



5678 CUPE Connection Spring 2021



President's Message

As we welcome in spring, and nicer weather I want to acknowledge the incredible work all of you have done over the course of this difficult year. We continue to work at keeping a safe working environment for all. We continue to have daily meetings with our HR representative. We work hard to handle issues as they arise, rather than waiting to get through the grievance process. In saying this, there are still things that require the grievance process, which we proceed following the timelines in the collective agreement.

Most of the Executive attended the virtual OSBCU convention from March 25-26, 2021. CUPE National has mandated that there will not be in person conferences until at least July. This is definitely a very different experience than what we are used to. OSBCU convention is usually a 5 day in person convention. This year due to online platforms, it had to be reduced to 2 days.

I am very happy to announce that one of the bylaw amendments was to include our transportation consortium into OSBCU. After STEO was established, they no longer were considered to be "School Board" employees, therefore did not meet the criteria. This was problematic since it meant the transportation departments no longer had a networking platform, but during bargaining, was always constrained by what was negotiated centrally for school boards.

During the OSBCU elections, I was elected to the Area 5 Mobilizer position. This means I will be assisting 13 locals within Eastern Ontario with getting information to the President's, assisting with any mobilizing or campaigns, job action our area may take part in. This work primarily takes place evenings and weekends so as not to take me from my work with CUPE 5678. This will enhance my role as President and working with our membership.





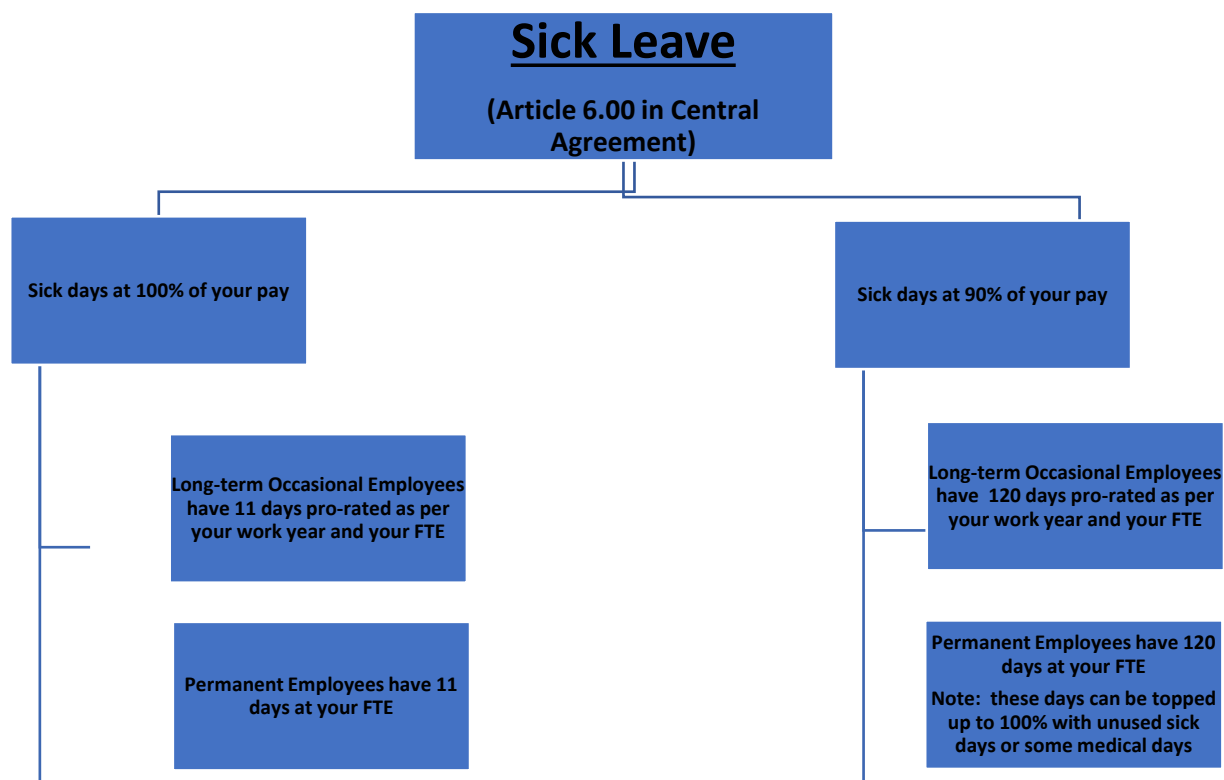
Chief Steward's Report

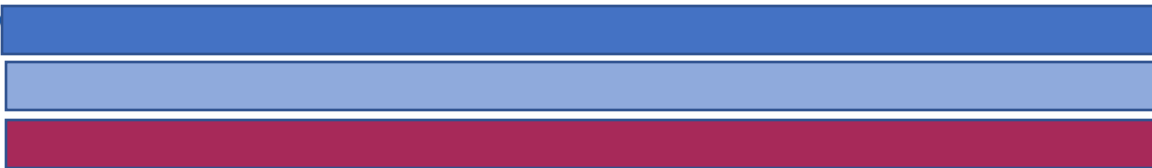
Hey all, Sheena here, your friendly Chief Steward. I want to say good-bye to winter and hello spring, as it has been one, I want to put behind us! I hope everyone will be able to get outside and enjoy the nicer weather headed our way! I would like to take this time to share some commonly forgotten things:

Sick Notes : If you are sick, get a doctor's note or are asked by your supervisor to get a doctor's note, it should **NOT** be given to your supervisor. You are to send it to the Ability Management Specialist's assigned to your area. One for the East end of the board: Patti McNamee and one for the West end of the board: Robb Bowman. Your supervisor does not have to know your medical information.

Grievance Corner from your Chief Steward

Since the beginning of last year, I have been working with Human Resources to try to resolve issues on a daily basis. If they cannot be resolved I have been submitting individual, group or policy grievances as needed. There are some that are still trying to be won, some that have been moved on to the arbitration process and some that have been resolved or withdrawn. If you are concerned that an article or articles in the collective agreement that are not being adhered to, please reach out to me and we will work together to try to get a positive resolution.





Vice President's Report

By-Laws Update

Greetings everyone, I would like to thank those who came online February 6/2021 to participate in our By-laws meeting.

We are very close to passing the entire document at our meeting sections 5, 8 and 13 were referred to committee for other considerations and we are currently preparing those sections and will host an additional meeting for those sections only soon.

I would like to thank everyone for their patience as we navigate something new such as online meetings. Speaking with our Chief Stewart she has some great ideas that we will try in the next online meeting that should allow the meeting to flow easier.

Regards

Robin Yandea

Vice President

By-Laws Committee Chair



Secretary Treasurer's Report

Bylaws Meeting February 6th, 2021 Draw Winners

Melissa Doef, EA, won \$100 Members in Attendance Draw.

Mark Crampton, Custodian at Beckwith PS was the winner of the Member Engagement Draw. Mark was not in attendance for the \$500 draw; the next draw will increase to \$600.

Audit

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 February 26, 2021 for the period July 1-December 31,2020 and found all in order, with no recommendations.

CUPE Ontario Ways & Means Committee

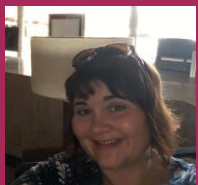
I put my name forth to be considered as one of 3 members of CUPE Ontario Ways & Means Committee and was selected by the Executive Board of CUPE Ontario.

I will be attending the committee meetings virtually on Wednesday, April 14th and Thursday, April 15th in preparation of the 57th Annual CUPE Ontario Convention which will be held virtually this year from May 26th through to May 28th, 2021.

The Ways & Means Committee prepares the proposed budget for the upcoming year along with the Secretary-Treasurer of CUPE Ontario.

OSBCU Injured Worker Representative

Friday, March 26th, 2021 I was nominated and elected at the OSBCU Convention for Injured Worker Representative. I will be representing OSBCU on the Ontario Division Injured Worker Committee and Provincial Working Group on Health & Safety.



Recording Secretary Report

Like the last newsletter, I wanted to start out by thanking everyone for your hard work and dedication to our students. I know this year has felt like a rollercoaster. It seems like each week there is a new policy or regulation to worry about. I know this can be very daunting. At any given day, someone could look at my desk and see post it notes with the new policies and a stack of binders that are used to track students. This seems to be the new norm. But I am grateful in these trying times to have such wonderful support staff by my side. Its people like you that make the difference in these students lives.

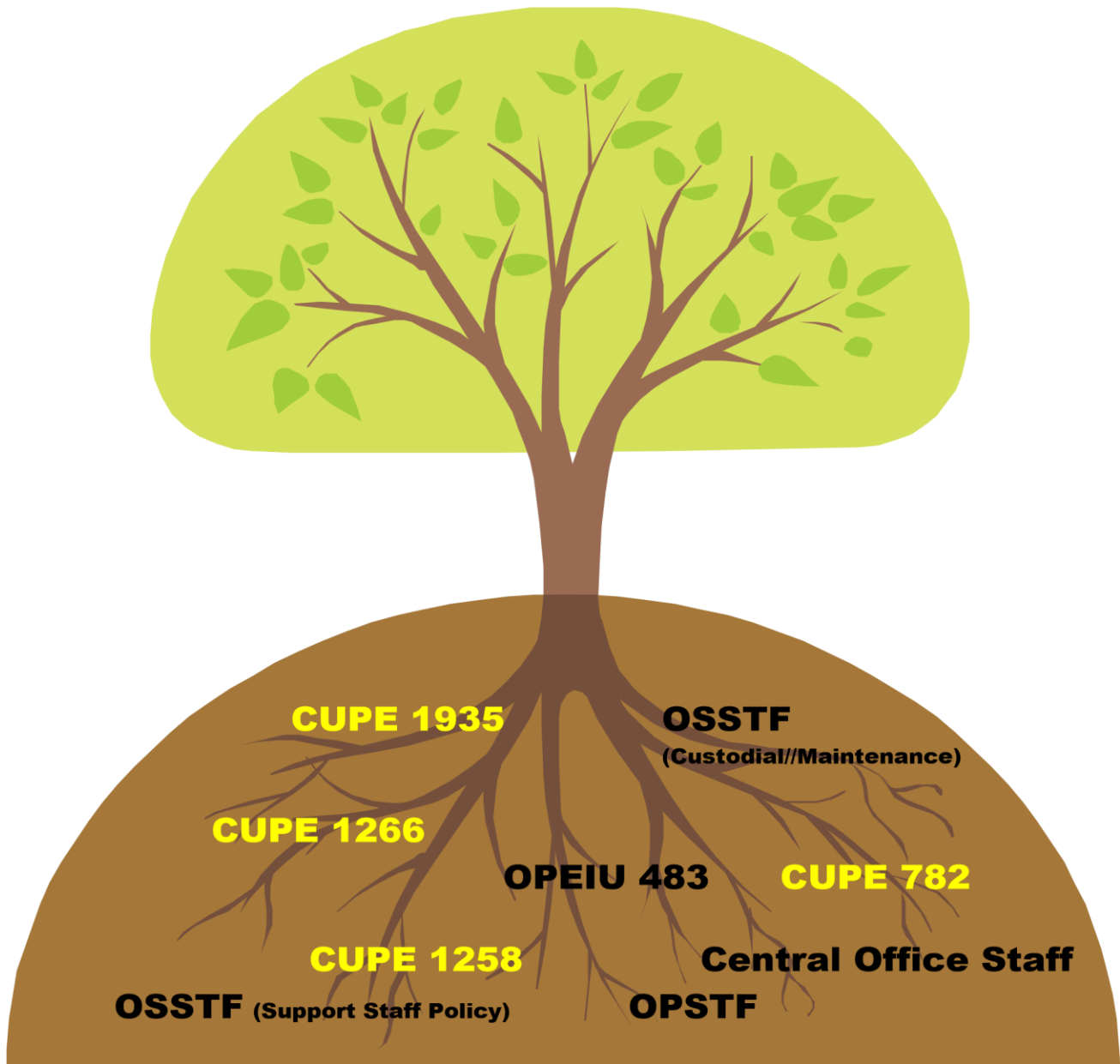
One thing I wanted to remind you, is health and safety is very important. One thing our Health and Safety Representative reminds me to do often, is to make sure you put everything in writing. If you have a health and safety concern, our health and safety representative Shelley Swerdfeger is amazing and will be by your side to guide you.

I wanted to end this by also reminding you that there will be classification meetings coming up. This is your opportunity to let the OSBCU know of issues you may be facing in your individual classifications. Please make sure that you join this meeting and share your experiences and opinions. These classifications meetings and the surveys are what is used to determine what will be bargained in the next collective agreements. Which believe it or not is right around the corner. Make your voice be heard and make sure you are checking your CUPE e-mail.

Stay safe and well! If you should have any questions or concerns, feel free to contact a member of the executive. We are happy to help.

Dayna McCumber
Recording Secretary

CUPE LOCAL 5678 FAMILY TREE



In the beginning (Fall of 1997) 4 CUPE locals merged - 1935, 1266, 782, 1258 forming the new Local 5678. One number was used from each of the previous local numbers creating the new 5 - 6 - 7 - 8 Local. Following the representation vote in the Fall of 1998, the remaining federations/unions joined and Local 5678 grew to represent all education support workers within the Upper Canada District School Board.

CUPE 5678 Vision Statement

“Local 5678 will create and foster a sense of unity and belonging with respect among all members through active participation, communication and education.”



Health and Safety Report

Happy Spring Everyone!

Student Aggression

Since 2009 Everyone has been completing the Student Aggression forms in paper format now, they are being completed online through Park Lane. Please remember that if an incident happens, and no incident is too small, that the Administrator is to give you time to complete these online forms right away. If, for some reason, this is not happening, please contact me or one of your Executive members to ensure time is given to you. Your safety and future safety are very important to us.

PPE

Also, please remember with this warm weather coming upon us that you should still wear all your PPE being supplied by the School Board and if by chance a Positive Covid-19 case is at your building please do not forget to fill out the Exposure forms being sent out by CUPE 5678 through your School Site Communicator.

Site Inspections

Please remember that the monthly school inspections are Worker led. The 2 Affiliates should be picking a date and inviting the Principal to attend the inspection.

HEPA Filtration Units

Our Employer has Purchased over 1400 HEPA Filtration Units if the room you are working in does not have one, please **email** your Principal about getting one or seeing if your workstation can be moved to a better ventilated area and feel free to tag myself or one of the Executive to the email.

Thanks
Stay Safe
Shelley Swerdfeger
Health and Safety Steward



Announcements

If you have not set up your CUPE email, please call the CUPE office @ 613-342-0434 or email 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 Secretary-Treasurer at sheila.robertson@cupe5678.ca



Injured Worker/WSIB/Return to Work Report

Happy Spring everyone!

Sheila, Sheena and I have been working hard for all our members, attending many TEAMS meetings, to get our members back to work when they are recovered to their fullest potential and ready to do their job. Did you know that if you are injured (at work or non-work) or are returning to work after surgery and you do not feel comfortable with going right back into your job you can request a return-to-work meeting, where you have a CUPE representative, a Board Abilities manager and your immediate supervisors?

I know it can be scary when you get injured at work, you may be confused about what to complete and think you may get reprimanded for filling out either the Parklane or WSIB forms. It is your right as a worker to fill out the WSIB forms and Parklane. These forms may look complicated but really it is basic information about you, your employer and what the injury is. I always tell anyone who fills out the forms put as much information as you can. For example, a person who may have gotten struck in the head (head butt from a student, a student grabs your hair, pushes you into the wall/desk or you fall off a chair and hit your head), please put down all possible areas that could be affected (head, neck, shoulders, face, eyes or even back) because on the WSIB form it asks for the area of injury which can be more than just your head. The more you fill out on the form, the better.

It is important to be consistent in reporting as you may have to report your incident / injury many different times. For example, you may have to fill out an Employee Incident Report, a WSIB Form 6, the CUPE medical certificate, speak to an Ability Management Specialist (Robb Bowman or Patti McNamee), or speak your manager / supervisor in the workplace.

Feel free to contact me if you have any questions, concerns or in need of help with any forms via email nancy.ripley@cupe5678.ca or call 613-349-0922.

You can find a s a copy of the Injured Worker Handbook at [Injured-Workers-Handbook-EN-e-version.pdf \(cupe.on.ca\)](#)

Nancy Ripley
Injured Worker/WSIB/Return to Work Steward



Classroom Support Report

Hello, everyone! I hope this message finds you all in good health.

I would like to start out with sharing a High Five with all the UCDSB Support Staff. Our board is blessed with very strong, compassionate, and loyal team players. We are all hardworking individuals who care for our schools and students. It shows every day most school years, but it especially shows in this school year. It has made us all aware of how important our role is in our society and the teaching of our children and youth. I know it has been a hard-working environment; masks, gowns, goggles, face shields and now safety glasses, we have worn it all and have been proud to do so. We have all felt the stress of COVID. If someone would have asked me at the time of running for Classroom Support Steward that I would be faced with tough bargaining, strike days and then to top it off a global pandemic, I would have said you must be crazy. I personally want to thank you for everything you are doing. Now, more than ever, we need to provide and share encouragement with each other as we continue working the front lines of COVID. If there is anything I can do to assist any of you in any way, please do not hesitate to reach out to me. I am here for you and always willing to help.

Stay safe and well.

Angela Parks-Gibson
Classroom Support Steward



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

As a reminder, take some time to go to 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.

In the past, gifts have been presented at the annual CUPE Communicators Appreciation and Retirees Recognition Banquet held each Autumn. The 2019-2020 banquet was cancelled due to COVID restrictions as will the banquet for the 2020-2021 recipients.

Once recipients have chosen their gift, and it has been ordered and received, I will be in touch to arrange a safe delivery. *Gift Order Forms are available at:*

www.cupe5678.ca or by contacting Lois Lintell – lois.lintell@cupe5678.ca.

Carolyn Whitarcar	EA	Drummond Central PS, Perth	1989-2021
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EXECUTIVE COUNCIL, STEWARDS & TRUSTEES



Term - December 1st, 2019 until November 30th, 2022

2495 Parkedale Ave., Unit 3B, Brockville, ON K6V 3H2 1-877-342-2873 www.cupe5678.ca

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EXECUTIVE COUNCIL		
President:	Erin Hurford Erin.hurford@cupe5678.ca	<i>Registered Early Childhood Educator</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville (613) 349-4300 Cell
Education Vice-President	Rebecca Cobban Rebecca.cobban@cupe5678.ca	<i>Itinerant Student Support Worker</i> Prescott-Russell area
Education Vice-President	Darrin Cryderman Darrin.cryderman@cupe5678.ca	<i>Secondary Office Administrator</i> Seaway District High School, Iroquois
Education Vice-President	Lois Linttell Lois.linttell@cupe5678.ca	<i>Secondary Office Administrator</i> Vankleek Hill Collegiate Institute, Vankleek Hill
Education Vice-President	Robin Yandeu Robin.yandeu@cupe5678.ca	<i>Head Custodian</i> South Grenville District High School, Prescott
(STEO-5678-1) Transportation Vice-President	Carolyn Laflamme Carrie.laflamme@cupe5678.ca	<i>GIS Administrator</i> Student Transp. of Eastern Ontario, Prescott
Secretary-Treasurer	Sheila Robertson Sheila.robertson@cupe5678.ca	<i>Secondary Office Assistant</i> Brockville Collegiate Institute, Brockville
Recording Secretary	Dayna McCumber Dayna.mccumber@cupe5678.ca	<i>Instructional Assistant - Academic</i> Thousand Islands Secondary School, Brockville
Chief Steward	Sheena Hagerman Sheena.hagerman@cupe5678.ca	<i>Itinerant Student Support Worker</i> - Full Time Release – 12 months (613) 342-0434 CUPE Office, Brockville (613) 640-2748 Cell
STEWARDS		
Steward (STEO-5678-1) - Transportation	Craig Gallagher Craig.gallagher@cupe5678.ca	<i>Transportation Planner</i> Student Transportation of Eastern Ontario, Prescott
Steward – Health & Safety	Shelley Swerdfeger Shelley.swerdfeger@cupe5678.ca	<i>Lead Custodian</i> South Edwardsburg Public Sch., Johnstown
Steward – Facilities & IT Services	Gary McDonald Gary.mcdonald@cupe5678.ca	<i>Maintenance 1</i> Glengarry District High School, Alexandria
Steward – Office/Clerical	Karen Gallagher Karen.gallagher@cupe5678.ca	<i>Elementary Office Administrator</i> Vanier Public School, Brockville

<u>Steward</u> – Classroom Support	Angela Parks-Gibson Angela.parks-gibson@cupe5678.ca	<i>Educational Assistant</i> Duncan J. Schoular P.S., Smiths Falls
<u>Steward</u> -T.R. Leger/Alternative Ed.	Tammy Caswell Tammy.caswell@cupe5678.ca	<i>Instructional Assistant – Academic Seaway District High School, Iroquois</i>
<u>Steward</u> – WSIB/Injured Worker/Return to Work	Nancy Ripley Nancy.ripley@cupe5678.ca	<i>Registered Early Childhood Educator</i> Commonwealth Public School, Brockville
TRUSTEES		
<u>Trustee</u>	Elsie Day Elsie.day@cupe5678.ca	<i>Casual (RETIRED)</i>
<u>Trustee</u>	Paula Couperus Paula.couperus@cupe5678.ca	<i>Lead Custodian</i> South Grenville District High School, Prescott
<u>Trustee</u>	Carol Bamford Carol.bamford@cupe5678.ca	<i>Casual (RETIRED)</i>

2021-03-26