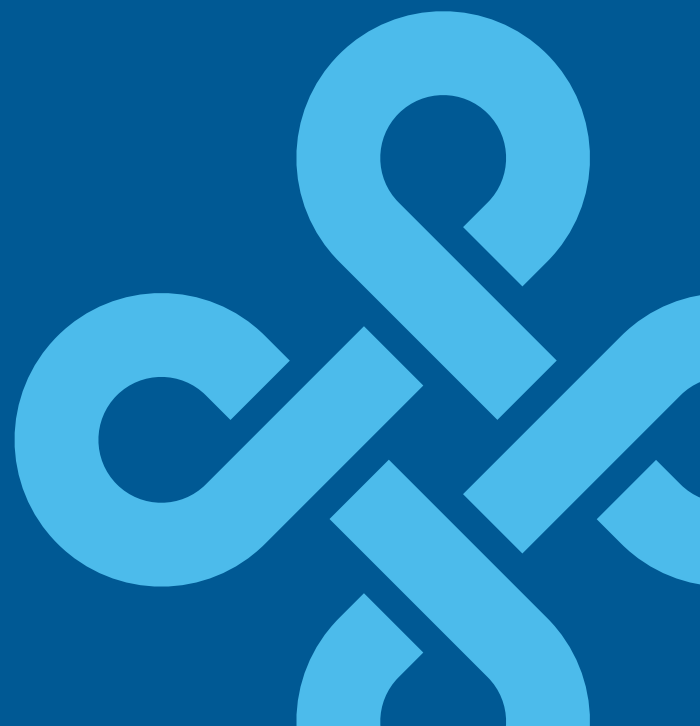




Annual Report

2025



About Us

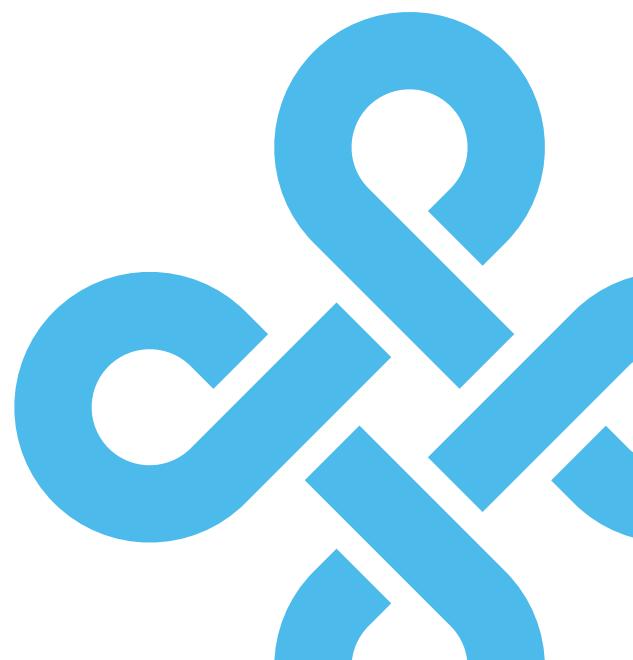
The Civic Institute of Professional Personnel (CIPP) is the union for municipal professionals in the Ottawa region. We advocate for our members and for the kind of communities we know we can have – healthy, fair, and thriving.

CIPP members are the professionals who work for the people of Ottawa. Members work together to advocate for themselves, quality public services, and our community.



Table of Contents

Board of Directors Report	01
Executive Director Report	03
Treasurer Report	06
Labour Relations Report	07
Connect Letters	10
Scholarship Committee Report	16
Governance and Human Resources Committee Report	17



Board of Directors

Report

This past year has been defined by energy, innovation, and a deep sense of solidarity.

We have continued to build on a growing momentum for positive change. Our members have shown, time and again, that when we act together, we can make a difference.

A year of change and connection

Our union is more engaged than it's ever been, and the voices of our members are guiding us forward. This year's bargaining expectations petition demonstrated the strength of a united membership and sent a clear message to the employer: CIPP professionals deserve respect, fair compensation, and flexible work that recognizes the realities of a modern workplace. We continue to defend meaningful hybrid work options that contribute to better results for residents and the well-being of our members and their families.

Our staff are more than advocates; they are partners in action. Whenever a member faces a challenge or the employer missteps on the collective agreement, our team is ready to do the work to support members or to hold management to account. Keeping the employer accountable is about more than just protecting our members' rights.

This past year, we stood shoulder to shoulder with other unions and community organizations to defend public services, protect pensions, and

challenge arbitrary return-to-office mandates. These alliances ensure our collective voice carries beyond our union, reminding employers and decision-makers that the fight for fair workplaces is a fight for the whole community.

Stronger together

The pandemic years proved that our union can adapt quickly and make real progress. We are carrying that momentum forward into the coming year, which will bring with it another critical round of bargaining.

We know new results require new actions – that's why we're also embracing an exciting season of change at CIPP. This year, we launched CIPP Connect, a new program designed to deepen relationships and grow your union's power through member leadership.

“ We know new results require new actions – that's why we're also embracing an exciting season of change at CIPP. ”

A core group of members joined us for the first-ever Connect Member Retreat, spending a full day examining our strengths, challenges, and opportunities. They discussed and started planning



how to continue to build up our union to get better results from bargaining in 2026 and beyond.

With our members, other unions and community allies by our side, we are prepared to make real change. We will face this year's negotiations united and confident. Together, we are not only resilient but forward-looking, ready to create a better, fairer workplace for every member.

To our members, CIPP is stronger because of you – with your continued support and engagement, we will keep building a union that listens, leads and delivers.

CIPP Board of Directors

Shen Bai
Mike Bureau
Leo Cardinal
Victoria Cowell*
Ahmad Luqman
Stan Mathew*
Matthew Moore
Wendy Schurman
Naika Thomas
Krishon Walker

*No longer a CIPP member





Executive Director
Peter Bleyer

Executive Director Report

A Year of Building Strength

2025 has been a year of building strength in our union as we prepare for the most important round of bargaining in recent CIPP history. That strength is a direct reflection of our members' engagement – this year, our members have been bringing power to the table with their voices and actions.

Between member engagement and the efforts of our staff and organizers, our union is standing stronger than ever.

Our CIPP team has engaged and mobilized members through surveys and consultations, and is preparing the research and actions necessary to ensure we enter this round of bargaining with clear priorities and members' voices at the forefront.

The CIPP Board played an active role in making positive changes within the union this year. We built up our Connect network, improved our organizing tools, and upgraded our digital infrastructure to facilitate more direct engagement with members. We're investing in the right tools to make supporting our members easier and better than ever before.

The labour relations team has also been working hard to facilitate change and prepare for the year ahead. Our Labour Relations Officers have been visiting members' workplaces and bringing their top issues directly to the employer, with a focus on bridging the gap between table talks and real member challenges.

CIPP has continued to consult with employer leadership across the City of Ottawa and at Ottawa

Public Health, Ottawa Paramedic Service, and Ottawa Community Housing (OCH). We also negotiated a new collective agreement for our members at OCH, which included wage increases over three years. Individual and policy grievances across the City reflect ongoing challenges on key issues such as hybrid work, safe workplaces, overtime, and protecting bargaining unit work. We made ground on many of these issues in 2025, and we're ready to make more.

Hybrid work continues to be a top priority as workplace culture evolves. As more employers mandate workers back to the office, CIPP is remaining vigilant to ensure collective agreement language is respected and that there is no unreasonable denial of hybrid work.

Beyond workplace issues, we've engaged with the Ford Government's review of OMERS governance to defend member pensions and continued to advocate alongside other unions on issues affecting all municipal employees. We will continue to collaborate with other unions to put pressure on the employer where it's due and push for greater transparency in decision-making that affects members.



Looking ahead to the coming year, we're mobilizing to drive significant change at CIPP. Strengthened by the highest levels of member engagement in years, we are ready for the challenge of a new round of bargaining with the City of Ottawa.

" We are ready for the challenge of a new round of bargaining with the City of Ottawa.

CIPP is managing its finances responsibly so that we are ready to meet the membership's evolving needs. Our 2026 budget reflects member priorities and will ensure CIPP is well-resourced to support them now, through the next round of bargaining, and into the future.

Our members show up every day to make our community a better place, and they deserve the same from their employer. CIPP is ready to amplify our members' voices and push hard for the results they are looking for in 2026.



“

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Peter Bleyer | **Executive Director**



Treasurer

Report

Q3 Report

At the close of the 3rd quarter of 2025, CIPP had revenue of \$1,382,933 and expenses of \$1,265,154. Dues revenues have stabilized and are now consistent year-over-year, following the end of all pandemic-related staffing at Ottawa Public Health. Thanks to stable revenue and sustainable investments, CIPP's financial outlook is positive.

Our Strategic Activities Reserve (SAR) is currently at the \$2,350,000 cap set by the Board of Directors in 2022. CIPP's unallocated reserves have expanded from \$1,201,451 at the end of 2024 to \$1,556,693 and the Restricted Operating Reserve (ROR) remains at \$350,000. The Strategic Activities Reserve is an essential resource for our union. It is available to support priorities identified by the membership through the Board of Directors.

2026 Budget

The budget for the coming year reflects our commitment to growing the union's capacity and to delivering high-quality services to all members. We are committed to building our power to push for improved results in bargaining while maintaining long-term financial health.

This budget includes support for collective bargaining, continued investment in organizing and advocacy, and funding for the Connect network to meet union objectives.

Finance Committee Members

Mike Bureau, **Treasurer**
Shen Bai
Leo Cardinal
Victoria Cowell
Matt Moore



Labour Relations

Report

We're in a pivotal moment at CIPP. Your Labour Relations team is laying the groundwork to turn your challenges into strong advocacy and real change for better workplaces.

This year, we focused on what matters most: listening to your concerns and advocating for better, fairer and safer work. We supported members through grievances and defended their rights when the employer fell short.

Here to support you

In late 2024, we negotiated a new three-year term Collective Agreement for our members at Ottawa Community Housing (OCH), which became effective January 1st, 2025. The agreement notably included improvements to benefits and enhanced language on hybrid work, important priorities for members at OCH.

We also heard about member challenges at the City of Ottawa and met them with action. We pushed back on the employer in our consultation meetings and filed grievances to set a strong precedent – CIPP members deserve better.

We strengthened our collective voice by visiting workplaces and bringing your experiences directly to our meetings with leadership from Ottawa Public Health, Ottawa Paramedic Service (OPS) and OCH. We put our boots on the ground in Long-Term Care facilities, where we were told bargaining unit work

was being given away. Our Labour Relations team supported members by filing a policy grievance to protect their rights to that work. We also took action by filing a policy grievance with OPS when we became aware of the employer's failure to respect overtime language.

We will continue connecting with members in their workplaces this year to strengthen our union and provide support when it's needed most.

The future of hybrid work at the City of Ottawa

With the recent policy announcement of the employer requiring all employees to return to the office five days per week, effective January 1st, 2026, many of you expressed important concerns about how these arbitrary changes would affect you. CIPP is pushing back! With the language on hybrid work awarded in the last round of collective bargaining, we are focused on fiercely supporting members on their collective agreement rights to request hybrid work arrangements.

We immediately, strongly and publicly opposed the decision of your employer, we filed a policy grievance, and we made an impact. We will continue to firmly push back and support your rights on this important issue.



A turning point at the bargaining table

We've been listening to your concerns. As the City's Collective Agreement approaches expiration this December, we've learned about your challenges and hopes for the future. The bargaining survey saw record-breaking engagement from members, which is critical in helping us shape proposals that reflect the needs and priorities of CIPP members.

We're laying the groundwork to make real changes at the bargaining table on issues you care about: most importantly, pay that keeps up with the cost of living and benefits that match today's realities, among other priorities.

In this next round of bargaining, it's time for the employer to show respect to CIPP members.



Julie Lallier-Michaud |
Labour Relations Team Lead



“

We're laying the groundwork to make real changes at the bargaining table on issues you care about.

Julie Lallier-Michaud | **Labour Relations Team Lead**



Connect Letters

CIPP members are no longer waiting on the sidelines, without any avenue to impact the results of bargaining. At the 2024 AGM, your union launched CIPP Connect: a member-led program designed to build bargaining power through member engagement, leadership, and action.

Over the past year, more than 100 members have joined Connect. Thanks to the organizing of members like you, a significant majority of CIPP City of Ottawa members signed the CIPP Expectations for Bargaining petition – an action that helped secure an early start to bargaining, brought senior leadership to the table, and

catalyzed hundreds of new conversations between members.

If you're looking to have more of a say in your union, I encourage you to join your colleagues that have gotten involved in Connect.

The following letters were written by Connect leaders Andrew Gleeson, Bev Croft, Dietrich Sider and Naïka Thomas and highlight just some of the amazing people and the work that has gone on in the past year.

Hannah Kaya | **Organizer**

“ If you're looking to have more of a say in your union, I encourage you to join.



Andrew Gleeson

I joined the City in 2005 and became a CIPP member in 2011. For most of that time, my involvement with CIPP had been limited – a half dozen AGMs, a golf tournament or two, and signing any petition that came my way. But as I enter the latter half of my career, I've started paying closer attention to how our union operates and the challenges we face.

Like many members, I've felt frustration over the last few rounds of bargaining. The City's approach – sending representatives without the authority to negotiate and defaulting to binding arbitration – has made it clear that we need to shift how we organize and apply pressure.

That's why I've started getting more involved. I've enjoyed working with the CIPP Connect team to support the organizing process, promote the bargaining expectations survey, and help position CIPP for a stronger, more coordinated approach in the next round of bargaining. Our first meeting in January laid out the realities of past negotiations and the expectations ahead. We're starting with list-building: gathering personal contact info and gauging member engagement so we can communicate more effectively outside City channels.

I'm also planning to run for a board position at the fall AGM. Part of my interest in stepping into this role is to challenge myself and create a learning opportunity – to grow as a leader while contributing to a union that's evolving in exciting ways. I believe

we need to show up in numbers – in person or virtually – to vote and help shape the future of our union.

Being part of CIPP has reminded me that solidarity isn't just a slogan – it's a strategy. I'm proud to stand with colleagues who are ready to push for fairness, transparency, and respect. Together, we can change the conversation.



Bev Croft

I'm Bev, a public health nurse with Ottawa Public Health.

I started working with the City in 1999 and first joined the Board in 2013 for two years and then rejoined it in 2019 and served six years. To be completely honest, prior to becoming a Director, I had never even thought about being involved with CIPP. Now, I look back on it as one of the best decisions I made. Both terms on the Board were professional and personal growth experiences.

It can be a little nerve-wracking to start something completely new, but I wanted to give it a try. As a Director, I joined several committees such as the Member Engagement Committee (now known as the Member Engagement and Diversity Committee), the Governance and Human Resources Committee, and the Scholarship Committee as a member. I later took on a leadership role with those committees and served as Chair of each of them at different times.

My leadership experience with the Board expanded when I served as Vice President for a year. And, of course, my last two years I had the great honour and privilege to serve as the President of the Board of Directors. I also had the opportunity to serve as Chair of the Negotiating Committee during our last round of bargaining. While not currently involved with the Board this year, I have stayed as an engaged union member as part of the Member Engagement and Diversity Committee, the Negotiating Committee and the Connect group.

Being involved in the union has taught me a lot, from the roles and responsibilities of the Board to how the bargaining process works, to best practices for member engagement and much much more. However, the highlight for me in my many roles was working with the other members from across our union, that I would normally not have the chance to work with, as we strived to best represent and support you, the members. For me, it has always been about the members.

I would also like to extend a huge thanks to the CIPP staff. Through my years with the union I have witnessed their dedication and tireless work on our behalf.



Dietrich Sider

My experiences over the last year working with CIPP and the Connect network have opened my mind and heart to all of the possibilities that we can build together as a union. Along the way I have learned and grown and worked alongside inspiring and dedicated colleagues, met hundreds of you, and witnessed the birth of a re-energizing of this union where we are feeling, and taking first steps to reclaiming our power!

Over the past year as a member of Connect I have learned: I received training alongside thousands of other union members from around the world on the fundamentals of organizing from Organizing For Power (O4P). It was incredibly inspiring to hear from workers and other organizers on what they are doing to apply organizing skills to help their organizations build the power they need to win!

I've also listened: In my own department and outside, I've had the opportunity to host small group bargaining consultations – an opportunity for members to sit down together and talk through what is important to them in the next contract. While some of what I heard was unsurprising, I came away with a much better understanding of the priorities of members whose circumstances are very different from mine, or whose workplace conditions are very different. It was a humbling experience, and that information will be incredibly valuable for our bargaining team when they sit down across the table from the employer soon.

My favourite part of being a Connect member is by far the opportunities to meet all of you, hear your stories and dreams and concerns, but most of all, feel the energy and excitement that you bring to wanting to make this a better workplace for everyone! You care! About me, about the colleagues on your team, about every one of us!



Naïka Thomas

My journey with CIPP began last year, when a group of members advocated and worked on the motion calling out the harm caused by the City of Ottawa's silence on Palestine. That moment was more than a political stance—it was a call for accountability, solidarity, and care. I was moved by how many members came together in support of the motion, and it was in that collective action that I saw the power of our union to create meaningful change.

That experience inspired me to get more involved, and I was honored to be elected to the Board shortly after. This year, I've had the privilege of leading the Member Engagement and Diversity Committee, where we have worked to establish a Human Rights discussion group that we hope to launch in the near future.

Through union training, I've deepened my understanding of labour rights, and collective power. I've also joined the Connect group, where I've enjoyed participating in growing union involvement across different departments.

Being part of CIPP has reminded me that unions are not just about contracts—they're about care, courage, and collective power. I'm proud to be part of a union that is willing to name harm, take a stand, and build spaces where members can feel seen and supported.

I look forward to continuing the work of building and strengthening a union that reflects our shared values and collective vision.

In solidarity.



“

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Naïka Thomas



Scholarship Committee

Report

Our CIPP members help build better communities for people across Ottawa. Each year, we award three scholarships to the children of members to pass on the values of public service to future generations.

Since 2012, CIPP has awarded over \$48,000 in scholarships, supporting our members' children in pursuing their dreams of attending a college or university in Canada. This year's 32 applicants wrote essays reflecting on how municipal professionals contribute to community well-being and why that matters to them personally.

"I was heartened by the stories of our members' children and touched by their gratitude for municipal services," shared Shen Bai, co-chair of the Scholarship Committee. "I was delighted to see how many applicants recognized the importance of services like snowplowing; it's this appreciation for public service workers that strengthens our communities."

After carefully reviewing each application, our committee selected three students to be awarded \$2,000 each to pursue their education – for many of them, that means following in their parents' footsteps.

"I knew from a young age that I wanted to do meaningful work, something that would allow me to help others. Watching my father work as a paramedic for the City of Ottawa, I found the idea of meeting people and helping them in difficult moments truly inspiring," shared Ève Thibeault, a recipient of CIPP's 2025 scholarships.

One day, she hopes to work as an occupational therapist, helping people in her community just like her dad. We're proud to support Ève as she builds on this legacy, and we're excited to see the difference she'll make!

If your child is pursuing post-secondary education in 2026, we encourage you to have them apply for a CIPP scholarship. Let's continue supporting the next generation of changemakers.

Scholarship Committee Members

Shen Bai, **Chair**

Victoria Cowell

Krishon Walker

Mike Ostrom

Sara Mashaie

Andrew Gleeson

Laura Pedneault-Roussel

Lola Dubé-Quibell

Alison Lynch

Laura Crupi

Emmanuel Rey

Allan Sansom



Governance and Human Resources Committee

Report

The Governance and Human Resources Committee has an ongoing role in providing oversight for the administration of your union.

The role of this committee centres around the review and, where necessary, revision of the bylaws and policies that guide CIPP in its work.

This year, the committee ensured our Health and Safety policy was adapted to our new premises and that our Respectful Union policy remained fit for purpose. The committee also reviewed the Support for Professional Communities policy and recommended a minor revision of the Compensation for Union Business policy.

Most importantly, in 2025, the Governance and Human Resources Committee was tasked to conduct a broader review of the union's governance model. This review included potential changes to the board election process and board composition. The committee considered all possible changes and sought legal advice to inform its discussions. The process led to the committee making several recommendations to the Board of Directors, including that the board make a recommendation at the 2025 AGM. The committee recommended that the board ask members to adopt extended online voting for CIPP board elections beginning in 2026.

Strong, transparent governance continues to be a top priority in CIPP committees and on the Board of Directors. As the nature of our work and the work

of our members evolves, we will remain vigilant to review policies and procedures to support a progressive, empowered membership.

Governance And Human Resources Committee Members

Krishon Walker, **Chair**

Mike Bureau

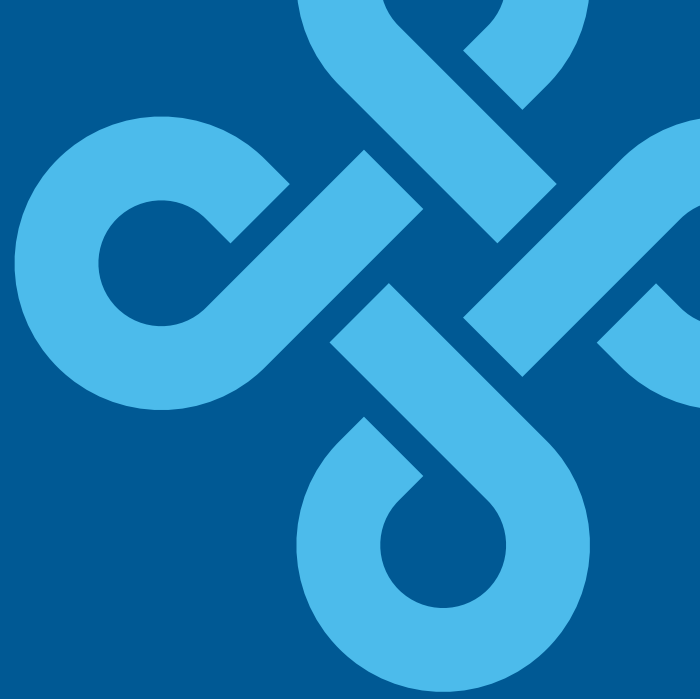
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