



CUPE CONNECTION

SPRING 2026

REMINDERS

General Membership Meeting

April 18, 2026

10am – 12pm

Smiths Falls & District Collegiate Institute

299 Percy Street
Smiths Falls or join the meeting virtually via TEAMS.

Lunch is being provided for everyone after the meeting. More details in the newsletter.

Upcoming By Election

Electronic Voting will take place Monday **April 13** to Wednesday **April 15** until 11pm.

The position are:

- Recording Secretary
- Health and Safety Representative
- Workplace Safety and Insurance Board / Injured Workers / Return to Work Representative
- Classroom Support Steward

More information can be found on the CUPE 5678 website.

<https://cupe5678.ca/>

Don't forget to VOTE!

A Message from CUPE 5678 / 5678-1 President



Hello Members,

My first quarter in office has been quite an adventure. Just when I feel like I've gotten my feet under me, something happens that reminds me there is still a lot to learn. I truly appreciate all our representatives and stewards, as well as our Secretary-Treasurer and Chief Steward, who have supported me whenever I've needed it.

Over the past few months, our goal has been to get our members organized as we enter uncertain times regarding bargaining. While we don't know exactly when bargaining will begin, we do know that we need to be prepared and ensure that members are informed and engaged. Our Head Mobilizer along with all our team have been working hard on this.

I have made every effort to arrange school visits whenever a member asks me to come by. If your group at your school is experiencing ongoing issues, or if you would simply like us to visit and have a conversation, please reach out. I will set up a time and arrange for an appropriate steward or a newly elected Vice President to attend with me so we can try to answer questions and support you where needed.

I am committed to continuing to engage with members and ensuring that everyone feels heard. While I may not always be able to resolve every issue immediately, I will always do my best to listen, investigate each situation, and assist in any way possible.

Thank you for your continued support.

In solidarity,

Jacob Casselman
President CUPE 5678/5678-1

CUPE 5678 PRESENTS

COMMUNITY
FOOD TRUCK
AT THE GMM

→ *Lunch Provided After the Meeting* ←

- Join your CUPE 5678 coworkers for lunch and community!

SATURDAY, APRIL 18

📍 **Smiths Falls High School**
Lunch provided after the meeting.

**FREE
FOOD**

**FREE
FOR ALL**



Come enjoy great food, connect with fellow members, and build our CUPE community.

We look forward to seeing you there!

CUPE 5678



A Message from Education Vice-President Angela Parks-Gibson and OSBCU Member Organizer

CUPE 5678 members,

As we move into spring, we are reminded that this season is about renewal, growth, and collective strength, values that reflect who we are as CUPE 5678 members.

Across our local, members continue to show up every day for students, coworkers, and one another, often under challenging circumstances. Whether it is adapting to ongoing workplace pressures, navigating staffing shortages, or ensuring health and safety concerns are being addressed, our members stay committed and resilient. That dedication does not go unnoticed.

This spring, our focus remains on member engagement, education, and advocacy. Knowledge is power and ensuring members understand their rights under the Collective Agreement, and how to access union supports is critical to protecting our work and our well-being. When we are informed, we are stronger, and in numbers we are harder to ignore.

Spring is also a time to reconnect. Initiatives like **Wear Purple Wednesdays** remind us, that visibility matters. Small acts of solidarity help build unity across our large and diverse local, no matter where we are located.

Finally, thank you to our CATs, committee members, mobilizers, and activists who continue to step up. Your commitment strengthens our local and ensures members' voices are heard.

I would also like to take this opportunity to thank the members of CUPE 5678 for the faith and trust you have placed in me as your Vice President. It is an honour I do not take lightly, and I remain committed to serving you with integrity, transparency, and a strong focus on education and member advocacy.

In solidarity,

Angela Parks-Gibson, Vice President, Education and OSBCU Member Organizer

Secretary-Treasurer Conference 2026: Reflections and Key Takeaways

I was grateful for the opportunity to attend the 2026 Secretary-Treasurer Conference this year. CUPE National and CUPE Ontario delivered strong, timely messages about the essential role Secretary-Treasurers play in our union. Much of our work happens behind the scenes, but it's foundational to helping members stand strong, stay organized, and fight back effectively.

A major theme throughout the conference was the importance of connecting budgets to organizational goals. Strategic financial planning isn't just about numbers—it's about leadership. Our local executive used this approach when preparing our 2026 budget, and the conference reinforced how valuable that alignment is for long-term success.

Participants had access to a wide range of presentations, including sessions on fraud prevention, AI, and WSIB. I also completed workshops focused on budgeting and Excel, which provided practical tools I've already begun applying in my day-to-day responsibilities.

I take my role seriously and pride myself on attention to detail, accountability, and transparency. The training and insights from this conference strengthen the work I do every day on behalf of our members.

In Solidarity

Sheila Robertson, Secretary-Treasurer

Communication Committee Update



Every year the communication committee works to design and distribute the CUPE agendas. If you are interested in getting one for the 2026-2027 school year, make sure to get your name on the sign-up sheet when it is available at your worksite.

We are also busy planning the retirement dinner for our members that retire during the 2025-2026 school year. If you are retiring this year, keep an eye on your email to receive information about how to select your retirement gift, as well as the details for the retirement dinner. We will reach out once we have all the details confirmed.

Julia Gauthier
Communication Committee Chair
Trustee
julia.gauthier@cupe5678.ca

RETIREMENT CORNER

Congratulations to all the Retirees so far this year!

<i>Juliana Jayaratnarajah</i>	<i>Oct-15-2012 to Aug-31-2025</i>	<i>LINC Childminder</i>	<i>TR Leger Cornwall</i>
<i>Kathleen Donnelly</i>	<i>Sep-06-2005 to Sep-26-2025</i>	<i>Itinerant Student Support Work</i>	<i>Frankville Office</i>
<i>Lisa Harvey-Couch</i>	<i>Sep-03-1991 to Sep-30-2025</i>	<i>Educational Assistant</i>	<i>Perth & District Collegiate</i>
<i>Marion Stanley</i>	<i>Sep-01-1999 to Oct-3-2025</i>	<i>LBS Instructor</i>	<i>TR Leger - Dundas</i>
<i>Jeanne Hill</i>	<i>Sep-01-1999 to Oct-11-2025</i>	<i>LBS Instructor</i>	<i>TR Leger Smiths Falls</i>
<i>Randy Shaver</i>	<i>Feb-02-2003 to Nov-15-2025</i>	<i>Lead Custodian</i>	<i>Longue Sault Public School</i>
<i>Kevin McAdam</i>	<i>Nov-08-1994 to Nov-30-2025</i>	<i>Lead Custodian</i>	<i>Perth & District Collegiate</i>
<i>Annette Rice</i>	<i>Aug-30-2004 to Dec-01-2025</i>	<i>Learning Commons Technician</i>	<i>South Branch Elementary School</i>
<i>Erica Browne</i>	<i>Dec-05-2022 to Dec-06-2025</i>	<i>Custodian</i>	<i>Rockland Public School</i>
<i>Mary Wright</i>	<i>Oct-13-2015 to Dec-20-2025</i>	<i>Student Monitor</i>	<i>Maple Grove Public School</i>
<i>William Melvin</i>	<i>Nov-26-1990 to Dec-31-2025</i>	<i>Custodian</i>	<i>Winchester Public School</i>
<i>Magdalena Miller</i>	<i>Sep-08-1998 to Jan-01-2026</i>	<i>Educational Assistant</i>	<i>Viscount Alexander P. S.</i>
<i>Kathryn West</i>	<i>Dec-07-1987 to Jan-01-2026</i>	<i>Educational Assistant</i>	<i>Gananoque Secondary School</i>
<i>Maggie Corden</i>	<i>Jan-05-2009 to Jan-05-2026</i>	<i>Elem. Office Administrator</i>	<i>Iroquois Public School</i>
<i>Terri Nash</i>	<i>Aug-19-2004 to Jan-05-2026</i>	<i>Elem. Office Administrator</i>	<i>Linklater Public School</i>
<i>Sylvie Campeau-Meunier</i>	<i>Feb-08-1999 to Jan-30-2026</i>	<i>Educational Assistant</i>	<i>Cornwall Collegiate V.S.</i>
<i>Donna Taylor</i>	<i>Sep-05-2012 to Jan-31-2026</i>	<i>LBS Instructor</i>	<i>TR Leger - Perth</i>
<i>Henry Holden</i>	<i>Aug-10-2006 to Jan-31-2026</i>	<i>Building Systems Specialist I</i>	<i>Tagwi Secondary School</i>
<i>Donna Pepers</i>	<i>Nov-27-2000 to Jan-31-2026</i>	<i>Secondary Office Assistant</i>	<i>Seaway District High School</i>
<i>Gary McDonald</i>	<i>Jun-03-1968 to Feb-03-2026</i>	<i>Maintenance I</i>	<i>Glengarry District High School</i>
<i>Jamie Johnston</i>	<i>Jan-06-2009 to Feb-03-2026</i>	<i>Custodian</i>	<i>Athens District High School</i>
<i>Lois Linttell</i>	<i>Jan-02-1977 to Mar-09-2026</i>	<i>Secondary Office Administrator</i>	<i>Vankleek Hill Collegiate Inst.</i>



CUPE Local 5678 Nomination Results

Note: When two or more nominees are to be elected to any position, voting members shall have the option to vote for up to the maximum number of candidates available.

NOMINATIONS CLOSED 11:00 P.M. 03/25/2026

Electronic Election /Voting Period 04/13/2026 - 04/15/2026 11:00 P.M.

***Term of office: 17th of April 2026 to 30th November 2028**

****Term of office: 17th of April 2026 to 30th November 2027**

Position	Nominees	Election	Acclaimed
Recording Secretary* {one position} Voted by the entire membership	Tammy Cooper Julia Gauthier	YES	
Health and Safety Representative* {one position} Voted by the education membership	Thom Brown Tanya Henry	YES	
2nd Position-WSIB/Injured Workers/Return to Work Rep.** {one position} Voted by the education membership	No Nominations Received	N/A	N/A
Classroom Support Steward* {one position} Voted by members working in these job classifications	Amie Roy		YES

Join Our

Email List



We're working toward giving all members the choice to receive union communications through either their CUPE email or a personal email. To make this possible, we need to confirm everyone's preferred email address.

CATs, your help with this is appreciated—we know how busy everyone is.

Members can send their preference anytime to secretary.treasurer@cupe5678.ca

If you want to use a personal email, please include:

Your full name

Your employee number

Your worksite

The personal email you want us to use

If you want to keep your CUPE email or if it can be deleted.

If you want to keep using your CUPE email, you don't need to do anything. If we don't hear from you, your CUPE email will stay as your default.

SHOW SOLIDARITY!

CUPE

5678

EDUCATION WORKER

WEDNESDAYS



Wear purple to stand together and show your solidarity as education workers.

Send photos to:

Head.mobilizer@cupe5678.ca


CUPE Medical Form C6.00 – Sick Leave & Your Rights

We're Here to Support You

Your union's role is to support you and help ensure you receive the pay and protections you're entitled to under the Collective Agreement. We are here to guide you through the process—not change the rules—and help make it as smooth as possible.


When is the Medical Form Required?


As per **Article C6**, the CUPE medical form is required for absences of **five (5) consecutive working days or more**.

 Without the required medical documentation, the employer may **deny access to short-term disability leave or paid sick leave**.

Know Your Rights: Accommodation Matters


When medical restrictions are identified, the employer has a **legal duty to accommodate**.


 A doctor's note saying you are off work does **not automatically mean** you cannot perform all work.


 The employer must still assess whether **modified duties** can be provided based on your medical restrictions.

Returning to Work

When returning to work, it is important that the employer is aware of any **medical restrictions**.

 This helps ensure a **safe work environment**

 Prevents duties that conflict with medical advice

 Medical documentation protects both you and the employer by clearly outlining limitations and supporting the accommodation process

Important Collective Agreement Notes (refer to C6.00 sick leave)

- A Board may request medical confirmation for absences of **5+ consecutive days**


- Medical confirmation must outline:

- * Dates of absence

- * Confirmation of illness/injury (*no diagnosis required*)

- * Any restrictions or limitations


- Forms may be required to be submitted using **CUPE Medical Form**

-  Failure to provide or cooperate with required medical documentation may result in **suspension or denial of compensation**, following discussion between the union and the employer.


Submitting Your Medical Form

The CUPE medical form must be completed **at each assessment** and submitted to:

 hrmedical@ucdsb.on.ca

 **Need Help?** If you have questions or need support:

 Contact your **WSIB / Injured Worker / Return to Work Representative** or email info@cupe5678.ca

 **Reminder:** Providing clear medical information helps protect your rights, ensures proper accommodation, and supports a safe and timely return to work.



EXECUTIVE COUNCIL, STEWARDS, REPRESENTATIVES & TRUSTEES

Term * December 1st, 2025 to November 2028 Term ** December 1st, 2024 to November 2027

2495 Parkedale Ave., Unit 3B, Brockville, ON K6V 3H2

www.cupe5678.ca

Phone: CUPE Office Brockville (613) 342-0434 or Toll Free 1-877-342-2873

EXECUTIVE COUNCIL (7)

President:	Jacob Casselman * Jacob.casselman@cupe5678.ca	Courier - Full Time Release- 12 months (613) 342-0434 CUPE Office - (613) 246-7031 Cell
Education Vice-President	Angela Parks-Gibson ** Angela.parks-gibson@cupe5678.ca	Educational Assistant Perth & District Collegiate, Perth
Education Vice-President	Lorrie Somerville ** Lorrie.somerville@cupe5678.ca	Educational Assistant Lyn Public School, Lyn
Transportation Vice-Pres. (Unit 5678-1/ STEO)	Carrie 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	Vacant *	
Chief Steward	Sheena Hagerman ** Sheena.hagerman@cupe5678.ca	Itinerant Student Support Worker - Full Time Release – 12 months (613) 342-0434 CUPE Office - (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	Instructional Assistant - Academic T.R. Leger, Cornwall
Steward – Classroom Support	Amie Roy *	Registered Early Childhood Educator Lyn Public School, Lyn
Steward – Facilities & IT Services	Heather Adams * heather.adams@cupe5678.ca	Lead Custodian 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	Vacant *	
Representative – 1st WSIB/Injured Worker/RTW	Nancy Ripley * Nancy.ripley@cupe5678.ca	Registered Early Childhood Educator Vanier Public School, Brockville
Representative – 2nd WSIB//Injured Worker/RTW	Vacant **	Educational Assistant Tagwi SS, Avonmore

TRUSTEES (3)

Trustee (Term to 2027) #2	Julia Gauthier Julia.gauthier@cupe5678.ca	Financial Assistant Thousand Islands S.S., Brockville
Trustee (Term to 2026) #1	Elsie Day Elsie.day@cupe5678.ca	Casual (RETIRED)
Trustee (Term to 2028) #3	Shelly Crowe Shelly.crowe@cupe5678.ca	Secondary Off. Administrator Gananoque Sec. School



GENERAL MEMBERSHIP MEETING

Saturday, April 18, 2026 10:00 a.m. – 12:00 p.m.

In Person Smiths Falls District Collegiate Institute
299 Percy St. Smiths Falls, ON K7A 5M2

Virtual Information will be sent to your preferred email with the
Final Agenda, no later than April 8th, 2026

Only Members in Good Standing can attend and vote at union meetings.
Forms can be found on our website www.cupe5678.ca and emailed to
info@cupes678.ca

AGENDA

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. Cost Share
8. Secretary-Treasurer's Report – 2026 Budget
9. Communications and bills
10. Executive Committee Report
11. Reports of committees and delegates
12. Nominations, elections, or installations
13. Unfinished business
14. New business
15. Good of the Union
16. CUPE Swag Draw
17. Adjournment

*Come
join
us!*