



# Horizons

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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](mailto:com.officer@cupe1091.ca)

I hope each and every one of you has had an opportunity to rest, relax and rejuvenate over the summer. Taking time to reconnect with family and friends is an important part of staying happy and healthy – both physically and mentally. My husband and I traveled to Europe for our 32nd Anniversary. It was the trip of a lifetime. It was also the first time since I became your President that I truly took time off. Your Executive Team took care of all members' needs and Union business and I am truly grateful to each of them. Thank you, Bea, Kim, Deb, Petra, Joanne and Kevin, for the being the best Executive.

As we move into the 2022/2023 school year, whether you are new to the Delta School District or a veteran employee, I hope you take this September school opening as an opportunity to start fresh in your workplaces, embrace your roles, get to know new members, new teachers, and new administrators. Each and every one of you plays an integral role in the success of the Delta School District and in the success of the students who walk through the school doors every day.

The first General Membership meeting of the year is Saturday, September 17 @ 9:30am at North Delta Secondary. We are moving to hybrid meetings. Members are welcome to attend in person for treats, coffee/tea and door prizes or to join by zoom. At the September General Membership meeting the floor will be open for nominations for 3 members to attend the BC Federation of Labour Convention November 21 to 25. The BC Fed Convention is a great place to meet other Union members and learn what issues in the labor movement are happening around BC.

CUPE K-12 Presidents Council Bargaining Committee is looking forward to sitting back at the table with BC Public School Employers' Association to negotiate a new renewed provincial framework agreement. We recently scheduled dates for a return to provincial bargaining – September 13-15, 2022. We remain hopeful a provincial framework agreement centred on a fair wage settlement can be reached that reflects the value and importance of your work with students, families, and communities. In the meantime, our new CUPE National Rep Kirsten Daub and I have been busy finalizing your local bargaining proposals set out by your local bargaining committee. We look forward to achieving a fair contract for all of you in Delta; the public sector workers, who have been on the frontlines supporting schools, students and families. **SAVE-THE DATE:** On September 24th we will be bringing your local bargaining framework package to members to be ratified before we sit at the table with your employer. Location and time to be announced.

The first regular School Board meeting of this year is Tuesday, September 27th at 7:30 pm. At this time of printing, it is still being decided if Board meetings will be by zoom or in person. Watch for information coming on the District website. These meetings are open to the public and your Local's Executive members, as equal stakeholders, attend monthly to keep informed on what is happening in the District. I encourage all members to do so as well.

September 30th is National Day of Truth and Reconciliation. On this day we commemorate the history and legacy of the residential school system and honour the resilience, dignity and strength of survivors and intergenerational survivors, and also remember the children who never came home. It's a chance to engage and educate people about BC's colonial history and its impact on Indigenous communities. In this Horizons, please take the time to read the Section on TRC Day. Remember to wear orange on this very important day.

On Saturday, October 15, 2022, Delta residents will vote to elect 1 mayor, 6 city councillors, and 7 school trustees. Once elected, the mayor, city councillors and school trustees will serve a four-year term. We are hoping to host an all candidates meeting with the Delta Teachers Union and the Delta Parent Advisory Council. Watch for further information once dates and venues are finalized. I encourage all our members to attend meetings and become informed on who is running as Delta School Trustees. We need to continue to have trustees who are accountable for the decisions that affect our membership, including employment stability.

We have many members involved in your union! It's a great way to make new friends, learn about what your Local is doing and how we operate. Attending your General Membership meetings which are held on the 3rd Saturday or the 3rd Tuesday of every month depending on the month is where the business of your Local is discussed and where the membership has a say in how we do that business. Your Local is only as strong as the participation of its members, so come and join us as we tackle the issues that are important to you and your colleagues. However, you attend it's always great to see new faces so I hope you can join us!

Enjoy the last days of summer! Remember it's not over until September 22nd.

In Solidarity, Daun

## [Our Collective Agreement](#)

### 10:15 General Leave of Absence

...Employees returning from leave must provide at least four (4) weeks of notice prior to their scheduled return to work date indicating their intention to return to work....

...Upon application, and providing at least four (4) weeks of notice, a further leave of up to twelve (12) months may be granted.

#### What does this mean?

If you apply for and are granted a General Leave of Absence, you MUST either notify HR that you are returning to work at least four weeks before your first day back, OR you must request additional leave at least four weeks before your approved leave is over. If you do not do one of these two things, your position will no longer be yours. Do not put your job at risk!

## [Extended Benefits Check-In](#)

Were you aware that our Benefits are pretty amazing?

Do you know the best part?

*"The Board shall pay one hundred percent (100%) of premium cost."*

The challenges and stressors in our positions across the district have been increasing for years. Accessing our employer-paid benefits has the potential to relieve some of this pressure. Think of it this way - if you had to pay for this same coverage, it would cost more than \$400 per month. That's nearly \$5000 a year! Take advantage of this amazing benefit!

## [Member Contact Info](#)

Do we have your correct and current Contact Info? We will double-check for you!

Use this QR Code to make sure that we have latest up-to-date contact information for you!



(Or you can use the link below!)

<https://forms.gle/hkaiY1vLpQWpBgzC8>

## [CUPE 1091 Notifications](#)

Subscribe to our mailing list on [CUPE1091.ca](http://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/>

Did you ever have to pay for your prescription drugs out of pocket due to inadequate drug coverage or no coverage at all? Or did a family member ever avoid taking a prescribed medicine due to its cost?

A recent study found almost 1 million Canadians had cut their household spending on food and heat to be able to pay for medication. And nearly 3 million Canadians don't fill their prescriptions because they can't afford to.

**On September 13 at 7 PM ET, take action with our webinar Pharma profits or health justice? Mobilizing for universal pharmacare.**

[www.cupe.ca/health-justice](http://www.cupe.ca/health-justice)

Big Pharma is operating at both local and global level against people who need access to prescription medication and lifesaving vaccines. Meanwhile, CUPE members from the health care sector are working day and night to ensure everyone has access to the essential treatments they need. We must push our government to put the public interest at the heart of prescription drug research, development, production, and access.

Are you a CUPE member? Are you a health care worker? Are you a social justice activist? You are all welcome to learn more about how large pharmaceutical and insurance corporations are pushing for a patchwork system that guarantees their profits rather than an equitable and accessible public service.

Join our webinar to learn from experts on this issue:

- **Frédéric Brisson**, CUPE Regional Vice-President, Quebec, on what workers need from pharmacare and the shortcomings of the hybrid model in Quebec.
- **Elizabeth Kwau**, Senior Researcher at the Canadian Labour Congress, on the importance of the current political moment and why big pharmaceutical and insurance companies are rooting for a hybrid system.
- **Colleen Fuller**, researcher, writer and activist with a focus on health and pharmaceutical policy, on the role Canada could play in health justice here and abroad through public research, development and production of lifesaving medicines and vaccines.
- **Danyaal Raza**, Board Member and past Chair of Canadian Doctors for Medicare, will moderate the discussion.
- **Special guest Don Davies**, NDP Critic for Health, MP for Vancouver Kingsway.

The NDP and Liberals have formed a confidence and supply agreement that includes pharmacare legislation by the end of 2023, an essential medicines list and bulk drug buying in 2025. We must ensure this results in a public, universal, single-payer prescription drug program that covers everyone.

*"Every year, too many people end up in hospital because they couldn't afford their medication," insists CUPE National President Mark Hancock. "Sometimes prescription drugs are out of reach – even for those with benefits coverage. Bringing drug and vaccine research, development and production back into the public sector can save money. And more importantly, it saves lives. That's why creating a national pharmacare program that will cover everyone is so critical."*

As union activists and social justice advocates, we must mobilize for health justice! It is a webinar not to be missed.

**Date:** September 13, 2022

**Time:** 7 PM ET

**Register:** [cupe.ca/health-justice](http://cupe.ca/health-justice)

**Take action:** Start by sending a message to your MP in support of a universal national pharmacare program.

**ASK US YOUR QUESTIONS:** We'd love to integrate what's on your mind into the webinar.

This webinar is endorsed by the Canadian Health Coalition, Council of Canadians, and Canadian Doctors for Medicare.

<https://cupe.ca/event/pharma-profits-or-health-justice-join-cupes-webinar-and-act-now-universal-pharmacare>

## [Out of District Scholarships](#)

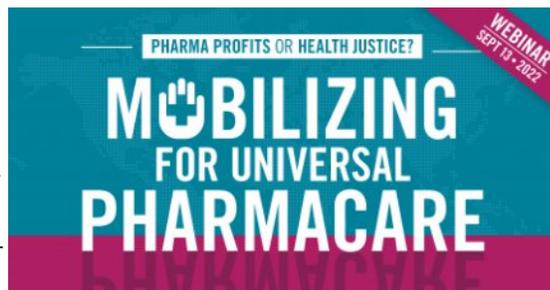
Five (5) \$500 scholarships are available for children and/or grandchildren of CUPE Local 1091 members who live outside the Delta area. Applicants must have attended a Public Secondary School outside of Delta and have plans to go on to post-secondary education.

Application Forms can be found on our Local's website at: [www.cupe1091.ca](http://www.cupe1091.ca) or from the Union office. Completed application forms should be sent to the union office via Canada Post mail, Fax 604-940-8597 or email [local1091@telus.net](mailto:local1091@telus.net). Please include your high school transcript and post-secondary acceptance letter.

**Application Submission: Friday, September 16, 2021 by 4pm**

The scholarship committee is comprised of the Local's three elected Trustees. They will determine the scholarship winners and will report to the membership at our October General Meeting.

Any questions please contact the union office at: 604-940-8596.



## Summer Adventures of 2022!

Thank you to everyone who submitted a photo-memory of their summer holidays!



### Monthly Photo Contest

We want to feature your workplace & CUPE moments!

Starting in next month's issue: Send us your photos and each month we will select one as our Monthly Horizons Newsletter Photo!

If your photo is selected, you will receive a prize from our new CUPE Local 1091 branded goodies!

Please submit your photos to [com.officer@cupe1091.ca](mailto:com.officer@cupe1091.ca)

### Coming up at the September 17th General Membership Meeting:

**Nominations Open For:**

**3x Delegates to attend the BC Federation of Labour Convention 2022**

If you are interested in details, please contact the union office for further information.

### CUPE GM Meetings '22/23

- September 17, 2022 - 9:30AM at ND Secondary & via Zoom
- October 18, 2022 - 6:00PM at DMEC & via Zoom
- November 19, 2022 - 9:30AM at ND Secondary & via Zoom
- January 21, 2022 - 9:30AM at DMEC & via Zoom
- February 21, 2022 - 6:00PM at ND Secondary & via Zoom
- April 1, 2022 - 9:30AM at DMEC & via Zoom
- April 25, 2022 - 6:00PM at ND Secondary & via Zoom
- May 27, 2022 - 9:30AM at DMEC & via Zoom
- June 17, 2022 - 9:30AM at ND Secondary & via Zoom

Check out [www.cupe1091.ca](http://www.cupe1091.ca) for more details





## Bulletin - Updates for K-12 sector Provincial Communicable Disease Guidelines

The Ministry of Education and Child Care has issued updated [Provincial Communicable Disease Guidelines for K-12 School Settings](#). The updates reflect current Provincial Health Officer orders and guidelines from the BC Centre for Disease Control.

There have not been significant changes to the BCCDC's guidance for K-12 settings, or to the Ministry of Education and Child Care's Guidelines since the last update in April 2022. However, school districts should review their communicable disease prevention plans with their Site Committees and Joint Health and Safety Committees ([WorkSafe BC requirements here](#)). Plans should be made readily available.

The Guidelines now incorporate previously issued Provincial COVID-19 Communicable Disease Guidelines for K-12 Settings, the K-12 Education Recovery Plan and the COVID-19 Protocols for School & District

Administrators and Staff: Management of School-Associated Activity.

### Key Changes:

- **Monitoring of Absences** is no longer recommended as part of COVID-19 management; however, school districts are still to notify the Ministry of Education and Child Care when considering or implementing a functional closure.

### Key guidelines that remain in place:

- **Cleaning and Disinfecting** of frequently touched surfaces at least once in a 24-hour period and when visibly dirty.
- **Ventilation and Air Circulation** with recommendations that schools consider guidance offered by [ASHRAE](#).
- **Hand Hygiene and Respiratory Etiquette** practices should continue to be reinforced with school community.

Updated information can be found on the [COVID-19 safe schools web page](#).

Follow us on [@cupek12bc](#) on Facebook, Instagram and Twitter, and visit [bcschools.cupe.ca](http://bcschools.cupe.ca) for news and resources.

## [September 30th - National Day for Truth and Reconciliation](#)

A national day to commemorate the history and legacy of the residential school system and honour the resilience, dignity and strength of survivors and intergenerational survivors and remember the children who never came home. It's a chance to engage and educate people about B.C.'s colonial history and how it has impacted Indigenous communities.

### History of National Truth and Reconciliation Day

September 30 is Orange Shirt Day, a grassroots campaign founded by Phyllis Webstad. Orange Shirt Day grew out of her own experiences and the experiences of other residential school survivors who attended St. Joseph's Mission near Williams Lake. It's a day to honour the healing journeys of residential school survivors and their families and a time to engage in meaningful discussions about the history and legacy of the residential school system.

Orange Shirt Day has become an important opportunity to open up dialogue on anti-racism and anti-bullying. This day is meant to also encourage deeper reflection, learning and public dialogue on the relationship between Indigenous and non-Indigenous peoples.

In June 2021, the Government of Canada passed Bill C-5 to name September 30 as a federal statutory day. It is observed as the National Day for Truth and Reconciliation. This directly responds to the Truth and Reconciliation Commission's Call to Action #80. Action #80 calls upon the federal government, in collaboration with Indigenous Peoples, "to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour survivors, their families and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process."

Currently, the National Day for Truth and Reconciliation is a federal statutory holiday. It only applies to federally regulated workplaces, which includes organizations such as banks, airlines and the post office.

### Update on consultations in B.C.

In spring 2022, Government consulted with B.C. residential school survivors, Indigenous partners and communities. These groups communicated that the creation of a new provincial statutory holiday is a way for British Columbians to participate in events on the day, publicly acknowledge the history of the residential school system, and commit to deepening their own understanding of how these institutions continue to impact Indigenous communities.

Government is now expanding this engagement by seeking input from B.C. employers and employees. This includes whether to establish September 30 as a statutory holiday under the Employment Standards Act, starting in 2023, so that employees have time to personally commemorate and reflect on the meaning of the day.

For 2022, the Province has advised public sector employers, including K to 12 public schools, that the same process should be followed as last year. September 30 should again be observed as a statutory day of remembrance for those employees who are normally entitled to federal and provincial statutory days. This supports these employers to plan ahead, manage their workplaces and ensure service delivery is maintained where required. As with other statutory days, essential services that people depend on will continue to operate such as health and social services.

It will be at the discretion of other workplaces how to recognize the Day. Some collective agreements, including provincially regulated employees, may already recognize the federal holiday as a paid day.

Private sector employers with provisions on statutory days may also want to observe the day as they did last year, while consultations continue on the best way to observe the day moving forward.

### National Truth and Reconciliation Day in B.C.

This decision to establish a statutory day will be informed by the ongoing engagement with residential school survivors, Indigenous partners and communities. Engagement with employers and workers will help to understand the potential impacts, opportunities and mitigation measures should a new statutory day be created.

The timeline for a decision will be based on what is heard during the engagement with Indigenous Peoples as well as employers and workers. For this year, the Province is advising public sector employers to observe the day in the same way as they did last year. We expect many private sector employers will choose to do the same.

<https://www2.gov.bc.ca/gov/content/governments/indigenous-people/national-day-for-truth-and-reconciliation>

## Comfort Committee

### **Bereavement**

*With heartfelt sympathy for your loss*

Snay Chand      Loss of Husband

### **Thank you notes received**

Barb Bowers  
- Thank you for the Flowers

### **Illness**

*Wishing you a speedy recovery*

Kathy Babic  
Barb Bowers  
John Gomez  
Wally Leung  
Geroge Singh  
Ryan Manuel  
John Bartholomew  
Shant Kahjador



## **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 - (Vacant)

### Lead Shop Steward

Kim Barnes  
lead.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](mailto: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](http://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 app 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](http://login.lifeworks.com)  
Username: *deltaschool*  
Password: *healthy*