



# CUPE 5678 Connection Winter 2021



## President's Message

Well, the holidays are fast approaching. I think we can all say it will be a much-needed break for all of us. I appreciate everyone's time and dedication that has been shown over the last couple of years.

2022 will be a shift of focus. There will be a provincial election in June that as Education Workers we need to be paying attention to. We need a party that believes education workers matter, and therefore should be paid accordingly.

While at the OSBCU leadership conference this past weekend, there was a quote that stuck with me. "Fight for what you believe in". So, I would ask you:

1. Do you believe you deserve a raise?
2. Do you want to feel valued at your workplace?
3. Do you think you deserve to feel you are able to provide for your family?
4. Do you feel you should be respected for the work you do?

If you answered yes to any or all of these, then it is time we FIGHT for what we believe in. It is time to mobilize and become united and ready to stand together. Our collective agreement ends on

August 31, 2022. We must stand together to get a collective agreement that is worthy of the important work we do. There will be communication coming swiftly so be sure to be checking your CUPE 5678

Email regularly.

Please take time over the holidays to relax and enjoy something you have not had time to do. Do what you love to do and try to leave work behind. These holidays are time to regroup and take the time for you.

Season's Greetings

Erin Hurford

President

CUPE 5678 / 5678-01



## Vice President's Report

### **By-Laws**

Hello members: At the last General Membership meeting we presented a few changes to the membership that was flipped back to us from CUPE National. We were successful at completing the by-laws at the October 16 general membership meeting. We are awaiting word from National on these changes and expect to have their approval soon.

I would like to thank everyone for their participation and input into creating this. The committee met many times in person and online getting this document completed and I would like to say thank you for your hard work and dedication on behalf of your union.

### **DHM Days Article 20.08**

Disagree Hazard Medical Days: please take the time to read this article and fully understand how this works. This article is used for both YOUR medical appointments and Hazardous Road conditions. You have 5 days per year. When making medical appointments the employee is to make every effort to try and schedule appointments so that it does not interfere with the hours you are to be at work. This is not always possible for various reasons and is understood. When using these days for days YOU feel the roads are too dangerous to drive on then you can say to your manager, I would like to apply this day, so I don't have to drive into work today and not lose any pay.

### **Inclement Weather Article 29.04**

Inclement Weather Article 29.04: These days are applied when the EMPLOYER feels it is unsafe for you to travel to work and you are permitted to stay home. When the employer and the employee disagree on road conditions that is when the above 20.08 is applied and that day is taken from your DHM days.

If you have a time in your school whereas the weather is turning bad, and the principal / manager starts to send people home due to the weather conditions and that does NOT include YOU please let a union officer know at your earliest convenience.

Regards

**Robin Yandea**

Vice President



## Secretary Treasurer's Report

At the October 18<sup>th</sup> General Membership Meeting, Cara Lackey, EA Montague PS was the \$800 Member Engagement Draw winner. Cara was not in attendance, so this increases the next Membership Engagement draw to \$900. Congratulations to Ashley Bruinsma, RECE Nationview PS, \$100 Draw Winner for members in attendance.

### **Health & Safety**

The Canadian Centre of Occupational Health & Safety are currently offering several courses for free, some due to the pandemic, though many have been no charge pre-covid as well.

Click on the link to browse through the list and take advantage of these valuable education modules.

[https://www.ccohs.ca/products/courses/course\\_listing.html](https://www.ccohs.ca/products/courses/course_listing.html)

As Acting WSIB/Injured Worker/Return to Work Steward for the Western Region of our Board, I attended the Health & Safety/Injured Workers Advocacy Committee Virtual Conference October 20-22.

Guest Speakers included Deena Ladd (Workers Action Centre), Dr. Lorraine Smith MacDonald, Nancy MacLean (Public Service Alliance of Canada), Ken Porter (Mood Disorders Society of Canada), Jason & Bonnie Dineen (CUPE Local 4400).

Deena has been working to improve wages and working conditions for 20 years and for the past 12 years Deena has been working to build a membership-based workers center that can improve wages and working conditions for many working people. Dr. Smith-MacDonald topics: vicarious trauma, moral injuries, and compassion fatigue. Nancy MacLean topics: BIPOC, Environmental Racism & COVID-19.

Ken Porter topics: Absenteeism & Presenteeism

Jason Ramsay & Boone Dineen spoke about work refusal success stories.

I took 2 workshops, Duty to Accommodate and Ontario Health & Safety Law and participated in the Sector Breakout for OSBCU.

There was an election for 2 members at large for the Injured Workers Advocacy Centre and Health & Safety committees.

Shelley Swerdfeger, CUPE 5678 Health & Safety Steward was recognized for winning the CUPE ONTARIO 2021 Health & Safety Award

Fred Hahn CUPE Ontario President started the Greetings Wednesday and Candance Rennick CUPE Ontario Secretary Treasurer gave the final words.

The conference was a great opportunity; I appreciate being able to attend and participate for the common cause of working together for a safer, stronger future.

It is important to recognize the value of having a strong commitment to health and safety in our workplaces especially in today's world of COVID-19.



## Vice President Report

### How to Calculate Mileage You Are Owed

Hello members of CUPE Local 5678. I believe that many of you have not been reimbursed properly for mileage incurred for work purposes. I would like to explain how to complete a mileage and expense form properly to be fully reimbursed. You should be reimbursed for any mileage you incur for work purposes during work hours. There are no clear instructions, that I am aware of, from the Board on how to do this even though I asked for this a number of years ago. The confusing piece is the home to work mileage, one way, that you must record in the upper right-hand corner. Many members have taken that mileage off when claiming mileage or have figured that since you have not travelled further than this during your workday that you are not entitled to anything. Both of these situations are wrong. I will give an example: distance from home to work is 20 km, you travel during your workday for work purposes and the distance is 15 km, on the mileage form there is gross kms so you would put 35 km as your gross (distance to work and then the distance you travelled for work purposes), you then deduct the 20 km and arrive at 15 for your net kms. You then get paid mileage for those 15 kms that you are owed. It seems like an unnecessary step but that is the way the Board has set this up. I believe since there are not clear instructions many of you have missed out on mileage reimbursement. I truly hope this helps everyone submit mileage correctly.

Darrin Cryderman  
Education Vice President





## Health and Safety Report

Can you guess how many Affiliates filled out the on-line reporting form for Student Aggression since **September?**

If you guessed **12** you guessed right.

We all know that there have been more than **12 acts** of violence happening to all workers since September. If you are filling out the On-Line reporting form, please remember to click the box with Violence also an act of Violence is not an Extenuating Circumstance.

Violence is Violence and you have a right to be protected.

There is only 1 student aggression form and CUPE is being told that no school should have their own Student Aggression form so if your school has their own, please email me and let me know because the Joint Health and Safety Committee does not see these private forms so we have no knowledge that you are being hurt at the workplace and that means we cannot help you.



So, if you haven't emailed your Principal about Yak Tracks it's not too late. Remember your principal will need it in an email that you are requesting these items to be worn on Bus Duty or Yard Duty and they will send an Email off to Dennis Koluk to receive their free Yak Tracks this comes out of the health and safety budget not the schools.

I hope Everyone has an amazing Winter

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](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.

### 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.**

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)



## Injured Worker/WSIB/Return to Work Report

Happy Winter everyone!

We have had a busy start to the school year with lots of TEAMS meeting with our Ability Management Specialist (Robb Bowman and Patti McNamee) and our members making sure that our members are working safely. We are gradually getting back into the schools to have our meetings in person, if you feel you could use a meeting when you are returning from an injury or have an accommodated work plan that needs to be updated, please to not hesitate to contact me.

Did you know that on Canadian Centre for Occupational Health and Safety there are free courses you can take? Some of these courses include Returning to work during COVID 19 and Preparing Workers for Return to Work During COVID 19, and Violence in the Workplace: Awareness to name a few. Some of these courses are as short at 15 minutes.

[https://www.ccohs.ca/products/courses/course\\_listing.html](https://www.ccohs.ca/products/courses/course_listing.html) check out the courses at this link.

In Solidarity,

Nancy Ripley



Why Santa's elves never get around to forming a labor union.





## OSBCU Leadership Conference

The weekend of December 3-5 was the OSBCU Leadership Conference. I attended along with fellow Vice President Robin Yandeu, President Erin Hurford, and our Head Mobilizer for this round of political action and mobilization, Nancy Ripley. Over the course of the weekend, we learned from researchers and political activists about the ongoing political and financial climate in Ontario. The OSBCU Bargaining Committee presented their priorities for Central Bargaining for locals to speak to and vote on. I am pleased to announce that CUPE 5678 accepted the priorities package that will be worked on for the next round of bargaining. I want to remind members that now is the time to start having conversations, asking questions, and considering what the upcoming Provincial Election will mean to you in June 2022.

In Solidarity,

Rebecca Cobban  
Vice President (Education)



"YOUR DAD IS A UNION MAN, ISN'T HE?"





## Classroom Support Steward

Hello All

I wanted to start off by saying how proud I am to represent all Classroom support workers.

We have rocked it during the pandemic from shifting gears to home/virtual instructions. We were welcomed into our students' homes and played a vital role in educating our children and youths. As the COVID pandemic surged globally, many of us found ourselves unprepared for the ways in which this deadly virus would affect our daily lives. School aged children and we their educators, were forced to make the quick transition from in-person to virtual or hybrid learning almost overnight, have faced countless difficulties along the way. But we persevered, we should all be proud of where we are today. We are strong, and we are united. We need to remember we are a significant part of the educational team. Be proud.

I want to share a warm seasonal wish to you your family. As we head into our Christmas Break. This year I want you all to take time for you!

Here are my top 5 tips for you during the Christmas Break:

1. **Stay active.**
2. Whether you're a gym buff or simply are looking forward to a walk with the family dog, physical exercise is a fantastic stress buster, mood buster, and overall gift to your peace of mind. Aim to do a little something every day.
3. **Unplug**
  - a. Spend some time away from your phone, email, and social media accounts so you can focus more of your energy on the present moment.
4. **Relax with a read.**
  - a. Find a book you want to read—not one you think you “should” or “have to.” Whether it's the latest romantic novel, a sci-fi adventure, or some other genre completely, a book is a great companion whether you are at the beach, by the pool, or relaxing in a comfy chair during the holidays.
5. **Turn off the alarm.**
  - a. You're on vacation! Feel free to let your body sleep more intuitively and catch up on your ZZ's.
6. **Find some silence.**
  - a. Try to work in a few minutes of silence into your days, too.

Whichever way you prefer to relax, be sure to give yourself that gift this Christmas break. Hopefully, you can return to school with a brighter, more focused, and more energized state of mind

Angela Parks-Gibson  
Classroom Support Steward



# General Membership Meeting

Saturday, January 15<sup>th</sup>, 2022 @ 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
12. Nominations, Elections, or Installations
  - Returning Officer Election
13. Unfinished Business
14. New Business
15. Good of the Union

## Adjournment

The January 15<sup>th</sup>, 2022, General Membership Meeting will be a Virtual Teams Meeting.

Invitations will be sent to your CUPE email, and you will need to pre-register to attend.

Registration will close at 9 am January 15<sup>th</sup>, 2022, to ensure sufficient time to process requests.

You must be logged into Microsoft Teams with your CUPE email.

Registration will be required to ensure verification as a Member in Good Standing.

The CUPE National Constitution has laid out the requirements of being a member in good standing to fully participate in union activities.

Only members in good standing can attend and vote at union meetings.

The initiation fee has been waived until December 31, 2021. If you have not submitted your Member in Good Standing form, please do so asap.

Forms can be found on our website [Member in Good Standing - CUPE 5678](#) and emailed to [info@cupe5678.ca](mailto:info@cupe5678.ca)



## Retirement Corner by Lois Linttell

In recognition of years served as a CUPE member, retirees have the option of choosing an inscribed mantel clock OR engraved wristwatch as a retirement gift from the Local. 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) or [lois.linttell@cupe5678.ca](mailto:lois.linttell@cupe5678.ca).

Heather Quin	EA	Smiths Falls District Collegiate Institute	1983-2021
Jeff Arsenault	EA	Winchester P.s>	1989-2021
Ann Drynan	Sec. Office Assist.	Almonte D.H.S.	1990-2021
Laura-Lee Cowan	EA	Pleasant Corners PS, Vanleek Hill	1995-2021
Linda Dewar	Sec. Office Assist.	TR Leger, Alexandria	1999-2021
Charlene Sweeney	Sec. Office Assist.	Carleton Place H.S.	2002-2021
Yvon Lalonde	Custodian	St Lawrence SS, Cornwall	2002-2021





**Season's Greetings  
From your Executive & Stewards**

Darrin Cryderman

Lois Linttell

Rebecca Cobban

Carolyn Laflamme

Sheila Robertson

Robin Yandean

Dayna McCumber

Sheena Hagerman

Craig Gallagher

Karen Gallagher      Gary McDonald

Shelley Swerdfeger

Angela Parks-Gibson

Tammy Caswell

Nancy Ripley





## 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)

### EXECUTIVE COUNCIL

<b>President:</b>	<b>Erin Hurford</b> <a href="mailto:Erin.hurford@cupe5678.ca">Erin.hurford@cupe5678.ca</a>	<b>Registered Early Childhood Educator</b> - 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>	<b>Itinerant Student Support Worker</b> Prescott-Russell area
<b>Education Vice-President</b>	<b>Darrin Cryderman</b> <a href="mailto:Darrin.cryderman@cupe5678.ca">Darrin.cryderman@cupe5678.ca</a>	<b>Secondary Office Administrator</b> 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>	<b>Secondary Office Administrator</b> Vankleek Hill Collegiate Institute, Vankleek Hill
<b>Education Vice-President</b>	<b>Robin Yandeau</b> <a href="mailto:Robin.yandeau@cupe5678.ca">Robin.yandeau@cupe5678.ca</a>	<b>Head Custodian</b> South Grenville District High School, Prescott
<b>(STEO-5678-1) Transportation Vice-Pres.</b>	<b>Carolyn Laflamme</b> <a href="mailto:Carrie.laflamme@cupe5678.ca">Carrie.laflamme@cupe5678.ca</a>	<b>GIS Administrator</b> 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>	<b>Project Administrative Assistant</b> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville
<b>Recording Secretary</b>	<b>Dayna McCumber</b> <a href="mailto:Dayna.mccumber@cupe5678.ca">Dayna.mccumber@cupe5678.ca</a>	<b>Instructional Assistant - Academic</b> TR Leger Campus - Perth
<b>Chief Steward</b>	<b>Sheena Hagerman</b> <a href="mailto:Sheena.hagerman@cupe5678.ca">Sheena.hagerman@cupe5678.ca</a>	<b>Itinerant Student Support Worker</b> - Full Time Release – 12 months (613) 342-0434 CUPE Office, Brockville (613) 640-2748 Cell

### STEWARDS

<b>Steward (STEO-5678-1)</b> - Transportation	<b>Craig Gallagher</b> <a href="mailto:Craig.gallagher@cupe5678.ca">Craig.gallagher@cupe5678.ca</a>	<b>Transportation Planner</b> Student Transportation of Eastern Ontario, Prescott
<b>Steward</b> - Health & Safety	<b>Shelley Swerdfeger</b> <a href="mailto:Shelley.swerdfeger@cupe5678.ca">Shelley.swerdfeger@cupe5678.ca</a>	<b>Lead Custodian</b> South Edwardsburg Public Sch., Johnstown
<b>Steward</b> - Facilities & IT Services	<b>Gary McDonald</b> <a href="mailto:Gary.mcdonald@cupe5678.ca">Gary.mcdonald@cupe5678.ca</a>	<b>Maintenance 1</b> Glengarry District High School, Alexandria
<b>Steward</b> - Office/Clerical	<b>Karen Gallagher</b> <a href="mailto:Karen.gallagher@cupe5678.ca">Karen.gallagher@cupe5678.ca</a>	<b>Elementary Office Administrator</b> Vanier Public School, Brockville
<b>Steward</b> - Classroom Support	<b>Angela Parks-Gibson</b> <a href="mailto:Angela.parks-gibson@cupe5678.ca">Angela.parks-gibson@cupe5678.ca</a>	<b>Educational Assistant</b> Duncan J. Schoular P.S., Smiths Falls
<b>Steward</b> -T.R. Leger/Alternative Ed.	<b>Tammy Caswell</b> <a href="mailto:Tammy.caswell@cupe5678.ca">Tammy.caswell@cupe5678.ca</a>	<b>Instructional Assistant – Academic</b> Seaway District High School, Iroquois

<b>Steward</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>Trustee</b>	<b>Elsie Day</b> <a href="mailto:Elsie.day@cupe5678.ca">Elsie.day@cupe5678.ca</a>	<i>Casual (RETIRED)</i>
<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>

2021-05-05