



CUPE CONNECTION NEWSLETTER

SPRING 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

As we approach the end of the school year, there are always a lot of uncertainties. Staffing questions, budget and this year our collective agreement. This has been a very difficult year. As of now, we are not aware of any cuts, however the budget has not been presented yet. We do know there will be a restructuring of T.R. Leger. We are hoping we will know what this looks like in the next few weeks. Some of the sites will be moved into high schools. How this will affect our members, we have not been made aware.

We currently have a central dispute on the protected compliment. We were not in agreement with how many permanent members are part of the protected compliment. We are awaiting a date to discuss this dispute.

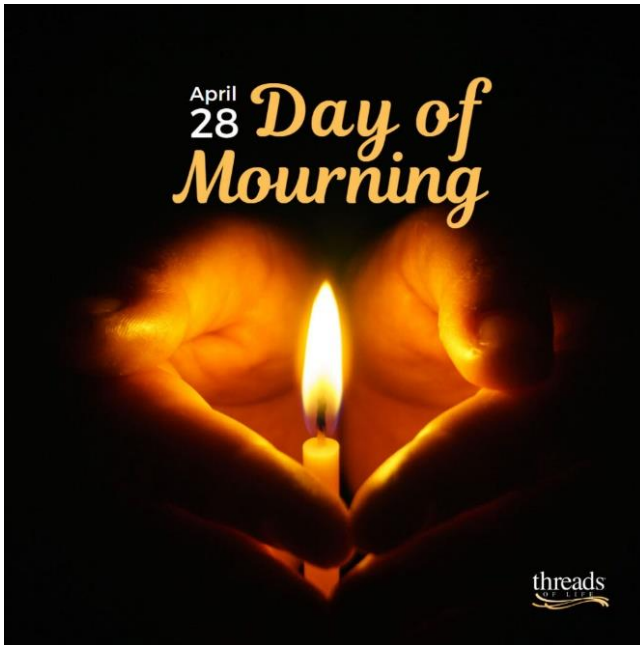
We are also aware of the staffing issues arising all across the board. There are not enough supply or even permanent staff to ensure shifts are covered. We are continuously taking these complaints to HR. They tell us they have been going to job fairs to try to get people to join the school board. Sadly so far, I have not seen any difference. Being a Forbe's top employer hasn't seemed to help with that.

As you know, we have filed for conciliation for bargaining. We have been assigned a conciliator and are awaiting dates. I understand how frustrating waiting for the pay increase and back pay is, but we need to stand together for a better collective agreement. We have made some gains, but it is not enough. Please remember, you are the union. The bargaining team can sit at the table and bargain for improvements, but we need the backing of all the members to show our employer we are united and will stand together.

We are also in the process of bargaining for STEO. We have had some dates to discuss the needs of CUPE 5678-1. We bargain again this week, and another date next week if it is needed.

Please join us at the General Membership Meeting, Saturday, April 29, 2023 10 am at North Grenville District High School, Kemptville. You must register, as per the GMM Agenda, if joining online.





DAY OF MOURNING

By Lois Linttell, Education Vice-President

Now an international observance as a day of mourning for workers killed, injured or made ill by their job, the declaration of April 28th as the Day of Mourning began here in Canada. In 1984, unions in Sudbury, Ontario, adopted the day as one to publicly acknowledge workplace injuries, illnesses, and deaths. The Canadian Labour Congress held its first day of remembrance in 1986. The date of April 28th was chosen to reflect the anniversary of the day Ontario

passed the *Workers' Compensation Act* in 1914.

On April 28, 1991, following passage of an Act in Parliament, Canada recognized its first National Day of Mourning for Persons Killed or Injured in the Workplace: a day where flags fly at half-mast, and we hold ceremonies across the country to recognize the lives needlessly lost, and the tremendous suffering of those left in the wake of workplace tragedy. In the years since, more than 100 other countries have also adopted the observance known widely as Workers' Memorial Day.

On Friday, April 28th, 2023 we stand together with the world's workers to remember:

- All those killed on the job, and those suffering workplace illness or injuries.
- Children left parentless, and families facing hardship.
- Young workers, who are killed or injured at a much higher rate.
- Women, whose hazards are often unrecognized or ignored.
- The working wounded denied fair compensation.

Because unions help create new laws and protections, we:

- Demand the enforcement of health and safety laws.
- Denounce those who place profits before workers' health.
- Proclaim our right to safe workplaces and respect on the job.
- Vow that "an injury to one is an injury to all".

We Mourn The Dead, And Fight For The Living



OSBCU – Ontario School Board Council of Unions Convention, Toronto

By Rebecca Cobban, Education Vice-President

During the last week of March, I had the privilege to attend the annual OSBCU Convention along with my brothers and sisters President Erin Hurford, Secretary Treasurer Sheila Robertson, Recording Secretary Lorrie Somerville, Education Vice President Lois Lintell, Health and Safety Representative Shelley Swerdfeger, IT Steward Russell Snetsinger, Office/Clerical Steward Karen Gallagher, and Classroom Support Steward Angie Parks-Gibson.

Throughout the week we listened to reports, passed bylaws, heard from panels of speakers, debated the OSBCU Action Plan, and had group breakout and education sessions. Some of the professional development that was offered included; Leading as a Team, Conflict Ready Executive, Understanding Mental Health, Ally Skills for Stewards, Joint Job Evaluation, Building Membership Lists, How to Protect your FTE Number, Sick Leave, Diverse Workforce, Working with your Trustees, Violence Health and Safety, Cost Share, Public Speaking, Maintaining Member Engagement, and comparing the ESA to our CA.

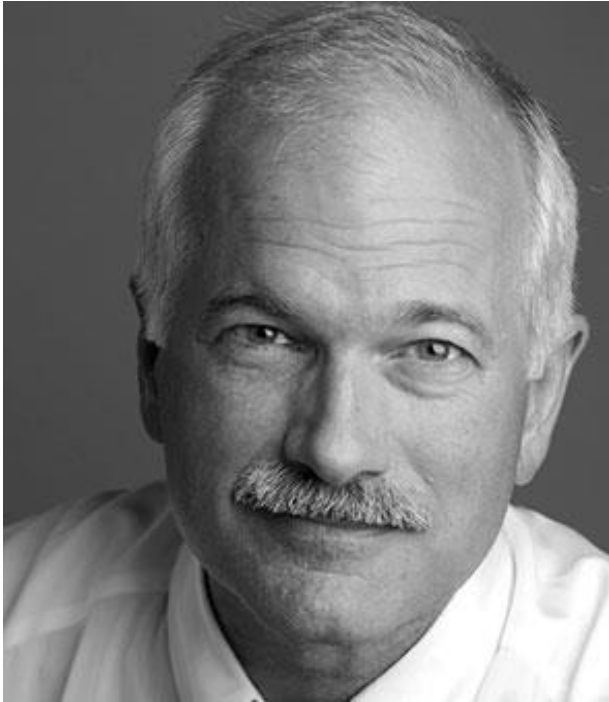
We participated in many calls to action to support working groups who are also front-line workers. We attended a rally at Queens Park to support health care for all, as the Ford Government continues to lay attacks on the public sector.

Much of our conversation and learning was geared towards maintaining our levels of engagement as a union, from now until the next round and bargaining, and moving forward.



We celebrated that as a collective, CUPE Education Workers killed Bill 28 in record time and did not back down to the unfair collective agreement that was being forced on us! Thank you to our CUPE 5678 team for the opportunity to attend this convention.

Jack Layton Progress Prize



The late Jack Layton served as leader of the New Democratic Party of Canada from 2003 to 2011, when he became the Leader of the Official Opposition.

During his long career in public service, Layton was fond of a great campaign. Whether working with local environmentalists to erect a windmill on the Lake Ontario shore, co-founding the White Ribbon campaign for gender justice, shining a light on the scourge of homelessness, or running in multiple political campaigns at the municipal and federal levels, Layton loved nothing more than the creation of empowering efforts to rally people around a common cause.

In his honour, and in partnership with Olivia Chow, the **Jack Layton Progress Prize** is awarded annually to an individual or organization who has run a particularly noteworthy political or issue campaign reflecting the ideals exemplified by Layton, including justice, sustainability and democracy.

Qualifications

- Commitment to progressive/social democratic values and movement
- Primary responsibility for executing the campaign in question over the previous year or exemplary movement building gaining significant momentum in the previous year
- Vision, engagement, imagination, and effectiveness as an individual or organizational leader, including representing and/or engaging the diversity of Canada

As a result of their hard work and perseverance the Ontario School Board Council of Unions (OSBCU) and the 55,000 Education Workers of Ontario were recognized by the presentation of the 2023 Jack Layton Progress Prize.

CUPE Ontario and the OSBCU took on the fight back against the anti-labour stance taken by Doug Ford and galvanized the labour movement across the country. Those workers walked off the job, in defiance of the Conservative governments back to work legislation.

FOOD BANKS – Lanark Labour Council

By Sheila Robertson, Secretary-Treasurer

Retired CUPE 5678 member Elsie Day, now working on a casual basis, is one of CUPE 5678's Trustees. CUPE 5678 is affiliated with the Lanark Labour Council and Elsie attends the Lanark Labour Council meetings.

Pictures are from Elsie distributing Lanark Labour Council donations to food banks:

The Table in Perth

The Lanark Food Pantry

The Hunger Stop in Carleton Place

Smiths Falls Community Food Bank

Thanks Elsie for All You Do!



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 or lois.linttell@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

Margaret Brown	EA	Vanier P.S., Brockville	1979-2023
Jayanna Wood	Ele. Office Admin	Queen Elizabeth P.S., Perth	1990-2023
Susan Steele	EA	Pakenham P.S.	1991-2023
Heather Rothenberger	EA	Russell High School	1992-2023
Jane DeGray	EA	Tagwi S.S., Avonmore	1999-2023
Laura Monkman	Lead Custodian	North Grenville DHS, Kempt.	1999-2023
Heather MacDonald	EA	Cornwall Collegiate & Voc. S.	2000-2023
Penny Kuipers	LINC Lead Childminder	T.R. Leger, Cornwall	2006-2023





General Membership Meeting Agenda

Saturday, April 29, 2023 Time: 10:00 A.M.

Virtual TEAMS Meeting [Link to Register General Membership Meeting Saturday April 29, 2023](#)

**In Person: North Grenville District High School
2605 Concession Road Kemptville, ON K0G 1J0**

- 1. Acknowledgement of Indigenous Territory**
- 2. Roll Call of Officers**
- 3. Reading of the Equality Statement**
- 4. Voting on New Members and Initiation**
- 5. Reading of the Minutes**
- 6. Matters Arising from the Minutes**
- 7. Secretary Treasurer's Report**
- 8. Communication and Bills**
- 9. Executive Committee Report**
- 10. Reports of Committees and Delegates**
- 11. Nominations, Elections or Installments**
- 12. Unfinished Business**
- 13. New Business**
 - 13.1 Ad Hoc Committee**
 - 13.2 OMERS**
 - 13.3 Enough is Enough**
- 14. Good of the Union**
- 15. Adjournment**



BY-ELECTION NOMINATION FORM

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

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

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

*****for the term of June 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@cupe5678.ca to the nominee within 24 hours of receipt. Electronic voting during Election period.

Nominations OpenFri., April 28th, 2023 to Fri, May 5th, 2023

Nominations Close..... Friday, May 5th, 2023 11:00 p.m.

Campaigning commences..... Saturday, May 6th, 2023 until Friday, May 26th, 2023 11:00 pm

Electronic Election/Voting Period.. Mon., May 29th to Wed., May 31st, 2023 11:00 pm

Voting Results..... Thursday, June 1st, 2023

Elected & Acclaimed members assume their respective term, Thursday, June 1st, 2023

All duly elected/acclaimed members to be installed at the October 2023 General Membership Mtg

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 returning.officer@cupe5678.ca no later than 11:00 p.m. Fri., May 5th, 2023

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

2023 04 26



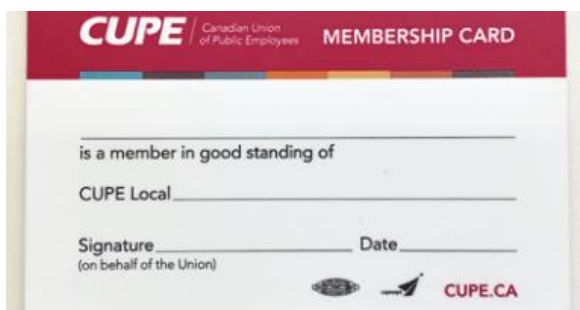
COURAGE

COMPASSION

COMMITMENT

CUPE

CUPE represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines.



**715,000 members nation-
wide are on the front lines
keeping your community
strong**



EXECUTIVE COUNCIL, STEWARDS, REPRESENTATIVES & TRUSTEES

Term * December 1st, 2022 to November 2025 Term ** December 1st, 2022 to November 2024
 2495 Parkedale Ave., Unit 3B, Brockville, ON K6V 3H2 1-877-342-2873 www.cupe5678.ca

EXECUTIVE COUNCIL (7)		
President:	Erin Hurford * Erin.hurford@cupes678.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@cupes678.ca	Educational Assistant Russell High School
Education Vice-President	Lois Linttell ** Lois.linttell@cupes678.ca	Secondary Office Administrator Vankleek Hill Collegiate Institute
Transportation Vice-Pres. (Unit 5678-1/ STEO)	Carolyn Laflamme * Carrie.laflamme@cupes678.ca	GIS Administrator Student Transp. of Eastern On., Prescott
Secretary-Treasurer	Sheila Robertson ** Sheila.robertson@cupes678.ca	Secondary Office Administrator - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville
Recording Secretary	Lorrie Somerville * Lorrie.somerville@cupes678.ca	Educational Assistant Front of Yonge P.S., Mallorytown
Chief Steward	Sheena Hagerman ** Sheena.hagerman@cupes678.ca	Itinerant Student Support Worker - Full Time Release – 12 months (613) 342-0434 CUPE Office, Brockville (613) 640-2748 Cell
STEWARDS (5)		
Steward - Transportation (Unit 5678-1/STEO)	Craig Gallagher ** Craig.gallagher@cupes678.ca	Transportation Planner Student Transp. of Eastern Ontario, Prescott
Steward -T.R. Leger/Alternative Ed	VACANT – **	
Steward – Classroom Support	Angela Parks-Gibson * Angela.parks-gibson@cupes678.ca	Educational Assistant Duncan J. Schouler P.S., Smiths Falls
Steward – Facilities & IT Services	Russell Snetsinger * Russell.Snetsinger@cupes678.ca	Technologist Cornwall Collegiate & Vocational School
Steward – Office/Clerical	Karen Gallagher ** Karen.gallagher@cupes678.ca	Elementary Office Administrator Vanier Public School, Brockville
REPRESENTATIVES (3)		
Representative – Health & Safety	Shelley Swerdfeger * Shelley.swerdfeger@cupes678.ca	Lead Custodian South Edwardsburg Public Sch., Johnstown
Representative - WSIB/Injured Worker/RTW – 1 st	Nancy Ripley * Nancy.ripley@cupes678.ca	Registered Early Childhood Educator Commonwealth Public School, Brockville
Representative - WSIB/Injured Worker/RTW – 2 nd	David James ** David.james@cupes678.ca	Educational Assistant Cornwall Collegiate Vocational School
TRUSTEES (3)		
Trustee (Term to 2023) 1 yr	VACANT	
Trustee (Term to 2024) 2 yr	Carol Bamford ** Casual (Retired)	Carol.bamford@cupes678.ca
Trustee (Term to 2025) 3 yr	Elsie Day * Casual (Retired)	Elsie.day@cupes678.ca