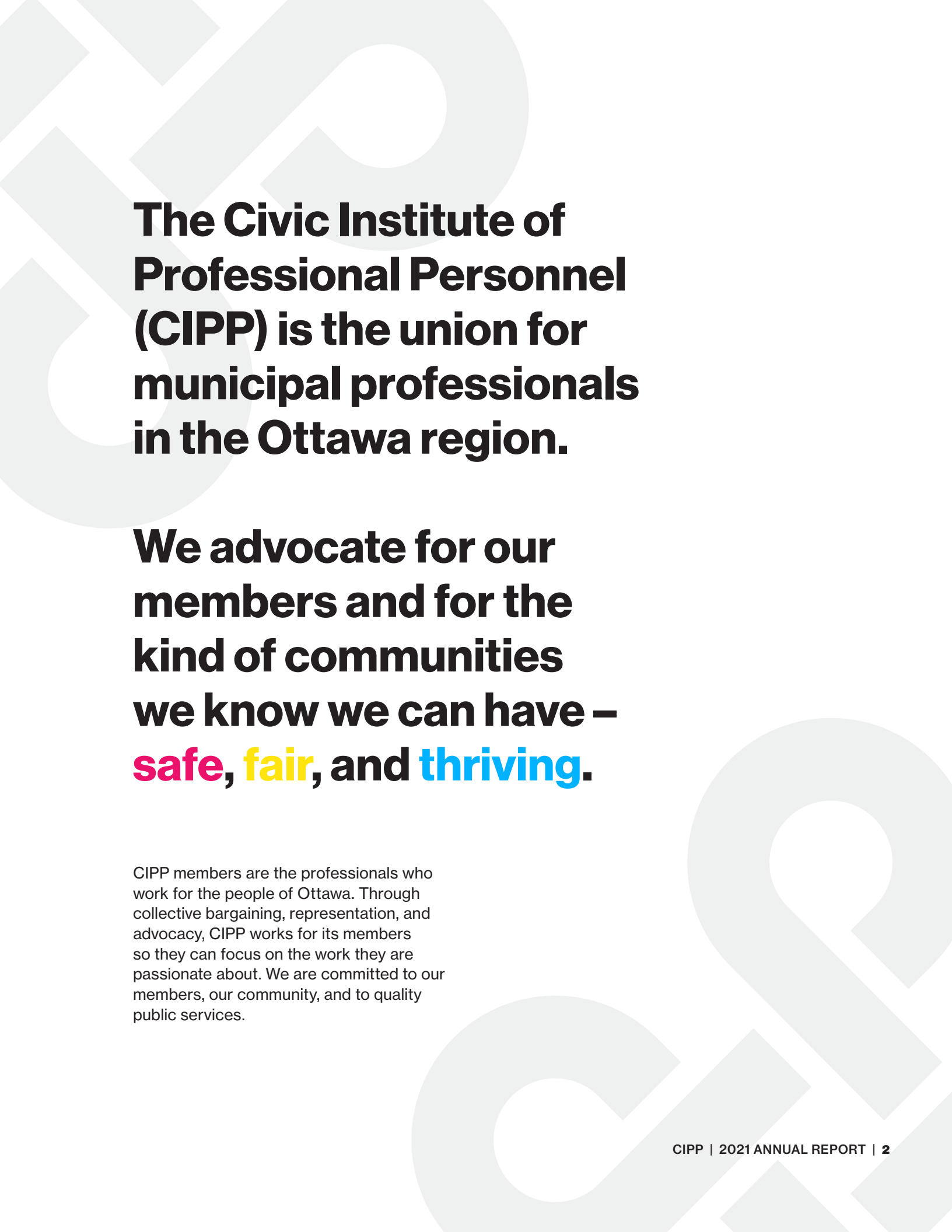




# 20 21 ANN UAL REP ORT





**The Civic Institute of  
Professional Personnel  
(CIPP) is the union for  
municipal professionals  
in the Ottawa region.**

**We advocate for our  
members and for the  
kind of communities  
we know we can have –  
safe, fair, and thriving.**

CIPP members are the professionals who work for the people of Ottawa. Through collective bargaining, representation, and advocacy, CIPP works for its members so they can focus on the work they are passionate about. We are committed to our members, our community, and to quality public services.

# TABLE OF CONTENTS

- 5** President's Report
- 7** Executive Director's Report
- 9** Treasurer's Report
- 10** Labour Relations Report
- 12** Occupation Health & Safety Report
- 14** Member Engagement & Diversity Committee Report
- 15** Scholarship Committee Report
- 17** Governance and Human Resources Committee Report



Three white N95 masks with black straps are arranged on a black background. One mask is at the top, one in the middle, and one at the bottom. The straps are loosely coiled around the masks.

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***I could not be  
prouder of our  
union and of  
our members.***

# PRESIDENT'S REPORT

I could not be prouder of our union and of our members.

You are the professionals on the frontlines supporting our community in so many settings – from public health to long-term care, from community housing to COVID swabbing sites, from vaccine teams to paramedics. In important leadership roles and right across the city, you continue to be the backbone of the City of Ottawa's response to the pandemic. Many of you have stepped up to take on new challenges that keep our city going. And your work continues to be invaluable.

As our city deals with the pandemic, our membership has significantly expanded. Many of these members are responsible for protecting the most vulnerable people in our community.

While you have protected lives and set the stage for a brighter future, CIPP has adapted to serve all of you. Your CIPP Board of Directors has engaged in organizational strategic planning as well as well-timed enhancements to our policies and governance. I am convinced that these efforts

will build a stronger member-centric organization and better prepare us to meet the challenges ahead.

In many ways, this has also been a year of transitions with new board members, new committee members as well as new staff. We are fortunate to have hired Executive Director Peter Bleyer who is leading our union through one of the most difficult times in history. I want to share my first-hand knowledge that our staff have been busier than ever while also preparing to negotiate two collective agreements.

I would like to thank the entire CIPP Board of Directors, our Committee Members and staff for their camaraderie, resiliency, engagement, time and especially their tenacity over the last year. It is no surprise to me that these professionals continue to exhibit the same qualities that we see from our members each and every day. You elected an amazing team of leaders and we are supported by absolutely exceptional staff. I am proud to represent this union and I want to thank our members for all they do for our community.

With respect,

**DARRYL WILTON**

*President*

## **Our strategic priorities are:**

- continued excellence in labour relations
- a focus on health and safety
- expanding member engagement and diversity
- effective advocacy on the issues that matter most



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***And while you  
were looking  
out for the  
people of our  
city, your union  
was looking out  
for you.***

# EXECUTIVE DIRECTOR'S REPORT

It was an honour to join CIPP as your Executive Director early in 2021.

The work that CIPP members do as municipal public service professionals is always important; it is always essential to making our City work for its people.

And this has never been truer than since March 2020. I've had the privilege of connecting with members who have been on the pandemic frontlines, working with Ottawa Public Health (OPH) to deliver vaccine and other health services at centers, in neighborhoods, at schools and on farms. I've heard about the challenges facing paramedics managing daily emergencies while dealing with COVID-19.

I have spoken with CIPP members caring for long-term care residents during these many difficult months and others who stepped up to help with this essential work. Members have been redeployed to respond to community needs for food, financial security and for shelter. They have implemented innovative testing of wastewater for COVID-19 levels and they have maintained and grown community housing when it is more important than ever.

Whether you have been contributing from the workplace or from home. Whether you were on the frontlines or behind the scenes, your work has been invaluable.

And while you were looking out for the people of our city, your union was looking out for you. CIPP provides services you can count on. In 2021, our labour relations team applied a problem-solving approach to a record number of calls and delivered results. We applied our expertise to get to the best possible outcome for you in collective bargaining with the City of Ottawa – which we will soon, finally, be concluding – and with Ottawa Community Housing.

We've expanded our regular consultations with your employers at Ottawa Public Health, Long-term Care, the Paramedic Service, Ottawa Community Housing as well as other departments at the City – to get ahead of issues in the workplace.

**But to be truly effective we need to hear from you.** That's why we are increasing two-way communication, looking for your feedback and input and expanding our member engagement efforts.

We have launched a new quarterly CIPP newsletter featuring important updates and actions you can take. We also moved your CIPP Coffee Break events online to offer members a place to connect and support each other.

Your union is staying on top of the issues that matter most to you. We have made workplace health and safety a top priority and plan to expand this work in the months ahead. We have advocated for an independent review of OMERS to protect your hard-earned retirement income.

CIPP will always be a strong public voice for you. This fall we are launching a campaign to make sure our community understands how you support and care for them.

Watch for profiles of CIPP members and their work during the pandemic, online, on street-side ads and on the radio.

None of what we achieved in 2021 and none of our ambitious plans for the year ahead would be possible without the commitment of your Board and the hard-working CIPP staff team. I want to thank James, Julie, Melissa, Rukiya and Shirley for the energy and dedication they all put into serving you.

Take good care,

**PETER BLEYER**  
Executive Director



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# TREASURER'S REPORT

## DEAR MEMBERS,

CIPP's financial position is solid and moving in the right direction during these challenging and uncertain times. In 2021, our membership continued to grow as a result of the City of Ottawa and Ottawa Public Health's ongoing pandemic response. We also benefited from sound investment recommendations provided by our astute financial advisors and prudent fiscal management by the Finance Committee.

## Q3 REPORT

The third quarter report for 2021 shows a total revenue of \$1,493,489.88 and expenses of \$787,693.99. This reflects the increase in our membership throughout the pandemic and the deferral of some significant expenses originally planned for earlier in 2021. These expenses will be incurred in the last quarter of 2021 and early in 2022. These expenses were deferred as a result of:

- A necessary focus on pandemic-related labour issues
- Several staff transitions
- The extension of collective bargaining and arbitration

Considering these factors, CIPP's reserves increased from \$1,868,561 (at the end of 2020) to \$2,338,757.36 (at the end of September).

The Finance Committee recommended that these funds be allocated into two separate reserves:

- an Operating Reserve to maintain operations in case of organizational emergency
- a Strategic Reserve to meet important priorities, challenges and opportunities as they are identified and expenditures are approved by the Board of Directors

## 2022 BUDGET

The CIPP budget for 2022 reflects the continued impact of pandemic hiring on our revenue and expenditures deferred from 2021. It also includes plans to upgrade CIPP's tools, modify facilities for additional staff members and support a hybrid work model. Further investments in member engagement and a real time two-way communication solution are included as well. This budget also accounts for the completion of both collective bargaining and arbitration processes. These initiatives will be achieved, all while ensuring a reasonable surplus for organizational stability and maintaining core services for you, our members.

## LÉO CARDINAL

*CIPP Treasurer*



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***Your Labour  
Relations team  
is here to  
collaborate with  
you on bargaining  
and to resolve  
your workplace  
challenges.***

***Together, we're a  
great team!***

# LABOUR RELATIONS REPORT

It is a very busy time for our Labour Relations team, to say the least! With increased membership, the challenges that come with the pandemic and bargaining – we are working at full capacity for you.

Members are benefiting from our newly-expanded team of three labour relations experts, up from two. We are meeting with members remotely providing the same support we always have, just in a new way.

In 2021 you reached out to us almost twice as frequently as last year. We're proud to report that this has not increased our number of grievances. Our problem-solving approach allows us to regularly resolve challenges with your employers with a positive outcome without the need for further escalation.

Bargaining with the City of Ottawa has continued throughout the year. As you know, we have been meeting and negotiating with the employer and we will soon be moving to arbitration. We are looking forward to sharing the details of your renewed collective agreement in the near future. The bargaining process with Ottawa Community Housing is about to begin, after extensive preparation and consultation with those members. Our bargaining teams are an excellent example of CIPP's value in action - collaboration between members and staff. This allows us to combine your lived experience in the workplace with our Labour Relations team's expertise to get the best result possible at the negotiation table.

COVID-19 continues to be in the spotlight and both of your employers have implemented vaccine policies. We are working to ensure

these policies are implemented reasonably and fairly. And we continue to provide support, assistance and representation to you if you have questions or concerns related to your personal circumstances. Throughout the pandemic, we have been working to support you through redeployments, returning to the workplace, flexible working arrangements and we will be there for whatever challenges lay ahead.

We are in regular consultation with Ottawa Public Health, Long-term Care and Ottawa Paramedic Services. By maintaining an ongoing dialogue we are able to stay on top of changes, new initiatives and developments in your workplace. We use these opportunities, in turn, to advocate for you and problem solve with your employers. We are also, as always, in ongoing consultation with you. We've reached out for conversations about returning to the workplace, to discuss bargaining and to best understand the rapidly changing work environment for our members employed by Ottawa Public Health.

Your Labour Relations team is here to collaborate with you on bargaining and to resolve your workplace challenges. Together, we're a great team!

**JULIE LALLIER-MICHAUD**

*Labour Relations Team Lead*

# OCCUPATION HEALTH & SAFETY REPORT

**H**ealth and safety is an important priority for our union. Each of your workplaces has a Joint Health and Safety Committee that is made up of CIPP representatives, employer representatives along with representatives from other unions in your workplace. With expanded staff capacity, CIPP has increased support for this work and communication with your workplace representatives.

Of course, in the context of the ongoing pandemic, health and safety is more important than ever. Your CIPP team has been working to provide assistance and support to members when it comes to the use and availability of personal protective equipment, returning to the workplace and working from home. Some of our members have been exposed to COVID-19 in their workplace. We have accompanied these members through their experience and concerns with health and safety conditions. And when needed, we have provided support with WSIB claims.

Ongoing consultation with Ottawa Public Health, Long-term Care and Ottawa Paramedic Services also allows us to advocate for your health and safety needs effectively to your employer. At these consultation tables this year, we have been particularly focused on mental health. COVID-19 fatigue is felt by many and we are engaging

the employer to ensure this issue is top of mind, well addressed and that the necessary measures and initiatives are being put into place.

We have also launched a CIPP newsletter this year. Each edition will include a focus on a specific area of workplace health and safety including common concerns, advocacy work and wellness tips.

## **JULIE LALLIER-MICHAUD**

*Labour Relations Team Lead*



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*From immunization efforts to urban planning – CIPP members have not slowed our work to support and care for our community. And so, we are telling your stories.*



# MEMBER ENGAGEMENT AND DIVERSITY COMMITTEE REPORT

In 2021, CIPP continued to engage members in the work of the union while adapting to the challenges posed by the ongoing pandemic. Members contributed to our efforts to “Fix OMERS”. After the revelation that our pension plan has underperformed for 10 years and that management no longer reports back to us when the fund doesn’t meet its targets, we pushed back.

278 CIPP members emailed the OMERS President & CEO and the Chair of the OMERS Administration Corporation Board to call for an independent and transparent review of its investment performance. We are demanding that this review be undertaken by representatives of plan members like CIPP. We are also working closely with other plan members who share our goals. Together, we will continue to work toward an independent review of our OMERS’ performance.

In response to the ongoing pandemic, we have moved our popular CIPP Coffee Breaks online. Our inaugural online coffee break took place in July and gave members an opportunity to connect in small discussion groups to share successes and challenges. We will continue to host CIPP Coffee Breaks quarterly, inviting a variety of guests and allowing more space for casual discussion of union business as suggested in your feedback.

Building on the Thriving Together campaign, we are preparing materials to celebrate the important contributions CIPP members make to our community. From immunization efforts to urban planning – CIPP members have not slowed our work to support and care for our community. And so, we are telling your stories. Member profiles will be promoted online and around our community to share the valuable contributions you make. We are also asking each of you to tell us your stories so that we can highlight your work in our community.

We plan to continue this important campaign as we move into 2022 and expand our efforts to encourage broad and diverse participation in our union. Member engagement is the heart of the work of CIPP, join us!

## MEMBER ENGAGEMENT AND DIVERSITY COMMITTEE MEMBERS

*Beverly Croft, Chair  
Lola Dubé-Quibell  
Suzanne Rowland  
Wendy Schurman  
Nassim Kanani-Seisan  
Nathan Hauch*

# SCHOLARSHIP COMMITTEE REPORT

**O**ur scholarship program supports the educational goals of our members' children. Each year two scholarship recipients are provided financial assistance to attend any full-time degree or diploma program at a Canadian post-secondary educational institution. Established in 2012, this is our tenth year supporting students!

This year we asked applicants to answer the question: what can unions, such as CIPP, do to build public support for public services in the post-COVID 19 pandemic world?

We were impressed with the quality of applications and the caliber of the students. The committee enjoyed taking the time to read each student's response to our essay question, review their references and take a look at their grades. The Scholarship

Committee completed the difficult task of selecting just two recipients. These selections were then presented to the Board of Directors for approval. Each recipient was awarded \$2000 and the scholarship was directed to their respective Canadian postsecondary institutions.

## **CIPP SCHOLARSHIP COMMITTEE MEMBERS**

*Lola Dubé-Quibell, Chair*

*Paul Adams*

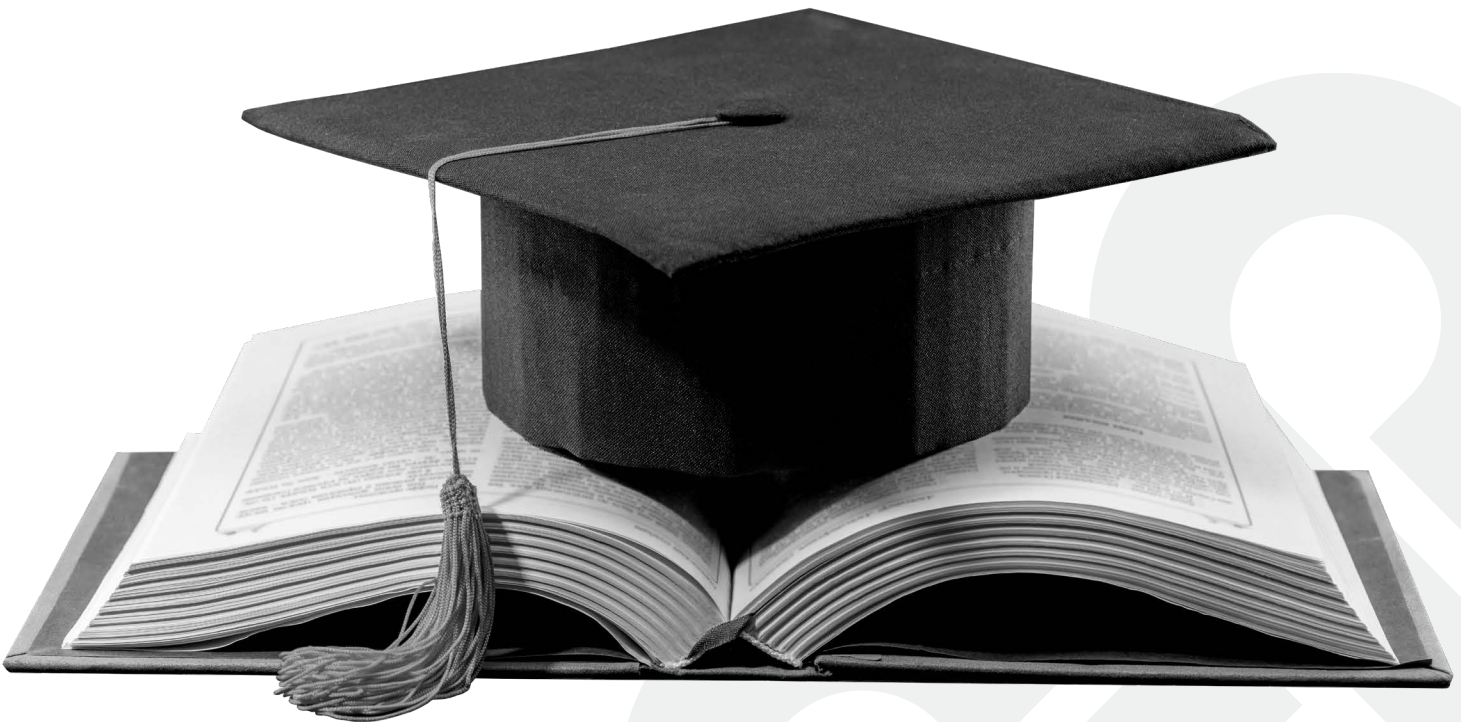
*Mike Bureau*

*Whitney Chase*

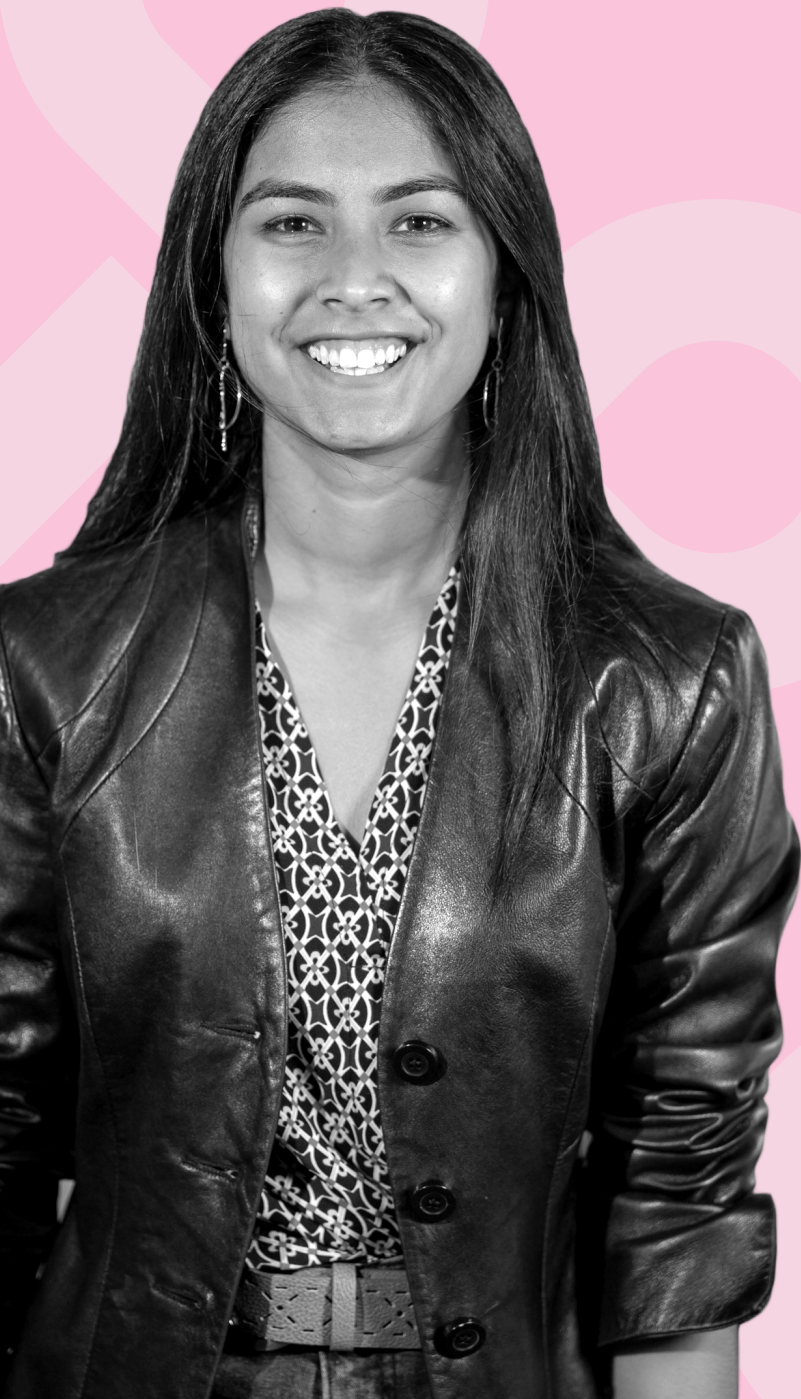
*Beverley Croft*

*Tanis Eardley*

*Nathan Hauch*



**CIPP is proud to  
congratulate the  
recipients of our 2022  
Annual Scholarship:  
Sabreen Sidhu  
and Ron Ghersein.**



# GOVERNANCE AND HUMAN RESOURCES COMMITTEE REPORT



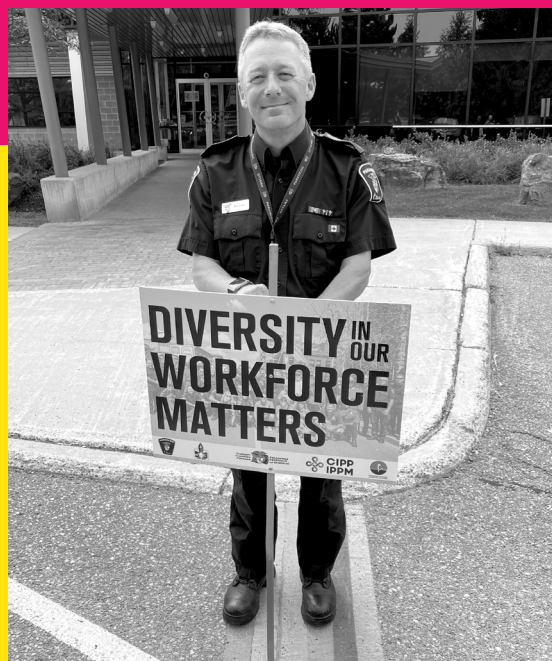
**T**he Governance and Human Resources Committee was created in 2019 to support these important areas of work for the CIPP Board of Directors.

Highlights of the Committee's work in 2021 included the proactive review of a number of CIPP Board policies including Health and Safety and maintaining a Respectful Union. Policies on Accepting Positions Outside the Union and on Contributions, Donations and Gifts as well as the CIPP Investment policy were also reviewed and updated.

The Committee also focused its attention on issues related to Board succession and the importance of broad and diverse representation of the membership. Among other things, we noted the important role that CIPP Committees can play in recruiting and engaging more new members in the work of the union.

## **GOVERNANCE AND HUMAN RESOURCES COMMITTEE MEMBERS**

*Beverly Croft, Chair  
Ryan Baker  
Lola Dubé-Quibell  
Molly Kline  
Suzanne Rowland  
Darryl Wilton*





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