



# CUPE CONNECTION

## SPRING 2025

### REMINDERS

#### General Membership

Meeting, April 26

10am – 12pm

Thousand Islands SS or Via  
TEAMS

#### CUPE-OSBCU Bargaining Survey

Check your CUPE email for  
information about the  
survey.

#### We want to be able to contact you.

We want to keep you  
informed and it helps us if  
we have up to date  
information. If you have had  
a change in personal  
information or you want to  
ensure we have your correct  
information on file, visit our  
website

<https://cupe5678.ca/> then  
select CONTACT US or scan  
this QR code to take you  
directly to the form.



#### PRESIDENT'S MESSAGE

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

It is hard to believe we are already working on bargaining in order to be prepared to bargain next year. We have already met as an executive to start the process.

There has also been an important survey sent out about Central Bargaining priorities for education workers. Please take time to complete if you are a school board worker. You can find it at <https://surveys-sondages.limesurvey.net/559531?lang=en> . We are hoping to have full participation from our local. There will soon be a local bargaining survey for local issues as well. Keep your eyes open for this. STEO will also soon find a survey as well. Our executive is working hard to ensure we will be ready as soon as we can start negotiating.

We will soon be beginning site visits where 2 members from the executive and stewards will be visiting each site. This will take time, but we will be reaching out to communicators to ensure what times work best for each location. These visits will be before or after schools. They cannot happen during work hours. We look forward to seeing each of you at these visits.

Please feel free to reach out to your executive and stewards about any concerns. There are classification stewards for all classifications who are your usual first point of contact.

- Angela Parks Gibson - Classroom Support Steward
- Karen Gallagher – Office/Clerical Steward
- Tammy Cooper – T.R. Leger/Alternative Ed. Steward
- Russell Snetsinger - Facilities & Information Technology Steward
- Craig Gallagher – Transportation Steward

We also have WSIB/RTW/Injured worker Representatives.

- David James in the East
- Nancy Ripley in the West.

If you need any assistance, please reach out to your steward first, unless it needs immediate assistance, in which case contact the CUPE office at 613-342-0434. You also have the option of contacting an executive or steward of your choice.

Don't forget to attend the General Membership Meeting on Saturday April 26 at TISS or online. Please register for this meeting. I will be updating some information on benefits. In Solidarity, Erin Hurford

# OSBCU CONFERENCE - Ottawa Westin March 17-22<sup>nd</sup>

by Jacob Casselman – Education Vice President



## OSBCU

Ontario School Board Council of Unions



Recently CUPE 5678 sent delegates Jacob, Erin, Russell, Robin, and Dave to OSBCU in Ottawa from March 17-22<sup>nd</sup> at the Westin. During the conference they went through many sessions regarding our benefit trust, workplace violence, employee burnout, and engaged in various workshops.

The members were privileged to hear from a former President from the teacher's union in Los Angeles Alex Caputo-Pearl. He spoke and gave very good advice regarding bargaining and contract negotiations and that sometimes things are more of a marathon than a race. He led many successful bargaining teams and was part of major unprecedented strikes that seen engagement from both employees and the public. Thousands of people protested in the streets and showed support that couldn't be overlooked. Many of their demands were met following these demonstrations.



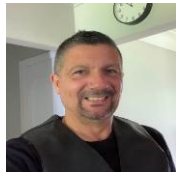
Delegates were each able to go to various workshops and learn from both the instructors and other local leaders and executives in their locals. There was lots of good information to be brought back to the membership to be able to prepare for our upcoming bargaining that is quickly approaching. We must realize that we will be in for a fight, and it could be coming sooner rather than later. Unity in our union is a major focus this upcoming year and our executives have a strategic plan set out that we are hoping will be successful in reengaging and connecting with our members.

## DON'T FORGET

If you can not attend the **General Membership Meeting** in person on **April 26th** at Thousand Islands Secondary School, don't forget to register to attend via TEAMS. When you register for the meeting, you will receive an email "*You're registered*" and a *TEAMS Meeting link to join will be sent directly to your email.*

You need to be a **Member in Good Standing to attend**, as per the **CUPE** National Constitution. Instructions to apply are included in the registration email. This should also be done days before the meeting.

If you haven't activated your CUPE email – don't worry. You can sign up by going to <https://cupe5678.ca/> and clicking on **Email** then **Sign Up** at the top of the main page. Please do this days before the meeting.



### Message from Education Vice President Robin Yandea

Members, It has been great making a return to the union again and would like to thank you for allowing this privilege.

In my campaign I talked about how people don't really like using a CUPE email for communicating with the local. It is necessary for us to have this so that sensitive information is shared. Many people miss out on important messages due to the lack of use of our email system. So, what is coming and we recently passed this is that we are going to implement a Texting Platform that will send short messages directly to your cell phone.

This won't be heavily used, but we would use it for things like "Check Your CUPE Email important information is waiting for your attention" "Membership Meeting This Saturday" "It is election time please remember to vote". More information to come but we do feel this will get us more connected to you and alert you of important information in a timely fashion.

#### Few more important things

- If at your work site you notice that hours have been reduced in a position or if a position is NOT being filled after it is vacated, please contact a union rep of your choice so we can look into this and ensure work sites are fully staffed.
  - If you move to a new position or are a new employee and you are signing for your new role please retain and keep a copy of this document which later on maybe beneficial to you.
  - Did you know Sick Notes Lou #5 are covered and you can get paid back for this? Include the receipt and apply it to your travel form.
- Regards, Robin



### Message from Classroom Support Steward – Angela Parks Gibson

Happy Spring CUPE Classroom Support.....

I want to take a moment to express my gratitude to each of you for being such wonderful individuals. Your continuous support means a lot to me, and I strive to advocate effectively to ensure our roles operate seamlessly. It is an honour to serve and represent all of you, as we truly are a remarkable group.

As spring unfolds, it brings with it a refreshing breeze and warmer days, igniting a sense of renewal in both nature and our hearts. The colourful flowers that bloom during this season remind us of the growth and transformation that spring embodies. It's hard to believe we've already completed 121 school days, with just about 73 days left until summer break, and the end of the 2024-2025 year. In the midst of this busy time, I urge everyone to take a moment to step outside and soak in the revitalizing atmosphere, letting the sun's warmth and the beauty of the flowers uplift our spirits as we gear up for the challenges ahead.

Yours in solidarity, Angie Parks-Gibson

**FROM THE DESK OF THE SECRETARY-TREASURER - Sheila Robertson**

**CUPE 5678 Swag** - Due to CUPE National regulations, monetary draws are not permitted.

The \$2,000 that accumulated for the member engagement draw will see 5 draws of \$100 towards CUPE 5678 branded swag at 4 membership meetings.

At the GMM Saturday January 18<sup>th</sup>, 2025 the 5 draw winners were: Kelsey Lobbe, Russell Snetsinger, Susan McAlear, Lorrie Somerville and David James. The winner for the Member in Attendance was Melanie Cater.

Congratulations to all!

**Gift Cards** - CUPE 5678 has a policy for gift cards that will remain in effect until the gift cards are depleted.

The policy is designed to help members meet their or their family's essential needs or provide assistance in the event of exceptional or irregular expenses.

The policy and application can be found on our website, or you can contact the CUPE office for assistance.

<https://cupe5678.ca/resources/forms/>

**Food Bank Donations** - During the December 2024 holiday season, our local donated \$500 to each of the following:



Kings Kitchen - Prescott

The Hunger Stop - Lanark

Community Food Share - Winchester

Agape - Cornwall

Good neighbours Food Bank -Embrun

Gananoque Food Bank - Gananoque

**Message from Health and Safety Representative - Shelley Swerdfeger**

***Workplace Safety***

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

Contact the Union Office and they will set up a visit.

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 Administrators if you go over your scheduled departure time if you can put in for Overtime or LIEU hours.

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.

With Spring upon us we are doing more outdoor activities with the kids please remember to wear the proper foot wear to go with the task you are doing. Open back shoes are not appropriate for any sporting activity so ensure to protect yourself.





# EXECUTIVE COUNCIL, STEWARDS, REPRESENTATIVES & TRUSTEES

Term \* December 1<sup>st</sup>, 2022 to November 2025 Term \*\* December 1<sup>st</sup>, 2024 to November 2027

2495 Parkedale Ave., Unit 3B, Brockville, ON K6V 3H2 1-877-342-2873 [www.cupe5678.ca](http://www.cupe5678.ca)

<b>EXECUTIVE COUNCIL (7)</b>		
<b>President:</b>	<b>Erin Hurford *</b> <a href="mailto:Erin.hurford@cupe5678.ca">Erin.hurford@cupe5678.ca</a>	<i>Registered Early Childhood Educator</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville (613) 349-4300 Cell
<b>Education Vice-President</b>	<b>Jacob Casselman **</b> <a href="mailto:Jacob.casselman@cupe5678.ca">Jacob.casselman@cupe5678.ca</a>	<i>Courier</i> Board Office, Brockville
<b>Education Vice-President</b>	<b>Robin Yandeu **</b> <a href="mailto:Robin.yandeu@cupe5678.ca">Robin.yandeu@cupe5678.ca</a>	<i>Head Custodian</i> South Grenville District H. S., Prescott
<b>Transportation Vice-Pres. (Unit 5678-1/ STEO)</b>	<b>Carrie Laflamme *</b> <a href="mailto:Carrie.laflamme@cupe5678.ca">Carrie.laflamme@cupe5678.ca</a>	<i>GIS Administrator</i> Student Transp. of Eastern Ontario, Prescott
<b>Secretary-Treasurer</b>	<b>Sheila Robertson **</b> <a href="mailto:Sheila.robertson@cupe5678.ca">Sheila.robertson@cupe5678.ca</a>	<i>Secondary Office Administrator</i> - Full Time Release- 12 months (613) 342-0434 CUPE Office, Brockville
<b>Recording Secretary</b>	<b>Lorrie Somerville *</b> <a href="mailto:Lorrie.somerville@cupe5678.ca">Lorrie.somerville@cupe5678.ca</a>	<i>Educational Assistant</i> Lyn Public School, Lyn
<b>Chief Steward</b>	<b>Sheena Hagerman **</b> <a href="mailto:Sheena.hagerman@cupe5678.ca">Sheena.hagerman@cupe5678.ca</a>	<i>Itinerant Student Support Worker</i> - Full Time Release – 12 months (613) 342-0434 CUPE Office, Brockville (613) 640-2748 Cell
<b>STEWARDS (5)</b>		
<b>Steward - Transportation (Unit 5678-1/STEO)</b>	<b>Craig Gallagher **</b> <a href="mailto:Craig.gallagher@cupe5678.ca">Craig.gallagher@cupe5678.ca</a>	<i>Transportation Planner</i> Student Transp. of Eastern Ontario, Prescott
<b>Steward</b> -T.R. Leger/Alternative Ed	<b>Tammy Cooper **</b> <a href="mailto:Tammy.cooper@cupe5678.ca">Tammy.cooper@cupe5678.ca</a>	<i>Instructional Assistant - Academic</i> T.R. Leger, Cornwall
<b>Steward</b> – Classroom Support	<b>Angela Parks-Gibson *</b> <a href="mailto:Angela.parks-gibson@cupe5678.ca">Angela.parks-gibson@cupe5678.ca</a>	<i>Educational Assistant</i> Perth & District Collegiate Institute, Perth
<b>Steward</b> _ – Facilities & IT Services	<b>Russell Snetsinger *</b> <a href="mailto:Russell.Snetsinger@cupe5678.ca">Russell.Snetsinger@cupe5678.ca</a>	<i>Information Technologist</i> Cornwall Collegiate & Vocational School
<b>Steward</b> – Office/Clerical	<b>Karen Gallagher **</b> <a href="mailto:Karen.gallagher@cupe5678.ca">Karen.gallagher@cupe5678.ca</a>	<i>Elementary Office Administrator</i> Vanier Public School, Brockville
<b>REPRESENTATIVES (3)</b>		
<b>Representative</b> – Health & Safety	<b>Shelley Swerdfeger*</b> <a href="mailto:Shelley.swerdfeger@cupe5678.ca">Shelley.swerdfeger@cupe5678.ca</a>	<i>Lead Custodian</i> South Edwardsburg Public Sch., Johnstown
<b>Representative – 1<sup>st</sup></b> WSIB/Injured Worker/RTW	<b>Nancy Ripley *</b> <a href="mailto:Nancy.ripley@cupe5678.ca">Nancy.ripley@cupe5678.ca</a>	<i>Registered Early Childhood Educator</i> Vanier Public School, Brockville
<b>Representative – 2<sup>nd</sup></b> WSIB//Injured Worker/RTW	<b>David James **</b> <a href="mailto:David.james@cupe5678.ca">David.james@cupe5678.ca</a>	<i>Educational Assistant</i> Tagwi SS, Avonmore
<b>TRUSTEES (3)</b>		
<b>Trustee (Term to 2027) #2</b>	<b>Julia Gauthier</b> <a href="mailto:Julia.gauthier@cupe5678.ca">Julia.gauthier@cupe5678.ca</a>	<i>Financial Assistant</i> Thousand Islands S.S., Brockville
<b>Trustee (Term to 2026) #1</b>	<b>Elsie Day</b> <a href="mailto:Elsie.day@cupe5678.ca">Elsie.day@cupe5678.ca</a>	<i>Casual (RETIRED)</i>
<b>Trustee (Term to 2025) #3</b>	<b>Shelly Crowe</b> <a href="mailto:Shelly.crowe@cupe5678.ca">Shelly.crowe@cupe5678.ca</a>	<i>Secondary Off. Administrator</i> Gananoque Sec. School

Dec. 1<sup>st</sup>, 2024



# AGENDA

## General Membership Meeting

Saturday, April 26, 2025 10:00 a.m. to 12:00 p.m.

In Person- Thousand Islands Secondary  
School

2510 Parkedale Ave, Brockville, K6V 3H1

**Virtual-TEAMS Meeting :** [Link to Register for GMM April 26, 2025](#)

Only Members in Good Standing can attend and vote at union meetings.

Forms can be found on our website [Member in Good Standing - CUPE 5678](#) and emailed to [info@cupe5678.ca](mailto:info@cupe5678.ca)

You need to register for the meeting. After you register you will receive an email “You’re Registered”. You can join from this email or from the Teams calendar.

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
  - Short message from candidate for election
  - Benefits update
14. Good of the Union
  - CUPE Swag Draw
15. Adjournment