



# CUPE CONNECTION

## Fall 2025

### Welcome Back to a New School Year!

#### REMINDERS

##### General Membership

**Meeting**, October 18th

10am – 12pm at

Gananoque SS – 175

William St S, Gananoque

or Via TEAMS

Check your CUPE email to  
sign up to attend virtually.



Look for the agenda  
in the newsletter.

If you have a request for an  
addition to the agenda, as  
per the CUPE 5678  
bylaws: *Any addition to  
the agenda must reach the  
CUPE Office fifteen (15)  
days prior to a General  
Membership Meeting.*

Please email  
[info@cupe5678.ca](mailto:info@cupe5678.ca)

##### Upcoming Election in early November.

As per our By-Laws,  
elections will be held  
electronically. You will  
need a CUPE email to  
VOTE. You can sign up by  
going to CUPE 5678  
website and clicking on  
**Email** then **Sign Up** at the  
top of the main page.



#### PRESIDENT'S MESSAGE

**By Erin Hurford**

**President of CUPE 5678 / 5678-1**

**September 2025**

Did you know that our collective agreements expire at the end of August 2026? That means it is time to gear up for the next round of bargaining. We need to show the employer and the province that we are in this together.

OSBCU (Ontario School Board Council of Unions) has released Nancy Ripley to work with our local to help mobilize our members. She will be assisting with many things throughout her release time.

We have a new position (replacing communicators) starting this year. They are called CATS for **C**ommunication **A**ction **T**eam. We are looking for many people for these positions. The goal of the CAT is to assist in getting information to our members as quickly as possible. If you are interested in this position, please reach out and we will get you the information. More hands make less work.

The new Attendance Support Program has been rolled out. This only includes medical and sick leave. Each case will be reviewed on an individual basis. Please reach out if you are notified that you are becoming part of this program. The union should attend these meetings with you.

Emergency workers (non-qualified) will only be used on an emergency basis. If this is not the case in your school, we the union need to know so we can address it asap.

We will be meeting soon with STEO to develop a bargaining survey. Stay tuned for its release.

Please continue to fill out Parklane, Kicks and WSIB as needed. OSBCU is working on a violence campaign so now, especially, it is more important than ever to complete these forms. Your supervisor must give you time to complete these forms.

Have a happy and safe fall. Hope to see everyone at the GMM on Saturday October 18 at Gananoque Secondary School.

## Nominations and Elections to CUPE 5678 Executive Committee

Positions that are up for election in 2025, (as per page 25 of CUPE 5678

Bylaws) are Election Group 1 and Trustee 3

Group 1 Executive Positions are

- President
- Vice President STEO
- Recording Secretary
- 1<sup>st</sup> WSIB/RTW (Return to Work) Representative
- Health and Safety Representative
- Steward Classroom Support
- Steward Facilities and IT
- Trustee {#3}



# AND

## NOTICE OF ELECTION

**Please refer to CUPE 5678 Bylaws – Section 11 Nomination, Election, Campaigning and Installation of Officers. The Bylaw are on the CUPE 5678 website.**

To run in the election, **you must be nominated.**

Nominations Open ... **Mon. September 15th 2025.**

Nominations Close...**Mon. October 13th, 2025 @ 11:00 p.m.** (strictly adhered to)

The election is held by electronic voting from **Monday Nov. 3<sup>rd</sup> to Wednesday, November 5th, 2025 11:00 pm**



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

Members in good standing determine our union's actions and priorities. Our union is strengthened by the full participation of all workers.

Check **CUPE 5678 website** – Member in Good Standing tab for more information.

## CUPE 5678 SWAG

Attendees at the General Membership meeting have a chance to win cool **CUPE 5678 swag**.

There will be one regular draw with a value up to \$100 for CUPE swag (catalogue with options will be provided).

Additionally, there will be 5 x \$100 draws for CUPE 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 18th, 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. At the GMM Saturday April 26<sup>th</sup>, 2025 the 5 draw winners were: Erin Hurford, Kelly Filoso, Amanda Pilon, Lisa Harvey-Couch and Jacob Casselman. The winner for the Member in Attendance was Michelle Deforge. We had a CUPE hoodie kindly donated by Ignite Printing and Carole Airhart was the winner! Congratulations to all!

Check out **Building Power, Together** campaign on the **CUPE National** website and Stay Connected.

<https://cupe.ca/building-power-together>

**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/>

**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 the QR code.



**DON'T FORGET**

You can attend the **General Membership Meeting** via TEAMS just **DON'T FORGET** to register to attend. When you register for the meeting, you will receive an link to *the TEAMS meeting 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 Health and Safety Representative  
Shelley Swerdfeger**

**Workplace Safety**

Well, the students are back, which changes the dynamics in the buildings.

Remember all CUPE members are to read and sign the safety plans and if there is a student that is being a bit off remember to fill 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!

We are here to help you and make your day transition smoothly. If the safety plan says to wear PPE, then you must wear the PPE not just when the child is escalating unless that is written in the safety plan.

**If you ordered and received an agenda, 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 Fall upon us we are doing more outdoor activities with the kids please remember to wear the proper footwear to go with the task you are doing. Check and make sure there are Yak Trax in the building and that there is enough for all staff going outside on yard duty.

If you see wet floors, ensure a Wet floor signage goes over it and a Custodian will get to it in a timely manner.

Working together to keep each other healthy and safe!



**OSBCU**

Ontario School Board Council of Unions

**NEWS**

**CUPE** education workers in Ontario are also part of the Ontario School Board Council of Unions (OSBCU), which unites 57,000 CUPE education workers in the public, Catholic, English and French school systems across the province.

In November 2024, over 12,000 education workers across Ontario completed the OSBCU's services survey. The results were astounding and provided a clear picture of how the crisis in underfunding and understaffing in public education has created widespread violence, burnout and lack of supports for staff and students.

Please take the time to read the **Provincial Results Report** of the Province Wide – OSBCU Services Survey at the link below.

<https://osbcu.ca/wp-content/uploads/sites/352/2025/03/Province-Wide-OSBCU-Services-Survey.pdf>

Courtesy of OSBCU website <https://osbcu.ca/>



## **Executive Council Election** **NOMINATION FORM**

For the term of December 2025 - November 2028

I, \_\_\_\_\_ hereby nominate \_\_\_\_\_  
(Nominator – please print) (Name of Nominee – please print)

with a job classification of \_\_\_\_\_ and works at \_\_\_\_\_  
(Job Classification - please print) (Worksite – please print)

**Nominator & Nominee MUST BE Members in Good Standing. It is your responsibility to verify prior to submission. Member in Good Standing list can be found on [www.cupe5678.ca](http://www.cupe5678.ca)**

to the Position of: [CHECK ONE] ☒ for the term of December, 1<sup>st</sup>, 2025 to November 30<sup>th</sup>, 2028

- \*\* ☐ President {one position} (Open to all. Voted by the membership at large)
- \*\* ☐ Recording-Secretary {one position} (Open to all. Voted by the membership at large)
- \*\* ☐ Vice President – Transportation {one position} (Open to and vote by members of the Transportation Unit)
- \*\* ☐ Representative – Health & Safety {one position} (Open to all. Voted by membership at large)
- \*\* ☐ Representative {1<sup>st</sup>} {one position} (Open to and voted by the membership of the Education Unit)
- Workplace Safety & Insurance Board/Injured Worker/Return to Work
- \*\* ☐ Steward – Facilities & IT Services {one position} (Open to and voted by members working in these job classifications)
- \*\* ☐ Steward – Classroom Support {one position} (Open to and voted by members working in these job classifications)
- \* ☐ Trustees – {#3} {one position} (Open to all. Voted by membership at large)

Nominations shall be received on the official CUPE 5678 Nomination Form with the member's consent in writing, duly witnessed by the nominator. Read the CUPE 5678 By-Laws for more information regarding elections. No Forms will be accepted after close of nominations. Nominations must be sent to [returning.officer@cupe5678.ca](mailto:returning.officer@cupe5678.ca) with a READ RECEIPT. Electronic voting during Election period.

**Nominations Open** ... Mon. September 15<sup>th</sup> 2025

**Nominations Close**...Mon. October 13<sup>th</sup>, 2025 @ 11:00 p.m. (strictly adhered to)

**Nominations Confirmed (with campaign procedures)**....Tues. October 14<sup>th</sup>, 2025 by 6:00 p.m.

**Nomination Results**... Wed. October 15<sup>th</sup>, 2025

Campaigning material to [returning.officer@cupe5678.ca](mailto:returning.officer@cupe5678.ca) in PDF format to be submitted with a READ RECEIPT for approval by 4 pm. Fri. Oct. 17<sup>th</sup>, 2025. Confirmation of campaign material approval by 4 pm Sun. Oct. 19<sup>th</sup>. Campaigning commences Mon. Oct 20<sup>th</sup>, 2025 and ceases Sat. Nov. 1<sup>st</sup>, 2025 @ 11:00 pm

**Electronic Election/Voting Period**... Mon. Nov. 3<sup>rd</sup> to Wed., November 5<sup>th</sup>, 2025 11:00 pm

**Voting Results**..... Thurs., November 6<sup>th</sup>, 2025

Elected & Acclaimed members assume their respective term Sunday December 1<sup>st</sup>, 2025  
All duly elected/acclaimed members to be installed at the January 2026 General Membership Meeting

I hereby consent to let my name stand for the position nominated:

Signature of Nominee: \_\_\_\_\_ Date: \_\_\_\_\_

Nominee email: \_\_\_\_\_ Nominee phone: \_\_\_\_\_

Signature of Nominator: \_\_\_\_\_

*e-mail Nomination WITH A READ RECEIPT to [returning.officer@cupe5678.ca](mailto:returning.officer@cupe5678.ca) no later than 11:00 pm Monday, October 13<sup>th</sup>, 2025*

Office Use: Date Received: \_\_\_\_\_ Time Received: \_\_\_\_\_ Confirmation of Receipt/Acceptance: \_\_\_\_\_



# 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)

## EXECUTIVE COUNCIL (7)

<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 Yandea **</b> <a href="mailto:Robin.yandea@cupe5678.ca">Robin.yandea@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

## STEWARDS (5)

<b><u>Steward</u> - 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><u>Steward</u> -T.R. Leger/Alternative Ed</b>	<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><u>Steward</u> – Classroom Support</b>	<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><u>Steward</u> – Facilities &amp; IT Services</b>	<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><u>Steward</u> – Office/Clerical</b>	<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

## REPRESENTATIVES (3)

<b><u>Representative</u> – Health &amp; Safety</b>	<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><u>Representative</u> – 1<sup>st</sup> WSIB/Injured Worker/RTW</b>	<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><u>Representative</u> – 2<sup>nd</sup> WSIB/Injured Worker/RTW</b>	<b>David James **</b> <a href="mailto:David.james@cupe5678.ca">David.james@cupe5678.ca</a>	<i>Educational Assistant</i> Tagwi SS, Avonmore

## TRUSTEES (3)

<b><u>Trustee</u> (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><u>Trustee</u> (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><u>Trustee</u> (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>, 2025



# DRAFT AGENDA

## General Membership Meeting

**Saturday, October 18, 2025 10:00 a.m. to 12:00 p.m.**

**In Person- Gananoque Secondary School**

**175 William St S, Gananoque**

### **Virtual-TEAMS Meeting :**

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
14. Good of the Union
  - CUPE Swag Draw
15. Adjournment