



## 5678 CUPE Connection Fall 2020



### President's Message

I would like to take this time to thank all our members for all the work they have done since COVID shut down the schools. Whether it was at home or in the workplace, I am proud how our members stepped up to the plate.

Please remember that everyone has a lot more on their plate, working hard to keep up with the new normal. Our custodians have been given strict guidelines on cleaning schedules. Some people may feel like they are not seeing the custodians as much as they would like to, but be assured that they, as well as all our members are run off their feet. Be kind to one another.

I would like to also give a big shout out to our CUPE 5678 executive and stewards. While going through this pandemic, they have been available, sometimes with very little notice, and working on creating a safe return to schools.

Sheena and I have tried our best to stay on top of things from the CUPE office, which led us to discuss with the executive the possibility of bringing the Secretary Treasurer to work temporarily at the office to assist. The motion was passed by the Executive so that we would release Sheila Roberston starting September 1, 2020. This will be revisited in December 2020 to determine if it should become a permanent release. At that time, we will be coming to the membership for a vote on the 3rd release position. You may remember quite a few years ago it was discussed to have the 3rd full time release, but the subject was dropped. At this extraordinary time, we really feel we need it. This was in the budget for this year.

As you know, the email system has been down. We were just advised this week that it is due to a large fire in Montreal where the servers were at. We are now in the process of moving all emails and our website, so we handle this instead of a company in the Toronto area. This process will be complete by the end of October.

We continue to work daily with HR on issues arising. Please feel free to contact an executive or steward with any concerns and we will work to get it resolved as quickly as possible.



## Chief Steward's Report

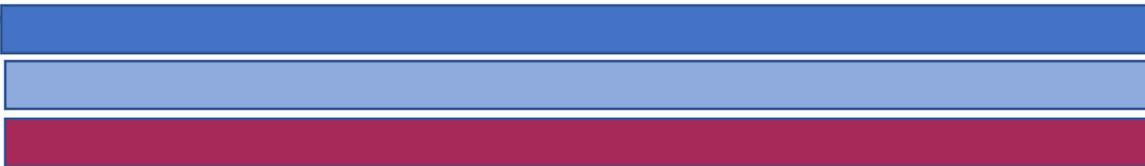
I have been working from the CUPE office daily. I get to bring issues up with HR if there are any and it allows them to try to fix the issue before it may become a grievance. I am trying to make sure that the Board is following what is set out in our Collective Agreement. I have been tracking job postings and the FTE of our members and trying to make sure that they are getting filled in a timely manner. If it doesn't, I investigate why it is not filled and if the board does not have a valid reason, then a grievance has been filed. It has been a busy year for filing grievances, as there were a lot of jobs prior to COVID that were not filled but have since been. An ELL grievance was filed locally and centrally as we felt that there was not enough evidence to lay these ELL positions off. I also filed a grievance regarding our Health and Safety representatives not being properly included in their committee role.

There have also been grievances filed on behalf of members, who felt that they should have been awarded a position. Most recently, a grievance has been filed about not properly accommodating members that have an illness and or disability.

I have also been tracking our Protective Compliment, that was set out in our Collective Agreement Centrally, to make sure that our positions that are to be protected, remain protected!

Lastly, but most importantly, I continue to be here to answer calls, texts, emails and messages from you the members that have any concerns around the collective agreement and your safety working in your school or workplace





## Vice President's Report

### By-Laws

We had our first by-laws committee meeting of this school year at the CUPE office on September 15/2020. The committee will meet again on October 13, 2020. Our goal is to look at the current By-Laws and make sure they are working for our unions best interest. There are certainly, given the times, some suggestions for some change but in the end the membership will have to vote on any changes that may possibly occur. The By-Laws are simply our unions guide to how we conduct our business as a local. It is our goal as a committee to have proposals ready as soon as possible.

Regards

Robin Yandeu

CUPE 5678 Vice President

By-Laws Committee Chair





## Secretary Treasurer's Report

Congratulations to Melody Cameron, RECE @ Oxford on Rideau PS. Melody won the draw for \$100 at our GMM on Saturday September 19, 2020.

Article B.3.12 of the CUPE Constitution requires all locals to complete an annual trustees' report. Trustees Elsie Day, Paula Couperus and Carol Bamford conducted an audit August 20, 2020 for the period January 1 – June 30, 2020 and found all in order, with no recommendations.

I presented an overview of our financials at the GMM. There were 2 concerns brought forward regarding back pay and a Trustee by-election. I have submitted these concerns to CUPE National and will provide the response and outcome at the next GMM. Should anyone wish an update prior to this, please do not hesitate to contact me directly at the CUPE office or email me @ [sheila.robertson@cupelocal5678.onmicrosoft.com](mailto:sheila.robertson@cupelocal5678.onmicrosoft.com)

Just like the rest of the world, CUPE 5678 is continuing to face unprecedented challenges and we are not sure how long this situation will continue to affect us; we will continue to respond to the issues we face. Stay strong and stay safe!

Sheila Robertson  
Secretary Treasurer





## Health and Safety Report

Well we've worked 1 Month, and the Guidelines are changing daily at times.

Please remember to Wear all your Personal Protective Equipment when required it's for you and your families' protection. If you have any question about the use of your PPE, please email me or one of the Executives regarding this and we will let you know the answer.

**Mask** are to be changed after 4 hours or if they get wet in anyway.

**Shields** can be washed with Soap and Water 15 times before they are to be disposed of or when then are scratched or discolored whichever comes first.

**Wipes** should be used with a glove on the hand using the wipe as per the SDS label, purple gloves have been provided to each building by the School Board.

**Student Aggression Sheets** are now being completed on Parklane so you would go onto Insite and then to Online Forms to complete the Student Aggression form.

This incident will happen during school hours so once the problem has been resolved the Principal will then give you time to go and find a computer to complete the online form. Please do take the time to fill it out in a private place. This method has taken over the check mark sheet, so the more forms completed equals check marks on the sheets.

Stay Safe

Shelley Swerdfeger

Health and Safety Steward





## Announcements

2020-2021 Worksite Member Lists have been sent to schools. Please ensure you have added your information to your school's member list.

If you are a casual, please ask the CUPE Communicator at one of your schools to be added to their list. If needed, please contact the CUPE Office.

We want to ensure ALL members are included in our database and receive information we send out via Communicators.

Thanks so much!!

CUPE 5678 would like to make sure that everyone is acknowledged. Cards can be sent for special milestones and sympathy matters. If you have a member who you believe could use a card, please notify the Secretary-Treasurer at [sheila.robertson@cupe5678.ca](mailto:sheila.robertson@cupe5678.ca)





## Retirement Corner

By Lois Linttell, Vice-President & Communications/Retirement Committee Chair

In recognition of years served as a CUPE member, retirees have the option of choosing an: **Inscribed Mantel Clock OR Engraved Wristwatch** as their retirement gift from CUPE Local 5678.

Gifts are presented at the annual CUPE Communicators Appreciation and Retirees Recognition Banquet held each Autumn. This year's banquet has been cancelled due to COVID restrictions. We are hoping that in September 2021 we will be able to reinstate this annual tradition.

Gift Order form available at [www.cupe5678.ca](http://www.cupe5678.ca) or contact Lois Linttell – [lois.linttell@ucdsb.on.ca](mailto:lois.linttell@ucdsb.on.ca)

Dianne Paquette	EA	Day Treatment, Cornwall	1983-2018
Karen Wattie	EA	Cornwall Coll. & Voc. School	1985-2020
Richard Cornett	Maintenance 1	Alexandria Office (Glengarry)	1988-2020
Teresa Dolan	EA	Brockville Collegiate Institute	1988-2020
John Richardson	Building Sys Sp. II	Almonte & DHS	1989-2020
Susan Moore	Sec. Office Assist.	South Grenville DHS, Prescott	2000-2020
Stephen McCann	Lead Custodian	Thousand Is. Elem., Lansdowne	2002-2020
Susan Rabb	Sec. Office Admin.	South Grenville DHS, Prescott	2002-2020
Sandra Kenny	ELL	Bridgewood P.S., Cornwall	2005-2020
Helen Millen	Student Monitor	South Branch Ele., Kemptville	2014-2020





## EXECUTIVE COUNCIL, STEWARDS & TRUSTEES

Term - December 1<sup>st</sup>, 2019 until November 30<sup>th</sup>, 2022

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<b>Education Vice-President</b>	<b>Rebecca Cobban</b> <a href="mailto:Rebecca.cobban@cupe5678.ca">Rebecca.cobban@cupe5678.ca</a>	<i>Itinerant Student Support Worker</i> Prescott-Russell area
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<b>Education Vice-President</b>	<b>Lois Linttell</b> <a href="mailto:Lois.linttell@cupe5678.ca">Lois.linttell@cupe5678.ca</a>	<i>Secondary Office Administrator</i> Vankleek Hill Collegiate Institute, Vankleek Hill
<b>Education Vice-President</b>	<b>Robin Yandea</b> <a href="mailto:Robin.yandea@cupe5678.ca">Robin.yandea@cupe5678.ca</a>	<i>Head Custodian</i> South Grenville District High School, Prescott
<b>(STEO-5678-1) Transportation Vice-President</b>	<b>Carolyn Laflamme</b> <a href="mailto:Carrie.laflamme@cupe5678.ca">Carrie.laflamme@cupe5678.ca</a>	<i>GIS Administrator</i> Student Transp. of Eastern Ontario, Prescott
<b>Secretary-Treasurer</b>	<b>Sheila Robertson</b> <a href="mailto:Sheila.robertson@cupe5678.ca">Sheila.robertson@cupe5678.ca</a>	<i>Secondary Office Assistant</i> Thousand Islands Secondary School, Brockville
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<b>Steward</b> - <i>T.R. Leger/Alternative Ed.</i>	<b>Tammy Caswell</b> <a href="mailto:Tammy.caswell@cupe5678.ca">Tammy.caswell@cupe5678.ca</a>	<i>Instructional Assistant – Academic</i> Seaway District High School, Iroquois
<b>Steward</b> – <i>WSIB/Injured Worker/Return to Work</i>	<b>Nancy Ripley</b> <a href="mailto:Nancy.ripley@cupe5678.ca">Nancy.ripley@cupe5678.ca</a>	<i>Registered Early Childhood Educator</i> Commonwealth Public School, Brockville
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<b>Trustee</b>	<b>Paula Couperus</b> <a href="mailto:Paula.couperus@cupe5678.ca">Paula.couperus@cupe5678.ca</a>	<i>Lead Custodian</i> South Grenville District High School, Prescott
<b>Trustee</b>	<b>Carol Bamford</b> <a href="mailto:Carol.bamford@cupe5678.ca">Carol.bamford@cupe5678.ca</a>	<i>Casual (RETIRED)</i>