



CIPP
IPPM

AGM

AGA



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2025 AGM Agenda

1. Introduction and Opening Remarks

- Adoption of agenda
- Confirmation of 2024 Minutes

2. Reports

- Officer and Committee Reports (see published in 2025 Annual Report)
- CIPP Connect Report
- City of Ottawa Bargaining Committee Report
- Questions and answers on reports

3. New Business

- Resolutions
- 2026 Budget
- Questions and answers on new business

4. Board of Directors Election

5. Adjourn



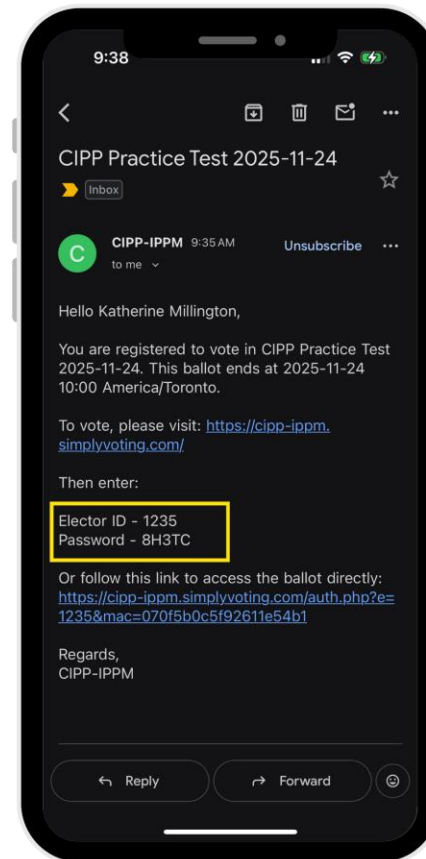
Voting Information

- **Voting credentials**
 - www.cipp-ippm.simplyvoting.com
 - Elector ID
 - Your password
- **Check your email now!**
 - Your voting credentials were **emailed to you in advance** from **vote@simplyvoting.com**
 - Find the email now and save your voter information – star the email just in case
- **Can't find your voting credentials?**
 - Online: email connect@cipp.on.ca now
 - In the room: see Andrea at voting support desk now
- **To vote you need your credentials before 8 PM. Staff cannot help you after this time.**



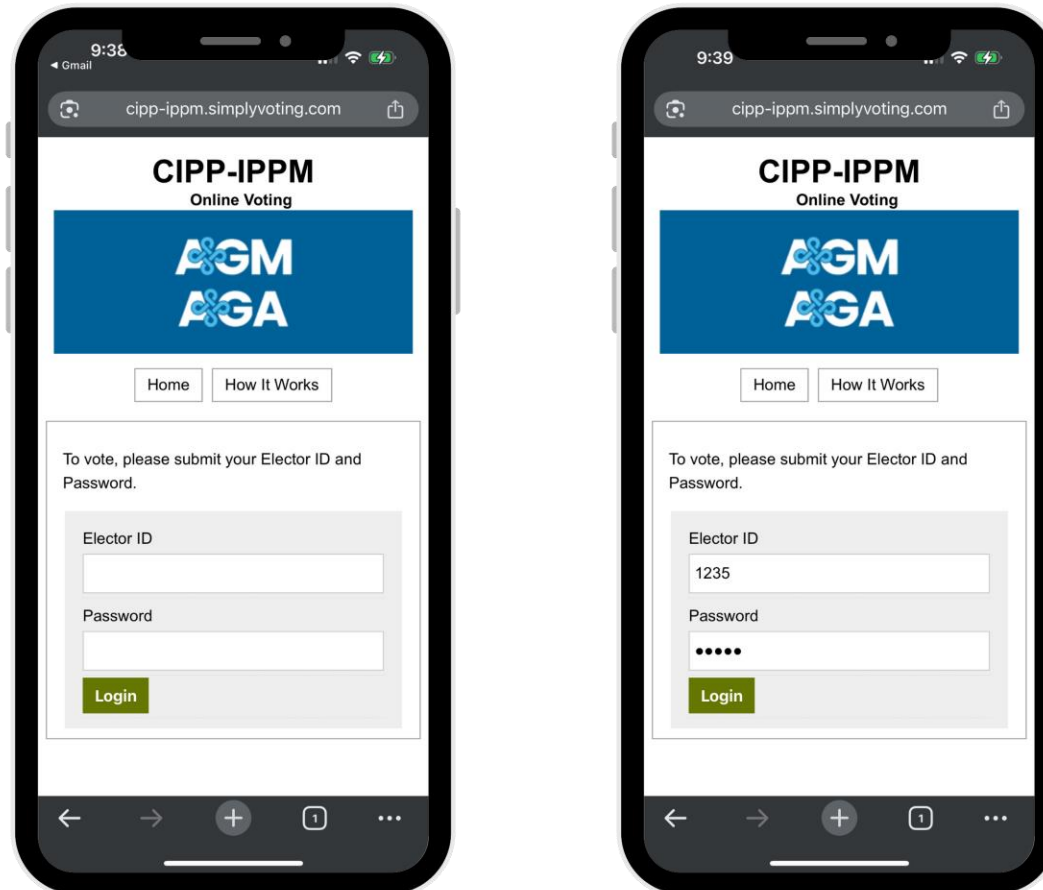
Voting Information

- The email will look like this:



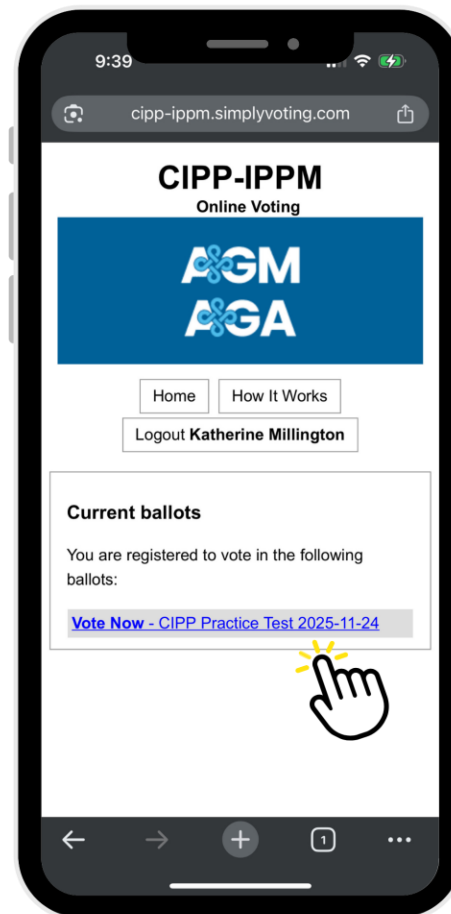
Voting Information

- Login with your elector ID and password from your email
- www.cipp-ippm.simplyvoting.com



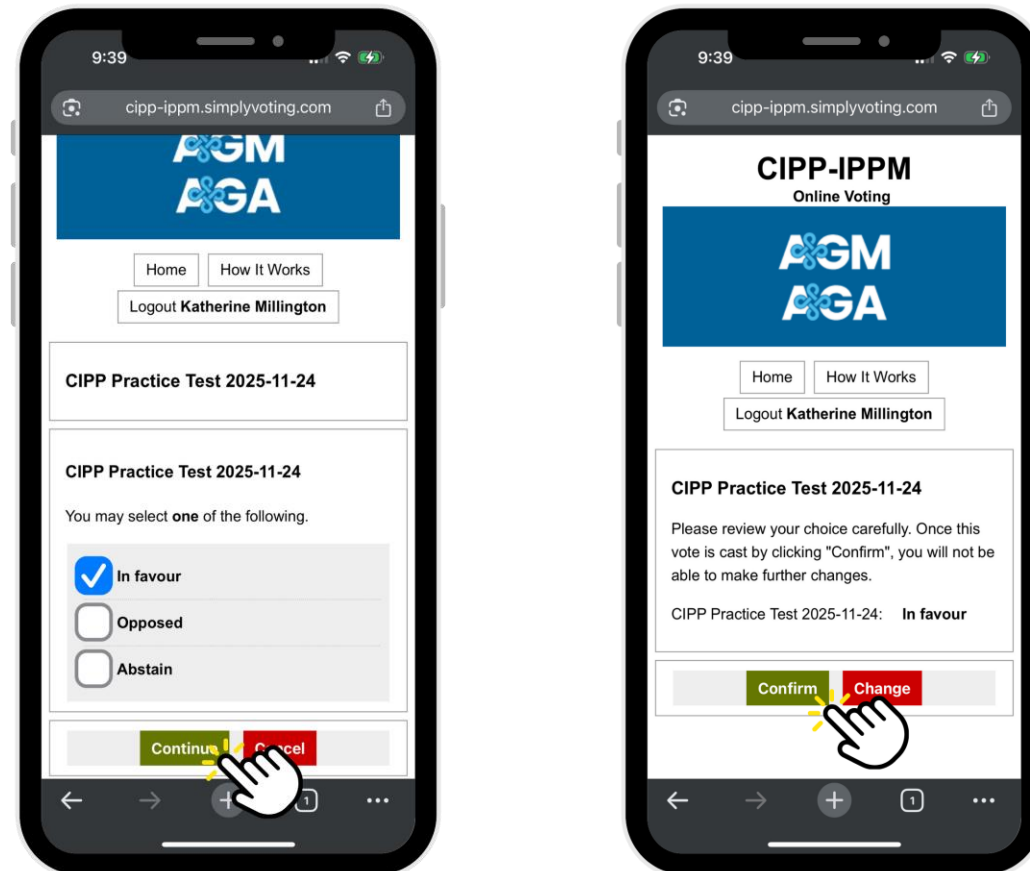
Voting Information

- You should see any current ballots (in blue) and upcoming ballots (in grey)



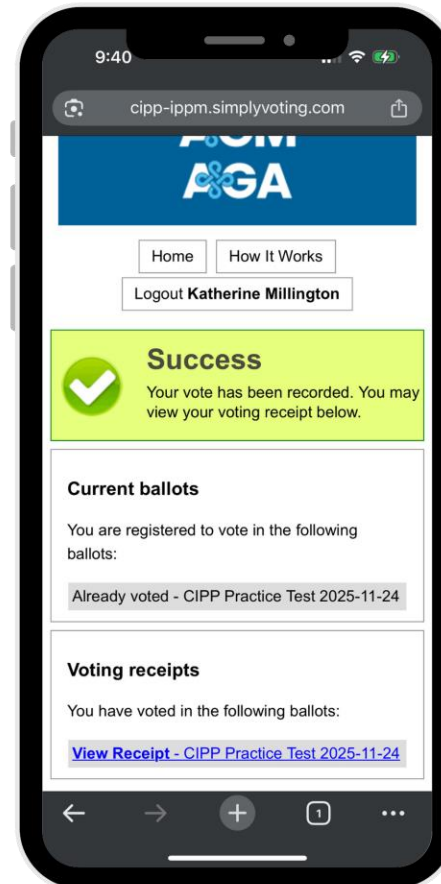
Voting Information

- Cast your vote and select confirm



Voting Information

- Voting confirmation



Adoption of the agenda

- **Motion to adopt the 2025 AGM agenda.**



Approval of the minutes

- **Motion to approve the minutes of the 2024 CIPP AGM.**



Officer & Committee Reports



CIPP Annual Report 2025



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.

03

CIPP Annual Report 2025

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 Craft, Dietrich Sider and Naika 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."



Connect Report



- **2023**
 - **Resolution** to create a member network passes at the AGM.
 - Objective to **boost membership engagement and build bargaining power.**
- **2024**
 - Creation of a new full-time **staff position.**
 - **Presentation** at the 2024 AGM.

Connect Report



- **2025**
 - CIPP Connect is **launched**
 - **Info sessions** in January and July
 - **100+** members registered
 - **Training** program to connect colleagues to their union, build engagement, and take union action
 - Connect hosts **Small Group Bargaining Consultations**
 - Canvassing and **outreach**
 - Defending **hybrid work** arrangements
 - Bargaining Expectations **petition**

Connect Report



- **CIPP Expectations for 2026 Bargaining Petition**
 - **Supermajority** participation – 70% !
 - **Every department** exceeded 60% engagement
- **Building power for this round and into the future**



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City of Ottawa Bargaining

- **2025/26 Negotiating Committee**
 - Wendy Schurman (chair)
 - Bev Croft
 - Andrew Gleeson
 - Ahmad Luqman

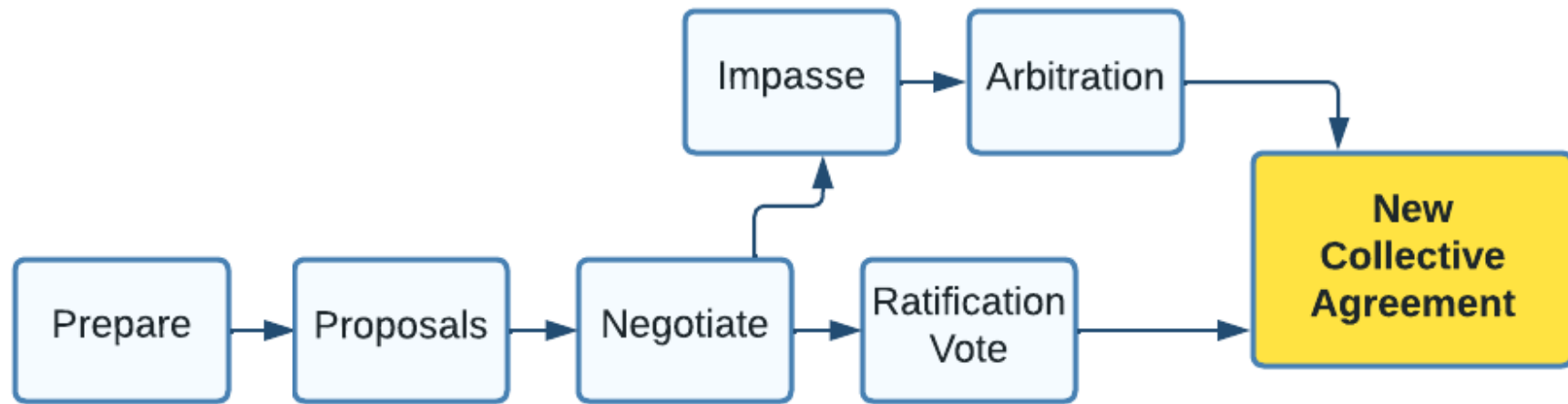


A new approach

- **Disappointment and frustration**
 - Poor results from arbitration
- **Getting on a better path**
 - Employer at fault but our union's responsibility
- **Facts and arguments are not enough**
 - A new approach to bargaining
- **Action and engagement beyond the table**
 - Connect and the supermajority petition



Bargaining process



Bargaining proposals

- **Extensive consultation and solid research**
 - 56% survey participation, close to 50 comparator agreements
- **Evidence-based proposals**
- **Proposals that reflect your priorities**
 - **Time for respect** and that means **fairness**
- **What's on the table?**
 - CIPP: 40+ proposals
 - Employer: very few, very little



Fair pay is very top priority

- **“Do more and get less”**
 - 5 years of losing ground on pay
- **Two-year term**
 - 7.5% (2026) and 6% (2027)
- **Repair past damage from previous awards**
 - 5% cost of living adjustment



Salary proposal

	2021	2022	2023	2024	2025	2026	2027	Total
CIPP	1.5	1.75	2.5	2.5	2.5	7.5	6	24.25
Inflation	3.4	6.8	3.8	2.4	3	3.3	2	24.7
Gap between CIPP and inflation	1.9	5.05	1.3	-0.1	0.6	-4.2	-4	-0.45
Ottawa area comparators:								
CUPE 503 (Inside/Outside)	1.5	1.75	1.8	2	in bargaining			
CUPE 503 (OPL)*					3.985	3.75	3.5	
ATU 279*	1.5	1.75	1.8	2	7	3	3	
Police (Civilian)	2	2	2	2.01	6.85	3.5	3.5	
CIPP (OCH)	2.1	2.3	2.1	2.1	3.5	3.1	2.5	
CUPE 503 (OCH)*	2.1	2.3	2.1	2.1	3.5	4	3.4	

* indicates strike path bargaining units



It's time to catch up on benefits

- **Higher caps and more flexibility on extended health benefits**
 - From \$1250 to \$2500 and from \$1500 to \$3000
- **Increase coverage for dental, orthodontics and vision**
- **New Health Care Spending Account (HCSA)**
 - Starting at \$750
- **Retiree benefits move toward best practices**
- **No medical notes for massage**



Moving past performance pay

- **Performance pay continues shrinking**
 - Capped at \$600,000 in 2009!
- **Replace a broken system**
 - That undermines fair performance reviews
- **Implement retention pay % based on service**
 - Keeps up with the cost of living



Fixing fees and reimbursements

- **Kilometric reimbursement for vehicle use**
 - Match Treasury Board (.62 from .54)
- **Boost the transit subsidy**
 - From 25% to 50% and easier access
- **Employer support for parking**
- **Uniforms and licenses**



Better work/life balance matters

- **More vacation sooner**
 - Reduce wait to move up to additional weeks
- **Expand special leave and reduce barriers to use**
 - 30 to 45 hours and more reasons
- **Improve access to bereavement leave**
 - Cover travel and broaden applicable relationships
- **Pregnancy and parental leave**
 - Reflect best practices
- **Less medical certificates required for IPP**



Defending hybrid work

- **Very high priority for 1500 members**
 - Proven ability to deliver high quality work and services over 5 years.
- **5-day RTO standard**
 - Unclear, contravenes CA, no evidence
- **Clarify language to defend your rights**
 - Individually assessed and not unreasonably denied
- **Prepare to test these rights**
 - Help us to support you



Job security

- **Tough times**
 - Uncertain, federal cuts, City pause
- **Stop contracting out**
 - Where it impacts CIPP jobs
- **Limit use of generative AI**
 - If it takes CIPP work
- **Improve options in case of redundancies**



Specific groups and diverse membership

- **Target needs of specific groups of members**
 - Long-term Care, paramedics, ...
- **Reflect and support our diverse membership and their specific challenges**
 - Leave and benefits



What's next?

- **Strong message delivered on Day 1**
 - December session to deal with questions and clarifications
- **Many bargaining dates in January and February**
 - Continuing preparation
- **Building on the petition campaign momentum**
 - What can you do to keep pressure on the employer?
- **Ongoing communication**
 - Watch for further updates and briefings



Q&A on reports

- **We are only accepting questions about the reports at this time.**
 - There will be time for other questions later in the evening
- **Please come to the mic on the floor or raise your hand in the Zoom chat to be acknowledged.**
- **Please introduce yourself with your full name.**
- **You will have up to 30 seconds to ask your question.**



Resolution to extend voting period for Board elections

WHEREAS member engagement and participation are essential to building CIPP's ability to achieve results for members in collective bargaining and beyond; and,

WHEREAS broadening member participation in CIPP Board of Directors elections will contribute to strengthening our union;

THEREFORE BE IT RESOLVED that the voting period for the CIPP Board of Directors elections be extended for a period of not less than 10 days beginning with the 2026 Annual General Meeting.

CIPP Board of Directors



Q&A on resolution from BoD

- **You can find a copy of the resolution in your AGM kit or on our website**
 - The link to the resolution is in the chat now
- **We are only accepting questions regarding the contents of the resolution at this time**
 - There will be time for other questions later in the evening
- **Please come to the mic on the floor or raise your hand in the Zoom chat to be acknowledged.**
- **Please introduce yourself with your full name.**
- **You will have up to 30 seconds to ask your question.**



Vote on the resolution from the Board of Directors

- That the voting period for the CIPP Board of Directors elections be extended for a period of not less than 10 days beginning with the 2026 Annual General Meeting.



2026 Budget

- **You can find a copy of the budget in your AGM kit or on our website on the AGM Essential Documents page**
 - Link to the budget is in the chat now



2026 Budget Estimates

Revenue	
Dues Revenue	1,850,000
Expenses	
Office Administration	
Staff Compensation (1)	1,160,000
Professional Fees	44,000
Administrative Fees	4,000
Professional Development	40,000
Office Rent	65,000
Office Operations	55,000
Transportation	1,500
Meals	3,000
Honoraria	50,000
Gifts	500
Donations	12,000
Miscellaneous	5,000
Total Office and Administration	1,440,000

Member Representation	
Labour Relations	120,000
Collective Bargaining	90,000
Total Member Representation (2)	210,000
Communications	
Annual General Meeting	35,000
Communications (3)	60,000
Organizing and Member Engagement (4)	60,000
CIPP Scholarship	10,000
Translation	8,000
Promotional Items	7,000
Total Communications, Organizing & Engagement	180,000
Expenses	1,830,000
Revenue	1,850,000
Operating Surplus (Deficit)	20,000

Notes:

1. The increase over 2025 budget reflects the addition of an organizing and communications staff position which was previously funded as a project through the Strategic Activities Reserve (SAR). This line item also includes an adjustment for increments, and an annual increase. The annual increase is tied to economic increases negotiated for CIPP members.
2. Member representation expenses range from legal fees and arbitration/mediation costs to a wide range of tools and services required to support labour relations and collective bargaining.
3. Communications expenses include developing and maintaining communications tools, production of materials, and specific communications projects.
4. Organizing and member engagement costs range from events and materials to union leave for organizing activities.

Q&A on the 2026 budget

- **We are only accepting questions regarding the 2026 budget at this time.**
- **Please come to the mic on the floor or raise your hand in the Zoom chat to be acknowledged.**
- **Please introduce yourself with your full name.**
- **You will have up to 30 seconds to ask your question.**



Adoption of the 2026 budget

- **Motion to approve the 2025 CIPP Budget Estimates.**



Board of Directors Election

- **This year CIPP members are electing five members from the City of Ottawa and one member from Ottawa Community Housing (OCH) to the CIPP Board of Directors.**
- **Each candidate will have two minutes to speak.**
- **Candidate biographies can be found in your AGM kit and on our website**
 - The link to the candidate biographies is in the chat now



2026 Board of Directors Candidates



Andrew Gleeson



Beverley Croft



Léo Cardinal



Lola Dube-Quibell



Mike Bureau



Wendy Schurman



Board of Directors Election

- **Vote is now open!**
 - You **can vote for up to five candidates** to elect to the CIPP Board of Directors
 - If you do not see the election refresh the page by clicking on the home button
- **You have three minutes to vote.**



2026 Board of Directors Candidates



Andrew Gleeson



Beverley Croft



Léo Cardinal



Lola Dube-Quibell



Mike Bureau



Wendy Schurman





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Confirm 2025 Election

- **Motion: Confirmation of the 2025 Election**





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Adjourn





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