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Have an article, photo, or event you'd like to see in our newsletter?

Submit it to:
com.officer@cupe1091.ca

Dear Sisters, Brothers, Friends;

Welcome to our first Horizons issue featuring: 'Did you Know'. Each month we will be sharing information about all of you, the members of this Union. We are excited to share our first 'Did You Know' member Kevin Pencer; CUPE1091 Communications Officer. We hope you enjoy learning about Kevin, his Union duties and his job in the District. If you are interested in joining our 'Did You Know' column, please let us know!



In November we remember Indigenous Remembrance Day on November 8 and Remembrance day on November 11. On November 8 take the time to express your gratitude for the contributions Indigenous veterans have made to Canada and the world. On November 11 pause to honour the men and women who have served and continue to serve Canada during times of war, conflict, and peace. This year because of COVID the Royal Canadian Legion is conducting private ceremonies, closed to the public. The veterans will be laying a wreath on behalf of our local. If you see a poppy stand out in the community, please take the time to donate if you can. This year many South Asian families will be celebrating Diwali on Saturday, November 14. Diwali symbolizes the spiritual "victory of light over darkness, good over evil, and knowledge over ignorance". Happy Diwali to our members.

This past month we had new members join the Executive. They are Sargent at Arms; Joanne Gill and Recording Secretary; Shaney Labrosse. We have new Unit Chairs for the year they are; Clerical: Heather Bowling and Barb Turner; Custodian: Larry Johnston, EA's: Mirjam Vandop and Michelle Silveri and Maintenance: Kevin Pencer. We also have some additional Shop Stewards they are: Debey Poonansingh, Beatrice Dempsey, Sandra Donato and Sarah MacDonell. Lastly we have members who have joined their Units ProD Committees. Thank you to all of you for stepping up! The work of the members is what makes this Union great.

The BC Federation of Labour will hold their 59th Constitutional Convention on November 25 and 26, 2020. We have 6 members attending virtually and we look forward to 2 full days of important learning. We also have the Annual CLC- Canadian Labour Congress Winter School which will also be virtual this year. These will be different kinds of Union education but they will still access discussions, debates and Union advocacy.

Please join us at our next **General Membership meeting on Saturday, November 21 by Zoom**. At this meeting we are looking for members to come forward to join our Bylaw Committee. We will also be reaching out for nominations for Secretary Treasurer. Meeting starts at 9:30 am sharp! Hope to see you there! Our Local is stronger when members participate and have their voices heard.

With this time of uncertainty in COVID a reminder we have access to Lifeworks (The Employee Family Assistance Program). Please see contact information in this newsletter or on our website; www.cupe1091.ca.

These past weeks I was able to visit members while out delivering masks. By now you should have received your CUPE1091 mask, we hope they have helped keep you safe. It was great to see members and thank you for welcoming me to your workspaces! Many of you have been reaching out to the union asking questions, getting clarification on our Collective Agreement on your rights and asking for help. It has been great to talk and connect with all of you. I feel a sense of belonging to each of you and your work. Thank you. Please continue to reach out and connect to any of us on the Executive. Connection and Safe space is what we all need right now. Be well all!

Daun Frederickson
President
CUPE Local 1091

New Federal Pandemic Support Programs

Canada Recovery Caregiving Benefit (CRCB) of \$500 per week for up to 26 weeks per household for employees unable to work for at least 50% of the week because they must care for a child under the age of 12 or family member because schools, day-cares or care facilities are closed due to COVID-19, or because the child or family member is sick and/or required to quarantine or is at high risk of serious health implications because of COVID-19.

Canada Recovery Sickness Benefit (CRSB) of \$500 per week for up to a maximum of two weeks, for workers who are unable to work for at least 50% of the week because they contracted COVID-19, self-isolated for reasons related to COVID-19, or have underlying conditions.

Canada Recovery Benefit (CRB), which will provide eligible workers with \$500 per week for up to 26 weeks for those who have stopped working and who are not eligible for EI, or had their employment income reduced by at least 50% due to COVID-19.

Please see the full article on our website (www.cupe1091.ca) for more information about these Important NEW Federal Pandemic Support Programs.

Occupational Health & Safety Site Reps

All OH&S CUPE members have been contacted to let us know who still needs the required Health & Safety Rep training. If you have not yet been contacted and know that you require the training, please contact our office as soon as possible.

CUPE BC K-12 Bulletins

Keep up to date on the latest CUPE news in BC Schools K-12.

Read the latest bulletins at:

<https://bcschools.cupe.ca/>

Delta School District #37 COVID-19 Safety Plan

Staff Meetings, Assemblies, Group Gatherings

School gatherings should be kept to a minimum and where possible schools should seek virtual alternatives for larger gatherings and assemblies to continue to support these events in a different format. When it is necessary to gather in larger groups, the following guidance should be followed:

- School gatherings should only occur within a learning group.
- Gatherings should not exceed the maximum learning group size in the setting (which includes students and staff who are part of the learning group), plus the minimum number of additional people required (e.g. additional school staff, visitors, etc.) to meet the gathering's purpose and intended outcome. Additional people should be minimized as much as is practical to do so, and they must maintain physical distance
- Staff meetings involving staff from different learning groups should preferably occur through virtual means. Where a virtual alternative is not possible, staff meetings can happen in person if participants maintain physical distance.
- In-person inter-school events (including competitions, tournaments and festivals) should not occur at this time. This will be re-evaluated throughout the school year.

Safe Occupancy Limits

Safe occupancy limits will be determined for all non-instruction rooms in District schools and sites (e.g., staff rooms, photocopy rooms, meeting rooms) that are normally occupied by 2 or more staff and/or students. Safe occupancy limits will consider the number of staff and students that can be present while maintaining 2.0 m of physical distancing between occupants, taking into consideration the need to move from one place to another. An Occupancy Limit poster can be found in Appendix G. This poster will be posted at the door/entrance to all rooms.

For more information please see the full "COVID-19 Safety Plan" published as "Updated COVID-19 Health Check" under "All Staff" on First Class, or contact your Site Safety Rep.

Coming up at the November 21 General Membership Meeting:

Nominations will open for 2-5 Members to join the By-law Committee

Notice of By-election for the Executive position of Secretary Treasurer

All Members must have attended 5 General Membership meetings in the last 12 months to be nominated for an Executive position. If you are interested in either of these positions, please contact the union office for further information.

Did you know:

Communications Officer
Maintenance Unit Chair
Electronics & A/V Foreman



I'm Kevin Pencer, CUPE Local 1091's new Communications Officer and Maintenance Unit Chair. I strive to contribute my skills/knowledge to improve member communication and access to useful information/ resources. My Communications Officer duties include: Promoting CUPE Local 1091, assisting in coordinating events with other Delta unions, maintaining the local's website (www.cupe1091.ca), newsletter (Horizons) and social media. As Unit Chair for Maintenance: I organize Unit Meetings and provide communications/information from the members in the unit to the Executive and from the Executive to the members.

I have been working with the Delta School District for 6 years. In the District, I am the Electronics & A/V Foreman. Some of our departments duties include: The Installation and maintenance of Telephone, Paging, Keyscan, Security and A/V systems; including network infrastructure & electronics equipment. I am part of a fantastic crew (Gia and Kaitlyn) that you may have seen around the district, working diligently to keep these systems operating to their fullest and to make improvements/upgrades wherever possible.

Outside of the District, a few things I enjoy are: Photography/Art, Motorcycle Trips, Camping, Video Games and Curling.

If you see me around the district feel free to say Hi!

CUPE1091 Trustees



(From left to right) Cyndi Smith, Larry Johnston and Sherryann Weber
On October 19th the trustees spent the day at the office doing the quarterly CUPE1091 Financials Audit.

Upcoming Events

General Membership Meeting
Saturday, November 21, 2020 | 9:30am | Zoom

General Membership Meeting
Saturday, January 16, 2021 | 9:30am | Zoom

General Membership Meeting
Saturday, February 20, 2021 | 9:30am | Zoom

General Membership Meeting
Saturday, March 27, 2021 | 9:30am | Zoom

Check out www.cupe1091.ca for more details

Pacific Blue Cross
Extended Benefits BONANZA!

Have you been using your benefits up? The end of 2020 nears (GOOD RIDDANCE), but there is a silver lining. You may have met the threshold for getting 100% coverage for your Extended Benefits!

What this could look like:

A family of 4 has a deductible of \$100, and likely met the deductible early on in the year. After that point, most benefits are paid at 80%, up to a maximum amount. Let's say you go get a massage from a Registered Massage Therapist who charges \$120/hr. You would submit a claim for the \$120. The max amount PBC allows for RMT is \$110, so you will get 80% reimbursed. That's an hour of massage (which we all need), for the bargain price of \$32!

But wait....

If you have already spent \$1000 over the course of the year, you have access to 100% of \$110! That massage, which used to cost you \$32, now costs you only TEN DOLLARS!

The same is true for many of the Practitioner Services that our Extended Benefits package covers. There are max amounts (ex. PBC will only cover \$1200 total for massages in a year), but that still works out to a massage once a month.

Not only that, the PBC app or website will show you how much you've used, and what you have left.

Bonus? When you've met the threshold for 100% coverage, the app will tell you that you now have access to TEN BILLION DOLLARS! (you don't, only a million over your lifetime, but it is still a thrill!)

Message Therapy rendered by Registered Massage Therapist

Reimbursement Percentage(s) ⓘ

Health (excluding Travel Coverage) and Drugs benefits have a combined

- 80% reimbursement up to \$1,000 claims paid per family per calendar year
- 100% reimbursement thereafter

Benefit Period: Jan 1, 2020 - Dec 31, 2020

\$1,625.86 used \$9,999,998,374.13 remaining

Comfort Committee

Bereavement

With heartfelt sympathy for your loss

Howard Boundy	Mtc	Loss of Mother
Barbara Capdouca	ND	Loss of Mother
Sanjlin Sharma	ND	Loss of Father
Sandy Kennedy	SE	Loss of Mother
Alaine Taylor	LE	Loss of Father
Vanda Bianchin	SBO	Loss of Mother
Gurpreet Dhaliwal	MC	Loss of Grandparents

Illness

Wishing you a speedy recovery

Sumera Mosen	ND
Helga Schmidke	MC
Barbara Basciano	SE
Lori Brookes	DE

Thank you notes received

Howard Boundy - Thank you for the Fruit Basket
Sanjlin Sharma - Thank you for the Flowers
Helga Schmidke- Thank you for the Flowers
Sean Richards - Thank you for Scholarship
Tim Oulette - Thank you for the Fruit Basket

CUPE Local 1091 Roles & Contact Information

President

Daun Frederickson
president@cupe1091.ca
604-312-7595

1st Vice President

Jonathan McCune
1vp@cupe1091.ca

2nd Vice President

Deborah Kabesh
2vp@cupe1091.ca

3rd Vice President

Kevin Berg-Iverson
ohs.officer@cupe1091.ca

Secretary-Treasurer

Eileen Penney

Recording Secretary

Shaney Labrosse

Sergeant-at-Arms

Joanne Gill

Communications Officer

Kevin Pencer
com.officer@cupe1091.ca

Trustees

Sherryann Weber
Cyndi Smith
Larry Johnston

Unit Chairpersons

Clerical - Heather Bowling & Barb Turner
Custodial - Larry Johnston
EA - Mirjam Vandop & Michelle Silveri
Maintenance - Kevin Pencer

Chief Shop Steward

Gord Fuller
chief.shopsteward@cupe1091.ca
604-290-7375



CUPE Local 1091 Office

Unit #105
7560A Vantage Way
Delta, BC. V4G 1H1

Phone: 604-940-8596
Fax: 604-940-8597
Email: local1091@telus.net

Monday to Friday
8:00 AM to 4:00 PM

Member Resources



LifeWorks
by Morneau Shepell

LifeWorks is confidential support and services for work, life, family, health, money, and everything in between. The program includes 24/7 consultations, information, and resources; access to counselling (by phone, live video, chat, and in person); community referrals; a secure desktop website, and a mobile app.

Ways to connect with LifeWorks:

1. Toll-free: 1-888-307-0590, call 24/7, whenever you like, as often as you like. A professional consultant can provide advice and resources to assist you with a wide range of issues.
2. Online: Go to login.lifeworks.com, and enter the group/shared username and password (Username: deltaschool Password: healthy). Here you can access hundreds of articles, eBooks, infographics, audio recordings, toolkits, and more. You can also chat live with a consultant.
3. By mobile app. The app is the best way to access LifeWorks on the go. Simply click on your device's store icon and search *Lifeworks* to go to the download page. Once you've downloaded the app, follow the instructions to log in with your shared/group username and password.

Call LifeWorks toll-free, 24/7:
1-888-307-0590
TTY: 1-877-371-9979

Online: login.lifeworks.com
Username: deltaschool
Password: healthy