



CUPE 5678 Connection Fall 2022



President's Message

Welcome back to the start of the new school year. I want to thank all our 12-month members who have worked tirelessly over the summer and welcome back the 10-month members.

As you are aware, we are currently in bargaining both centrally (provincially) and locally. We will be holding strike votes from Friday, September 23rd, 2022, which starts 12 am until Sunday, October 2nd, 2022, ending at 6:00pm. This vote will be done electronically. Please ensure you are checking your CUPE email for information and directions. We will be setting up a Teams meeting for Saturday, September 17, 2022, from 10 am – 12 pm. This meeting will be virtual. We ask that people attend this meeting, so they have the correct information when voting in the strike vote.

This is the time to stand strong together! The government is looking to slash sick leave, remove job security and give a 2-tiered wage increase that frankly is an insult to all Education Workers. We must stand up to this government and tell them we are hard working, dedicated Education Workers that deserve to be given respect and dignity. We were working throughout the pandemic to ensure schools were safe, special needs students were provided the education they deserve, technology was available to continue learning for all students learning online, etc. **We cannot say yes to concessions that the government are trying to force on us.**

We need 100% of our members to vote this time. The government knows how many members we have, and when we get a strike mandate, they need to see it is a full representation of our membership. This will give leverage to the bargaining team at the bargaining table. **The stronger yes vote the better.**

If you do not have a CUPE email, please go to our website www.cupe5678.ca to sign up. If you are having problems signing in, please ask for a password reset.

Form E for strike pay can have the email of your choice however CUPE 5678 does not use member personal email addresses to communicate.

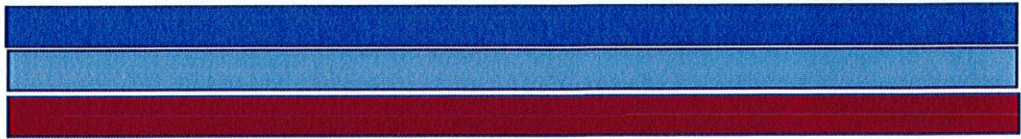
Every member is to have a CUPE email.

Local CUPE 5678 provides CUPE 5678 emails to communicate with members.

Please feel free to contact any executive or steward of your choice if you need to reach us. You can always reach out to info@cupe5678.ca if you are unsure who to contact.

In Solidarity
Erin Hurford
President





Mobilization Message

First, I would like to thank the hard work and dedication that the Mobilization Committee showed throughout the summer and now into the fall. These members have been working extremely hard making phone calls, answering emails and now ordering T-shirts to help 5678 move forward in the Mobilization Movement. If you have one of these members in your school, make sure that you thank them for giving up their summer to help get us all organized.

I also want to send out a huge thank you to the members that have stepped forward to be Picket Captains and Member Organizers as well, you are taking on a huge role in this movement. If you are lucky enough to have one of these people in your school, please thank them for giving up their nights and weekends to be trained to help you should we go out on the line.

As we move forward in this movement, it is going to be both exciting and scary as we will be making history. Make sure to check in with your co-workers that they have received the newest updates from the union, that their email address for strike vote is submitted, and they have submitted their T shirt size. All this information can be sent to head.mobilizer@cupe5678.ca along with any questions that you may have.

Tammy Caswell

Lead Mobilizer 5678

TR Leger Adult and Alternative Education Steward



Shelley Swerdfeger, Gary McDonald, Angela Parks-Gibson, David James, Scott MC Gibbon, Tammy Caswell, Jennifer Livingstone, Diana Taylor, and Pam Hurford





Education Vice President

Breaks

Hello fellow CUPE members. I wanted to ask everyone to make sure you are taking all your entitled breaks. This is very important due to continued job cuts and reduction in hours in many of our classifications. If you do not take your breaks, you are working for free which then continues the cutting ball rolling. As you know workload does not decrease with cuts but actually increases for the members who are still working. I ask you, if you are experiencing workload issues, to email your Principal/Manager asking for solutions. That is the direction from HR when we have brought up staffing and workload issues. It is so important to stand up for your rights which in turns protects all your fellow CUPE members' rights. We must stand together to demand respect for our work. There is only so much work that can be done in the time we are given.

In Solidarity,

Darrin Cryderman
Education VP for CUPE Local 5678





Education Vice President

Working Overtime Important information you should Note

Greetings all and welcome back to another school year. At the end of last year, I had a few people approach me and it seemed to be a similar trend of issues surrounding Over Time and Lieu Time. Education workers are without the shadow of a doubt dedicated to their jobs and students they are here to help. Now the Term **Education Workers** refers to **ALL** of us who work for the system in every capacity to make our schools function as well as they do.

When it come to Overtime, please read Article 16 of your collective agreement. The biggest concern I had was people wanting to take Lieu Time off and finding out they don't have any. On average it has been surveyed educational workers give their employers 66 hours per year in free time. Many of these issues here we are seeing a problem is in the **office admins and EA roles**. It is important to note that when you work you deserve compensation for that work no one should have to work for free. If you are going on field trips and coming back late past your normal hours of work, working lunch hours through your breaks because your school is short staffed, doing ministry reports that must get done by certain deadlines and only way this is going to get completed since your day is interrupted more times then you can count is by working overtime.

What to remember

- Overtime is voluntary as per 16:01 it **must** also be approved by your immediate supervisor.
- When you are being asked to work overtime or if you feel the need is there that I need over time make sure you have your supervisor's approval **BEFORE** doing the task. Don't take the role I will just do this and ask for compensation later. Your supervisor may deny the compensation if you haven't been approved the work prior.
- When asking for approval do an email (*can't stress this enough*) so that you have a recorded answer, we have seen this past year several reports of Principals questioning the need for time off in Lieu since they don't recall authorizing it and that makes an employee feel very underappreciated.
- Extra hours up to the full-time equivalent hours per day or per week for the job classification of the employee, the employee's regular hourly rate of pay for hours per day or per week in excess of those mentioned are paid at the appropriate overtime rates of pay.
- It is Your choice on approved overtime to take it in cash or lieu time.

Your union is here to help you if you are having issues as noted above for us to better assist you, please be prepared to show your paper trails of the approval of overtime then we can be better prepared to ask why you are not receiving compensation for time worked.

Regards, **Robin**



Chief Steward's Report



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:

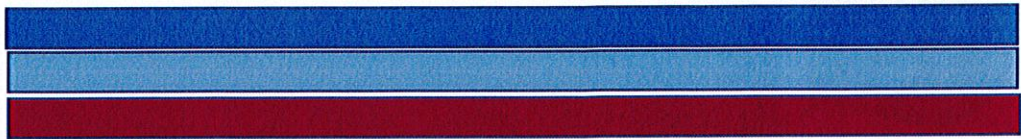
1. If you are 65 years of age within the next 120 calendar days, or
2. If you are going to retire with a reduced pension within the next 120 calendar days, or
3. If you are going to retire with an unreduced pension within the next 120 calendar days, or
4. If you qualify for an unreduced pension within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



Recording Secretary

We are all this together!

This week, I reflected on how we are doing as a membership. Through conversations I have had with many of you, not good. Inflation and gas prices have hit many of you very hard. I know how hard it has hit my own pocketbook, when I go to the grocery store and the same items are almost double. I know that on average many of us make under 39,000 a year. This is tough, not to mention for those of you who are single earners. I can only imagine the stress you are under. Recently, there was more layoffs and I found myself reflecting on this. Some of you might be thinking a layoff is a layoff. It happens every year. But brothers and sisters, this should not be our way of thinking. Let's think about it this way. Let's say twenty of our CUPE brothers and sisters are laid off each year. In 5 years' time, that is 100 jobs. That's one hundred less people in our schools providing services to our members. Where do you think that work goes? It's downloaded onto the rest of us.

Its time to fight like we have never fought before. Our parents, grandparents and great grandparents fought for things like sick leave, holidays and vacation pay. We have that from our collective efforts to unionize. If we continue to accept the status quo, our wages, will remain the same and our milk, food, housing in five years' time will increase. Leaving us more in debt then we are now. We cannot continue to be complacent. We cannot depend on only a few of our brothers and sisters to fight for us. All 1500 of us, must stand up and say enough is enough.

I have heard many of you ask, how did New Brunswick do it? They did not depend on the executive and stewards to do it for them. They backed them. They said enough was enough and fought for what was right. Fair pay and a fair collective agreement. As August 31, is just around the corner and our collective agreement comes to an end, we need you brothers and sisters. We cannot do this alone. I cannot stress enough the importance of our CUPE family in the coming months. We can do this only together. Let's all work together to get out and educate the public that we are not teachers. That we are a valuable part of their children's education team. If you haven't done so, make sure your CUPE e-mail is up and running. Reach out to the union and get it set up if you are having issues. I hope to see you all right beside me and our other brothers and sisters, as we fight for what is right.

In Solidarity,

Dayna McCumber, Recording Secretary CUPE 5678





Health and Safety

Here's a few tips to help everyone have a safe 2022-2023 school year.

- Every UCDSB employee should have a key to the building they work in in case there is a Code called so they are able to lock a door or unlock a door to keep themselves safe. If you are an Occasional staff member, ask at the office and they will sign you one out.
- With those keys, please keep them in a safe spot on your person and if its around your neck please ensure it's a break away lanyard if it gets caught or pulled.
- If you are signing off on safety plans check and see if PPE is needed and if it is, make sure your PPE fits properly. If it is to big on you it will not help you and if it doesn't do up it won't help you either. So, you will need to Email the Administrator to let them know that the PPE doesn't fit anymore, and you are in immediate need for new items.
- The JHSC recommends everyone carry a walkie talkie because if there is a problem many people hear your call for assistance unlike a cel phone where you only get one. If it is in the safety plan for a communication device, please make sure you are carrying your walkie talkie and if it breaks, please email the Administrator, and let them know in writing and to get a new one.
- Last year it was brought to our attention there were schools where workers did not have the proper equipment to change students on if you're in this situation this year please email your Administrator and ask for a change table
- And the final one is the ON-LINE Reporting no hit is too small and all acts of violence should be reported. It is the Administrators position to ensure you have a computer and given the time to complete the report. This report should be filled out right after the incident while its fresh in your mind.

If you have any questions or concerns, please email me at Shelley.swerdfeger@cupe5678.ca

Thanks

Shelley Swerdfeger

Health and Safety Representative





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

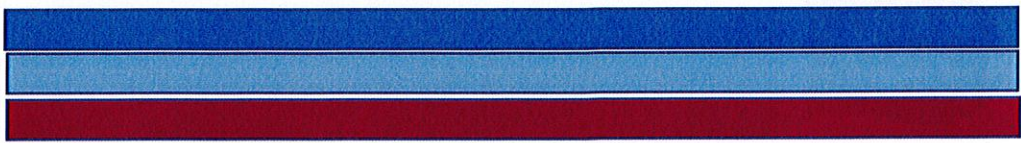
E-Mail Courtesy

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**.





Retirement Corner

by Lois Lintell, Education 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

Harvey Bowman	Lead Custodian	Chesterville P.S.	1978-2022
Barb Maitland	Elem. Off. Admin	Lombardy P.S.	1983-2022
Brenda Paige	EA	Gananoque S.S.	1984-2022
Louis Gauthier	Head Custodian	Vankleek Hill Collegiate Institute	1986-2022
Lynda Johnston	Sec. Off. Admin	Carleton Place H.S.	1987-2022
Robyn Majuary	EA	Almonte & D. H.S.	1988-2021
Monica Hart	EA	The Stewart S. Perth	1989-2021
Margaret Gravelle	Sec. Off. Admin	Almonte & D. H.S.	1989-2021
Karen Ritchie	EA	Duncan J. Schoular, Smiths Falls	1990-2021
Arnold Kennedy	Sr. Technologist	Brockville Collegiate Institute	1991-2022
Terry Grant	Lead Custodian	Cornwall Hosp. Day Treatment	1993-2022
Pauline Brunet	Ele. Off. Admin	Rideau Vista P.S., Westport	1995-2021
Brenda Wright	ECE	Lombardy P.S.	2000-2021
Vance Dillon	Custodian	Gananoque S.S.	2001-2022
Shirley Barr	EA	Beckwith P.S., Carleton Place	2001-2022
Gary Masson	Maintenance I	Glengarry DHS, Alexandria	2001-2021
Barb Fraser	Software Analyst	Board Office, Brockville	2005-2021
Donna O'Hearn	EA	Linklater P.S., Gananoque	2013-2022
Donna Russett	EA	Chimo El., Smiths Falls	2017-2022





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
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	Educational Assitant 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. Schoular P.S., Smiths Falls



Steward -T.R. Leger/Alternative Ed.	Tammy Caswell Tammy.caswell@cupe5678.ca	<i>Educational Assistant</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
Steward – WSIB/Injured Worker/Return to Work	David James David.james@cupe5678.ca	<i>Educational Assistant</i> Cornwall Collegiate Vocational School
TRUSTEES		
Trustee	Elsie Day Elsie.day@cupe5678.ca	<i>Casual (RETIRED)</i>
Trustee	Pam Barton Pamela.barton@cupe5678.ca	Ele. Office Admin.
Trustee	Carol Bamford Carol.bamford@cupe5678.ca	<i>Casual (RETIRED)</i>

See Executive Council Election Nomination Forms
attached with By-Laws Info

Returning Officer is Kelly Filioso

Kelly.filioso@cupe5678.ca





Executive Council Election Nomination Form

*for the term of Dec. 2022 to Nov. 2025

**for the term of Dec. 2022 to Nov. 2024

I, _____ hereby nominate _____ who is a member
(Nominator – please print) (Name of Nominee – please print)
in good standing, with a job classification of _____ and works at
(Job Classification - please print)

(Worksite – please print)

to the Position of: [CHECK ONE] *for the term of Dec. 2022 to Nov. 2025

- * President {one position} (Open to all. Voted by the membership at large)
- * Vice President - Transportation {one position} (Open to and voted by members of the Transportation Unit)
- * Recording Secretary {one position} (Open to all. Voted by the membership at large)
- * Representative - Health and Safety {one position} (Open to all. Voted by membership at large)
- * Representative - Workplace Safety & Insurance Board/Injured Worker/Return to Work {1st position} (Open to all. Voted by the membership at large)
- * Steward - Facilities & Information Tech.{one position}(Open to and voted by members working in these job classifications)
- * Steward - Classroom Support {one position} (Open to and voted by members working in these job classifications)
- * Trustees - {three positions} (see over) (Open to all. Voted by membership at large)

**for the term of Dec. 2022 to Nov. 2024

- ** Vice-President - Education {two positions} (Open to and voted by members of the Education Unit)
- ** Secretary-Treasurer {one position} (Open to all. Voted by the membership at large)
- ** Chief Steward {one position} (Open to all. Voted by membership at large)
- ** Steward - Transportation {one position} (Open to and voted by members of the Transportation Unit)
- ** Representative - Workplace Safety & Insurance Board/Injured Worker/Return to Work {2nd position} (Open to all. Voted by the membership at large)
- ** Steward - Office/Clerical {one position} (Open to and voted by members working in these job classifications)
- ** Steward - T.R. Leger/Alternative Ed. {one position} (Open to and voted by members working in these job classifications)

Nominations shall be received on the official CUPE 5678 Nomination Form with the member's consent in writing, duly witnessed by another member. Read the CUPE 5678 By-Laws for more information regarding elections. No Forms will be accepted after close of nominations. Receipt of Nomination will be confirmed by Returning Officer, Kelly Filoso to the nominee within 24 hours of receipt. Electronic voting during Election period.

Nominations Close..... Monday, October 17th, 2022 11:59 p.m.

Campaigning commences..... Wednesday, October 19th, 2022 until Sunday, November 6th, 2022

Electronic Election/Voting Period... Mon., November 7th to Wed., November 9th 11:59 p.m.

Voting Results..... Thursday, November 10th, 2022

Elected & Acclaimed members assume their 3 year term, Thursday, December 1st, 2022

Elected & Acclaimed members assume their 2 year term, Thursday, December 1st, 2022

All duly elected/acclaimed members to be installed at the January 2023 General Membership Meeting

I hereby consent to let my name stand for the position nominated:

Signature of Nominee: _____ Date: _____

Nominee email: _____ Nominee phone: _____

Signature of Nominator: _____

e-mail Nomination to Kelly.filoso@cupe5678.ca by 11:59 p.m. Monday, October 17th, 2022

Office Use: Date Received: _____ Time Received: _____ Confirmation of Receipt/Acceptance: _____

2022 09 09 (see over-Bylaws)

(F) Election Group as below:

<u>GROUP 1</u>	<u>GROUP 2</u>	<u>Trustee</u>
President	Chief Steward	1st Trustee
Recording Secretary	Secretary Treasurer	2nd Trustee
1st WSIB/RTW Representative	2 Vice-Presidents of Education	3rd Trustee
Health and Safety Representative	TR Leger Steward	
Classroom Support Steward	Transportation Steward	
Vice-President of Transportation	Office Clerical Steward	
Facilities & IT Steward	2nd WSIB/RTW Representative	

Note: 1st, 2nd and 3rd Trustee wording is only used to distinguish for purpose of elections. They will be given this distinction in order of highest accumulated votes.

Election Group Years:

<u>YEAR</u>	<u>ELECTION GROUP</u>	<u>ELECTION GROUP</u>	<u>Trustee</u>
2022	1	2	1 2 3
2023			1
2024		2	2-
2025	1		3
2026			1
2027		2	2
2028	1		3
2029			1
2030		2	2
2031	1		3
2032			1
2033		2	2
2034	1		3
2035			1
2036		2	2
2037	1		3