



5678 CUPE Connection Fall 2021



President's Message

Welcome back to 10-month members and thank you to all our 12-month members who worked over the summer through these difficult times and the extreme heat.

Return to school has begun, what I am sure will be another year full of changes. As we receive any new information, we will send it to your CUPE 5678 emails, so please ensure you are checking often.

As most of you are aware, the government has mandated that all employees of school boards report whether they are vaccinated or not. If you are not vaccinated (which is everyone's right to choose) then you will have to take a mandatory education session, as well as testing at least twice a week. We have not received a policy yet from the UCDSB except that they must report to the government the number of responses from their employees. All information is kept confidential, the same as any workplace accommodation. You do not need to discuss any of this with co-workers or principals/supervisors.

There have been Labour Board and Human Rights complaints about this policy however, they have all been denied. We will keep following this and keep all of you updated.

**The seniority list was updated and is posted on Insite dated September 1, 2021. Please check it to ensure your information is correct. If it is not, please contact info@cupe5678.ca

Please feel free to reach out to any of your executive or stewards if you have any questions or concerns. Contact information can be found on www.cupe5678.ca.

In Solidarity,
Erin Hurford
President CUPE 5678/ 5678-1



Vice President's Report

By-Laws

Thanks again to everyone who has participated with the changes and updates made to the by-laws for our union. They have been passed by the membership and approved by National. There are however a couple changes National is asking for that don't change the nature of the articles but just provides more clearer clarification of a couple of the articles. We will present those on **October 16th General Membership** meeting for approval.

Meetings With Supervisors

Members, please know that Managers and Supervisors do have a Management Right to meet with employees to discuss their job or performance in person or online. Where the line is crossed is when a meeting turns into a disciplinary meeting and at that point you have the right to union representation. You may stop the meeting and ask that a union representative be present. That representative must be an officer of the union not a fellow co-worker. If you are also asked to attend a meeting that could come from our HR Department where you might be a witness to an incident or situation involving a co worker etc. please contact a union representative of your choice so that we can investigate and assist you. You have the right to representation by your union.

Robin Yandea
Vice President Cupe 5678



Secretary Treasurer's Report

August 25, 2021 Trustees Elsie Day, Paula Couperus and Carol Bamford completed an audit for the period January 1 – June 30, 2021.

We would like to say THANK YOU to Trustee Paula Couperus for being a Trustee for CUPE 5678 for almost 10 years.

I personally would like to express my gratitude for Paula's patience with me when I first became Treasurer as I was learning the position. I look forward to our semi-annual audits when my work is officially inspected. I am going to miss Paula Couperus but certainly we wish her all the very best on her retirement.



As the 2021-2022 school year starts off, I will be asking worksite Communicators to submit their worksite form.

Please ensure you are on the Worksite List with your home school. If you are a casual employee, please ask one of your schools if you can be added so you receive updates from your local.

From our local bylaws, **Section 9** gives a detailed explanation what being a Worksite Communicator encompasses and **Section 14** explains Committee work with the Worksite Communicator.

SECTION 9 – OTHER POSITIONS

(a) The WORKSITE COMMUNICATOR shall:

- The current communicator or executive designate shall host a brief meeting or communicate with all members at a given worksite each September for the purpose of choosing a Worksite Communicator and Health and Safety Rep.



- All CUPE members at each site should have an opportunity to participate in these positions and host an informal election if required.
- Those who are chosen for the communicator, role, shall be assigned for the school year.
- The Executive will create a procedural binder for the communicators, that the communicator will sign off on upon receiving and send to Secretary treasurer; that they will perform their duties.
- Notify the Secretary Treasurer of any deaths or long-term illnesses; ensure that all CUPE members at the workplace receive information, newsletters, memos, etc., sent by the Local Union.
- Keep copies of all newsletters, memos, Collective Agreement, Seniority Lists, EA Staffing document etc., stored in a binder or file folder which can be accessed by workplace members.
- Keep members at the workplace informed as to any upcoming events, meetings, post Executive Council list on CUPE Bulletin Board etc.
- Send in each September the CUPE Staffing Report with updated members' list to the Local.
- Possess basic knowledge of contents of current Collective Agreement.
- Assist with directing members to appropriate Executive Council member or Steward, if they have questions/concerns; act as returning officer when conducting worksite elections or find designate if unable to participate for any reason.
- Responsible to notify the Secretary Treasurer of any new members at their worksite.

Member in Good Standing

To fully participate in the union, you must be a **member in good standing**. Being a member in good standing gives you a say in how your union is run. Only members in good standing can attend and vote at union meetings, run for elected union positions, vote in union elections or serve as delegates to union events.

How it works – your union and you

Unions represent employees whose positions are covered by a collective agreement.

Collective agreements govern employees' wages, benefits and working conditions.

The union negotiates collective agreements with the employer and represents employees when the collective agreement has been violated.

If you work in a unionized environment, you have to pay union dues. These dues go to the union to support its work. Your employer automatically sends your dues to the union.

The union represents all employees covered by a collective agreement. However, **you must become a member in good standing to fully participate in union activities.**

Members in good standing determine our union's actions and priorities. Our union is strengthened by the full participation of all workers.

Becoming a Member in Good Standing

Here is what you have to do to become a member in good standing:

Complete and sign an [application for membership form](#). *Note: you can now sign the application for membership form electronically using Adobe Acrobat Reader.*

Local unions require an initiation fee. The amount is laid out in your Local bylaws. You must pay this fee to become a member in good standing. **Please Note: CUPE is waiving all initiation fees until December 31, 2021**

CUPE 5678 members - Submit the completed application to info@cupe5678.ca by December 31, 2021 if you have not already done so and the initiation fee is waived.



July 14th Bylaws Meeting Draw Winners

\$700 Member Engagement Draw Winner - Tania Bates, Accounts Payable Assistant Brockville Board Office.

Unfortunately, Tania was not in attendance.

Next draw \$800 – must be in attendance to win!

\$100 Those in Attendance Draw Winner - Shelly Crowe. Congratulations Shelly!



Health and Safety Report

Welcome Back Everyone!

Just a few Friendly reminders:

Please remember to store your PPE in a safe place so only you touch it; this may be in a bin or a drawer. Also, if you are wearing a mask and it is a bit loose just tie a knot on the elastic ends to make it fit tighter to your face; twisting the elastic creates air pockets on your cheeks, so you are not being properly protected.

Student Aggression forms are being done online, so remember this in Parklane Online Reporting. Please take the time to complete it; it's your Principal/Supervisor responsibility to keep you safe and ensure you fill these forms out while it is still fresh in your mind.

Before we know it, the snow will be here so at this time check that your Yak Trak are not rusted and that the rubber is not brittle; if it is, ask your Principal/Supervisor to send a quick email to Dennis Koluk, so some new ones can be sent in the courier to you.

Please remember all correspondence with your Principal/Supervisor is to be through email; everyone is busy and this way you know they will remember. 😊

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 be sure to visit our website www.cupe5678.ca

There are tabs with drop downs at the top of the website where you will find lots of information and an event calendar on the right side of the screen.

We are continually working to improve and add pertinent information and resources that can be of assistance to our membership.

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



General Membership Meeting

Saturday, October 16th @ 10:00 am - 12:00 pm

Virtual Meeting via Microsoft Teams

Agenda

1. Indigenous Land Recognition
2. Equality Statement
3. Roll Call of Officers
4. Initiation of new members
5. Approval of the Agenda
6. Reading of the Minutes
7. Matters arising from the minutes
8. Secretary-Treasurer's Report
9. Communications and Bills
10. President's Report
11. Reports of Committees and Delegates
 - Vote on Bylaws Amendments
12. Nominations, Elections, or Installations
 - Returning Officer Election
13. Unfinished Business
14. New Business
 - COVID policies
15. Good of the Union
16. Adjournment



Canadian Labour Congress Convention Report

I wanted to first start out by thanking the local for sending me to this convention. It was very interesting learning about the issues that are facing workers across the province and how the pandemic has brought to light the changes that need to happen for frontline workers. Both Darrin Cryderman -Vice President and I attended the virtual conference from the 16th- 18th. This was an election year, so it was important for the local send representatives, to ensure issues that affect our workers were heard and appropriate funds were being used to bring these issues to the forefront. This is done via campaigns and other means, provided by the Labour Council.

Some of the issues that were discussed during the conference were equality for women in the workplace, precarious work, outsourcing, discrimination, and the effects the pandemic has had on our workers. As a local and as an organization we neither condone or tolerate hatred and discrimination and have always worked to combat this. Society needs to step up and work together to stop the trend of hatred within our society. During the convention, we voted on resolutions to combat these issues.

Another issue that came to the forefront was women's rights and equality in the workplace. It is a fact that in many sectors women are underpaid and undervalued for the work they do. Due to childcare costs, many women are forced to leave the workforce to care for their children. We saw these issues come to light more with the pandemic, as women took on a bigger role taking care of their children while schools were closed. Some resolutions that were passed dealt with low care childcare, increase equality for women in the workplace. I was in full support of this resolution, as women's roles in the workforce have been undervalued for years. They should not have to choose between a family and their careers.

Another discussion that I found interesting during the conference and was voted on dealt with PPE, medication, and big pharma care. Nobody should have to make a choice between food on their table and their medication. Big pharma care companies put profit over the health and safety of many workers. Leaving many of us vulnerable to the pandemic. These issues amongst other issues that the pandemic brought to light, need solutions. We voted on ways to find solutions to these issues.

But the government needs to do better for our frontline workers to ensure their health and safety. It is at these conferences that our voices as a local our heard. We need to demand better from our government and need to demand a fair wage for the work we do every day. But as I like to remind many of you, the executive is not the union. You are the union. Please make sure you are participating in campaigns, talking to your MP's and MPP's. Together we can make a difference, not only for ourselves but for future generations.

Lastly, the final day of the convention, focused on equality, combatting racism and climate change. For years there has been a worry about climate change, taking the work of the unionized workers, as new technology to combat climate changed saw job loss. But there has been a realization that without mother earth, there would be no jobs and we would not exist. It is a matter of the workforce adapting to ensure the earth is cared for and healthy for generations to come. After a brief discussion it was decided that the CLC needs to address these issues.

We also voted on the new executive officers for the CFL. CUPE endorsed Bea- Bruske for President, Lily Chang for Secretary Treasurer, and lastly Larry Rousseau and Siobhan Vipond for the executive Vice President positions. It was felt that these candidates would continue to support CUPE's agenda regarding the labour movement. This agenda focuses on frontline issues and issues that affect them daily. The results of the vote were as follows:

- Bea Bruske- New President of the CLC.
- Lily Chang for Secretary Treasurer of the CLC.
- Larry Rousseau for Vice President
- Siobhan Vipond- Vice President

In closing, we must work together to ensure that we back our unions. Unions are continually under attack by the government and large corporations, who know if they divide and conquer, they can continue to break unions and the things they have worked for. We must remember that it was the grassroot organizations that got us to where we are today. People fought and died for what we have today, which includes paid sick leave, a safe workplace, vacation days and much more. Please continue to support the union and consider what your union does for you. When we work together things can be accomplished. When we let conflict in, we lose the solidarity and our focus on what matter most. We cannot lose focus and we need to continue to fight for what is right.

In Solidarity,
Dayna McCumber
Recording Secretary CUPE 5678



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 wrist watch as a retirement gift from the Local. Order form available at www.cupe5678.ca or contact Lois Lintell lois.lintell@cupe5678.ca

Annette Larocque	EA	Naismith M.P.S., Almonte	1985
Jim Desrosiers	Lead Custodian	Longue Sault P.S.	1986
Brenda Woods	EA	Linklater P.S., Gananoque	1988
Mary Lynn Carriere	EA	South Grenville DHS, Prescott	1988
Darlene Campbell	Ele Office Admin	Maxville P.S.	1989
Kimberly Thompson	Sec. Off. Asst.	Cornwall Collegiate & Voc. Sch.	1990
Connie Shearer	EA	Cornwall Collegiate & Voc. Sch.	1991
Scott Sayers	Head Custodian	St. Lawrence SS, Cornwall	1992
Marie Shelp	El. Off. Admin	Winchester P.S.	1992
Marianne Klein-Gunnewiek	Lead Custodian	Rideau DHS, Elgin	1994
Kimberley Evans	Sec. Off. Admin.	Cornwall Collegiate & Voc. Sch.	1995
Paula Couperus	Custodian	South Grenville DHS, Prescott	1995
Sally Selleck	EA	Pathways Program	1999
Carolyn Goddard	LCI	Char-Lan DHS, Williamstown	2003
Kathy Bushfield	SEA Admin Sup Assist	Frankville	2004

HAPPY RETIREMENT



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	Registered Early Childhood Educator - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville (613) 349-4300 Cell
Education Vice-President	Rebecca Cobban Rebecca.cobban@cupe5678.ca	Itinerant Student Support Worker Prescott-Russell area
Education Vice-President	Darrin Cryderman Darrin.cryderman@cupe5678.ca	Secondary Office Administrator Seaway District High School, Iroquois
Education Vice-President	Lois Linttell Lois.linttell@cupe5678.ca	Secondary Office Administrator Vankleek Hill Collegiate Institute, Vankleek Hill
Education Vice-President	Robin Yandeau Robin.yandeau@cupe5678.ca	Head Custodian South Grenville District High School, Prescott
(STEO-5678-1) Transportation Vice-Pres.	Carolyn Laflamme Carrie.laflamme@cupe5678.ca	GIS Administrator Student Transp. of Eastern Ontario, Prescott
Secretary-Treasurer	Sheila Robertson Sheila.robertson@cupe5678.ca	Project Administrative Assistant - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville
Recording Secretary	Dayna McCumber Dayna.mccumber@cupe5678.ca	Instructional Assistant - Academic TR Leger, Perth
Chief Steward	Sheena Hagerman Sheena.hagerman@cupe5678.ca	Itinerant Student Support Worker - 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	Transportation Planner Student Transportation of Eastern Ontario, Prescott
Steward – Health & Safety	Shelley Swerdfeger Shelley.swerdfeger@cupe5678.ca	Lead Custodian South Edwardsburg Public Sch., Johnstown
Steward – Facilities & IT Services	Gary McDonald Gary.mcdonald@cupe5678.ca	Maintenance 1 Glengarry District High School, Alexandria
Steward – Office/Clerical	Karen Gallagher Karen.gallagher@cupe5678.ca	Elementary Office Administrator Vanier Public School, Brockville
Steward – Classroom Support	Angela Parks-Gibson Angela.parks-gibson@cupe5678.ca	Educational Assistant Duncan J. Schouler P.S., Smiths Falls
Steward -T.R. Leger/Alternative Ed.	Tammy Caswell Tammy.caswell@cupe5678.ca	Instructional Assistant – Academic TR Leger, Smiths Falls
Steward – WSIB/Injured Worker/Return to Work	Nancy Ripley Nancy.ripley@cupe5678.ca	Registered Early Childhood Educator 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