



CUPE CONNECTION NEWSLETTER

SUMMER 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



It has been a tough year with all of bargaining, however, I am pleased to announce the Collective Agreement for CUPE 5678 has been ratified. CUPE 5678-01 (transportation) is still working on a Collective Agreement and it is hoped that we will finalize this shortly. The work does not stop however, as we know there are more improvements to be made in the next rounds of negotiations. Although this is a four year term, we need to keep mobilization and engagement at the forefront so we can be ready for the next battle. I want to thank each and every one of you that worked throughout this year to ensure our voices were heard.

Special thanks goes out to the Bargaining Team and the Mobilization Committee. Your bargaining team was Lois Linttell, Rebecca Cobban, Darrin Cryderman, Sheena Hagerman, Sheila Robertson, Shelley Swerdfeger, Lorrie Somerville and myself. We also had Robin Yandea and Dayna McCumber at the beginning of bargaining. The mobilization committee consists of Nancy Ripley, Shelley Swerdfeger, Gary McDonald, Pam Hurford, Scott McKibbon, Diana Taylor, David James and Angela Parks-Gibson. Special thanks to Tammy Caswell who led us through the Central Vote and political protest.

We were unable to make any changes to hours of work, so please remember over the coming years, do not do anything outside your day unless it has been agreed upon with your manager that you will be receiving overtime/lieu time at a rate of 1 ½ (or double time on Sundays and holidays). We are paid hourly, and should proceed accordingly.

As we head into the summer months, please enjoy the warmth and vitamin D. For those of you who will still be in the schools, stay safe and hydrated.



LOCAL 5678 BARGAINING – MEMORANDUM OF SETTLEMENT – RATIFICATION

By Lois Lintell, Vice President, Education

After many months of bargaining preparation and face-to-face bargaining, the Neogitating Committee above are all smiles to finally complete this process. The Ratification meetings (both in-person and on-line) held June 10th, followed by the on-line voting (June 10-12) through Simply Voting, resulted in acceptance of the Memorandum of Settlement for a 4 year contract (September 1st, 2022 to August 31st, 2026) with an 87.2%,

Members above - left to right back row: Shelley Swerdfeger (note taker), Lois Lintell, V-P; Sheila Robertson, Sec-Treasurer; Darrin Cryderman (past V-P). Front row Sheena Hagerman, Chief Steward; Dan Sawyer, CUPE National Representative; Rebecca Cobban, V-P; and President Erin Hurford. Photographer was Lorrie Somerville, Rec. Secretary.

RESULTS OF THE APRIL 29TH, 2023 GENERAL MEMBERSHIP MEETING DRAWS

By Sheila Robertson, Secretary Treasurer



Winner of the \$100.00 member in attendance draw was Dacin Jarvis, Lead Custodian-TR Leger Smiths Falls.

Sarah Deslandes was the winner of the Member Engagement Draw but was not in attendance to win. This advances the next Member Engagement Draw to \$1,500.00.

The Member Engagement Draw is a progressive draw that started at \$100.00 in January 2019 for Special Membership, Bargaining and General Membership Meetings. The winner has to be present to win. If the winner is not present, the \$100.00 is added to the next meeting draw and continues to grow until we have a winner. The Member Engagement Draw has not been won since September 2019 and is now \$1,500.00.

RETIREMENT CORNER

By Lois Linttell, Vice-President Education

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

| | | | |
|-------------------|------------------|-----------------------------|-----------|
| Steve Riviere | Technologist | Cornwall Coll & Voc School | 1988-2023 |
| David Vandine | Lead Custodian | Seaway DHS, Iroquois | 1989-2023 |
| Dan Kelly | Lead Custodian | Chesterville P.S. | 1990-2023 |
| Ken Mark | Lead Custodian | Iroquois P.S. | 1991-2023 |
| Eileen McCrae | Sec. Off. Admin. | Thousand I.S.S., Brockville | 1994-2023 |
| Margaret Roy | RECE | Maple Grove P.S., Lanark | 1996-2023 |
| Pat Imrie | Lead Custodian | Winchester P.S. | 1997-2023 |
| Lisa Goodwin | EA | Westminster PS, Brockville | 1998-2023 |
| Dennis Borland | Technologist | Cornwall Coll & Voc School | 1998-2023 |
| Carole Morin | EA | St. Lawrence SS, Cornwall | 1998-2023 |
| Nancy Hall | EA | Naismith Mem. PS, Almonte | 1999-2023 |
| Stephen MacDonald | BSS 1 | Tagwi SS., Avonmore | 2000-2023 |
| Beverley Hynes | EA | Beckwith P.S., Carleton Pl. | 2001-2023 |
| Debi Shay | EA | Winchester P.S. | 2004-2023 |
| Guy Hodgkinson | Custodian | The Stewart School, Perth | 2004-2023 |
| Janice Scott | Student Monitor | Avonmore/Winchester | 2013-2023 |
| Cathy Pettem | Transport. Plan. | STEO, Prescott | 2015-2023 |
| Penny Sawyer | EA | Rideau DHS, Elgin | 2015-2023 |





HEALTH & SAFETY

By Shelley Swerdfeger, H & S Representative

Its summer and with the warm weather you should still wear all your PPE being supplied by the School Board, we realize its hot but it's for your own protection. Drink lots of water to keep yourself hydrated.

Please give your PPE to your Administrator to have it cleaned during the summer and make sure when you come back in September that your PPE fits properly and you also have the required PPE you need for the allocated work you are being scheduled to do. **Also check your safety shoes to ensure the tread is good and they are not torn or unsafe to wear. If they are unsafe to wear you will be required to get a new pair and submit your receipt to your supervisor.**

Student Aggression

Since 2009 everyone has been instructed to complete the Parklane Incident reports and members are getting very frustrated and eventually quit filling them out. If the Health & Safety Committee sees a decrease in forms being filled out, it appears to us that the Administrator has taken action and worked with you to correct the action taken place. I have heard of some schools still filling out paper copies of the Student Aggression forms which are not being seen by the administrator daily, so problems are not being corrected. The forms must be completed within 48 hours of the incident and if the Administrator has not come to you for a debrief, please contact us in writing with a c.c. to Admin because no one comes to work to be abused.

This section is not only for EA's !

If you are an injured worker you would fill this section out for a basic injury I just recommend that you label every body part that was effected in the fall or lift in the debrief section.

Site Inspections

Please remember that the monthly school inspections are worker led, the 2 Affiliates should be picking a date and inviting the Administrator to attend the inspection. These inspections are paid for by the JHSC so release time is yours and the students should be in the building when you are completing these inspections.

Stay Safe !

CUPE ONTARIO DIVISION CONVENTION – BUILDING THE POWER - May 30th to June 3rd, 2023

By Lois Linttell, Vice-President, Education

Six delegates representing Local 5678 attended this annual convention in Toronto. Pictured below: left to right: Sheila Robertson, Erin Hurford, Lorrie Somerville, *CUPE Ontario President Fred Hahn*, Craig Gallagher, Lois Linttell, Sheena Hagerman.



Sector reports and caucus' were held: Municipal, University, Trades, School Board, Public Health, Social Services, Young workers, Health Care Workers. Credentials Committee reported daily on attendance – total attendance was 1329 (which included Councils, National Staff, National Officers, Ontario Staff, Alternates, Guests) with 888 voting delegates. There was one election held to fill a Trustee position in which 10 delegates were nominated and it took 7 rounds of voting to reach a successful candidate.

For those who have been around for a number of years, and will remember, past president Syd Ryan (1993-2009) was in attendance as was his Secretary-Treasurer of the day Brian O'Keefe.

They announced that there were 71 striking Locals in Ontario this year – with the bulk of these being the School Board Sector.



School board locals were presented with Certificates of Recognition.

A snapshot of the School Board Workers - can you spot some the 5678 delegates??



Keynote speaker Ontario NDP leader Marit Stiles gave a rousing speech at the Convention, crediting CUPE members across sectors for taking action to improve working conditions and public services, and laying a blueprint for building a better Ontario.



"CUPE members showed us that if we're all struggling together, our solutions will need to be built together. And we need to organize together to win that change."

The Ways and Means Committee chaired the Budget Debate – our very own Secretary-Treasurer, Sheila Robertson was a member of this committee.

Safer union spaces presentation outlining By-Stander Training was introduced, an excellent 3 hour program for member engagement. A thought provoking Action Plan was vigorously debated.



A most charismatic Keynote speaker was Terry Melvin, President CBTU (Coalition of Black Trade Unionists). In the community, Rev. Melvin is a long-time activist who has touched many lives. Outside of his Labor life, Rev. Melvin is actively engaged in Labor allied and community organizations. Amongst his various Labor and community roles, Mr. Melvin is a man of devout faith and spiritual belief. He is an ordained Baptist Minister. He serves as Associate Minister and Assistant to the Pastor at Second Baptist Church, Lackawanna, New York. Here was a speaker who "captivated the crowd". Extremely entertaining, knowledgeable and his by-line was "cannot take on big \$ with pocket change."



OFFICE/CLERICAL - OVERTIME

By Karen Gallagher, Office/Clerical Steward



Below are 2 Articles in our Collective Agreement regarding Lieu Time / Overtime. PLEASE pay close attention that OVERTIME either for time off or pay, **MUST MUST MUST** be approved by your manager or supervisor before working it. Please never assume! Our employer does not have to pay or give us time off because you stayed late to finish a job up. It has to be mutually agreed upon prior to doing this.

C9.00 ATTENDANCE AT MANDATORY MEETINGS/SCHOOL EVENTS Where an employee is required through clear direction by the board to attend work outside of regular working hours, the provisions of the local collective agreement regarding hours of work and compensation, including any relevant overtime/lieu time provisions, shall apply. Required attendance outside of regular working hours may include, but is not limited to school staff meetings, parent/teacher interviews, curriculum nights, Individual Education Plan and Identification Placement Review Committee meetings, and consultations with board professional staff.

ARTICLE 16 – OVERTIME 16.01 Subject to the requirements of the Employer being satisfied, the overtime assignment of an Employee is on a voluntary basis. When an Employee has been authorized by their immediate Supervisor to work hours in excess of their normally scheduled working hours, the Employee shall be paid for such extra hours in accordance with the following schedule: a) 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; b) for hours per day or per week in excess of those mentioned in (a) above, one (1) and one-half (1/2) times the Employee's regular hourly rate of pay; c) when an Employee is not normally scheduled to work on a Saturday, all Saturday hours shall be paid at one (1) and one half (1/2) times the Employee's regular hourly rate; d) when an Employee is not normally scheduled to work on a Sunday, all Sunday hours shall be paid at two (2) times the Employee's regular hourly rate; e) an Employee who works overtime on a paid holiday shall be paid at two (2) times the Employee's regular hourly rate; and in addition, shall receive a compensatory day off with pay; f) the Employer shall make every reasonable effort to pay overtime to the Employee by the end of the pay period during which the Employee has submitted the necessary information. g) Time off in Lieu Annually, an Employee may earn lieu time to a maximum of the Employee's weekly FTE. An Employee may be eligible to bank time off in lieu at the appropriate overtime rate. Time off in lieu must be mutually agreed upon between the Supervisor and the Employee and shall be at no additional cost to the Employer. Lieu time balances must be depleted by August 31 of each year or remaining balances will be paid out.



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@cupe5678.ca | <i>Registered Early Childhood Educator</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville (613) 349-4300 Cell |
| Education Vice-President | Rebecca Cobban ** Rebecca.cobban@cupe5678.ca | <i>Educational Assistant</i> Russell High School |
| Education Vice-President | Lois Lintell ** Lois.lintell@cupe5678.ca | <i>Secondary Office Administrator</i> Vankleek Hill Collegiate Institute, Vankleek Hill |
| Transportation Vice-Pres. (Unit 5678-1/ STEO) | Carolyn Laflamme * Carrie.laflamme@cupe5678.ca | <i>GIS Administrator</i> Student Transp. of Eastern Ontario, Prescott |
| Secretary-Treasurer | Sheila Robertson ** Sheila.robertson@cupe5678.ca | <i>Secondary Office Administrator</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville |
| Recording Secretary | Lorrie Somerville * Lorrie.somerville@cupe5678.ca | <i>Educational Assistant</i> Front of Yonge P.S., Mallorytown |
| Chief Steward | Sheena Hagerman ** Sheena.hagerman@cupe5678.ca | <i>Itinerant Student Support Worker</i> - 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@cupe5678.ca | <i>Transportation Planner</i> Student Transp. of Eastern Ontario, Prescott |
| Steward -T.R. Leger/Alternative Ed | Tammy Cooper ** Tammy.cooper@cupe5678.ca | <i>I.A. Academic</i> T.R. Leger, Cornwall |
| Steward – Classroom Support | Angela Parks-Gibson * Angela.parks-gibson@cupe5678.ca | <i>Educational Assistant</i> Duncan J. Schouler P.S., Smiths Falls |
| Steward – Facilities & IT Services | Russell Snetsinger * Russell.Snetsinger@cupe5678.ca | <i>Technologist</i> Cornwall Collegiate & Vocational School |
| Steward – Office/Clerical | Karen Gallagher ** Karen.gallagher@cupe5678.ca | <i>Elementary Office Administrator</i> Vanier Public School, Brockville |
| REPRESENTATIVES (3) | | |
| Representative – Health & Safety | Shelley Swerdfeger* Shelley.swerdfeger@cupe5678.ca | <i>Lead Custodian</i> South Edwardsburg Public Sch., Johnstown |
| Representative – 1st WSIB/Injured Worker/RTW | Nancy Ripley * Nancy.ripley@cupe5678.ca | <i>Registered Early Childhood Educator</i> Commonwealth Public School, Brockville |
| Representative – 2nd WSIB//Injured Worker/RTW | David James ** David.james@cupe5678.ca | <i>Educational Assistant</i> <i>Cornwall Collegiate Vocational School</i> |
| TRUSTEES (3) | | |
| Trustee (Term to 2023) 1 yr | VACANT | |
| Trustee (Term to 2024) 2 yr | Carol Bamford ** Casual (Retired) | Carol.bamford@cupe5678.ca |
| Trustee (Term to 2025) 3 yr | Elsie Day * Casual (Retired) | Elsie.day@cupe5678.ca |

WATER IS LIFE



Artist: Aaron Paquette

Pledge to Listen Learn and Act.

Water is a human right. Every day, Indigenous peoples in Canada have no tapwater or wastewater treatment. Undrinkable water, polluted streams, rivers and lakes are part of indigenous people's lives every day.

CUPE Ontario's Indigenous Council is encouraging CUPE members to join Indigenous people's struggle in ending water injustice, including government inaction, corporate resource exploitation and environmental racism.

Water is life is an urgent call for solidarity with Indigenous peoples fighting for safe drinking water and working to protect and heal water in their territories.

Visit cupe.ca/water-is-life and sign the pledge to be an ally in the fight for clean drinking water.

MEMBER DRAWS HELD AT THE RATIFICATION OF THE MEMORANDUM OF SETTLEMENT MEETING, JUNE 10th, 2023

By Sheila Robertson, Secretary Treasurer



Name drawn for the \$1,500.00 member engagement draw was Kim Clarey-Truesdell, LTO EA at Thousand Islands SS. Kim was NOT in attendance so the next draw will be \$1,600.00.

The Member in Attendance draw winner of \$100.00 was Angela Feres, IA at T.R. Leger Carleton Place.



Cornwall Race Night

Date: Sunday, July 23, 2023

Racing starts: 6:30 PM Hot Laps start at 5:45PM

Regular Price: **Adults \$20** Children \$5 **PIT PASS \$15**

Our Price: **Adults \$10** Children \$2.50 **PIT PASS \$0.00**

FOOD PACKAGES COUPON FOR OUR GROUP:

#1 Hot Dog, Fry, Bottle, Drink = \$10.00

#2 Poutine, Bottled Drink = \$10

For CUPE 5678 Members to receive these prices they must wear CUPE Purple or show their CUPE Membership card.

There will be a reserved seating section for our group.

Group photo on the track at the winners' circle during Intermission.

There will be speedway & CUPE door prize draw for members at intermission.

A CUPE cash admission table and food coupon will be set up at the ticket booth for members to get this pricing and to register for door prizes. A waiver sheet must be signed by all before they are permitted to enter the pits and will be available at our table.

An RSVP Microsoft Forms will be set up on the CUPE site. PLEASE take the time to fill out how many people in your group will attend so we make sure we have enough seating for us.

This evening of racing is for all CUPE 5678 Members and their families.

If you have any questions please direct them to:

David James, Mobilization Committee

david.james@cupe5678.ca

613-930-0033

CANCEL THE CUTS
Protect Our OMERS Pensions

Our OMERS pension is a big part of your total compensation and an important reason for why we work!

We expect to retire with a decent and secure pension.

Join the campaign to Cancel the Cuts: Protect Our OMERS Pension. Sign the petition calling on the employer to stand with your union by opposing cuts to OMERS.

The people running OMERS must be accountable to pension plan members, our unions and employers.

For more information, visit: cancelthecuts.ca

