



## 5678 CUPE Connection Winter 2021



### President's Message

Goodbye 2020. After the year we have all had, the hope was 2021 would be better. However, as we are all knee deep into our “newest” normal, 2021 is gearing up to being similar to 2020.

As your union, we are continuing to fight for proper PPE for all. All people within the classrooms should be wearing a mask, face shield and gowns if you cannot maintain 2 meters. The PPE is there to protect the workers. When assigned PPE it is the employee's duty to be wearing it. We continue to work with the Board and the Health and Safety team to protect workers in the workplace. If you are not given adequate PPE, please ask your supervisor/manager where it is in an email. If you are not provided what you need, please forward the email to the local so we can follow up on it.

*The Board is setting guidelines outlined from the area Health Units. We do not have the power to change anything the health unit directs; however, we can still advocate for our members who bring concerns forward. For example, we have successfully been able to reduce the number of office staff in the building.*

I also would like to remind people to not “like” the UCDSB Facebook or social media pages, or the page of one of the schools, since you then are opening your Facebook / social media sites to the board. There have been people disciplined because of posts on social media, so please check your privacy settings.

In Solidarity  
Erin Hurford  
CUPE 5678  
President



## Chief Steward's Report

Happy winter everyone! I hope you and your family are staying safe during this time. Last year was a year that I am sure we would like to put behind us, but I am afraid that this year we will have to endure some of the same if we want to get over the "COVID-19 mountain." Please make sure you are wearing the PPE provided, so that you are protected and playing your role at stopping the spread.

As a lot of you know, one of my roles as Chief Steward is to "police" the collective agreement. This means, to watch what is happening in our local or listen to members to make sure that the school board is following the rules set out in our document. I wanted you to know about a few of the things I have been working on recently:

- making sure that the board is following the right procedures when hiring people,
- ensuring temporary jobs do not go past the timeline that was set out for them,
- making sure health and safety guidelines are followed,
- watching that job postings get posted and filled in a timely manner, and
- trying to assure members get the accommodations they should.

If you have an issue like these or others that you would like to bring forward or you would like some helping to try to navigate through the collective agreement, please email me or call the office. I would be happy to talk it through and further investigate if necessary. I am here for you, the members!

Yours truly,

A handwritten signature in black ink that reads "Sheena Hagerman".

[Sheena.hagerman@cupe5678.ca](mailto:Sheena.hagerman@cupe5678.ca)

613 342 0434 Ext. 2



## Vice President's Report

### By-Laws Committee Report

I am happy to report that the By-Laws Committee has met several times and now is prepared to present the proposed changes to you the membership for consideration and voting on **Saturday February 6/2021 @10am online**. Everyone should have received a copy online to your CUPE account of the purposed changes that were sent on January 22/2021. You will need to be able to access your CUPE account to gain entry to this meeting and we encourage you to be online at 10am or prior if possible so that we do not have to pause to verify people for entry. Please contact the CUPE Office if you are having problems accessing your account or need assistance.

The changes come with much consideration and debate as to how our union should move forward and function for you the members. The input by every committee member was debated and we formed a document we feel will work well for this Local.

When this committee was formed, we put the call out and had 3 people from the general membership express interest in this committee and took those 3 on they were an incredible asset offering much input. Jennifer Livingstone, Shelley Crowe, and Scott McKibbon. Other members are Erin Hurford, Darrin Cryderman, Carrie Laflamme, Sheila Robertson, Dayna McCumber, Sheena Hagerman and myself, Robin Yandea, as the committee chair. The Executive and Stewards all expressed interest in this committee so we used the same lottery system as we do with our draws to determine who would serve on this committee and from that we had an election to see who would chair it.

I would like to take this opportunity to thank all the committee members who were an incredible group to work with, the Executive, Stewards and Members all offered input and ideas on changes. I want everyone to know that all ideas sent in were discussed at this table.

Again, please join us online so that you the members can have you say and vote on your By-Laws.

**Special Membership Meeting for the Purpose of By-Law Purposed Changes (will be the only business discussed).**

**Saturday February 6 @ 10am**

**Meeting held Online.**

Yours in Solidary

**Robin Yandea**

Vice President Cupe 5678

By-Laws Committee Chair



## Secretary Treasurer's Report

The Winner of the Member Engagement Draw was **Brad King**, custodian at Montague Public School.

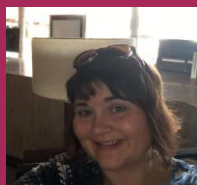
Brad was not in attendance for the \$400 draw, therefore the next member engagement draw will increase to \$500.

If you are present and your name is selected, you will win \$500!

The Winner of the \$100 draw of members in attendance at the January 16<sup>th</sup>, 2021 GMM meeting was **Angela Pittman-Workman**.

Congratulations Angela!





## Recording Secretary Report

Hello everyone, I wanted to start out by thanking each and everyone of you for your hard work and dedication. I know the pandemic has been stressful. But each day, I can see the hard work and dedication of so many of you. You truly are heroes in my eyes, and I wanted to thank you for this.

Recently, I joined the Instructors Reference Group with the OSBCU. I felt this was another way of representing instructors and other CUPE members, by ensuring their voices are heard at the provincial level. If you are in this group and you should have any concerns, please feel free to contact your TR Leger Adult and Alternative Steward, Tammy Caswell, or me. I will do my best to advocate on your behalf. We will be having a Facebook instructors virtual meeting soon. Please watch the OSBCU page for more information.

I know there is still much to do. But we need you! My motto has always been, this group maybe small but we are mighty! Please watch for the OSCBU newsletter. Remember united we stand. Please feel free to share your concerns and I will be sure to bring them forward to the instructors committee. If you should have any questions, please feel free to e-mail me.

Lastly, if you have not received your membership card or have any questions, please e-mail [info@cupe5678.ca](mailto:info@cupe5678.ca).

I hope you all stay safe and well.

Dayna McCumber, Recording Secretary





## Health and Safety Report

With all the school back in full swing I just want to remind everyone to wear all the assigned PPE to complete your job. Please email any questions or problems to your Administrator or Supervisor, with everyone's jobs being so busy people can forget verbal requests or questions.

If you cannot find PPE you need to continue requesting it. Do not go without it.

If you have any questions or concerns, please email your executive and it will be investigated for your safety.

Stay Safe,

Shelley Swerdfeger





## Announcements

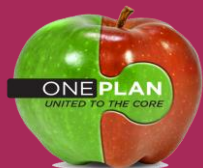
If you have not set up your CUPE email, please call the CUPE office @ 613-342-0434 or email [info@cupe5678.ca](mailto:info@cupe5678.ca) for assistance.

Please ensure you are on a Worksite List with the CUPE Communicator at your worksite. If you are a casual, please ask the CUPE Communicator at one of your locations to add you to their CUPE email distribution list.

It is important for all CUPE members to receive communications sent out by our communicators.

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 CUPE office at [info@cupe5678.ca](mailto:info@cupe5678.ca)





## CUPE EWBT (Educations Workers Benefit Trust) By Lois Lintell, Education Vice President

As a reminder, take some time to go to [www.cupe-ewbt.ca/benefits](http://www.cupe-ewbt.ca/benefits) to review and print off your Group Benefit Plan Booklet. An updated edition was prepared on January 29th, 2020. It reflects one of the new claim adjudicators as Canada Life (formerly Great West Life). The CUPE EWBT and the plan is administered by OTIP (Ontario Teachers' Insurance Plan).

As a Canada Life plan member, you can register for Group Net for Plan Members at <http://www.otip.com/enrol>. To access this service, click on My Claims. Follow the instructions to register. Make sure to have your plan and OTIP identification numbers available before accessing the website.

For pending retirees, it is important to understand that:

“Your coverage terminates when you are no longer a CUPE member, you are no longer eligible, you stop making the required contributions, the plan terminates or the end of the month in which you retire, whichever is earliest”.

(page 7 of the plan under Commencement and Termination of Coverage).

Keeping in mind that your last day of work is not your retirement date – your retirement date is the first day you do not work. For example, if you plan to retire the end of March but work March 31st your retirement date will be April 1st and you will pay, and be covered by, EWBT for the month of April.

Stay safe and healthy!!





## Retirement Corner by Lois Lintell

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. The 2019-2020 banquet was cancelled due to COVID restrictions. We can only hope that September 2021 will see us reinstate this annual tradition.

Gift Order Forms are available at [www.cupe5678.ca](http://www.cupe5678.ca) or by contacting Lois Lintell – [lois.lintell@cupe5678.ca](mailto:lois.lintell@cupe5678.ca).

Judy Selleck	Secondary Office Assist.	South Grenville DHS, Prescott	1977-2021
Reginald Wylie	Lead Custodian	Nationview P.S., South Mountain	1983-2020
Evelyn Ferguson	EA	The Stewart School, Perth	1986-2021
Carolyn Burgess	EA	North Grenville DHS, Kemptville	1989-2021
Marilyn Beattie	Elementary Off. Admin.	South Edwardsburg P.S., Johnstown	1989-2020
Joanne McMillan	Head Custodian	North Dundas DHS, Chesterville	1989-2021
Bonnie McGhie	Lead Custodian	Pineview P.S., Athens	1996-2021
Mable Broomer	Lead Custodian	North Stormont PS, Berwick	1997-2021
Jody Roke	EA	Thousand Is. Sec. S., Brockville	1998-2020
Mary Jane Matheson	IA- Academic	T.R . Leger, Gananoque	2007-2021
Steven Hutchison	Custodian	Frankville Office	2009-2021
Karen Merkley	Secondary Office Assist.	T.R. Leger, Cornwall	2013-2020
Margo Doucet	ECE	Nationview P.S., South Mountain	2014-2020



## EXECUTIVE COUNCIL, STEWARDS & TRUSTEES

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

2495 Parkedale Ave., Unit 3B, Brockville, ON K6V 3H2 1-877-342-2873 [www.cupe5678.ca](http://www.cupe5678.ca)

<b>EXECUTIVE COUNCIL</b>		
<b>President:</b>	<b>Erin Hurford</b> <a href="mailto:Erin.hurford@cupe5678.ca">Erin.hurford@cupe5678.ca</a>	<i>Registered Early Childhood Educator</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville (613) 349-4300 Cell
<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
<b>Education Vice-President</b>	<b>Darrin Cryderman</b> <a href="mailto:Darrin.cryderman@cupe5678.ca">Darrin.cryderman@cupe5678.ca</a>	<i>Secondary Office Administrator</i> Seaway District High School, Iroquois
<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> Brockville Collegiate Institute, Brockville
<b>Recording Secretary</b>	<b>Dayna McCumber</b> <a href="mailto:Dayna.mccumber@cupe5678.ca">Dayna.mccumber@cupe5678.ca</a>	<i>Instructional Assistant - Academic</i> Thousand Islands Secondary School, Brockville
<b>Chief Steward</b>	<b>Sheena Hagerman</b> <a href="mailto:Sheena.hagerman@cupe5678.ca">Sheena.hagerman@cupe5678.ca</a>	<i>Itinerant Student Support Worker</i> - Full Time Release – 12 months (613) 342-0434 CUPE Office, Brockville (613) 640-2748 Cell
<b>STEWARDS</b>		
<b>Steward (STEO-5678-1) - Transportation</b>	<b>Craig Gallagher</b> <a href="mailto:Craig.gallagher@cupe5678.ca">Craig.gallagher@cupe5678.ca</a>	<i>Transportation Planner</i> Student Transportation of Eastern Ontario, Prescott
<b>Steward – Health &amp; Safety</b>	<b>Shelley Swerdfeger</b> <a href="mailto:Shelley.swerdfeger@cupe5678.ca">Shelley.swerdfeger@cupe5678.ca</a>	<i>Lead Custodian</i> South Edwardsburg Public Sch., Johnstown
<b>Steward – Facilities &amp; IT Services</b>	<b>Gary McDonald</b> <a href="mailto:Gary.mcdonald@cupe5678.ca">Gary.mcdonald@cupe5678.ca</a>	<i>Maintenance 1</i> Glengarry District High School, Alexandria
<b>Steward – Office/Clerical</b>	<b>Karen Gallagher</b> <a href="mailto:Karen.gallagher@cupe5678.ca">Karen.gallagher@cupe5678.ca</a>	<i>Elementary Office Administrator</i> Vanier Public School, Brockville

<b><u>Steward</u></b> – Classroom Support	<b>Angela Parks-Gibson</b> <a href="mailto:Angela.parks-gibson@cupe5678.ca">Angela.parks-gibson@cupe5678.ca</a>	<i>Educational Assistant</i> Duncan J. Schoular P.S., Smiths Falls
<b><u>Steward</u></b> -T.R. Leger/Alternative Ed.	<b>Tammy Caswell</b> <a href="mailto:Tammy.caswell@cupe5678.ca">Tammy.caswell@cupe5678.ca</a>	<i>Instructional Assistant – Academic Seaway District High School, Iroquois</i>
<b><u>Steward</u></b> – WSIB/Injured Worker/Return to Work	<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
<b>TRUSTEES</b>		
<b><u>Trustee</u></b>	<b>Elsie Day</b> <a href="mailto:Elsie.day@cupe5678.ca">Elsie.day@cupe5678.ca</a>	<i>Casual (RETIRED)</i>
<b><u>Trustee</u></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><u>Trustee</u></b>	<b>Carol Bamford</b> <a href="mailto:Carol.bamford@cupe5678.ca">Carol.bamford@cupe5678.ca</a>	<i>Casual (RETIRED)</i>

2021-01 08