



DECEMBER 2024

CUPE CONNECTION NEWSLETTER



"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

It is hard to believe that it is almost winter break. This will be a much needed break for everyone.

Thank you to all who voted in the last election. I would like to take the time to congratulate everyone who put their names forward to try for the positions. Lois Linttell and Darrin Cryderman did not seek re-election and Tammy Caswell will be moving on to other things. I would like to thank their dedication over the years, and look forward to continuing working with Lois and Tammy on our committees. I hope Darrin enjoys his retirement.

Welcome to Jacob Casselman, and welcome back to Robin Yandeau and Tammy Cooper who join our team of executive and stewards.

There will be an email sent to all CUPE emails in the new year looking for members to join committees. Please keep an eye out for this email and get involved. We need member engagement and this is a great way to start that.

There will be a change at upcoming membership meetings. We have learned from CUPE National that we can no longer give monetary gifts. It is a taxation concern. We will be looking at other possibilities and will notify the membership what the change will be.

Happy Holidays



FROM THE DESK OF THE SECRETARY-TREASURER

By Sheila Robertson, Secretary Treasurer

Worksite Communicators:

Worksite List forms were 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.

There are schools without a Worksite Communicator. If you are interested in being a Communicator for your school, information can be found in CUPE 5678 bylaws Section 8 (a). Bylaws can be found on the CUPE 5678 website (drop down Resources/Bylaws).

Here is a link: [Bylaws - CUPE 5678](#)

Member in Good Standing:

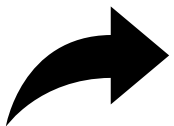
To fully participate in the union, you must be a Member in Good Standing. Being a member in good standing gives you a say in how your union is run. Only members in good standing can attend and vote at union meetings, run for elected union positions, vote in union elections or serve as delegates to union events.

Further detail can be found on the CUPE 5678 website. LINK: [Member in Good Standing - CUPE 5678](#). Please ensure you have completed your Member in Good Standing Form. You can confirm that you have submitted a form by contacting the CUPE office or checking the list on the CUPE 5678 website. LINK: [MGS list](#)

October 26th General Membership Meeting Draw

\$100 Member in Attendance - Allan Carpenter, Lead Custodian, Arklan Community Public School.

\$1,900 Member Engagement - Dana Pardy, Educational Assistant, Gananoque Intermediate School. Dana was not in attendance.



Due to CUPE National regulations, monetary draws are **not** permitted. We will be ceasing draws of monetary value at meetings and are working at options for the next GMM for CUPE swag.

As a CUPE 5678 member you have access to the Edvantage Program www.edvantage.ca

If you have not registered, 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 (drop down Offers). Here is a link: [Offers for CUPE members - CUPE 5678](#)

Edvantage
Perks™



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.



**MESSAGE from
EDUCATION VICE PRESIDENT
Robin Yandea**

Members:

I just wanted to take this opportunity to thank you for your confidence in me again as I return to the role of one of your Vice Presidents after a 2-year time off from union duties. Back in 2022 I did not seek re-election I needed some family time and R&R but am now ready to return and be one of your union representatives starting December 1/2024.

I would like to congratulate all candidates for running in this election for the roles that were available I look forward to working with everyone again.

To Darrin Cryderman and Lois Linttell, our 2 Vice Presidents, that myself and Jacob Casselman step into and replace – thank you for your many years of service to this union. Having worked several years with you both it will be hard to look up and not see you both at the executive table. I must note that both Lois and Darrin did not seek to return to office. Darrin is taking the retirement route for his future and Lois, after serving nearly 5 decades supporting union positions, opened up the position to other interested members to fulfill the role of VP. I do wish them the very best - we have huge shoes to fill.

Our election did not see a very large turn out of voters nor did the previous election in 2022. This is not a new problem or a unique problem since many other locals face the same situation when it comes to member engagement. We have been dealing with this for a number of years and it is something that we as a local need to take another look at and see how we can better reach you. I have heard many people say they do not like the idea of having a CUPE E-mail address, it's just one more thing to check. Moving forward I'm hopeful, we as a union, can seek a better way of reaching you.

**I would like to wish each and everyone of you and your families
a Very Merry Christmas and Happy New Year.**





REFLECTION

By Darrin Cryderman Past Education Vice-President

I would like to thank the membership of Local 5678 for the many experiences and opportunities being one of your Union representatives has provided me over the past twenty plus years. With so many changes in the world, one constant is the need for everyone to exercise your rights and do everything possible to protect these rights. There are many forces that would like to see these rights eroded or to disappear completely. Please realize that things like health and safety, vacation, sick leave and holidays are a few areas that employers just didn't give us. The Labour Movement fought for the things many of us take for granted today. The Union is only as strong as the engagement from everyone. Since I feel it is my time to retire, I wish everyone the best!





GOING FORWARD . . . part 2

By Lois Linttell, Past Education Vice-President

I never thought in the 1970's, 80's & 90's that my role in Local CUPE politics would have taken me to 2024 but I am very appreciative of the time I have spent representing CUPE Locals 1266 (Prescott-Russell) and 5678 (UCDSB). The amalgamation of 1998 placed me at the 5678 executive table and I wish the upcoming executive members, who commenced December 1st, 2024, a strong, determined and healthy representation for our members.

My involvement, as a member "going forward . . . part 2", will include the continuance of my office administrator position, of 48 years, at Vankleek Hill Collegiate Institute, CUPE committee work and attendance at general membership meetings. The December 2024 newsletter will be my last, of many, as editor. If anyone is interested in the role of CUPE Connection Newsletter Editor, contact the Communications Committee at communicationcommittee@cupe5678.ca. As noted in this newsletter, my Retirement Portfolio has been capably placed in the hands of the Communications Chair, Tammy Caswell. Tammy has already been working diligently on the formation of retiree gifts and banquet arrangements for 2025. Each and every one of your executive council, representatives, stewards and trustees work to make your Local safer by setting up rules, negotiating and enforcing the collective agreements, provide education and training, promote equity and inclusion and provide support and resolution options.

My formative working years have always included the Courage, Compassion, Commitment to and for union representation whether when working Federally or Provincially. I am very proud to be one of the 750,000 CUPE members in Canada on the front line keeping our communities and membership strong.

Looking forward to seeing everyone at the General Membership Meetings, it is an opportunity to listen, question, understand, network and participate to show "YOU ARE THE UNION". In keeping with the Local's Mission Statement:

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

A VERY MERRY CHRISTMAS AND SEASON'S GREETINGS TO ALL!!





EXECUTIVE COUNCIL, STEWARDS, REPRESENTATIVES & TRUSTEES

Term * December 1st, 2022 to November 2025  Term ** December 1st, 2024 to November 2027
 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	Jacob Casselman ** Jacob.casselman@cupe5678.ca	<i>Courier</i> Board Office, Brockville
Education Vice-President	Robin Yandeu ** Robin.yandeu@cupe5678.ca	<i>Head Custodian</i> South Grenville District H. S., Prescott
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> Lyn Public School, Lyn
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>Instructional Assistant - Academic</i> T.R. Leger, Cornwall
Steward – Classroom Support	Angela Parks-Gibson * Angela.parks-gibson@cupe5678.ca	<i>Educational Assistant</i> Perth & District Collegiate Institute, Perth
Steward – Facilities & IT Services	Russell Snetsinger * Russell.Snetsinger@cupe5678.ca	<i>Information 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> Vanier Public School, Brockville
Representative – 2nd WSIB//Injured Worker/RTW	David James ** David.james@cupe5678.ca	<i>Educational Assistant</i> Tagwi SS, Avonmore
TRUSTEES (3)		
Trustee (Term to 2027) #2	Julia Gauthier Julia.gauthier@cupe5678.ca	<i>Financial Assistant</i> Thousand Islands S.S., Brockville
Trustee (Term to 2026) #1	Elsie Day Elsie.day@cupe5678.ca	<i>Casual (RETIRED)</i>
Trustee (Term to 2025) #3	Shelly Crowe Shelly.crowe@cupe5678.ca	<i>Secondary Off. Administrator</i> Gananoque Sec. School

Dec. 1st, 2024

WSIB/INJURED WORKER/ RETURN to WORK

By Nancy Ripley, WSIB/Injured Worker/ Return to Work Representative

Hello fellow members,

I want to take this time to say "Let's start the new year on a good note", with less injuries and more members filling the reports when they are injured/hurt at work. A good motto to have is "*When in doubt, fill it out*" this pertains to the Board forms on Insite or WSIB forms. Members are to be given time for filling in forms if not let the management/principal know you will be filling them in after work and will add it to time paid for.

When you have received a Notification of Sick Leave and you do not see David James or my name copied, please reach out to us, this way we can help you through a return to work or accommodation plan. If you do let us know you are hurt at work there is no way we will know Patti MacNamee and Robb Bowman are to copy David and myself on your Notification of Sick Leave but if you fill in WSIB we are not always notified.

Enjoy your break! Happy New Year!



STEO NEWS

By Carrie Laflamme, Transportation Vice-President

Did you know STEO starts working on the next school year as early as January.

Both school boards (UCDSB and CDSBEO) provide school boundary and program changes for the upcoming year, so STEO can get the School Eligibility Tool ready for new school year registrations.



Student Incident reporting for student aggression can also be reported on School Buses and Vans.

In STEO's **Transportation Information and Guidelines for Students and Parents** found on the STEO website under Virtual Backpack. <https://www.steo.ca/virtual-backpack/>

"School buses under contract with STEO are considered to be an extension of the school system. Consequently, the disciplinary standards set by your school, school board, and STEO will apply to all vehicle passengers. Students whose behaviour endangers the safety or interferes with the comfort of others may have their riding privileges revoked."

It also states "Students are accountable to the school principal for their behaviour on the school bus. The bus driver acts on behalf of the principal. This applies to school buses and vans. The driver will report the student/incident to the principal in writing."

The principal will follow the same procedure for incidents on a school bus as incidents during school.

HEALTH & SAFETY

By Shelley Swerdfeger H & S Representative

Shelley.swerdfeger@cupe5678.ca

It's December and snow is on its way and some of our Facilities Staff will be asked to do snow load check on blistery cold days. Please remember if you feel going on any building roof to measure the snow or just doing a roof check is unsafe you need to email and contact your supervisor and let them know that it is unsafe! **Remember you have the right to refuse unsafe work.**

If you missed the Health and Safety part of your school's Staff meeting, please reach out to your Administrator, and have the conversation about Yak Tracks. Remember to put them on every time you go outside when the grounds are icy. Everyone needs a pair if you do Bus Duty or Yard Duty. Keep your Yak Tracks with your outdoor wear.



If you do not have a pair now, email your Administrator and they will send an Email off to Dennis Koluk to receive your free Yak Tracks. This comes out of the **health and safety budget not the schools.**

Thank you to those that are filling out the **On-Line Incident Reports**, if you would like someone to come to your site for a visit please reach out! We are here to help you and make your day transition smoothly.

In your agenda on page 28 and 29 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 is your right, and you do not need your Administrators' permission to complete them. If you are required to complete your Parklane at the end of your shift please ask your Administrator if you go over your scheduled departure time you can put in for overtime. These online reports are not to be completed on your own time or during your lunch break, they are to be completed during your scheduled work time.

I hope everyone has a safe Winter.





RETIREMENT CORNER

By: Tammy Caswell, Communication Committee Chair

With the start of the 2024/2025 school year, CUPE 5678/CUPE 5678-1 has updated the Retirement Gift process. In this process, I have become the Communications Committee Chair and will now be writing the Retirement Corner. I would like to take this opportunity to thank Lois Linttell for all her years of hard work and dedication to the retirees and to the production of the Retirement Corner. Thank you, Lois, for making sure our Retirees have been recognized and celebrated in style over the last number of years. Your years of service and dedication will be greatly missed.

With the update of the Retirement process, the new Retirement gift forms will soon be found at cupe5678.ca Or by emailing Tammy Caswell at communicationcommittee@cupe5678.ca.

Congratulations to all the Retirees!

Donald Kennedy	Sept. 3, 1985 to Sept. 9, 2024	Custodian	Thousand Island Sec. School
Sherilyn Campbell	Nov. 22, 1993 to Oct. 5, 2024	Educational Assistant	Maxville Public School
Lianne Wright	Sept. 13, 1998 to Oct. 16, 2024	Educational Assistant	Montague Public School
Cindy Tye	Oct. 28, 1985 to Nov. 5, 2024	Educational Assistant	South Crosby Public School
Karen Mulder	Jan. 2, 2001 to Nov. 1, 2024	Lead Custodian	Kemptville Public School
Pamela Goodsell	Aug. 22, 1999 to Nov. 30, 2024	Secondary Office Assistant	Smiths Falls D.C.I.
Lori McKenney	Nov. 25, 1994 to Nov. 20, 2024	Elementary Office Administrator	Montague Public School



MERRY CHRISTMAS and HAPPY HOLIDAYS
from the
EXECUTIVE COUNCIL, STEWARDS,
REPRESENTATIVES and TRUSTEES
of
CUPE LOCAL 5678 & 5678-1



NATIONAL SECTOR COUNCIL CONFERENCE

October 7-10, 2024, Winnipeg

By Lois Lintell, Past Education Vice-President

Delegates Erin Hurford, Sheila Robertson, Darrin Cryderman and myself ventured to Winnipeg to the conference where nearly 1,000 delegates from across Canada gathered at the RBC Convention Centre in downtown Winnipeg to learn how to advocate for workers' rights in the workplace through effective political action. Sectors represented were childcare, communications, education, emergency & security services, energy, health care, library, municipal, post-secondary, social services and transportation. This allowed us to advocate for our members (education) by engaging in meaningful discussions to strengthen our collective power.

Panel discussions on health & safety and co-ordinated bargaining took place in the plenary room. Followed by break-out rooms for sector-specific training and educational sessions, where further collaboration, training and discussions on how to strengthen bargaining efforts, and political action ensuring we are prepared to fight for workers' rights. Education workers broke into classification-specific groups to dig deeper into the challenges and realities faced in schools across Canada. These conversations dove



into the concerns we all share as overcrowded classrooms, violence in the workplace and underfunded resources.

The Winnipeg General Strike Bus Tour took place Tuesday evening. The six week Winnipeg General Strike of 1919 remains the longest open-ended general strike in Canadian labour history. The bus tour detailed the history of this strike through an exploration of various neighborhoods in the city.

Wednesday evening was Drag Trivia Night - where you got to see how much you really knew about history, music, movies etc. A very entertaining evening.



We had the opportunity to listen to a number of guest speakers, one that resonated with me was the newly elected Premier of Manitoba, NDP Wab Kinew, Canada's first provincial premier of First Nations decent and Manitoba's first Indigenous premier since Metis Premier John Noquay in 1887. Personally, Wab Kinew brought back visions of the late Jack Layton with his similar core values. He reminded the crowd that politics matters – unions have the power to change politics.

The conference enabled us to strategize with workers from across the country in meetings tailored to specific sector's needs and challenges. Learned how to advocate for workers' rights and public services through effective political action. As economic and political challenges mount, CUPE locals in all sectors are faced with increasingly difficult bargaining. For us to keep achieving real gains for our members, we must be ready to bargain smart. By sharing information related to job sectors and occupations, members were able to learn from one another, identify best practices and winning strategies, as well as strengthened the sectors by way of increased knowledge and ideas amongst our local activists.





AGENDA

General Membership Meeting
Saturday, January 18th, 2025
10:00 a.m. to 12:00 p.m.

In Person- South Grenville District High School
1000 Edwards St. N., Prescott, ON K0E 1T0

Virtual-TEAMS Meeting : email will be sent to CUPE emails. 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
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
 - Budget
14. Good of the Union
 - CUPE Swag Draws
15. Adjournment