



CUPE 5678 Connection Spring 2022



President's Message

This has been another very difficult year, and you have all done a great job getting through it.

Many of you know, our collective agreement is ending August 31, 2022. No one can afford not to get a good increase in this contract. Therefore, we are going to need all our members to stand up and say **We DESERVE Better.** In the coming weeks, you will be receiving phone calls, team meetings and face to face communication about a campaign run by the OSBCU. We are asking for all members to sign a Letter to the next premier of Ontario. In this campaign the goal is to show the next government that we stand in solidarity with 55,000 CUPE education workers across Ontario. In order to get decent working conditions, we all need to stand together across the province.

The bargaining teams for both UCDSB and STEO have begun preparing for the upcoming bargaining. We continue to meet to ensure we have our bargaining proposals ready to submit as early as June.

With upcoming changes to COVID restrictions, we continue to monitor to ensure all staff are working in safe working conditions. With that, I want to remind people that the mask mandate is ending, please be kind to each other. Some may continue to wear their masks, and others may choose to dispose of them. This is a personal choice and should not be questioned by coworkers. This has been a very trying time for all, and everyone's comfort level is different.

Thank you for all the work you have all put in to make the workplace safe for all staff and students. I hope those that had a break during March Break had an enjoyable break, and for those who continued working, I hope you were able to do something special for yourselves.

Our next General Membership Meeting will be at Brockville Collegiate Institute, 90 Pearl St. E, Brockville on April 9, at 10 am. This will be done in a hybrid model, so you will be able to join in person or virtually. I hope to see you all there.

In Solidarity
Erin Hurford
President CUPE 5678



Vice President's Report by Robin Yandea

By-Laws

At the General Membership meeting we will be bringing forward the housekeeping items suggested by National to the members for approval. Once National returns with their seal of approval, copies be available to the members.

DMH Days / Inclement Weather Days

Last news article I outlined how these days work for members. On January 17/2022 we had a major snowstorm and our Director, who we appreciate and thank, made a very good decision to not only cancel Buses but cancel school for ALL Students and Staff. We had some questions come in about who ALL includes. The short answer is ALL means **ALL STAFF** did not have to report to work that day due to conditions. This day fell under Inclement Weather Article 29.04.

Manager / Supervisor / Principal

We are always here to help members with concerns and questions they may have. Our role as Stewards and Executive when it comes to us having to dealing with Managers, Supervisors and Principals on your behalf usually comes when the answers you get to your situation is not fair, favorable and possibly when they simply don't act on your concerns. We always will ask you "*What was their response to your concern*"? If you have not talked to your immediate supervisor first, we will always encourage you to do that unless there is a particular reason why you can't.

Regards

Robin Yandea



Secretary Treasurer's Report by Sheila Robertson

Here is a link that provides information on the time-limited Healthcare Spending Account (HCSA)

[CUPE EWBT \(cupe-ewbt.ca\)](http://cupe-ewbt.ca)

When you click on the link, on the right hand side, there is a box that says Key Resources – the webinar slides and recording can be found there if you were unable to join the webinar.

If you have questions or any concerns, please email them to info@cupe-ewbt.ca

Trustees Elsie Day, Carol Bamford and Pam Barton performed audit on February 9th for the 6 month period July 1-December 31st.

Recommendations were made that will be brought forth in the Treasurer Report at the next GMM that has quorum.

The following Worksites do not have a CUPE Communicator

Board Office
Cambridge PS
Carleton Place HS
Chesterville PS
Drummond PS
Kemptville PS
Meadowview PS
R. Tait McKenzie
Roxmore PS

If you are a CUPE member and would like more information on being a Communicator, please email info@cupe5678.ca to ensure members at your worksite receive updates from CUPE.



Chief Steward Report by Sheena Hagerman



Attention

Are you close to retirement age or going to retire within the next 120 calendar days? Can you retire with an unreduced pension? If you do not know these answers, please go to the OMERS website-<https://www.omers.com/> or call OMERS-1-800-283-5375 and find out as soon as possible.

Here is why:

1. If you are 65 years of age within the next 120 calendar days, or
2. If you are going to retire with a reduced pension within the next 120 calendar days, or
3. If you are going to retire with an unreduced pension within the next 120 calendar days, or
4. If you qualify for an unreduced pension within the next 120 calendar days.

You are NO longer eligible for Long Term Disability and you need to notify the board to STOP taking LTD premiums from you!

To find out how to stop these payments please refer to the collective agreement article 25.01 b), as you will have to provide proof from OMERS and send it to the employer.

If you have any questions or need some guidance, please feel free to call the CUPE office 613-342-0434 Ext. 2 and I will be more than willing to try to help you.

Your Chief Steward

Sheena Hagerman



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.

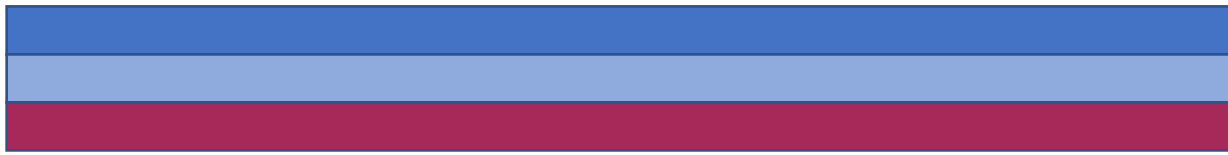
CUPE 5678 would like to make sure that everyone is acknowledged. Cards can be sent for special milestones and sympathy matters. If you have a member who you believe could use a card, please notify the Secretary-Treasurer at sheila.robertson@cupe5678.ca

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**.



Classroom Support Steward by Angela Parks-Gibson

Hello CUPE 5678 membership,

I wanted to say that I hope everyone had an amazing March Break. Hoping you all have had time to rejuvenate as we head into the last leg of the 2021-2022 academic year. I want to wish everyone well, and that you are in good health. I want to say you are all amazing! If you haven't been told so. Here is a virtual "High Five" sent to all. We have persevered. We have made it clear how important our roles are to the education system. I look around and see fully functioning education being delivered to our students. Both online and in-class. We have been part of an amazing task of keeping our students and families supported throughout a Global Pandemic. Bravo!

"Alone, we can do so little; together, we can do so much."

Helen Keller – American Author, Activist, and Lecturer

Angela Parks-Gibson, Classroom Support Steward

Angela.parks-gibson@cupe5678.ca



General Membership Meeting
Hybrid - Virtual Meeting Via Microsoft Teams
[Link to Register & Join CUPE TEAMS GMM April 9, 2022](#)
And In-Person
Brockville Collegiate Institute
90 Pearl Street East, Brockville
Saturday, April 9, 2022nd 10:00 a.m.

Call to order:

- Equality Statement
- Land Acknowledgement

1. Roll call of Officers

2. Approval of Agenda

3. Read and Approve Minutes

4. President's Report

5. Treasurers Report

- Presentation of this year's budget

6. Committee Reports

7. New Business

- Returning Officer Election
- Bylaws Housekeeping and Approval
- GMM Survey Results

8. Good of the Union

9. Next General Meeting Date

10. Adjournment

You must be logged into Microsoft Teams with your CUPE email to register and join.

[Link to Register & Join CUPE TEAMS GMM April 9, 2022](#)

There are 2 draws at meetings

- **\$100 Attendance Draw.** There is one name drawn from all members in attendance for \$100.00
- **Member Engagement Draw.** The first Member Engagement Draw was held January 19, 2019. It started at \$100.00. All CUPE member names are put into the draw. If you are in attendance, you win. If you are not in attendance, the \$100 is carried over to the next meeting. The draw at the GMM Saturday April 9th will be for \$1,000.00. All CUPE members (currently 1,524 CUPE members) will have their name put into the draw and if your name is drawn and you are in attendance, you win \$1,000.00. If you are not in attendance, the \$100 goes towards the next meeting.

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 June 30th, 2022. 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



Retirement Corner by Lois Lintell, Vice-President

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 the Local.

Gift Order form available at www.cupe5678.ca or lois.lintell@cupe5678.ca

Information needed to place order: Name / Worksite / Job Classification/ Seniority Date/ Date of Retirement/ # of years with the Board / Home Phone Number / Home e-mail / Home Address / Choice of Gift

Steven Ball	Custodian	North Dundas DHS, Chesterville	1990-2022
Randy McCaugherty	Technologist	TISS, Brockville	1992-2022
Donna Bryan	EA	Rideau Vista PS, Westport	1993-2022
Joanne Clark	EA	TISS, Brockville	1996-2022
Jeanne Quinn	EA	Eamers Corners PS, Cornwall	1998-2022
Jocelyn Madge	Ele. Office Admin.	Merrickville PS	2002-2022
Nancy Swank	EA	Seaway DHS, Iroquois	2004-2022
Dean McGillivray	Custodian	St. Lawrence SS, Cornwall	2007-2022
Loni Drover	Receptionist	Board Office	2008-2022





Suggestions for TEAMS /ZOOM Meetings

By Lois Lintell Vice-President

Our business life and home life have been linked the past two, going on three years, as working from home has changed the dynamics of our work presence. Below are a few recommendations for getting the best experience from your online meetings:

- Be mindful that when using Teams/ZOOM you are in your virtual workplace.
- Avoid sitting with your back to a window or bright light source.
- Best to only show video when speaking.
- Think about the background. Consider using the “blur my background feature” in MS Teams
- Close doors to avoid unexpected visitors.
- Don’t walk around with your camera on. Limit actions, i.e. drinking, adjusting hair, applying hand cream, etc.
- Enter muted. Mute other devices and apps.
- Keep your mic muted unless you need to speak or are leading the meeting.
- Unmute only when speaking. Speak clearly and concise with notes available and with a tone that everyone can hear what you are saying.
- Pause. Remember to pause occasionally to assure attendees have time to ask questions.
- Avoid talking over others. Respect speakers list with the “hands up /hands down” feature so only 1 person speaks at a time.
- Use chat window
- Focus!!



EXECUTIVE COUNCIL, STEWARDS & TRUSTEES

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

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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 Yandeu Robin.yandeu@cupe5678.ca	Head Custodian South Grenville District High School, Prescott
Transportation Vice-Pres. (STEO-5678-1)	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	EA Rideau District High School, Elgin
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	EA Seaway District High School, Iroquois
Steward – WSIB/Injured Worker/Return to Work	Nancy Ripley Nancy.ripley@cupe5678.ca	Registered Early Childhood Educator Commonwealth Public School, Brockville
TRUSTEES		
Trustee	Elsie Day Elsie.day@cupe5678.ca	Casual (RETIRED)
Trustee	VACANT	
Trustee	Carol Bamford Carol.bamford@cupe5678.ca	Casual (RETIRED)