



5678 CUPE Connection Summer 2021



President's Message

As I sit here writing this article, we have just heard that schools will not be reopening for the remainder of this school year. I want to commend all our members who have been so flexible and professional throughout this pandemic. Let us hope that by September we can get the students and all staff back to schools.

We are currently in the middle of staffing right now. We have completed EA staffing round one, and by the time you read this, we will be well into round 2. We are also sadly in the process of layoffs. Luckily, within the Central terms of the Collective Agreement, we have a protected compliment. This means that except for very specified reasons, the board must keep within the protected numbers within each classification. This has allowed us to keep layoffs to a minimum.

On June 3rd, the executive and stewards took part in Strategic Planning. This is especially important this year, as we gear up towards bargaining next year spring/summer. Please complete surveys as they come out. They will be sent to your CUPE email. This will be your chance to have your voices heard by both the central and local bargaining members.

As we head into the summer, those who will be working in the schools, please remember to keep hydrated, especially having to wear all the PPE this summer, dehydration can come on very quickly.

My wish for all of you, whether you are laid off for the summer or working throughout, is that you will be able to take some time for yourselves after this very difficult year.

In Solidarity

Erin Hurford
President
CUPE 5678



Vice President's Report

Pay Subs

Just wanted to remind everyone the importance of checking your bi-weekly pay stubs for errors or omissions. I will admit myself; I am guilty of not checking every time but going forward I will be. We have had members come forward with concerns and deductions not being taken off which resulted in a catch up on their part to reimburse. If you have concerns or issues the union cannot investigate this for you, it is a call you will have to make yourself to payroll or HR to have corrected. However, if it becomes a concern, please let us know and we will assist where possible.

By-Laws

Please save the date; Saturday June 26 @ 10am Virtual

We will be going over the remaining items for vote on this date. **Sections 5, 8 and 13 will be the ONLY items discussed and voted on for this meeting.** If we could ask people to log on prior to the start of the meeting just so we can be ready to go directly at 10am rather than take time to verify and log people in waiting to enter. Thanks again to the committee for their work on this document.

Regards

Robin

Robin Yandea

Vice President

By-Laws Chair



Secretary Treasurer's Report

At the May 15th General Membership Meeting, the winner of the Member Engagement draw for \$600 was Christie Brock. Christie was not in attendance, so this increases the next Membership Engagement draw to \$700.

The \$100 draw for members in attendance was Scott McKibbon, EA at Commonwealth.
Congratulations Scott!

For the General Membership Meetings, I have presented financial reports in response to questions with your dues and expenditures for running the local. As per the National Constitution, Article B.3.12, all locals are required to complete an annual report. CUPE 5678 has the books audited twice a year; January - June and July - December. If you wish to set a personal meeting to further discuss or view the financials, the Trustee documents, the audit process, please reach out to me.

Each month, I send new CUPE members a Welcome email outlining where to find important information and how to sign up for a CUPE email. If you are a new CUPE member, or you know a new CUPE member, please ensure the new member is signed up with their home school/work location to stay up to date with CUPE information.

Should you have any questions or concerns with being a CUPE member, please reach out.
info@cupe5678.ca or call the office 1-877-342-2873

Sheila Robertson
Secretary-Treasurer

On behalf of OSBCU-CSCSO

AND

CUPE Local 5678



Congratulations

Shelley Swerdfeger

For being awarded the 2021 CUPE ONTARIO
Health and Safety Award



Recording Secretary Report

Hello, my name is Dayna McCumber and I am an Instructional Assistant with the Upper Canada District School Board. My role for the school entails assisting students with independent working material, get a high school credits and eventually graduate from high school. I am their instructor, their mentor and their cheerleader each day. Like most Instructors, we are one of many unsung heroes in the support staff world.

Six years ago, I joined the union because I wanted to ensure our instructor group, which is a small group in our local, had a strong voice. I started out as the steward for instructors and now I hold the Recording Secretary position, with CUPE 5678. During this time, I have belonged to several committees and helped several members.

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. My goal in this role, is to bring awareness of health and safety issues, pay inequities, and the precarious work that is faced by members of this group. Let us face it, many are working 20 + hours a week. This is not taking into consideration, the prep time and other duties in our roles. Many in this role do similar jobs to a teacher, but we go above and beyond every day. We face mental health, assist newcomers in navigating the landscape and much more. But we need you to join in the fight. Five members in a reference group, cannot do all the heavy lifting. We need you to join in and fight against issues our classifications face.

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! Bargaining is fast approaching, and we need you to bring forward issues, we would like our bargaining committee to bring to the forefront.

If you should have any questions, please e-mail me at dayna.mccumber@cupe678.ca.

Dayna McCumber
Recording Secretary



Health and Safety Report

Well, we have completed another school year with more guidelines and procedures anyone can remember!

If anyone has any questions about work in the next school year, please remember that your Executive, including Health and Safety, are here for you all summer long to help you get through and sort out your questions to make your transition in September as smooth as possible.

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

E-Mail Courtesy

Members, to speed up the receipt and action on an e-mail query it is essential to practice one very crucial E-mail courtesy by ensuring that a complete signature block accompanies your e-mail.

The path in Outlook looks something like this:

go to **File – Options – Mail – Create or Modify Signatures for messages (Signature) – E-mail Signatures Tab** – Ensure E-mail account has the account you want. Include both **New messages** and **Replies/forward signatures**. Type in **Name, Job Class, Work Location, Contact info** (i.e. e-mail, phone, etc.) in whatever font or style you like. – **OK** .



Injured Worker/WSIB/Return to Work Report

Happy Summer! I hope everyone has a restful summer and take advantage of the weather. In June members who have a work place accommodation will have received an email form Patti McNamee (East) or Robb Bowman(West) for you to have a Functionable Abilities Form (FAF) updated for September so that your accommodations are in place for starting the 2021-2022 school year. If you need to have a meeting to return to work for September please reach out to myself Nancy Ripley (East) nancy.ripley@cupe5678.ca or Sheila Robertson(West) sheila.robertson@cupe5678.ca or call the CUPE5678 office at 1-877-342-2873.

This has been said before: Sick notes, if you are sick, get a doctor's note or are asked by your supervisor/Principal to get a doctor's note, it should NOT be given to your supervisor/principal. You are to send it to the Ability Management Specialist's {Patti McNamee(East) or Robb Bowman(West)}. This goes for the Medical Certificate (FAF) that is filled out by a medical professional.

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

Hope everyone has a fantastic summer!

Nancy Ripley
Injured Worker/WSIB/Return to Work Steward



CUPE 5678 and Student Transportation of Eastern Ontario (STEO)

What is CUPE 5678-1?

This represents the staff from Student Transportation of Eastern Ontario (STEO), who are CUPE members.

STEO formed over 9 years ago due to a mandate of the Ontario Ministry of Education, called Student Transportation Reform. Transportation Consortia were created among coterminous school boards to jointly manage and plan student transportation.

The transportation employees from CUPE Local 4154 – Catholic District School Board of Eastern Ontario and CUPE Local 5678 –Upper Canada District School Board came together in one local.

This was a stressful time for these employees. Although both groups did the same work, both locals had different collective agreements, job classifications, job descriptions and wage grids. On top of that, a new office location had yet to be determined.

At that time, our CUPE National Representative and the Presidents from both Locals were conducive in achieving the first collective agreement for these members.

These members job classifications include:

- Accounting Assistant
- GIS Administrator
- Transportation Clerk/Receptionist
- Special Needs Transportation Route Planner
- Transportation Route Planner
- Transportation Team Lead

The CUPE representatives from 5678-1 include Vice-President Carrie Laflamme, Transportation Steward Craig Gallagher and Health and Safety Stacey Montgomery.

Carrie Laflamme
Vice President CUPE 5678-1



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.

William Barber	Lead Custodian	Montague P.S., Smiths Falls	1986-2021
Randal Devlin	Head Custodian	Carleton Place H.S.	1988-2021
James Barber	Lead Custodian	Duncan J. Schoular, Smiths Falls	1990-2021
Cindy Looyen	EA	North Stormont P.S., Berwick	1998-2021
Penelope Filiatrault	FA	Vankleek Hill Family	2000-2021
Philip Johnston	IA - Academic	T.R. Leger, Smiths Falls	2005-2021





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

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 Yandeau Robin.yandeau@cupe5678.ca	<i>Head Custodian</i> South Grenville District High School, Prescott
(STEO-5678-1) Transportation Vice-Pres.	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>Project Administrative Assistant</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, 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
Steward - Classroom Support	Angela Parks-Gibson Angela.parks-gibson@cupe5678.ca	<i>Educational Assistant</i> Duncan J. Schouler P.S., Smiths Falls
Steward -T.R. Leger/Alternative Ed.	Tammy Caswell Tammy.caswell@cupe5678.ca	<i>Instructional Assistant – Academic</i> Seaway District High School, Iroquois
Steward – 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>

2021-05-05