



# CONNECTION NEWSLETTER

## WINTER 2023

"Local 5678 should create and foster a sense of unity and belonging with respect among all members through active participation, communication and education"

### PRESIDENT'S MESSAGE

By Erin Hurford, President of CUPE 5678 / 5678-1



Welcome to 2023.

We had quite the year last year. I am so proud of all of you for standing up to a government that thought they could walk all over us. 55,000 members across the province showed the PC government that we were not backing down. The walkouts were a huge success and forced the government to repeal Bill 28 where the government used the *notwithstanding clause* to try to take away our bargaining rights. We did not make all the gains we were hoping for, but we have 4 years to show the government how much our services are needed. One way to do this is to work to your collective agreement. Take your breaks, lunches and only work the hours you are scheduled, unless you are approved ahead of time for overtime or time in lieu. Working for free shows the government and employer that we do not need additional hours to truly do our jobs. This includes facilities doing a split shift. Even if you stay at the school, you are not paid for that time. If there is an emergency, ensure your supervisor is in agreement with you claiming overtime or lieu time before completing the task.

Another success of 2022 was the Supreme Court ruling that Bill 124 was a violation of the collective bargaining act. The courts found there was no reason to cap wages in this bill at 1% except to deny the right to bargain wages. Of course the PC government plans to appeal the decision, but this could turn into a huge win for public sector workers.

As we head into 2023, your bargaining team is working with the UCDSB to bargain a Local agreement. We have 2 bargaining dates, January 11<sup>th</sup> and 12<sup>th</sup>, and will be getting into the articles with which we hope to make the most gains. Please remember, we cannot bargain anything monetary in the Local collective agreement. Watch your CUPE emails for updates. Please continue to wear purple on Wednesdays to show solidarity.

We have also begun STEO bargaining and will continue in this new year. We have agreed to review what has been tabled and will continue to meet.

As we move into this New Year, remember to take care of yourselves and your families. Take time to reflect on all our accomplishments.

# HEALTH and SAFETY REPORT

By Shelley Swerdfeger, Health & Safety Representative

**Student Aggression** is still the top **WSIB INJURY** in our board so please remember to report all incidents that are happening to you in the buildings, no act of violence is too small to report. It is your right to fill out these forms so do not let anyone talk you out of it! An attempted strike out at you in an aggressive move which can be a twisted back and a pulled muscle.

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 or Mitigating Factor. Violence is Violence and you have a right to be protected.

Have you checked the drain boards in your staffroom and made sure Knives are not left in them and that all knives are kept in the locked knife boxes somewhere in the staffroom or Kitchen so no one can use it in a fit of rage!

With schools running back at a normal pace money is coming back into the buildings please ensure all money is counted in a secure location.

Welcome to the **Slip Trips and Falls Season** and with that minor injuries happen.



Remember to report all slips and falls in the On-Line reporting as well, if it amounts to nothing that's fine, but you never know, and the clock is ticking for reporting these incidences.

If you haven't emailed your Principal about Yak Trax, 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 a Email off to Dennis Koluk to receive their free Yak Trax, this comes out of the health and safety budget, not the school budget.

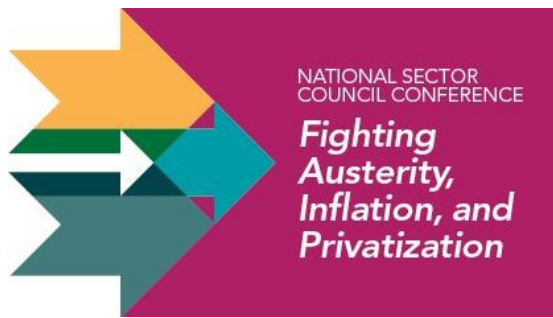
I hope everyone has an amazing Winter

NOTE: Remember E-mail your Administrator/Manager all communication.



## CONNECTION EDITOR

Commencing with 2023, Lois Linttell will be undertaking the role as editor of the quarterly CUPE 5678 Connection Newsletter. Many thanks to Tammy Caswell who previously assumed this task. Feel free to send Lois any newsworthy stories for the newsletter. [Lois.linttell@cupe5678.ca](mailto:Lois.linttell@cupe5678.ca)



## NATIONAL SECTOR COUNCIL CONFERENCE

Shaw Center, Ottawa

Mon., Oct 3<sup>rd</sup>, to Thurs., Oct. 6<sup>th</sup>, 2022

By Lois Linttell, Education Vice-President

This bilingual conference was a mask mandatory event. Registration opened at 3:00 p.m. with the open plenary Monday night (6:30 to 8:00 p.m) with co-moderators Richard Delisle, National Regional Vice-President, Quebec and Yolanda McClean, National Regional Vice-President, Ontario. The theme of the evening was National Diversity with Indigenous teachings including the Blanket Ceremony. "By-Stander" training was covered followed by a welcome from National CUPE President, Mark Hancock . A reception was enjoyed in the Trillium Ballroom on the 4<sup>th</sup> floor of the Shaw Center.

Each morning (with the exception of Thursday) delegates gathered in the Open Plenary Room (9:00 to 10:45) on the 3<sup>rd</sup> floor where keynote speakers and panelist covered a variety of topics: "Safe Union Spaces Working Group – Safe Spaces, Stronger Unions". Their ongoing work shows the success in tackling austerity and privatization and depends on the ability of all union members to thrive inside our movement, free of gender-based violence harassment discrimination, and other forms of oppression. "Fighting inflation without weakening workers". "CUPE Members resist the threat of privatization".

The Education Sector breakout rooms were on the 2<sup>nd</sup> floor. Where education workers from every province spoke about their good news stories and challenges. These Sector Meetings took place every day from 10:45 to 12:00 and 1:30 to 4:30. Presentations were made on "Inflation and wages in K-12 Sector; "Bargaining and Mobilization success stories" – where Laura Walton spoke on behalf of Ontario. "Violence in Schools". Group Discussions on priority concerns by occupational groups – very interesting discussing other provinces concern and problems. "Making Changes in the K-12 Sector".

The convention "Bag" included booklets on "Truth and Reconciliation: CUPE taking action through collective bargaining." "Bargaining Beyond the Binary - a negotiating guide for Trans Inclusion and Gender Diversity." "CUPE Anti-Racism Strategy 2021-2027." "Asking the right questions: a guide for municipalities considering P3s." "And the Fall 2020 Counterpoint magazine where the Profile of the month was Laura Walton and Ontario's fight.

Delegates from Local 5678: Rebecca Cobban, Lois Linttell, Dayna McCumber and Robin Yandea.



## EXECUTIVE COUNCIL, STEWARDS, REPRESENTATIVES & TRUSTEES

Term \* December 1<sup>st</sup>, 2022 to November 2025 Term \*\* December 1<sup>st</sup>, 2022 to November 2024  
 2495 Parkedale Ave., Unit 3B, Brockville, ON K6V 3H2 1-877-342-2873 [www.cupe5678.ca](http://www.cupe5678.ca)

<b>EXECUTIVE COUNCIL (7)</b>		
<b>President:</b>	<b>Erin Hurford *</b> <a href="mailto:Erin.hurford@cupe5678.ca">Erin.hurford@cupe5678.ca</a>	<i>Registered Early Childhood Educator</i> - 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>	<i>Educational Assistant</i> Russell High School
<b>Education Vice-President</b>	<b>Lois Lintell **</b> <a href="mailto:Lois.lintell@cupe5678.ca">Lois.lintell@cupe5678.ca</a>	<i>Secondary Office Administrator</i> Vankleek Hill Collegiate Institute, Vankleek Hill
<b>Transportation Vice-Pres. (Unit 5678-1/ STEO)</b>	<b>Carolyn Laflamme *</b> <a href="mailto:Carrie.laflamme@cupe5678.ca">Carrie.laflamme@cupe5678.ca</a>	<i>GIS Administrator</i> 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>	<i>Secondary Office Administrator</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville
<b>Recording Secretary</b>	VACANT – * By-Election February	
<b>Chief Steward</b>	<b>Sheena Hagerman **</b> <a href="mailto:Sheena.hagerman@cupe5678.ca">Sheena.hagerman@cupe5678.ca</a>	<i>Itinerant Student Support Worker</i> - Full Time Release – 12 months (613) 342-0434 CUPE Office, Brockville (613) 640-2748 Cell
<b>STEWARDS (5)</b>		
<b>Steward - Transportation (Unit 5678-1/STEO)</b>	<b>Craig Gallagher **</b> <a href="mailto:Craig.gallagher@cupe5678.ca">Craig.gallagher@cupe5678.ca</a>	<i>Transportation Planner</i> Student Transp. of Eastern Ontario, Prescott
<b>Steward</b> -T.R. Leger/Alternative Ed	VACANT – ** By-Election February	
<b>Steward</b> – Classroom Support	<b>Angela Parks-Gibson *</b> <a href="mailto:Angela.parks-gibson@cupe5678.ca">Angela.parks-gibson@cupe5678.ca</a>	<i>Educational Assistant</i> Duncan J. Schoular P.S., Smiths Falls
<b>Steward</b> – Facilities & IT Services	<b>Russell Snetsinger *</b> <a href="mailto:Russell.Snetsinger@cupe5678.ca">Russell.Snetsinger@cupe5678.ca</a>	<i>Technologist</i> Cornwall Collegiate & Vocational School
<b>Steward</b> – Office/Clerical	<b>Karen Gallagher **</b> <a href="mailto:Karen.gallagher@cupe5678.ca">Karen.gallagher@cupe5678.ca</a>	<i>Elementary Office Administrator</i> Vanier Public School, Brockville
<b>REPRESENTATIVES (3)</b>		
<b>Representative</b> – Health & Safety	<b>Shelley Swerdfeger*</b> <a href="mailto:Shelley.swerdfeger@cupe5678.ca">Shelley.swerdfeger@cupe5678.ca</a>	<i>Lead Custodian</i> South Edwardsburg Public Sch., Johnstown
<b>Representative – 1<sup>st</sup></b> WSIB/Injured Worker/RTW	<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>Representative – 2<sup>nd</sup></b> WSIB//Injured Worker/RTW	<b>David James **</b> <a href="mailto:David.james@cupe5678.ca">David.james@cupe5678.ca</a>	<i>Educational Assistant</i> <i>Cornwall Collegiate Vocational School</i>
<b>TRUSTEES (3)</b>		
<b>Trustee (Term to 2023) 1 yr</b>	VACANT – By-Election February	
<b>Trustee (Term to 2024) 2 yr</b>	<b>Carol Bamford **</b> <a href="mailto:Carol.bamford@cupe5678.ca">Carol.bamford@cupe5678.ca</a>	<i>Casual (RETIRED STEO)</i>
<b>Trustee (Term to 2025) 3 yr</b>	<b>Elsie Day *</b> <a href="mailto:Elsie.day@cupe5678.ca">Elsie.day@cupe5678.ca</a>	<i>Casual (RETIRED)</i>



## ***STEO Bargaining Update***

By Carrie Laflamme – Transportation Vice President, 5678-1

Greetings Members,

The collective agreement between the employer STEO (Student Transportation of Eastern Ontario) and CUPE 5678-1 expired on August 31, 2022.

The CUPE 5678-1 bargaining committee has been hard at work since the spring, surveying their members and preparing their proposal.

On December 20th CUPE Local 5678-1 bargaining committee sat down with the employer to begin negotiations.

After much discussion, both parties agreed to review what has been completed to date and agreed to meet again in the new year.

The Committee is determined to negotiate a collective agreement that benefits our members.

We appreciate your ongoing support and patience as we work towards achieving an acceptable collective agreement for all members.

On behalf of the CUPE 5678-1 bargaining committee.

In solidarity,

Erin Hurford, CUPE 5678 President  
Dan Sawyer, CUPE National Representative  
Sheena Hagerman, CUPE 5678 Chief Steward  
Carrie Laflamme, CUPE 5678-1 V.P.  
Craig Gallagher, CUPE 5678-1, Steward



# RETIREMENT CORNER

By Lois Linttell, Education Vice-President

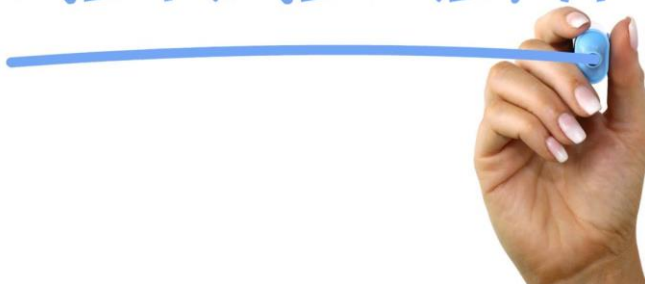
In recognition of years served as a CUPE member, retirees have the option of choosing an inscribed mantel clock OR engraved wristwatch as their retirement gift from the Local.

*Gift Order form available at [www.cupe5678.ca](http://www.cupe5678.ca) or [lois.linttell@cupes678.ca](mailto:lois.linttell@cupes678.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*

Kellie Howe	Sec. Office Admin	Athens D.H.S.	1986-2022
Henriette DeJong	EA	Vanier P.S., Brockville	1988-2022
Jodi Neddo	EA	Pineview P.S., Athens	1988-2022
Gerald Warren	Lead Custodian	Smiths Falls & D. Coll. Institute	1989-2022
Andrew Micallef	Head Custodian	Gananoque SS	1989-2023
Brian Schlievert	Head Custodian	North Grenville DHS, Kemptville	1990-2022
Judith Baker	EA	North Dundas DHS, Chesterville	1997-2022
Kim Herbison	EA	Vanier P.S., Brockville	1998-2022
Janet Smith	EA	Duncan J. Schoular, Smiths Falls	1999-2023
Karen Stinson	Sec. Office Admin.	Perth & District Coll. Institute	1999-2022
Richard Landry	Lead Custodian	Char Lan DHS, Williamstown	1999-2023
Jane Hickey	Sec. Office Assist.	Carleton Place H.S.	2001-2002
Brownhill, Allen	Custodian	Pineview P.S., Athens	2002-2022
Julia Main	Learning Com. Inf.	St. Lawrence SS, Cornwall	2003-2022
Kathy Thompson	EA	Glengarry DHS, Alexandria	2004-2022
Carol Ann Fraser	Custodian	Tagwi SS, Avonmore	2008-2002
Cindy Murphy	EA	Cambridge P.S., Embrun	2016-2022

# RETIREMENT





# **BY-ELECTION NOMINATION FORM**

**\*for the term of Feb. 2023 to Nov. 2025 (3 yrs)**

**\*\*for the term of Feb. 2023 to Nov. 2024 (2 yrs)**

**\*\*\*for the term of Feb. 2023 to Nov. 2023 (1 yr)**

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 Feb. 2023 to Nov. 2025 (3 yrs)**

\*  Recording Secretary {one position} (Open to all. Voted by the membership at large)

**\*\*for the term of Feb. 2023 to Nov. 2024 (2 yrs)**

\*\*  Steward - T.R. Leger/Alternative Ed. {one position} (Open to and voted by members working in these job classifications)

**\*\*\*for the term of Feb. 2023 to Nov. 2023 (1 yr)**

\*\*\*  Trustee – {one position} (Open to all. Voted by membership at large)

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, Pam Hurford to the nominee within 24 hours of receipt. Electronic voting during Election period.

**Nominations Open .....Mon. January 9<sup>th</sup>, 2023 to Fri, January 13<sup>th</sup>, 2023**

**Nominations Close..... Friday, January 13<sup>th</sup>, 2023 11:00 p.m.**

**Campaigning commences..... Saturday, January 14<sup>th</sup>, 2023 until Thursday, February 2<sup>nd</sup>, 2023 11:00 pm**

**Electronic Election/Voting Period... Sat. Feb. 4<sup>th</sup> to Mon., Feb, 6<sup>th</sup>, 2023 11:00 pm**

**Voting Results..... Tuesday, February 7<sup>th</sup>, 2023**

**Elected & Acclaimed members assume their respective term, Wednesday, February 8<sup>th</sup>, 2023**

**All duly elected/acclaimed members to be installed at the April 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 pam.hurford1@cupe5678.ca no later than 11:00 p.m. Fri., January 13<sup>th</sup>, 2023*

Office Use: Date Received: \_\_\_\_\_ Time Received: \_\_\_\_\_ Confirmation of Receipt/Acceptance: \_\_\_\_\_

**2022 12 21**

## SECRETARY-TREASURER REPORT

By Sheila Robertson, Secretary-Treasurer

At the October 15<sup>th</sup>, 2022 General Membership Meeting Ashley Bruinsma, RECE @ Nationview Public School was the name drawn for the \$1,100 Member Engagement Draw. Ashley was not in attendance, so this increases the next Membership Engagement draw at the GMM January 21<sup>st</sup>, 2023 to \$1,200.00.

Congratulations to Marley Bulloch, Educational Assistant @ Eamers Corners Public School, the \$100 Draw Winner for members in attendance.



I would like to thank the Strike Finance Committee Vicki Adrain, Debbie Bradley, Shelly Crowe, Nancy Tennant, Laurie Patterson and Sheena Hageman for their efforts with the strike and top-up pay. The success of this team is a testament to their hard work and I would like to express my pride in working with such a great committee and say thank you very much.

## MOBILIZATION COMMITTEE TRIVIA QUESTION

Deadline Wednesday, February 1, 2023 10: a.m.

Please send answer to [head.mobilizer@cupe5678.ca](mailto:head.mobilizer@cupe5678.ca)

All correct answers will be put in a draw for a Gift Card



**QUESTION:**

What anniversary is CUPE Local 5678 celebrating this year?





## AGENDA - Final

**General Membership Meeting**  
Saturday, January 21, 2023 @ 10 am – 12 pm

**In Person- North Dundas District High School,  
12835 Highway 43, Chesterville, ON K0C 1H0**

**Virtual-TEAMS Meeting** : when you register for the meeting, you will receive an email  
*"You're registered for Membership/Special Membership Meeting"*  
Click on the link to join.

1. Acknowledgment of Indigenous territory
2. Roll call of officers
3. Reading of the Equality Statement
4. GUEST: Laura Walton OSBCU President – Topic: Fair Market Value
5. Voting on new members and initiation
6. Reading of the minutes
7. Matters arising from the minutes
8. Secretary-Treasurer's Report
  - 2023 Budget Proposal
9. Communications and bills
10. Executive Committee Report
11. Reports of committees and delegates
12. Nominations, elections, or installations
  - Election Protocols
13. Unfinished business
14. New business
  - Lists
  - By-laws – release time, sick leave, working from home, release mileage
15. Good of the Union
  - Membership Draws
16. Adjournment

## ATTENTION



**By Sheena Hagerman, Chief Steward**

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.