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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

As I finish this month's article Thanksgiving has come and gone and the celebrations of Diwali and Halloween will be here soon. Happy Diwali to all who celebrate!! I hope during Thanksgiving weekend you were all able to find some time to honour your blessings, find grace in the good and a moment of gratitude for all you have been given. As always since March 2020 it has been tough out there. I feel I say that a lot. Last September 2020 school start up was tough and this 2021 start up seems even tougher. A reminder to follow the CUPE Equality Statement that was shared in the September Horizons. My wish is that you are all Safe. Everyone has an obligation to be Safe, the Delta School District has an obligation to ensure everyone's safety, the Provincial Government and your CUPE 1091 Union does too. A reminder to wear your mask, use your PPE when needed and I and your executive encourages all members to get vaccinated. We also need to respect those that can't be vaccinated for personal health reasons. Scientific research is proving that getting vaccinated is the best way to Save Lives, fight COVID-19, is the one way to stop this pandemic, ensure everyone's Safety and give us the opportunity to move past this time in our lives to a more joyful, healthy place.



Kevin Pencer, 1st VP on the Executive and I continue to meet regularly with Superintendent; Doug Sheppard, Assistant Superintendents; Nancy Gordon and Brad Bauman, Director of Human Resources; Judy Maranda and Delta Teachers Union Executive regarding the most up to date information from the Ministry and Fraser Health. Doug Sheppard keeps us all informed on the newest COVID exposure notifications and any relevant important communication that affects all in the District. Thank You to the District for the open dialogue and important conversations that help us during this challenging time. I will continue to communicate with all of you by MASTER CUPE 1091 email with any COVID updates.

With the news of the Provincial Government Health Authority announcing a possible vaccine mandate for all Government of BC workers, CUPEBC President; Karen Ranalletta was quoted as saying "Throughout the pandemic CUPE BC has supported the efforts of public health officials as they've led the fight against COVID-19, and the introduction of a vaccination mandate for the public service is the next logical step to protect our communities," said Ranalletta. "Given the rise in COVID cases in our schools, we think it also seems prudent to apply this mandate to the K-12 system." and "We are urging the provincial government to develop a uniform set of standards to guide the implementation of mandates so that all districts—and all employees—have a consistent framework. And of course, there needs to be reasonable accommodation for the small number of education workers with recognized human rights exemptions." CUPE BC continues to strongly encourage all its members to get vaccinated, as it is the best way to prevent the spread of COVID-19 in our communities. In addition to considering vaccine mandates, CUPE is urging school districts to expand safety measures that promote clean and healthy schools, such as permanent daytime custodial services.

On Thursday October 28th your Executive is providing CUPE Staff Rep training and dinner. Then again on Thursday, November 4th we are providing OH&S Reps training and dinner. Both of these meetings are at Seaquam Secondary in the cafeteria. We look forward to doing this important work together for all members.

On September 17th our CUPE National Rep received approval from CUPE National President; Mark Hancock for changes to our Bylaws and Policy's that were presented and passed by the membership in May 2021. You will find the updated Local 1091 Bylaws and Policy's on our website at:

www.cupe1091.ca/resources/documents/ Based on the changes to our Bylaws we had the first evening General Membership meeting on Tuesday, October 19th at 6pm and it was a great success. Please join me in welcoming our newest trustee Heather Carrier, EA from Pebble Hill. Heather will join Sherryann Weber and Cyndi Smith as trustees for the local. Your next General Membership meeting will be on Saturday, November 20th at 9:30am by Zoom.



This month's 'Did You Know' is your CUPE Local 1091 Executive. We hope you enjoy the write ups and the pictures.

Take Good Care All,
Daun

[Know Your Collective Agreement](#)

[Are you acting in Higher Capacity?](#)

6:05 Acting Pay

When an employee is assigned by the Employer to perform the principal duties of a higher paying position, the person shall receive the rate of pay of such higher position for the duration of such assignment.

What does this mean?

If you're asked to do something that's not in your job description but is in the description of a position higher than yours, you are entitled by our Collective Agreement to the higher rate of pay. Fill in and submit the "Support Staff Acting in Higher Capacity Form" (you can find a copy in your Site Rep Binder or in FirstClass > All Staff > District Departments > HR > Support Staff). If you have any trouble, contact CUPE ASAP @ 604-940-8596 !

[Get Vaccinated!](#)

CUPE has always encouraged our members to get vaccinated at their earliest opportunity, for the protection of ourselves, our coworkers, and the members of the public accessing the services our members provide. Everyone who can, should get vaccinated against COVID-19.

CUPE welcomes efforts to ensure safer workplaces and increase vaccination rates. This includes increasing vaccine accessibility for workers, accommodating workers who are not yet fully vaccinated, and the small number of those who cannot be.



[BC Schools COVID-19 Exposures](#)

See the listings of all BC Schools COVID-19 exposures on Fraser Health's website:

<https://www.fraserhealth.ca/health-topics-a-to-z/coronavirus/school-notifications>

Please check this regularly.

[CUPE 1091 Notifications](#)

Subscribe to our mailing list on [CUPE1091.ca](https://www.cupe1091.ca) (on the right side of the main page) to receive email notifications of new website posts and newsletters.

[CUPE BC K-12 Bulletins](#)

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

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

[CUPE Vaccination Guidelines](#)

The following principles should guide CUPE representatives and locals when dealing with workplace vaccinations:

- Everyone who can get vaccinated against COVID-19 should.
- Governments and employers need to consult with unions before finalizing and implementing any vaccine policies. Locals should reach out to employers proactively and make it clear that the union expects to be consulted about any vaccine policy changes.
- Vaccination programs are most effective when they include strong elements of education and encouragement. Locals should work with employers and public health to provide vaccine education materials or presentations.
- Vaccines are an important part of ensuring our workplaces are safe for everyone, and CUPE has always placed a priority on our members' health and safety. Our members have the right to be safe at work, and people have the right to receive public services in a safe environment.
- Vaccine policies are not a replacement for personal protective equipment, proper ventilation, and thorough cleaning regimes.
- Unvaccinated workers need to be provided with an opportunity to speak confidentially with a medical professional so they can better understand the benefits of vaccination. Employers should accommodate these appointments.
- Vaccine policies must accommodate the small number of workers who cannot be vaccinated for medical or religious reasons protected under human rights legislation.
- As a union, we recognize our obligation to those members who are not vaccinated.
- Measures such as alternate work arrangements, screening, and pro-active testing before entering the workplace can be effective.
- Harassment and shaming of workers who refuse vaccination is never appropriate.

<https://cupe.ca/vaccine-mandate-guidelines>

[Maintenance members show their support for the National Day for Truth and Reconciliation.](#)



(Top): Garv Goswami, Mel Gomez, Scott Zwicker-Johnson, Dean White
(Middle): Muni Sagayam, Kevin Pencer, Beatriz Dempsey, Twyla Mills, Ryan Argue

[ESW Drop-in Picnic](#)



On August 19th the ESW-Educational Support Workers Unit held their summer social at Annieville Park. There were games, snacks, and great social connection. It was hosted by the ESW-Social Committee Brenda Duffus, Michelle Silveri, and Mirjam Vandop.

Did You Know:

Your CUPE Local 1091 Executive!



A - Recording Secretary - Beatriz Dempsey

My name is Beatriz Dempsey and I am the Recording Secretary as well as a Shop Steward for CUPE 1091. I started with the Delta School District in 2011 as a noon hour supervisor, joined the clerical team in 2014 and am currently at the Maintenance & Facilities Branch in Tilbury. I will be celebrating my 26th wedding anniversary this June and have 2 children, Nicholas 24 and Cassidy 20. Both of my children went to Delta Schools and I have always been involved with the PAC's in their schools and school team sports. I am very much all about Teamwork because together we can accomplish anything!

C - 3rd Vice President / OH&S - Joanne Gill

My name is Joanne Gill. I am the 3rd VP of the union and the Occupational Health & Safety Rep. I have worked for the Delta School District since 2005 as an EA. I am currently employed at SDSS. I have been married to my husband for 31 years and we have 3 wonderful adult children, David 29, Matt 26 and Jenny 24. I enjoy learning new things and hope to serve the members well as your 3rd VP.

E - 2nd Vice President - Petra Hoy

My name is Petra Hoy and I am your 2nd VP. I was born in NY and grew up on a small dairy farm to Dutch parents. After University, I moved to NYC where I worked as a proofreader and copyeditor for several publishing companies. My husband and I have been married for 20 years and I have two sons, ages 15 and 18. I have worked for the Delta School District as an EA since 2012, and have been active in our Union as a Shop Steward for several years before becoming 2nd VP. I learned to use my voice and advocate somewhere along the way, so that's how I live my life. I love being with my family, but also love to read, knit, and learn new things (which I share willy-nilly).

G - Secretary Treasurer - Debby Kabesh

My name is Debby Kabesh and I am honoured to serve as your Secretary Treasurer. I live in North Delta with Wes, my husband of 34 years, our two daughters Jessica (26) and Rebecca (21) and our cat Latte. Our daughters both attended Brooke Elementary and Sands Secondary. I started with the district in 2006 as a crossing guard and noon hour supervisor and in 2010 became an EA. I enjoy musical theater and doing all types of crafts including cross-stitch, crochet, knitting, quilting, scrapbooking and sewing.

B - 1st Vice President / Communications Officer - Kevin Pencer

My name is Kevin Pencer and I am the 1st Vice President and Communications Officer for CUPE Local 1091. I started with the Delta School District in 2014 as an Electrician and then shortly after became an Electronics Technician in the Information Technology Services Department. I am now working as the Electronics Department Foreman. I enjoy supporting our members and local, while promoting equality and acceptance for all. We all deserve to have our voices heard, and our union is there to be sure that we are. A few things I enjoy doing in my free time are photography, motorcycle travel, camping and amateur radio.

D - President - Daun Frederickson

My name is Daun Frederickson and I am the President of your Local 1091 Union. Before becoming your President I worked for 16 years as an EA for the Delta School District. I also served as Shop Steward and Unit Chair for many years. I have been married for 31 years to my husband who recently retired. I have 2 adult children; Rebecca is 27 and Adam is 25. I love to camp in my RV, bike, golf, swim, read, cook and spend time with my friends and family. I am honoured to be your president advocating for all of you in your important work.

F - Chief Shop Steward - Kim Barnes

My name is Kim Barnes and I am your Chief Shop Steward with Local 1091. I have been employed with the Delta School District since 2010 in various capacities, currently I am an Itinerant EA. Before working in our schools, I was a Senior Property and Liability Adjuster and Examiner for 20 years. I have been married for 18 years and the proud mom to two children, both attending schools in Delta. I love camping, being in nature, crafting and spending time with family and friends. I am honoured to be apart of this Union, working for and alongside each and everyone of you.

Mask mandate expanded to include K-3 students

The K-12 Presidents Council and CUPE BC have been advocating for a broad K-12 mask mandate this school year, both publicly and at the provincial K-12 Education Steering Committee. CUPE looks forward to continuing working with the BC government and the other stakeholders on the steering committee in monitoring and adapting COVID-19 safety measures during this ever evolving and changing pandemic.

While CUPE welcomes the announcement, the union is also advocating for additional measures to keep schools clean and healthy, such as reinstating daytime cleaning by custodial staff to reduce the spread of disease through frequently touched surfaces. The extremely positive health benefits that students, workers, and communities have seen from expanded daytime custodial services during the pandemic must be made permanent.

CUPE will continue advocating for daytime custodial services with school districts, as well as long-term ventilation infrastructure upgrades and rapid testing in schools.

The Provincial COVID-19 Communicable Disease Guidelines for K-12 Settings have been updated to include the new mask requirements and can be found online on the BC government website.

<https://bcschools.cupe.ca/2021/10/01/bulletin-mask-mandate-expanded-to-include-k-3-students/>



Workplace violence can have a significant impact on the physical and psychological health and safety of workers.

You can help build a safer workplace

K-12 schools are unique and complex workplaces, and both the number of claims and the injury rate related to workplace violence in K-12 schools rose steadily between 2015 and 2019.

Workers may interact with people who do not yet have the capacity to understand that their behaviour could cause physical and/or psychological injury to others. All workers, supervisors, and employers have a responsibility to help prevent workplace violence in schools.

We know that:

- Reporting violence will help prevent future workplace violence in schools
- Responding to an incident of workplace violence will help to prevent future incidents
- Re-evaluating prevention practices helps minimize the risk of workplace violence

<https://www.worksafebc.com/en/about-us/news-events/campaigns/help-prevent-workplace-violence-in-schools>



All workers, supervisors, and employers have a responsibility to help prevent workplace violence in schools.

Report • Respond • Re-evaluate

If you experience violence, report it to your supervisor
Find resources at [worksafebc.com/prevent-education-violence](https://www.worksafebc.com/prevent-education-violence)



Coming up at the November 20th General Membership Meeting:

- **Notice of Motion:**
For changes to the CUPE Local 1091 Policy 4
- **Motion:**
To purchase SWAG for the purpose of promoting CUPE Local 1091 Solidarity
- **Nominations open:**
To join the CUPE Bylaw Standing Committee for a 2-year term ending September 2023

If you are interested in details, please contact the union office for further information. Any members wanting to be nominated for an Executive Position must have attended 5 General Membership meetings in the last 12 months.

CUPE Upcoming Events

General Membership Meetings:

- November 20, 2021 - 9:30AM - via Zoom
- January 15, 2022 - 9:30AM - via Zoom
- February 15, 2022 - 6:00PM - via Zoom
- April 2, 2022 - 9:30AM - via Zoom
- April 19, 2022 - 6:00PM - via Zoom
- May 28, 2022 - 9:30AM - via Zoom

Check out www.cupe1091.ca for more details

Comfort Committee

Illness

Wishing you a speedy recovery

Nathan Wilson	IL
Michelle Jiang	DS
Chelsea Oehr	POP
Tammy Pruden	JA
Kiran Hundal	AN
Mandeep Gill	SA

Thank you notes received

Mandeep Gill
- Thank you for flowers
Sherri Buss
- Thank you for Retirement Gift
Bernard Belazza
- Thank you for fruit Basket
Jane Friesen
- Thank you for Retirement Gift
Tammy Pruden
- Thank you for flowers



CUPE Local 1091 Roles & Contact Information

President

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

1st Vice President

Kevin Pencer
1vp@cupe1091.ca

2nd Vice President

Petra Hoy
2vp@cupe1091.ca

3rd Vice President

Joanne Gill
ohs.officer@cupe1091.ca

Secretary-Treasurer

Deborah Kabesh

Recording Secretary

Beatriz Dempsey

Sergeant-at-Arms

Rosey Hussein

Communications Officer

Kevin Pencer
com.officer@cupe1091.ca

Trustees

Sherryann Weber
Cyndi Smith
Heather Carrier

Unit Chairpersons

Clerical - Heather Bowling & Barb Turner
Custodial - Darshan Sidhu
EA - Mirjam Vandop & Michelle Silveri
Maintenance - Gord Fuller

Chief Shop Steward

Kim Barnes
chief.shopsteward@cupe1091.ca
604-290-7375



CUPE Local 1091 Office

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7560A Vantage Way
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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*