

CUPE CONNECTION NEWSLETTER



DECEMBER 2023

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



Editor: Lois Linttell



PRESIDENT'S MESSAGE

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

The holiday season is fast approaching. I hope you all get some time to relax and enjoy the season.

It has been another busy school start up, and everyone deserves a break.

Take time to reflect on the difference you make on people you encounter, especially the students that depend on the work you do. As Education Workers, you all work tirelessly to ensure the students have everything they need.

We are always looking for members to take an active role in the union. If you find you have a little extra time and the interest in helping with union committees, please reach out to me at erin.hurford@cupe5678.ca. The union is as strong as the members, so please consider getting involved.

On behalf of the CUPE 5678 / 5678-01 Executive, Representatives and Stewards, we wish you the season's best.

BY-ELECTION – JANUARY 15TH TO 17TH, 2024

By Lois Linttell, Education Vice-President



Due to the vacancy of one of the Trustee positions and the resignation of Rebecca Cobban, previous Education Vice-President, an electronic By-Election will be held January 15th to 17th, 2024. Nomination forms were emailed December 11th, with a deadline of December 20th for these

two positions. Voting results will be known January 18th, 2024. Successful candidates will be installed at the January 27th, 2024 General Membership Meeting at Carleton Place High School. Terms of office: Trustee: February 1st, 2024 to November 30th, 2026 and Vice-President, Education: February 1st, 2024 to November 30th, 2024.



AUDIT REPORTS

By Sheila Robertson, Secretary Treasurer

Article B.3.12 of the CUPE Constitution requires all locals to complete an annual trustees' report.

Trustees Elsie Day, Carol Bamford and Lorne Raycroft conducted an audit February 15th, 2023 for the period July 1 – December 31, 2022 and made the following recommendations:

1. Any major expenditure of more than 3% of the operating budget be brought to full membership for a vote.
 2. Members should be sent the annual CUPE agenda by email, and if they require a paper copy be given the choice to get one included with that email.
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Trustees Elsie Day, Carol Bamford and Lorne Raycroft conducted an audit September 12th, 2023 for the period January 1-June 30, 2023.

1. Results – everything in order, no comments/recommendations submitted.

Any recommendations will be forwarded to the 2023-2024 By-Laws Committee.

SECRETARY-TREASURER REPORT

By Sheila Robertson, Secretary Treasurer

October 14, 2023 General Membership Meeting:

- *Member in Attendance \$100 Draw* winner Jean Bastien, EA @ TISS, Brockville.
- *Progressive Member Engagement \$1,600.00 Draw* winner Lisa Warren, Custodian @ The Queen Elizabeth School, Perth. Lisa was not in attendance, next draw will be \$1,700.00.

Edvantage

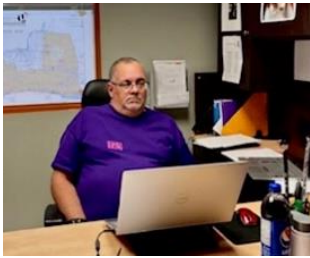
Don't forget that as a CUPE 5678 member you have access to the Edvantage Program www.edvantage.ca

If you have not registered, can start by visiting <https://edvantage.ca/register> to [access the perks.](#)

[Please remember to include your name when you are requesting a new Edvantage card or looking for your Edvantage number on the CUPE 5678 website.](#)

[Edvantage Card \(office.com\)](#)

As 2023 closes, I would like to say how grateful I am with CUPE 5678 members who show up every day for each other and the union. Front line workers often work under difficult circumstances but activism and commitment to build better working conditions ensures we all prosper together. I wish everyone a Safe & Happy Season and want to say Thank You for allowing me to be your Secretary-Treasurer. Feel free to contact me any time if you have questions about our finances.



W.S.I.B. Injured Worker /Return to Work Eastern Report – Online Forums – ADHOC Relocation – Cornwall Speedway

By David James, WSIB/Injured Worker/Return to Work Representative

Greetings to all our CUPE 5678 Members. As your Eastern Representative my role is to address all your concerns and questions and the proper steps / procedures in filing your WSIB/ IW/ RTW claims. I can't stress enough the importance of ensuring the proper documents have been submitted and in a timely fashion to ensure there is no delays or issues in receiving your medical claim payments. No matter how small your injury may be **REPORT IT** right away. As we all know we are working short staff most days and the aggression and abuse is on the rise. Please fill out the online reporting to have everything documented. As your Representative most of my dealings right now is the high-rise mental stress. Self care is needed by all, seek help if needed. You can reach out to Nancy Ripley or myself at anytime. All the forms you will need can be found in your Agenda along with all contact numbers. Always remember that the only medical form that is accepted the HR and CUPE 5678 is the Cupe Medical Form. Always bring that with you to your doctors to have all restrictions and limitations in writing. Wishing you & you family a very safe and healthy 2024.

Health & Safety WSIB Injured Worker/ RTW Online Forums

On November 20th we held Two(2) Online forums for our members to participate in with questions and concerns in the workplace, One was held at 10:00 A.M. and the other at 6:00 P.M. Sheena Hagerman (Chief Steward), Shelley Swerdfeger (H&S Rep) Nancy Ripley (WSIB / IW / RTW Western Rep) & myself (WSIB / IW / RTW Eastern Rep & Committee Chair) were in attendance to help our members with questions or concerns. Sadly, to report not one member turned up for the morning meeting and only one(1) for the evening meeting. With the high rise of violence in the workplace, injuries, mental & stress conditions we thought this would have been one of the biggest forums and participation. With everyone I speak with they all have concerns and questions but say they didn't know about the forum. We are going to try again in the new year to run it again with hopes of a better turn out. Please be on the look out for the information as will better advertise it.

ADHOC Relocation Committee.

The purpose of the committee that had already been formed a few years back looking at what would be the best interest of our union.

- 1- Stay at our current Location,
- 2- Relocate to a new place that could accommodate holding meetings (RENT)
- 3- Look at relocating and purchase our own CUPE 5678 building.

As chair of this committee I made a presentation at our GMM with all the Pricing, Cost Pro's & Con's. After reading the proposals it was suggested by the membership that because of the amount of information and numbers that they would like to get access to this information to review it all before voting on it. This will be brought up again at our next general meeting.



Cornwall Speedway Race Night

On Sunday July 23 we had a CUPE 5678 Race Night at the Cornwall Motor Speedway. It truly was a fun filled night with a bonus race added to our night at no EXTRA cost to us with them adding the 50 Lap Sportsman race for the cure event that had been rained out from July 1.

I just want to start off by thanking CUPE 5678 for the generous contribution of some Yeti Cups and some beautiful picnic basket coolers. We had many more fabulous prizes as Cornwall Speedway T-shirts, seat cushions, frisbees; \$25 gift certificate from Fat Les restaurant in Finch; a Toronto Blue Jay Springer jersey donated by Val's Diner; a Gilmour Maple Leafs jersey and a Connor McDavid Oilers Jersey from Shawn Lalonde's Sports Jerseys; and a beautiful health and wellness basket valued at \$160 donated by Natures Reality Botanical.

An introduction was made at intermission on who we were, what we do and why we were celebrating a night at the races with our group. As well as going out to the winners' circle to get a group photo with two High School Students that raced in the Sportsman Class.

We made some great awareness by tossing out at least 50 T-shirts into the grandstands.

All and all we a great time by those in attendance as we had a section roped off for us right at the flag stand center main straight away.





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	Lois Lintell ** Lois.lintell@cupe5678.ca	<i>Secondary Office Administrator</i> Vankleek Hill Collegiate Institute, Vankleek Hill
Education Vice-President	VACANT **	
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>Elementary Office Administrator</i> Wellington Elementary S., Prescott
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 Caswell ** Tammy.caswell@cupe5678.ca	<i>Instructional Assistant</i> Seaway District High School
Steward – Classroom Support	Angela Parks-Gibson * Angela.parks-gibson@cupe5678.ca	<i>Educational Assistant</i> Duncan J. Schoular 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> St.Lawrence Sec. School, Cornwall
TRUSTEES (3)		
Trustee (Term to 2024)	Carol Bamford ** Carol.bamford@cupe5678.ca	<i>Casual (RETIRED STEO)</i>
Trustee (Term to 2025)	Elsie Day * Elsie.day@cupe5678.ca	<i>Casual (RETIRED)</i>
Trustee (Term to 2026)	VACANT	



WSIB/Injured Worker/Return To Work Representative

By Nancy Ripley , WSIB/Injured Worker/Return to Work Rep.

As your representative for the WSIB/IW/RTW we take courses that give us the knowledge to help you in your return or WSIB claim. We report to the Chief Steward monthly and attend the Executive meetings by-monthly keeping them informed of any issues that may arise. We support you as members informing you of your rights, privileges, and obligations under WSIB and taking the proper steps/procedures in filing claims. You have two representatives one dealing with the East side of the school board (from the 416 East) David James, and West side of the school board (416 West) Nancy Ripley.

When you have a RTW/IW and are returning to work you have the right to have a Representative attend your meeting with you as we have the knowledge to assist you with the employer.

For WSIB reports you will need to fill out form 6, this is in your agenda on page29-31 plus they can be found on www.wsib.ca, if you fill out the form please include as much information as you can, for example if you fell down and hurt your right side include all parts of your right side, arm, leg, knee, hip things may not hurt now but tomorrow could be a different story. If you seek medical attention at all tell the doctor, NP or outpatients that the accident happened at a workplace and they have to report it as well. Also make sure a copy of form 6 is sent to Robb Bowman or Patti McNamee via email as soon as possible after reporting the incident to your immediate supervisor.

MOBILIZATION COMMITTEE REPORT

By Nancy Ripley, Chair

Your CUPE 5678 Mobilization Team has been busy finding ways to get members engaged and interested in the union. For the next 7 months we have planned a fun dress up day for each month starting with this month. On December 21 dress up in your holiday best and take your photo we will spotlight schools on Facebook who have sent in their photos to nancy.ripley@cupe5678.ca. Some other fun days include Hawaiian Day, "Love Day", "Lucky Charm Day" and 80's Day, just to name a few. This is a way to show your team spirit amongst CUPE members. Days are tough with in the schools and we are trying to brighten your day. We sent out a survey and over the next few month we will be addressing the ideas and concerns for the mobilization team.

Please join the team on December 21 and look for our photos each month as well.



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@cupes5678.ca

Information needed to place order: NAME / Worksite / Job Classification/ Seniority Date/ Date of Retirement/ # of years with the Board (based on seniority list) / Home Phone Number / Home e-mail / Home Address / Choice of Gift

Judith Ryan	Sec. Off. Admin	Perth & District Coll. Institute	1984-2023
David Archambault	Courier	East – Cornwall Coll. & V.S.	1989-2023
Rae Ann Wallace	EA	Rockland Public School	1998-2023
Penny Capell	EA	South Crosby P.S., Elgin	1998-2023
Steve Bothwell	BSS1	Perth & District Coll. Institute	1998-2023
Roxanne Harrington	RECE	South Branch Ele., Kemptville	1999-2023
Marsha Taylor	EA	The Stewart School, Perth	1999-2023
Donna Avery	EA	Westminster P.S., Brockville	2001-2023
Barbara Somerville	EA	The Stewart School, Perth	2003-2023
Vicki Pratt	Sec. Off. Asst.	T.R. Leger, Brockville	2004-2023
Betty Bradley	Ele. Off. Admin.	Russell P.S.	2007-2023
Peggy Brown	RECE	Montague P.S., Smiths Falls	2013-2023
Leslie Smith	LBS Instructor	T.R. Leger, Brockville	2018-2023



HEALTH & SAFETY

By Shelley Swerdfeger, H & S Representative

Thank you to those that are filling out the On-Line Incident Reports, it is awful you have to fill them out, but we are seeing them and if you would like the Health and Safety team to come to your site for a visit please Reach out!

If you have any questions or concerns, please reach out. We are here to help you and make your day transition smoothly.

In your agenda on page 26 there is a user-Friendly page on when to complete the Online Reporting form or KICs in some case you may have to fill out both forms. If you feel you need to fill out either of these forms, it's your Right and you do not need your Administrators permission to complete them.

In your email you received a Questionnaire with some workplace questions if you could fill it our it would help the CUPE Team at the Joint Health and Safety Committee Table when we are discussing topics the school name is all we need for the table discussion.



So, if you haven't emailed your Principal about Yak Track it is 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 Tracks this comes out of the health and safety budget not the schools.

Facilities, please keep an eye on the tread on your safety shoes if they are getting worn down it is time for a new pair with the wet floors and poor tread it is not a great combination and don't forget with wet floors you need to ensure wet floor signs are out and visible.

I hope Everyone has an amazing Winter.





CLASSROOM SUPPORT STEWARD WISHES

By Angela Parks-Gibson, Steward – Classroom Support Steward

Hello Cupe, 5678

These past 12 months have been my pleasure to represent you. I am proud to be your Classroom Support Steward. We have a lot of things to be proud of, which include the ratification of a new collective agreement for our local. We also have won the right to retro back pay with the use of our Me to Clause. This will be something to look forward to in 2024.

I know this year has been challenging for most. I see so many of you persevering in helping our students. I also see the impact of short staffing and the effects it has on everyone. Please remember we need to work to our contract. We need to stop giving the board free time. If we continue to do so, we are only hurting ourselves. It is our nature to give, but we need to stop and take a stance.

I want to send best wishes to you all. I also would like to ask each one of you over the break to take some time for you. You have a very important role in teaching our students. Refuel and recharge.

Merry Christmas and Happy New Year.





BILL 124 Remedy Information for School Board Workers

{still awaiting information regarding STEO remedy}



What is it?

☞ Settlement as remedy for Bill 124 which imposed wage caps on CUPE Education workers.

How much?

☞ Across the board compensation increases for all compensation amounts to which the 1% increases applied in the 2019-22 collective agreements, which will then result in additional increases in the 2022-2026 collective agreements because the 2022-2026 compensation increases will be applied on top of the higher 2021 base rates.

☞ These increases will be:

- 0.75% for September 2019
- 0.75% for September 2020
- An amount to be determined by an arbitrator between 1.5% and 3.25% for September 2021

☞ These increases are in addition to the 1% already received in each of these years, will be compounded and included in the salary grids, wage schedules, applicable premiums and allowances that are in effect. These increases will also be pensionable.

When?

☞ Dependent on when the decision is made by arbitrator, William Kaplan. Hearing dates are scheduled for January 14th & 15th, 2024. The date that the decision is given will very likely be the determination date – except in the unlikely event of a judicial review application – and will be the basis of all future timelines regarding implementation.

☞ Within 120 days of the determination date school boards will need to pay out all retro payments and begin paying on a go forward basis the new rate.

☞ Within 30 days of the determination date locals and school boards need to meet to revise collective agreements for 2019-2021 and 2022-2026 in all areas of wage schedules, allowances, premiums, etc.

Who?

☞ Retro will be paid to all members who worked in 2019, 2020 and 2021 even if they no longer work at the Board. Members who worked 2022, 2023 and 2024 will also receive retro for hours worked in those years because of the base wage increases in the remedy

☞ It is imperative that locals make all efforts to connect with eligible members this is a settlement of a legal matter .

If you are aware of anyone who has left the employ of the UCDSB, but worked during the period mentioned above, please have them contact erin.hurford@cupe5678.ca to ensure up to date contact information is available.

CUPE 31st National Convention Quebec City October 23rd – 27th.



By Carrie Laflamme, Vice-President
Transportation

I attended the CUPE (Canadian Union of Public Employee) National Convention along with other executive members of our local 5678. This was the first time I attended the National Convention as a delegate representing 5678, and I appreciated the opportunity. National CUPE conventions are held every two years, at different locations across Canada. This year it was held in Quebec City and the theme was to celebrate the union's 60th anniversary.

CUPE is Canada's largest union with 740,000 members across the country. Attendance at the National Convention was just under 2500 and 2233 were voting delegates. Ontario had the highest representation with 920 delegates represented, followed by 408 from British Columbia, 323 from Quebec as the next highest provinces with delegates in attendance. Delegates from every province and territory were represented. The number of Convention representation is determined by the number of CUPE members in your local, as set out in the Constitution. <https://cupe.ca/cupe-constitution>.

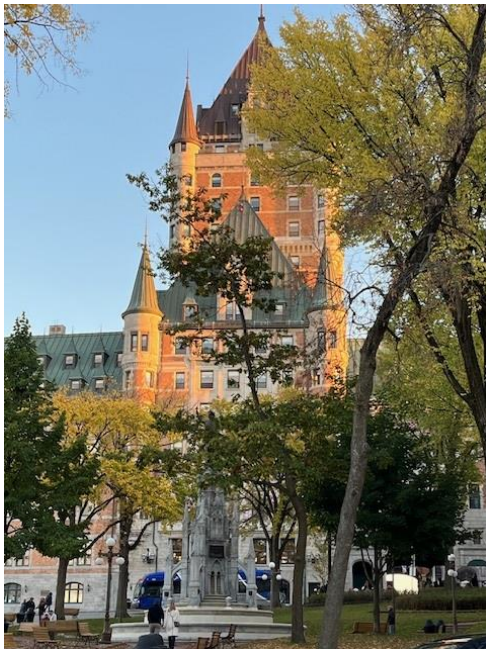
So, what happens at National Conventions? Lots.

- **Sector meetings** – Our sector is Education, and we had the opportunity to met with other education support workers (ESW) from across Canada. Strategies and success stories were shared on the issues we are all facing. We learned that Alberta ESW also wears purple to draw attention to their battles for fair wages, and on Wednesday at the convention, ESW from both provinces wore their purple shirts. NOTE: A list of all sectors can be found on CUPE National website at this link <https://cupe.ca/sectors-work>.
- **Caucus meetings** – we attended the Ontario Caucus meetings.
- **Elections** - Mark Hancock and Candace Rennick were acclaimed in their respective roles of National President and National Secretary-Treasurer. Elections for 5 general vice-presidents, 2 diversity vice-presidents and their alternates, and 14 regional vice-presidents and 2 Trustees also took place.
- **Reports** - National President and National Secretary-Treasurer reports were presented and delegates had an opportunity to ask questions.
- **Committee and Working Group Reports** – CUPE National has 18 committees and working groups, and each committee presented a video report and an oral report and the floor was open to questions and answers. More information can be found on the CUPE National Website at this link <https://cupe.ca/our-committees-and-working-groups>

- **Constitutional Amendments** – suggested changes / additions / deletions from the constitution had to be submitted by Sept 22, 2023 and these amendments are presented, debated and voted on by the delegates in attendance.
- **Resolutions** – Suggested resolutions also had to be submitted by Sept 22, 2023 and these resolutions were presented, debated and voted on by the delegates. Resolutions guide the union’s work over the next few years and are the topics and issues delegates want the union to focus on.
- **Guest Speakers** – there were 14 guest speakers during the convention. All had very inspirational stories. Some of the more notable were, Patrick Gloutney President CUPE Quebec, Bea Bruske President Canadian Labour Congress (CLC), Jagmeet Singh Leader of NDP

All CUPE members from all sectors are facing the same issues and discussion during the conference focused on topics such as opposing privatization, low wages and precarious employment, ways to address the rising cost of living, strategies to demand that governments and employers address health and safety, ways to increase solidarity in our locals and an increase worker power.

I realized that it is really important that our local attends the National Convention, as our participation in the elections and voting on important constitutional amendments and resolutions shape our union.





AGENDA

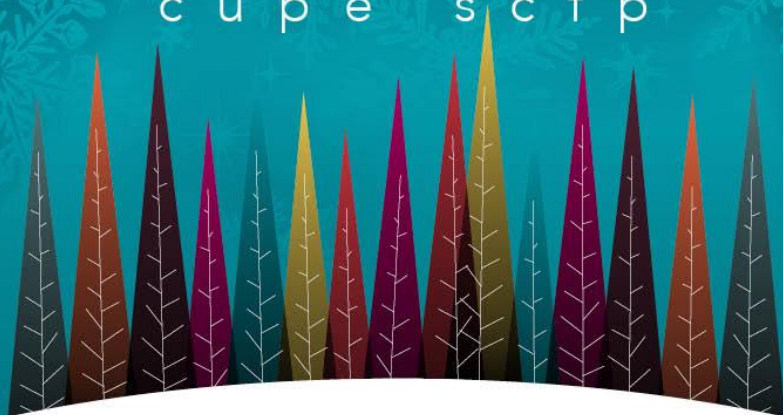
General Membership Meeting
Saturday, January 27th, 2024
10:00 a.m. to 12:00 p.m.

In Person- Carleton Place High School
215 Lake Avenue West, Carleton Place, ON K7C 1M3

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. Voting on new members and initiation
5. Reading of the minutes
6. Matters arising from the minutes
7. Secretary-Treasurer's Report
 - 2024 Budget Proposal
8. Communications and bills
9. Executive Committee Report
10. Reports of committees and delegates
11. Nominations, elections, or installations
12. Unfinished business
13. New business
 - Bill 124 Remedy Update
 -
15. Good of the Union
 - Membership Draws
16. Adjournment

c u p e s c f p



Peace, Justice and Solidarity
Paix, justice et solidarité