

CUPE CONNECTION NEWSLETTER



AUTUMN 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 back to a new school year. It is going to be an interesting start to the school year with the impact of potentially no school busses, glad this is no longer the situation. Both ETFO and OSSTF are also going to be in strike position early in the fall. Please be respectful of their strike action and do not do any struck work. We were successful last fall in fighting back the Government so my hope is that these groups are successful as well.

We have seen reductions in staff through attrition this summer. This means when someone retires, resigns or moves positions, the Board is reducing some hours or reducing full positions. We are grieving all these reductions through the central grievance procedure. Grieving centrally is done when there is a violation in the central terms of our collective agreement. This is done through OSBCU and the Ontario School Board Trustee Association. Please remember to only work to your contract! When you work extra hours without compensation, i.e. through your breaks, staying late or arriving early, etc. the employer sees no reason to add hours into your work location. This is more important than ever. If you need to work extra hours, it needs to be approved prior to working those hours. This **MUST** be done in writing so there is a paper trail. If it is not approved for paid overtime or time in lieu of payment, do not do the extra work.

CUPE 5678-01 has ratified since my last report. Bargaining is complete for both bargaining units. Signatures are being finalized on the Collective Agreements, once ready we will get them out and onto our website, www.cupe5678.ca

Have a great school year.

WORKSITE LIST FORMS FOR 2023-2024 SCHOOL YEAR

By Sheila Robertson, Secretary Treasurer

Worksite List forms will be sent to last school year's Communicator the first week of September. 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 Communicators.

Section 8 (a) of CUPE 5678 / 5678-1 By-laws

The WORKSITE COMMUNICATOR shall:

- *The current communicator or executive designate shall host a brief meeting or communicate with all members at a given worksite each September for the purpose of choosing a Worksite Communicator and Worksite Health and Safety Rep.*
- *All CUPE members at each site should have an opportunity to participate in these positions and host an informal election if required.*
- *Those who are chosen for the communicator, role, shall be assigned for the school year.*
- *The Executive will create a procedural binder for the communicators, that the communicator will sign off on upon receiving and send to Secretary Treasurer; that they will perform their duties.*
- *Notify the Secretary Treasurer of any deaths or long-term illnesses; ensure that all CUPE members at the workplace receive information, newsletters, memos, etc., sent by the Local Union.*
- *Keep copies of all newsletters, memos, Collective Agreement, Seniority Lists, EA Staffing document etc., stored in a binder or file folder which can be accessed by workplace members.*
- *Keep members at the workplace informed as to any upcoming events, meetings, post Executive Council list on CUPE Bulletin Board etc.*
- *Send in each September the CUPE Staffing Report with updated members' list to the Local.*
- *Possess basic knowledge of contents of current Collective Agreement.*
- *Assist with directing members to the appropriate Executive Council member or Steward, if they have questions/concerns; act as returning officer when conducting worksite elections or find designate if unable to participate for any reason.*
- *Responsible to notify the Secretary Treasurer of any new members at their worksite*

As per by-laws SECTION 9 - EXPENSES *Worksite Communicator \$50 (one/site). Each per school year.*

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

info@cupe5678.ca.

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

Brenda Darling	EA	South Grenville DHS, Prescott	1988-2023
William Morris	EA	Rideau DHS, Elgin	1991-2023
Shelley Lecuyer	EA	Rockland P.S.	1995-2023
Keith Lalonde	Lead Custodian	Maple Grove P.S., Lanark	1999-2022
Nancy Van Schie	EA	South Grenville DHS, Prescott	2003-2023
Beverly Bowman	EA	The Stewart School, Perth	2005-2022
Elsbeth McGibbon	IA - Academic	T.R. Leger, Prescott	2012-2023
Leyla Read	Ele. Off. Admin.	Beckwith P.S., Carleton Place	2014-2023



HEALTH & SAFETY

By Shelley Swerdfeger, H & S Representative

Welcome back everyone!

To ensure everyone has a smooth return to work remember to pick up your key to the building if you were asked to hand them in. ALL workers should have a key in case of a code being called to ensure you can get into a secure location. Email your administrator if you are not issued a key and request one. If you are an Occasional staff member, remember to get yours from the office.

Before school starts, please remember to sign off on all safety plans and to check to see if PPE is needed. If it is needed remember to check to make sure it fits properly and that it is your own personal use equipment you are not to share your PPE. If your PPE does not fit Email your Administrator with your request.

In your CUPE Agenda's you will see on Page 18 that if you require to wear Safety Shoes the board now covers \$200.00 towards them as needed. So, if the tread is gone or they are torn and unsafe to wear contact your supervisor when purchasing new ones. You will also find the proper steps to Refusing unsafe work on page 4. On page 25 you will find On-line Incident reporting details. Page 57-58 Facing Harassment in the Workplace Pages 60 Safe Workplace-Workplace Harassment Policy 226. Let's hope you never have an injury or medical condition that requires you to use this, but the Medical Certificate the Doctor/Physiotherapist fills out is located on page 33.

So, remember that all communication to anyone should be by email so there is a paper trail started you may never need it but it's a best practice to have.

Have a safe year!



WE ARE ALL THE UNION

By Lois Linttell, Vice-President, Education

As a member of the Local 5678 bargaining committee, I am extremely proud of our Local bargaining teams and the 2022 – 2026 Collective Agreements soon to be posted on the CUPE website. Shortly, each member will be the recipient of a smaller printed issue. Now that both parties have signed the documents, printing can begin.

Classification meetings are being planned for late Autumn 2023. Save the date for the General Membership Meetings scheduled for Saturday, October 14th, 2023, Saturday, January 27th, 2024 and Saturday April 20th, 2024. Locations and meeting Agendas to be determined.

Local 5678 & 5678-1 has a newly assigned, experienced National Representative of 25 years – Mr. Mark Kotanen. Mark will be working out of the CUPE Cornwall office.

**BE DECISIVE.
RIGHT OR WRONG
MAKE A DECISION.
THE ROAD OF LIFE
IS PAVED WITH FLAT
SQUIRRELS WHO
COULDN'T MAKE A
DECISION.**



Supporting CUPE Local 2755 CAS Workers on strike July, 2023. Their Collective Agreement was settled within weeks following these pictures.

Pictured: Sheila Robertson, Fred Hahn CUPE Ontario President and Lois Linttell



Pictured right: Angie Parks Gibson, Lois Linttell, Sheila Robertson and Local 2755 member Dayna McCumber.



**I SUPPORT CUPE
2577 CAS WORKERS**

CUPE 5678-1 RATIFY 4-YEAR COLLECTIVE AGREEMENT WITH STEO

By Carrie Laflamme, Vice President Transportation

On June 27th the CUPE 5678-1 union members ratified the collective agreement with their employer, Student Transportation of Eastern Ontario.

The term of the renewal collective agreement is from September 1, 2022 to August 31, 2026 and aligns with collective agreement terms of the education support workers across Ontario.



The bargaining team met with the employer on 6 occasions with the first meeting on December 20, 2022.

Some of the improvements in the CUPE 5678-1 collective agreement are:

- Wage increase of \$1.00 per hour per year.
- Increase in Lieu time from 5 days (35 hours) to 6 days (42 hours)
- Increase from 2 recognized holidays (Remembrance Day and January 2) to 3 recognized holidays ((Remembrance Day, January 2 and National Day for Truth and Reconciliation) to be taken over the break period.
- Increase in sick leave from 10 days to 11 days
- New language in the Supplemental Employment Benefits (SEB) plan.
- Letter of Understanding concerning hybrid work.

CUPE 5678-01 Bargaining Team

Carrie LaFlamme, Craig Gallagher, Erin Hurford, Sheena Hagerman, Dan Sawyer (CUPE National Representative)



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	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	Educational Assistant Russell High School
Education Vice-President	Lois Lintell ** Lois.lintell@cupe5678.ca	Secondary Office Administrator Vankleek Hill Collegiate Institute, Vankleek Hill
Transportation Vice-Pres. (Unit 5678-1/ STEO)	Carolyn Laflamme * Carrie.laflamme@cupe5678.ca	GIS Administrator Student Transp. of Eastern Ontario, Prescott
Secretary-Treasurer	Sheila Robertson ** Sheila.robertson@cupe5678.ca	Secondary Office Administrator - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville
Recording Secretary	Lorrie Somerville * Lorrie.somerville@cupe5678.ca	Educational Assistant Front of Yonge P.S., Mallorytown
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 (5)		
Steward - Transportation (Unit 5678-1/STEO)	Craig Gallagher ** Craig.gallagher@cupe5678.ca	Transportation Planner Student Transp. of Eastern Ontario, Prescott
Steward -T.R. Leger/Alternative Ed	Tammy Cooper ** Tammy.cooper@cupe5678.ca	I.A. Academic T.R. Leger, Cornwall
Steward – Classroom Support	Angela Parks-Gibson * Angela.parks-gibson@cupe5678.ca	Educational Assistant Duncan J. Schouler P.S., Smiths Falls
Steward – Facilities & IT Services	Russell Snetsinger * Russell.Snetsinger@cupe5678.ca	Technologist Cornwall Collegiate & Vocational School
Steward – Office/Clerical	Karen Gallagher ** Karen.gallagher@cupe5678.ca	Elementary Office Administrator Vanier Public School, Brockville
REPRESENTATIVES (3)		
Representative – Health & Safety	Shelley Swerdfeger* Shelley.swerdfeger@cupe5678.ca	Lead Custodian South Edwardsburg Public Sch., Johnstown
Representative – 1st WSIB/Injured Worker/RTW	Nancy Ripley * Nancy.ripley@cupe5678.ca	Registered Early Childhood Educator Commonwealth Public School, Brockville
Representative – 2nd WSIB//Injured Worker/RTW	David James ** David.james@cupe5678.ca	Educational Assistant St. Lawrence Secondary School, Cornwall
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

CLASSROOM SUPPORT STEWARD

By Angela Parks-Gibson, Classroom Support Steward

Welcome back to the 2023-2024 School Year! I hope everyone found some time to relax and take a much-deserved break. As we embark into a new school year, I want you all to know we are stronger together. We need to support each other and help each other to make us all stronger. I want everyone to have a successful school year. Please reach out to me if you have any questions. I know that new contracts can sometime be stressful to navigate through.

POSITIVE WORKPLACE ENVIRONMENT

By Russell A. Snetsinger, Facilities Services and
Information Technology Steward

In a world that often emphasizes individualism and competition, the concept of unity and collective action holds tremendous significance. Unions have long been at the forefront of advocating for the rights, welfare, and better working conditions of employees across various Sectors with the same employer. **It's crucial to recognize that being part of a union doesn't mean embracing a bully mentality; rather, it's about fostering collaboration, empathy, and positive change.**

At its core, a union is a platform for employees to come together, share their concerns, and collectively advocate for positive change. The emphasis should always be on fostering collaboration, empathy, and open communication. When unions prioritize these values, they can become powerful agents for not only negotiating better terms but also improving workplace culture.

Embracing collaboration, empathy, and constructive communication, union members can fulfill their true purpose – being a driving force for **positive change in the workplace and beyond.**



BUSES ARE RUNNING





CORNWALL RACE NIGHT

By the CUPE 5678 Mobilization Committee

With the organization and leadership of David James, member of the mobilization committee and WSIB/Injured Worker/Return to Work Representative, a wonderful evening was enjoyed by 50+ members and their families on Sunday, July 23rd. Racing started at 6:30 p.m. Reduced entry and food package coupon was part of the evening along with many door prizes. For CUPE 5678 Members to receive these prices they had to wear CUPE Purple or show their CUPE Membership card.



CANCEL THE CUTS

PROTECT OUR OMERS PENSIONS

OMERS Sponsors Corporation may be considering potential changes to the pension you earn. This could lead to pension cuts – unless we stop them.

Over 125,000 CUPE members and over 20,000 OPSEU members working in municipalities, certain local boards, school boards and Children's Aid Societies are members of the OMERS pension plan.

The OMERS Sponsors Corporation already voted in June 2020 to eliminate guaranteed indexing of pensions for years of service worked after January 1, 2023. Other pension plans like HOOPP are improving benefits while OMERS is looking at more cuts!

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

**Join the campaign to Cancel the Cuts:
Protect Our OMERS Pension**



Please see your school/location CUPE Communicator or Office Staff to sign the petition or contact the Local Office for details, 613-342-0434