



CUPE CONNECTION

FALL 2026

Welcome Back !

Upcoming Meetings

General Membership Meeting Saturday October 17, 2026
10am – 12pm
North Grenville District High School, 2605 Concession Road, Kemptville

If you are attending virtually, you must register. A link to register will be sent by email with the FINAL agenda (within ten (10) days prior to the GMM)

Special Membership Meeting Saturday December 5, 2026

9:30 am - Online only

At this important meeting, the newly revised CUPE 5678 Bylaws will be presented to the membership. We will also provide members with an important bargaining update.

We encourage all members to attend and stay informed about what is happening within our Local.

Your participation matters. We hope to see you there!



Hello CUPE 5678 Members,

Welcome back! I hope everyone had a chance over the summer to spend some time with family and friends and recharge before another busy school year. I also want to thank all our members who worked throughout the summer and helped get our schools ready for September.

As most of you know, bargaining has hit some delays. The central and local

bargaining split could not be agreed upon, and the issue has gone to the Labour Board. Although this isn't where we hoped we would be at this point, we can't let the delay stop the momentum we have built.

Over the coming months, we need to keep that momentum going. Continue talking with your coworkers, staying informed and getting involved when you can. When the time comes to move forward, we want to make sure our Local is ready.

Our union is only as strong as our members. It isn't just the President, Executive, stewards or bargaining committee that make our union strong. It is every member who gets involved, asks questions, attends meetings, supports their coworkers and stands together.

I want to give a big thank you, to all of our CATs in our schools and workplaces, our Picket Captains who took the time to complete their training, and everyone else who volunteers their time and helps make CUPE 5678 stronger.

We have over 1,650 members working in many different jobs and communities across the UCDSB. We may not all do the same work, but at the end of the day we are one Local.

Thank you for everything you do each day, and I look forward to what we can accomplish together this year.

In Solidarity,

A handwritten signature in black ink, appearing to read "Jacob Casselman".

Jacob Casselman, President
CUPE 5678/5678-1



Back to School Mobilizing Update - CUPE 5678 Members

As we begin another school year, CUPE 5678 members continue to demonstrate the strength of our union through solidarity, engagement, and collective action. The start of a new school year is an important time to reconnect with coworkers, welcome new members, and strengthen our workplace networks.

Mobilization is about more than responding to challenges. It is about building relationships, ensuring members are informed, and creating

opportunities for everyone to have a voice in our union. Whether you are attending union meetings, participating in workplace discussions, supporting colleagues, wearing purple on Wednesdays, or volunteering for committees, every action helps build a stronger CUPE 5678.

This year, our focus remains on member engagement, workplace advocacy, health and safety, and preparing members to face the challenges ahead together. Strong workplaces are built when members know their rights, support one another, and stay connected to their union.

As we welcome both returning and new members, we encourage everyone to:

- Get to know your steward and executive representatives.
- Attend union meetings and educational opportunities.
- Stay informed through union communications.
- Reach out if you have workplace concerns or questions.
- Participate in mobilization activities and campaigns.
- Help build solidarity by supporting and encouraging fellow members.

The power of CUPE 5678 comes from its members. By standing together, staying informed, and remaining engaged, we can continue to advocate for fair working conditions, safe and respectful workplaces, and quality public services for the communities we serve.

As an OSBCU Member Organizer, I have seen firsthand how member involvement creates positive change. Every conversation, every meeting attended, and every act of solidarity helps strengthen our collective voice. Together, we are stronger, and together, we can meet the opportunities and challenges of the coming school year.

In Solidarity,

Angela Parks-Gibson
Vice President, Education, CUPE 5678
OSBCU Member Organizer



BETTER SCHOOLS, BETTER TOMORROW



DE MEILLEURES ÉCOLES, UN AVENIR MEILLEUR

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.

A UNION IS ONLY AS STRONG AS ITS ACTIVE MEMBERS.

We need 35 members including the Executive to achieve quorum at a General Membership Meeting (GMM) to conduct business, as stated in our By Laws.

We **did not** have quorum at the April 18th GMM in Smith Falls.

Please try and attend and encourage your co-workers to also attend **the October 17th GMM at North Grenville DHS.**

KEEP SENDING YOUR PICTURES IN!

Do you have pictures of your school or workplace showing your Purple Pride. We would love to see them.

FROM THE DESK OF THE SECRETARY-TREASURER - Sheila Robertson

Six-Month Interim Audit Completed

Our **six-month interim audit covering January 1 to June 30, 2026, has been completed**, and we are pleased to report that everything is in good order.

Regular reviews of the Local's financial records are an important part of maintaining accountability and ensuring members' funds are properly recorded and managed.

Thank you to our Trustees Carol Bamford, Shelly Crowe and Vicki Sargeant for the time and work they put into reviewing the Local's financial records.

Strike Pay Banking Information

If you haven't completed the Banking Information Form for strike pay, please visit the CUPE 5678 website for the form and submission instructions.

Bargaining & Strike Information

All members need to complete and submit the Banking Information Form. Please do not wait until a strike occurs or strike pay is needed.

We need to have your information entered, verified and ready in advance to ensure your strike pay can be processed if it becomes necessary.

Even if you provided banking information during the last round of bargaining, **a new form is required**. The previous process was wrapped up and the related accounts were closed.

Our membership has also changed, and members may have updated their banking, address or other personal information. We therefore need current information from everyone.

Please also remember that **the Banking Information Form must be completed even if you provide a void cheque or direct deposit form. Original signature if required.**

The banking document is used to verify the information entered on the form and helps prevent errors that could delay your payment.

Do not wait until we are on strike to submit your information.

Completing the form now is an important step in ensuring your strike pay can be processed accurately and without unnecessary delay.

Strike pay forms are only being accepted to the email as listed on the form secretary.treasurer@cupe5678.ca

Preparing for Possible Job Action

As we move into the 2026–2027 school year, the possibility of job action, including a strike, is a very real consideration. While we certainly hope it does not come to that, CUPE 5678 is working diligently behind the scenes to ensure that, should job action occur, our members are as prepared and supported as possible. Part of that preparation involves making sure we understand any individual circumstances that may affect a member's ability to participate in picket duty.

If you have an accommodation on file with the Board that may restrict or limit your ability to perform regular picket duty, we are asking you to bring this information forward to the CUPE 5678 Executive Team.

Please email **Vice President Lorrie Somerville** at lorrie.somerville@cupe5678.ca and relay that you have an accommodation or restriction that may affect your ability to participate in picket duty.

This information will allow the CUPE 5678 team to plan ahead and explore alternative picket-duty options or appropriate arrangements for members who have documented accommodations, rather than trying to address these situations at the last minute.

Important Deadline: October 31, 2026

It is the **responsibility of each member to bring their individual situation forward by October 31, 2026.** Providing this information by the deadline will give the CUPE 5678 team adequate time to review each situation and make the necessary preparations should job action occur. We understand that every member's circumstances are different, and our goal is to be proactive, prepared and, most importantly, supportive of our members.

Thank you for your attention and cooperation. Please watch for further communication from CUPE 5678 regarding job-action preparation and what members can expect should the situation progress to that stage.

JOB DESCRIPTIONS

Did you know, your job description can be found on Insite.
Please take a moment to read it.

[Link for UCDSB CUPE Job Descriptions](#)

Remember, when members regularly perform tasks outside their job descriptions, it becomes difficult to identify workplace gaps and the need for additional support. This also limits the Union's ability to demonstrate staffing shortages by classification and advocate for additional staff or funding for qualified employees.

The Union recognizes that many supervisors respect support staff and the boundaries of their job descriptions, positively influencing those they lead. However, concerns remain. If you or a CUPE colleague is asked or directed to work outside the scope of the assigned job description and feels unable to speak up, please contact an elected Union official so we can address this unacceptable conduct.

FIGHT FOR PUBLIC EDUCATION

Communication Committee Update



The 2026-2027 CUPE agendas have gone out via courier to be at worksites for school startup.

The retirement dinner is planned for October 22, 2026 at Winchester Catering & Events. We look forward to

Celebrating this with our retirees!

Wishing you all a safe and happy school year!

*Julia Gauthier, Communication Committee Chair
and CUPE 5678 Recording Secretary
julia.gauthier@cupe5678.ca*

LET'S KEEP IN TOUCH!

Keep Your Personal Information Up to Date

It is important that CUPE 5678 has your **current personal and contact information** so we can keep our records accurate and ensure you receive important union communications.

The email address you use is entirely your choice.

You are welcome to use your personal email address for CUPE communications, or you can use a CUPE 5678 email address.

If your email address/preferred email, phone number, mailing address or other contact information changes, you can update it at any time using this link [Member update contact information](#)

Want a CUPE Email Address?

Members who would prefer a dedicated email address for union business can request a **CUPE 5678 email account**.

A CUPE email account also provides access to **Microsoft Office 365 A1**, including online versions of Microsoft applications such as Outlook, Word, Excel, PowerPoint, OneDrive and Teams.

Using a CUPE email can be a convenient way to keep your union communications and documents separate from your personal or employer accounts, but **the choice is completely up to you**.

Whichever email you choose to use, please make sure CUPE 5678 has your **current preferred email address** on file, so you don't miss important information.

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

or click this link below.

[CUPE email sign up](#)



CUPE 5678

SPECIAL MEMBERSHIP MEETING

REVISED BYLAW MEETINGS | **BARGAINING UPDATE**

SATURDAY, DECEMBER 5TH 9:30 AM | **ONLINE**

IMPORTANT TO ATTEND!

Bargaining update

CUPE 5678 and CUPE 5678-1 Collective Agreement expired August 31, 2026 along with all Education Support workers across Ontario teachers' unions in Ontario.



OSBCU (Ontario School Board Council of Unions) represents CUPE education support workers in the public, Catholic, English, and French school systems across the Ontario and handles **the central bargaining** and anything to **do with money** for all Education Support Workers in Ontario. Local CUPE unions such as **CUPE 5678** bargain non-monetary items.

If you have been reading OCSBU bargaining updates, you know that talks between CUPE-OSBCU and the government/CEA reached an impasse because they could not reach agreement on which issues should be negotiated at the central bargaining table and which issues should remain at the local bargaining table between CUPE locals and individual school boards.

OSBCU took this issue to the Ontario Labor Relations Board (OLRB) and asked them to decide whether the disputed items should be bargained at the central table or at local tables and this process is delaying bargaining.

For more information, please read the Bargaining updates are posted on the OSBCU website.

<https://osbcu.ca/2026-bargaining-updates/>

What can you do

- Stay informed about bargaining updates by going to the OSBCU website <https://osbcu.ca/> And sign up for CUPE – OSBCU updates. This will keep you informed about bargaining updates, legislative changes, political action, and upcoming OSBCU events. This list is exclusively for CUPE OSBCU education workers who want to stay connected and engaged throughout bargaining.
- Check CUPE 5678, OSBCU and CUPE Ontario websites and social media platforms to see what is happening in our area and across the province.
- Wear purple every Wednesday

We know the challenges you are facing.

- Staffing shortages with fewer frontline supports.
- Rising student needs
- Escalating school violence.

Families, students, and Education workers deserve better.



General Membership Meeting Saturday

October 17, 2026, 10am – 12pm

North Grenville District

High School, 2605 Concession Road, Kemptville

If you are attending virtually,

you must register. A link to register will be sent by email with the FINAL agenda (within ten (10) days prior to the GMM)



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.casselmann@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	Julia Gauthier * Julia.gauthier@cupe5678.ca	Financial Assistant BFOS TISS, Vanier, Lyn
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)

<u>Steward</u> - Transportation (Unit 5678-1/STEO)	Craig Gallagher ** Craig.gallagher@cupe5678.ca	Transportation Planner Student Transportation of Eastern Ontario
<u>Steward</u> -T.R. Leger/Alternative Ed	Tammy Cooper ** Tammy.cooper@cupe5678.ca	Instructional Assistant – Academic Char-Lan DHS, Williamstown
<u>Steward</u> – Classroom Support	Amie Roy * amie.roy@cupe5678.ca	Registered Early Childhood Educator Lyn Public School, Lyn
<u>Steward</u> – Facilities & IT Services	Heather Adams * heather.adams@cupe5678.ca	Lead Custodian <i>Nationview Public School</i>
<u>Steward</u> – Office/Clerical	Karen Gallagher ** Karen.gallagher@cupe5678.ca	Elementary Office Administrator Vanier Public School, Brockville

REPRESENTATIVES (3)

<u>Representative</u> – Health & Safety	Tanya Henry * tanya.henry@cupe5678.ca	Lead Custodian South Branch Public School
<u>Representative</u> – 1 st WSIB/Injured Worker/RTW	Nancy Ripley * Nancy.ripley@cupe5678.ca	Registered Early Childhood Educator Vanier Public School, Brockville
<u>Representative</u> – 2 nd WSIB//Injured Worker/RTW	Thomas Brown ** thomas.brown@cupe5678.ca	Custodian South Grenville District High

TRUSTEES (3)

<u>Trustee</u> (Term to 2027) #2	Vicki Sargeant Vicki.Sargeant@cupe5678.ca	Elementary Office Administrator Maynard Public School
<u>Trustee</u> (Term to 2026) #1	Vacant	
<u>Trustee</u> (Term to 2028) #3	Shelly Crowe Shelly.crowe@cupe5678.ca	Secondary Office Administrator Gananoque Secondary School



DRAFT AGENDA

General Membership Meeting

Saturday, October 17th, 2026 10:00 a.m. to 12:00 p.m.

In Person- North Grenville District High School

2605 Concession Rd, Kemptville ON K0G 1J0

Virtual-TEAMS Meeting - You need to register for the meeting.

Link to register will be sent with FINAL agenda (within ten (10) days prior to GMM)

After you register you will receive an email "You're Registered".

You can join from this email or from the Teams calendar.

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

- 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 – 2026 Budget
- 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