



# CUPE 5678 Connection Spring 2022



## President's Message

As we come to the end of the school year, we are beginning a new round of bargaining. On June 3, 2022, we served notice both locally and provincially. That means the Upper Canada District School Board, as well as the Provincial Government, has been notified of our intent to bargain. The province has agreed to meet on Friday, June 17 to begin the process. At this time, the parties (OSBCU, our central team and the government) will determine what will be bargained at the provincial table, and what we will bargain at the local table. It is usually monetary items bargained at the provincial level, and then we can bargain language changes at the local level. To be successful, we must **ALL Stand in Solidarity; There is Strength in Numbers.**

Please continue to watch your CUPE emails over the summer as that will be the way we are communicating with all members about how we are progressing with bargaining. **We need 100% support to show the government we are not going to take concessions or 1% again.** There may be numerous meetings called throughout the summer to keep you updated. If you do not have a CUPE 5678 email, please go to [Email Instructions - CUPE 5678](#). **This will be the only way we will be sending updates.**

The bargaining team and mobilization team will be hard at work all summer. A good suggestion to prepare for possible strike is to start buying gift cards as you are able when you buy gas and/or groceries. If we do not go on strike, they will come in handy at Christmas when you have higher expenses.

Enjoy you summer,

Erin Hurford

President

CUPE 5678 / CUPE 5678-01



# Having Difficulty with your CUPE Email?

If you are having difficulty setting up your CUPE email, please email [info@cupe5678.ca](mailto:info@cupe5678.ca) or call the CUPE office 613-342-0434 / 1-877-342-CUPE (2873)

Your email address is **firstname.lastname@cupe5678.ca**

If you had a previous CUPE email set up on your phone or an iPad, you will need to delete it from that device before you try to follow these instructions. If you checked your email via a web browser, there is no account to delete.

We have a new email provider, thus the set up and accessing CUPE email is now different and needs to be set up. Passwords were sent to personal emails on file. If you do not have this, you need to request a password reset (either when you are trying to sign in or by contacting [info@cupe5678.ca](mailto:info@cupe5678.ca) with a personal email address) before proceeding.

If you are getting a CUPE email for the first time (you did not have a previous CUPE email) you will need to complete and submit the form found on our website [www.cupe5678.ca](http://www.cupe5678.ca)

## **Instructions are for setting up the CUPE email on Outlook.**

1. Open Outlook
2. Click on File
3. Click Add Account
4. Enter Your email address and click Connect
5. Select Microsoft 365
6. Enter your email address again
7. Enter your password

You can also log into your CUPE email at [www.office.com](http://www.office.com). However, if you are on your UCDSB device, you will need to do this in a new window / incognito because the device is your UCDSB device.

## **If you are setting up the CUPE email on your phone:**

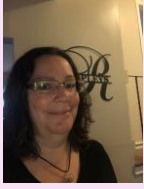
If you are using the outlook app

- On the left-hand side, there is an envelop with a plus sign / Add email account and select Office 365 if required.

If you are using the default mail app on your phone

- Settings > MAIL > Accounts > ADD ACCOUNT
- You will need to select Microsoft Exchange





# Return to Work/WSIB/Injured Worker Report

As the school year comes to an end, I would like to welcome our newest Representative, David James. David will be servicing the East side of the school board with Patti McNamee. I will collaborate with members on the West side of the school board with Robb Bowman. Please contact David or me if you have any questions or concerns.

If you have a workplace accommodation that will continue into the fall, Patti and Robb will soon be reaching out to you to have your CUPE Medical Certificate up to date. You should soon receive an email from either Patti or Robb if they are asking for you to have an up to date FAF (Functionally Abilities Form). If there is a cost to this, please save your receipt as you will be reimbursed for this via the school board. If you are unsure if you need the new forms filled out, please reach out to David or me.

Towards the end of the summer some staff like to go in a little early to “help” the teachers with organizing their classrooms. This is a reminder that you will not be covered by sick time or WSIB if you get hurt. You are only covered when our new year starts September 1<sup>st</sup>, 2022. If you are helping set up the classroom and you fall and break your leg you will not be covered, you will not receive any compensation. You are **ONLY** covered when you are at work.

Nancy Ripley  
WSIB/Return to Work/Injured Worker Representative

## Mobilization Information

Let me say thank you to all those who have signed the letter to the next premier, and those who have already send in the photo for the second phase of the petitions. We are encouraging our members to have conversations with other members about the letters or photos. Once we reach 70% of all 55 000 member photos across Ontario, they will produce a banner with ALL the photos.

Nancy Ripley  
Head Mobilizer





## Recording Secretary Message



CUPE Ontario has serious concerns with OMERS investment performance, and with what they believe is a troubling lack of transparency about these issues. Over a 10-year period, OMERS investments have underperformed compared to other large pension plans and funds.

On May 19<sup>th</sup>, CUPE Ontario released a third party verified report that details the underperformance of OMERS. You can read "*High Pay, Low Returns: Why are OMERS Executives Paid So Much?*" and PBI Actuarial Consultants OMERS Performance review on [www.cupe.on.ca/fixomers](http://www.cupe.on.ca/fixomers) under REPORTS.

CUPE is calling on OMERS to cooperate fully with an independent and transparent review.

**There is a problem at OMERS that needs to be fixed!**

As an OMERS plan member, please join in this request! Go to [www.cupe.on.ca/fixomers](http://www.cupe.on.ca/fixomers) and send a letter online to OMERS.



### Education Workers Benefit Trust (EWBT)

If you are a permanent employee and work 15 hours per week, you should be enrolled in the CUPE EWBT. If you experience an eligible Life Event (i.e., marriage, birth of a child, legal guardianship, loss of coverage through spouse's plan, change in eligibility status due to an increase in work hours) you have 31 days to make changes to your coverage. This allows members who did not enrol within 31 days and were subsequently declined coverage the ability to re-apply without evidence of insurability if they have a life event.

**Did you know that you can claim your Premium share for CUPE EWBT benefits under your Health Spending Account?**

OTIP will mail receipts on August 31, 2022. If you have a balance in your HCSA, you can submit your receipt together with a HCSA claim form to Canada Life for reimbursement. You must submit your online claim before September 30, 2022 (If you are mailing a paper claim, please mail it as soon as you receive your receipt from OTIP to allow time for it to be delivered and processed by Canada Life prior to Sept 30, 2022). There must be a balance remaining in your account from which the claim can be paid.

REMINDER for 10-month members:



Your benefits coverage will continue without interruption over the summer seasonal layoff period. Your monthly premium withdrawals by OTIP will continue and be withdrawn from your bank account on July 15 and August 15, 2022, at your active member contribution rate. You can still use your time limited HCSA during this time, too! To ensure you keep receiving important information from OTIP and CUPE EWBT throughout the summer months, please be sure to update your preferred email address. (The default is the school board one you have on file with OTIP!)



The new member dashboard launched on May 18, 2022.  
Members can access plan & premium information quickly.

### [OTIP Member Login](#)

Go to MY LIBRARY and access the EWBT benefit plan summary. Go to MY NEWS for updates, reminders and news related to the EWBT benefit plan.

Go to [www.otip.com](http://www.otip.com), click Log in & select Health & Dental

You can review, add or change beneficiary designation. Canada Life has approved e-signature for beneficiary designation, and it is supported on OTIP's system. By assigning a beneficiary, your estate won't be reduced by extra probate fees and beneficiary will receive tax free insurance proceeds. If you do not designate a beneficiary, proceeds will be paid to your estate.

## Working with Teams

UCDSB and CUPE both use Microsoft office.com

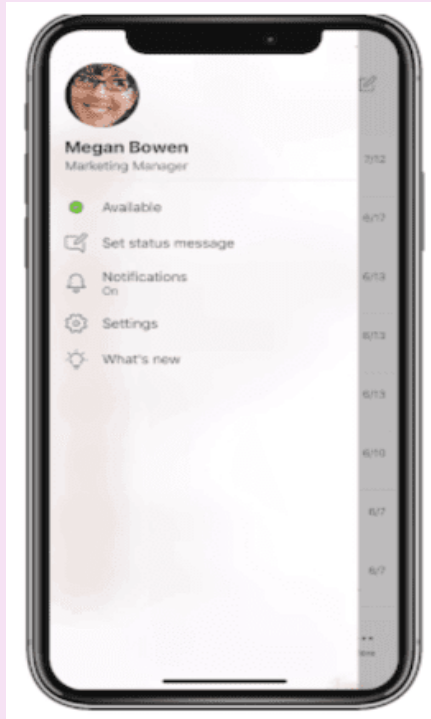
When a person tries to log in to their CUPE email/teams/office, the computer or the smart phone re-directs the person to the open account on their device or the account that is most used or last used. This is not something that we can fix.

This is definitely a learning process, but we have been trying our best to get every single member who reaches out to us up and going and understanding. This takes time and practice but sometimes it is necessary to learn how to use new tech as it comes out, often Google and YouTube are great tools to learn. We have not yet had a member who contacted us that we can not help. Yes, sometimes it takes longer but we have been successful in helping every person who has asked. We offer to meet members after hours, at a convenient location. We have yet to not be able to help someone that has asked for assistance. If you are needing assistance, please email [info@cupe5678.ca](mailto:info@cupe5678.ca)

If you are using your smart phone and go to your CUPE email to join a meeting, it will redirect to the TEAMS app to join the TEAMS meeting. However, the TEAMS app requires the CUPE email to be logged in. If you are logged into the TEAMS app on your phone with an account that is not CUPE, you are not signed in as CUPE and therefore will not be able to join the CUPE meeting. It is important to be signed into TEAMS as CUPE not UCDSB or any other Microsoft account.



Log out of all email accounts in TEAMS and be on TEAMS with your CUPE email logged in to join a CUPE meeting successfully.



**It is NOT recommended by CUPE 5678 to use your UCDSB device for non-work use, especially for CUPE.**

You will not be able to use Office 365 from UCDSB Insite for CUPE email.

If you are NOT using a UCDSB laptop, you should not have problems adding you CUPE email to Outlook or joining TEAMS as long as you are **SIGNED INTO TEAMS WITH YOUR CUPE EMAIL** when registering or joining a TEAMS meeting.

Many members are experiencing difficulty attending TEAMS meetings because they are logged into Microsoft Office on a personal device with their UCDSB email or they are using a UCDSB device. UCDSB has their licensed version of Microsoft installed on Board devices and this is configured for UCDSB.

There are a couple options, depending on which you find easier for yourself to do.

You can use the outlook APP on a UCDSB laptop and the CUPE email can be added to the APP. You can have multiple emails added in the Outlook APP.

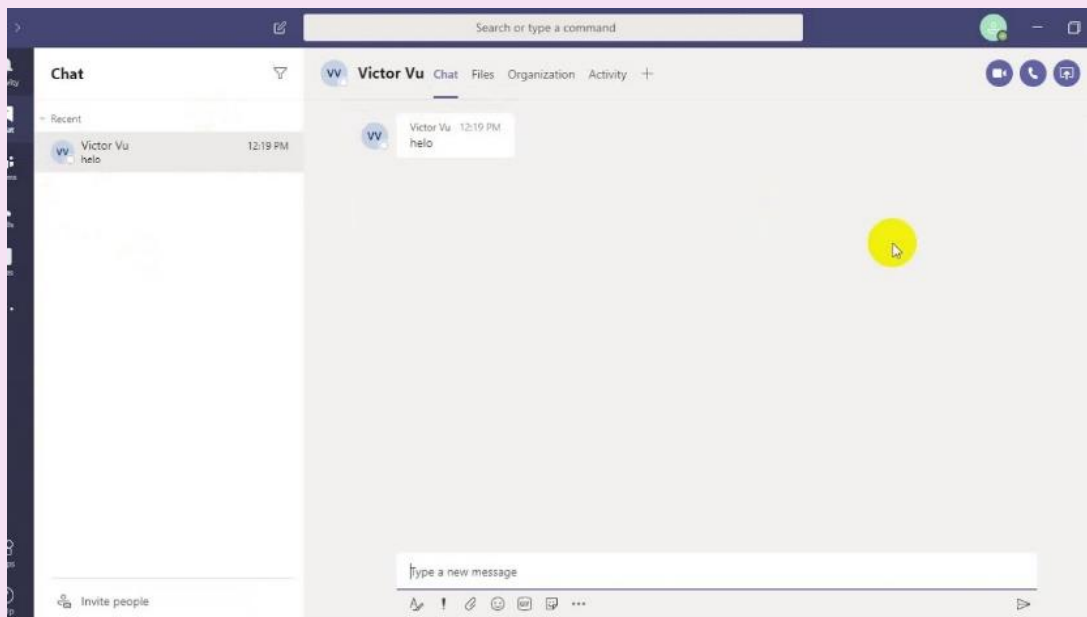
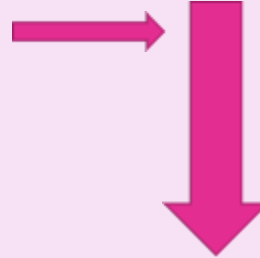
You can go to office.com on an internet browser while using a UCDSB device and you can sign in with your CUPE email. If you are already logged in with your UCDSB email, click on the top right-hand corner to Sign Out or you can switch accounts.

The problem is when you join the TEAMS meeting from your CUPE email, it will attempt to let you join, but if you look in the top right corner, you will be in with your UCDSB TEAMS. **Press CANCEL NOT Join** and

it will bring you back to a main TEAMS screen where you can click on your UCDSB profile circle and sign out. At this point, then you will be brought back to a sign in page where you can sign in with your CUPE email.

**This must be CUPE email address.**

**If it is not, you must SIGN OUT here**

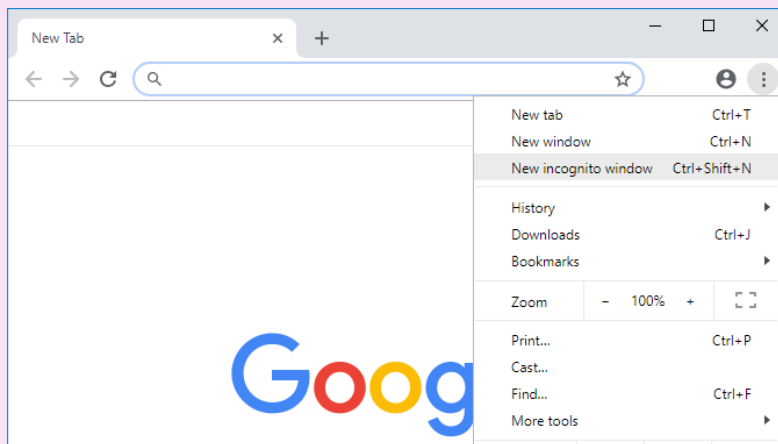


You will then see a screen like this, and you log in with your CUPE email



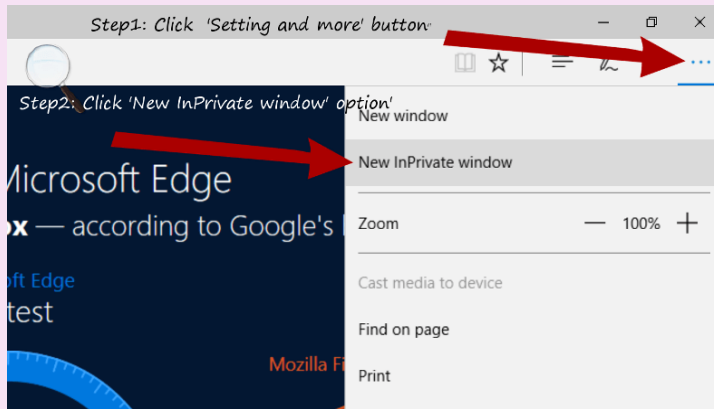
Incognito (Google, Chrome) / InPrivate (Microsoft Edge) internet windows will work on a UCDSB laptop for accessing CUPE email and joining TEAMS meetings but there are different steps that are required because you are on a device owned by the UCDSB.

If you open Google/Chrome, you must go to the top right corner and click on the 3 dots and select Incognito





If you open Microsoft Edge, you must go to the top right corner and click on the 3 dots and select InPrivate



You type in [www.office.com](http://www.office.com) and sign in with your CUPE email. If you go to the Outlook email to join or register for the TEAMS meeting, you are being redirected from Outlook to TEAMS. If you are on a UCDSB device, it will bring up TEAMS with UCDSB even though you are in your CUPE email in a private window. You need to log out of TEAMS and then log in with your CUPE email.

CUPE 5678 switched providers to Microsoft office.com after the company we were using experienced a fire and lost some of our data. Microsoft is the method of our employer and we thought it would be an easier transition, as a lot of members would be using this for their job everyday. This was not a decision made lightly, a great deal of time went into researching options. Microsoft has years of experience delivering scalable, secure online solutions - Security is priority at Microsoft data centers and especially with bargaining, this is something that is very important. Microsoft Office has become a leading platform with nearly 20% of the world's population using Microsoft Office 365. We didn't feel that many people could be wrong.

CUPE 5678 also applied to Microsoft and was granted education status- this means that every member that has a CUPE email now has their own Microsoft office.com account which allows them to use TEAMS, one drive, outlook, and other apps for free. If someone were to purchase this, it would cost approximately \$20/month.

Here are our challenges: We do need a way to communicate with our members not on UCDSB emails. Having personal emails for everyone did not work well in the past; the volume with 1500 members is way too much to handle and at the time CUPE did this, members would change email accounts frequently. Most recently, we now need a way of verifying members in good standing when in a meeting and voting on motions according to our National CUPE Constitution. Having a CUPE email definitely makes this process manageable.

Sheila Robertson  
Recording Secretary





## 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



## 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.

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)

### 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 Report

As we head into this last stretch of the school year it is time to reflect on what a difference we have made to our students. Each and every day we give it our 100%. We should all be so proud of the work we have and continue to accomplish with our students. As we head into our upcoming summer break, please allow me to wish you all well. I hope everyone will get time to relax and find time for yourselves. It is much deserved. When we were children, we spent our summer vacation sleeping in, and spending days by a swimming pool. As adults, our summers tend to be no different and can potentially be a the less stressful time of the year. Stress can have a negative impact on our health, but there are certain ways of relaxing that we can only do in the summer—so take advantage! You all rock!

Angela Parks-Gibson  
Classroom Support Steward



# PD Committee Information

The first three links are for employees to access Professional Development Resources

The Teaching for Learning Calendar outlines all Professional Development opportunities which are available.

<http://insite.edu.ucdsb.on.ca/departments/t4l/Lists/Professional%20Learning%20Events%20Calendar%20%20T4L/calendar.aspx>

The Virtual Learning Commons provides Information Literacy, Digital Literacy, Media Literacy, and Digital Citizenship resources, as well as technical help, and reliable information for student research and work.

<https://vlc.ucdsb.ca/vlchome>

UCDSB Professional Learning Staff Portal is a Microsoft Teams site provides staff with access to training and resources to assist with virtual technology as well as technical troubleshooting and new tricks and functionality.

<https://teams.microsoft.com/l/team/19%3a97392530c559489799f0c6b7594dda3a%40thread.tacv2/conversations?groupId=710cb359-9d53-4ec5-8ddd-33e216fecefd&tenantId=3ce5f56b-770e-4f7f-9f91-fc287b877a5a>

The last link is to provide employees with information regarding the EFAP plan and how to access the resources they have available online as well as over the telephone.

As a result, of the unprecedented times which we are currently working within the committee also wanted to ensure that all CUPE bargaining unit employees are aware of the vast resources that are available through Homewood Health our Employee and Family Assistance Program (EFAP). There are many articles that are available to assist in regard to COVID-19, healthy living and mental health just to name a few, these resources are available to employees and their family members. Homewood Health also provides access to several E-Courses that are available to assist with employee and family members health and wellbeing as well as career and workplace issues. EFAP resources are accessible to all Full-Time, Part-Time, Long Term Occasional support staff. <https://homeweb.ca/>

# Ontario School Board Council of Unions (OSBCU) Convention June 5 – June 9, 2022

Delegates representing local **5678**, along with approximately 300 delegates from other school board locals across the province attended the Ontario School Board Council of Unions (OSBCU) Convention in Windsor.

The theme of the convention was “**Education Workers Together**”

Much of the focus was on gearing up for contract talks with the province. On Friday June 3, CUPE's Ontario School Board Council of Unions (OSBCU) served the province with a notice to bargain.

The convention kicked off on June 5th with two presentations. First on the Education Workers' Benefits Trust (EWBT) which offered insight into members issues and an opportunity for union leaders to ask questions. Then on the OMERS Pension Plan where we learned CUPE Ontario has been advocating for members to have the right to know why OMERS' investments have, over a ten-year period, underperformed compared to other large pension plans and funds. CUPE Ontario also has been pushing for a third party independent and transparent review of OMERS' investment performance.

Throughout the convention, we listened to strong messages from top CUPE leaders. **CUPE National President Mark Hancock** said, “The coming weeks and months are so important for education workers as they will gear up for a challenging return to the bargaining table.”

**CUPE National Secretary-Treasurer Candace Rennick** explained over the past 10 years, wage increases have trailed inflation and the wage gap has widened. Increases to education workers' wages have been 8.8% while inflation in Ontario has been at least 19%.

**CUPE Ontario President Fred Hahn** said, “As CUPE education workers in Ontario head into bargaining let's just remember this. CUPE education workers earn an average of just over \$39,000 per year”. **OSBCU President Laura Walton** reiterated “union's members are the lowest paid employees in the education system.” They need real wages.” **Ontario Secretary-Treasurer Yolanda McClean** said, “Schools thrive when they are properly funded.” There is an increase in violence in schools and we need funding for more EA's and more resources.

Guests to the convention included **CUPE New Brunswick Education Union Leaders** who were involved in New Brunswick's biggest legal general strike in November 2021, and shared stories of solidarity, resilience and real worker power; **Jollene Levid from UTLA**, who joined us via video and reminded us that Government spread FEAR, UNCERTAINTY, AND DOUBT, but as union leaders we must promote **CONFIDENCE, CLARITY, AND HOPE**;

## DID YOU KNOW...

- Over 51% of our members work at least one other job to make ends meet
- More than 84% of CUPE education workers earn less than \$50,000 per year. More than 96% earn less than \$60,000 per year.
- From 2012 up to the end of 2021 education workers' wages have fallen at least 11% behind inflation. That could grow to over 15% by the end of 2022 in the absence of a wage increase.

**ORGANIZING  
TO BUILD  
POWER**

**IT'S YOUR TIME TO  
DEMAND BETTER  
FOR EDUCATION  
WORKERS AND FOR  
STUDENTS**



**Janice Folk Dawson from Ontario Federation of Labour (OFL)**, who called CUPE Education Support workers the **FORGOTTEN and INVISIBLE WORKERS**. The OFL stands in solidarity and in full support of the OSBCU in the upcoming bargaining with the province.

Another theme was **Organize to Build Power**. We worked in small groups with our **Area 5 Leader, Liz James** and **Area 5 mobilizer, Erin Hurford**, to work on OSBCU's plan to move forward to prepare for bargaining. In order to build the power necessary for the upcoming bargaining with the province, we need to have conversations with our coworkers, family, and friends on why we deserve better. We need to build solidarity in our union and our community and stand up for students and for ourselves.

OSBCU President Laura Walton opening and closing remarks talked about readiness and what does ready look like. She asked delegates "Are We Ready Yet" and we answered "Yes." **ARE YOU READY TO COME JOIN US!**

Carolyn Laflamme  
Transportation (STEO) Vice President





# 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 the Local.

Gift Order form available at [www.cupe5678.ca](http://www.cupe5678.ca) or [lois.lintell@cupe5678.ca](mailto: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

Colleen Lukassen	Sec. Office Admin.	Brockville Collegiate Institute	1987-2022
Gayle Poirier	Ele. Office Admin	North Stormont PS, Berwick	1988-2022
Nancy Hopkins	EA	South Grenville DHS, Prescott	1989-2022
Debra Kelly	EA	Russell P.S.	1995-2022
Steven Brown	EA	Thousand Is. S.S., Brockville	1998-2022





## 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)

<b>EXECUTIVE COUNCIL</b>		
<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 Yandea</b> <a href="mailto:Robin.yandea@cupe5678.ca">Robin.yandea@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> Thousand Islands Secondary School, Brockville
<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
<b>STEWARDS</b>		
<b>Steward (STEO-5678-1) - Transportation</b>	<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 - Health &amp; Safety</b>	<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><u>Steward</u></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><u>Steward</u></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><u>Steward</u></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><u>Steward</u></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><u>Steward</u></b> – WSIB/Injured Worker/Return to Work	<b>Nancy Ripley</b> <a href="mailto:Nancy.ripley@cupe5678.ca">Nancy.ripley@cupe5678.ca</a>	<b>Registered Early Childhood Educator</b> Commonwealth Public School, Brockville
<b>TRUSTEES</b>		
<b><u>Trustee</u></b>	<b>Elsie Day</b> <a href="mailto:Elsie.day@cupe5678.ca">Elsie.day@cupe5678.ca</a>	<b>Casual (RETIRED)</b>
<b><u>Trustee</u></b>	<b>Paula Couperus</b> <a href="mailto:Paula.couperus@cupe5678.ca">Paula.couperus@cupe5678.ca</a>	<b>Lead Custodian</b> South Grenville District High School, Prescott
<b><u>Trustee</u></b>	<b>Carol Bamford</b> <a href="mailto:Carol.bamford@cupe5678.ca">Carol.bamford@cupe5678.ca</a>	<b>Casual (RETIRED)</b>