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Dear CUPE Local 1091 Friends,

Well, here we are the time of year for the festivities of Christmas and winter holiday celebrations and also coming to the end of 2022 with the excitement of a new year just around the corner. How does the year go by so fast? My year has been very full with bargaining! First CUPE K-12 Presidents Council Bargaining Committee meetings in December 2021 continuing right through to September, 2022. We bargained with the BC Government on wages and benefits for our members through the Provincial Framework Agreement. CUPE joined forces with BCGEU, HEU and BCTF to band together and stand up for public sector workers across BC. In the fall we came to a tentative agreement with BCPSEA for CUPEK-12 workers that supported the voice of public sector workers across BC. At the same time in January 2022 your amazing local bargaining committee took a full day of CUPEBC training on effective and successful bargaining committees; then we started our work together to build a comprehensive package of bargaining concepts for you the members in this union. On September 24th we had a Special Membership meeting and members ratified the concepts for bargaining. On October 11th the committee sat down for our first day of negotiations with your employer. We have had multiple meetings with three more days this week. We look forward to coming to a fair agreement for your new contract. Negotiations are going well and I am thankful for the relationships this committee has with your employer, with whom we can have sometimes tough but important conversations and get to a good place for all of you. We hope to have an agreement soon. Please continue to check your emails from MASTER 1091 for updates and any special meetings to keep members up to date on bargaining details.

Congratulation to Susan Yao, President of the Delta Teachers Union, Delta Teachers and teachers all across BC (including my daughter!) who ratified a new contract with improvements in wages, benefits and other important changes that were needed. BCTF members across BC voted 94% in favor of their new contract. We are thrilled for our sisters, brothers and friends.

During the holiday many people are in need. Your local donated \$500 to the Delta Assist Christmas Program. This is a well needed community service that we are happy to donate to and challenge any other unions and local members to also donate if you are able. We encourage members who are in need to click on the link here for more information.

<https://deltassist.com/community/deltassist-christmas-programs-information-and-registration>

A reminder: all members and their immediate family have access to Lifeworks, a 24/7 Employee Family Service at 1-888-307-0590. You can find important information to access this confidential service in this article and in very monthly issue of Horizons.

This month's "Did You Know" is of all of you! Thank you to our members who have sent photos for the photo contest. We hope you enjoy seeing yourselves, your colleagues and friends at work. This month's photo contest winner is Clerical Staff at DMEC upstairs. Congratulations to Charlene, Marilou, Michelle, Tricia, Stacey and Darlene thank you for the wonderful Happy Holidays picture!

At your November General Membership meeting the local passed the 2023 Budget. Thank you to your treasurer Deborah Kabesh for the incredible work you did to bring the budget to members. Your next General Membership Hybrid Meeting is January 21 at 9:30 am at DMEC and by zoom. Watch for zoom invites a week before January 21. At this meeting nominations are open for members to attend CUPEBC Convention in the spring of 2023 and CUPE National Convention in the fall. We also have a Notice of Motion forward for changes to the Local Bylaws and Policies. Hope to see you there!

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)

*(President's Letter continued on Page 2)*

## Our Collective Agreement

### ARTICLE 7 - HOURS OF WORK AND OVERTIME

#### **What it says:**

"The standard working day for..."

#### **What it means:**

Every support staff role within the district is working a schedule defined by our CA. While there are different outlined times from role to role, and even within a role you might have different shifts from others in equivalent roles, you simply must work your complete shift. Not only is there no such thing as "internal banking" of time worked outside of this schedule, there is no grace around not working the required amount of time.

#### **But what if...?**

Stop right there - if you aren't working time you should be working, this is "theft of time" and grounds for termination. Please do not put yourself into a position where termination could happen to you.

## Benefits Check-In

#### **Have you ever...**

...made an appointment for your child to see a physiotherapist because of a recurring injury, and not worried at all about you could? Because you can.

Every member of your family included in your plan is covered, just like you are. If something seems off, or odd, or not quite right, and you think "I wish there was a way to get to the bottom of this," seek the appropriate care. You probably don't even need a note from the doctor!

## 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.

## 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 following link)

<https://forms.gle/hkaiY1vLpQWpBqzC8>

(President's Letter continued from Page 1)

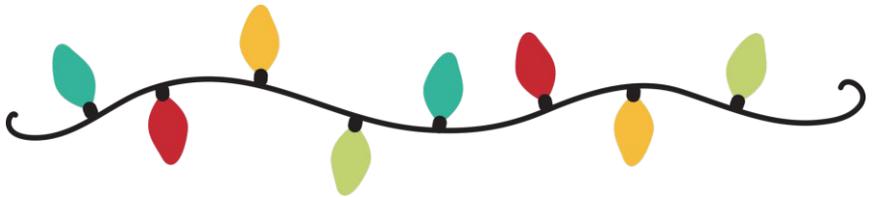


As I reflect on this past year, I cannot say enough how grateful I am for this executive and the amazing work each of them are doing. They are leaders, advocates and your friends. They always say yes to any Union work and their commitment is unwavering. I cannot do this important work without Kevin, Petra, Joanne, Deborah, Bea, and Kim. They are making a difference. Also, a huge thank you to your Trustees: Cyndi, Sherryann and Heather; to Unit Chairs: Barb, Heather, Darshan, Mirjam and Michelle; Shop Stewards: Bea, Sarah, Stacey, Kelly, Rina, Jasbir, Dejene, Darshan, Ruby, Petra, Barb, Pam, Mirjam and Kim their Lead; site reps so many to name but you know who you are. Thank you to the bargaining committee Barb, Sushi, Sukhwinder, Debey, Darshan, Kim, Mirjam, Jonathan, Tim and of course our National Rep Kirsten Daub who have fought and met (I can't even tell you at how many meetings we have had) without hesitation to represent all of you to do the important work of negotiation. I can't forget to thank Sandra the best Admin Assist this union can't do without. Lastly thank you to all of you the members who reach out, ask questions, and for the many thank you's from all of you.

As you end off this year and start a new one please be mindful of CUPE Nationals Equality Statement, be kind, and remember we are all just here walking each other home. The best thing you can give someone during this time of year and every day is care, patience, love and kindness.

Merry Christmas, Happy Hanukkah and Happy Holidays. I wish you the best of health and happiness in 2023!

In solidarity,  
Daun Frederickson



## Holiday Wordsearch

Y	I	F	R	I	E	N	D	S	L	D	T	A	I
O	R	K	F	L	C	H	R	I	S	T	M	A	S
S	M	H	E	A	O	S	S	U	K	O	G	N	I
S	T	Y	D	S	H	D	S	E	T	Y	O	G	S
T	P	A	P	P	A	A	O	R	A	W	N	K	A
F	R	D	A	O	N	S	Y	E	N	S	S	D	K
I	E	I	E	S	U	U	A	T	F	F	O	A	W
G	S	L	S	A	K	G	L	N	S	I	Y	N	A
N	E	O	L	D	K	S	H	I	U	R	D	A	N
A	N	H	E	A	A	Y	K	W	S	Y	O	L	Z
A	T	S	D	S	H	S	A	I	R	D	T	T	A
E	S	G	N	I	T	E	E	R	G	D	Y	N	A
R	S	S	R	K	A	S	E	G	O	N	G	G	E
S	Y	T	R	A	P	M	G	R	N	Y	U	L	E

SOYAL  
HOLIDAY  
SEASON  
FRIENDS  
SKI  
SNOW  
MERRY  
SLED  
GIFTS  
LAS POSADAS  
HANUKKAH  
CHRISTMAS  
KWANZAA  
YULE  
EGGNOG  
PARTY  
PRESENTS  
GREETINGS  
WINTER



Deb, Daun, Cyndi, Kim, Mirjam and Rosey enjoying the 2022 60th BCFed Convention



### Upcoming Events

#### General Membership Meetings:

- Jan. 21, 2023 - 9:30AM at DMEC & via Zoom
- Feb. 21, 2023 - 6:00PM at ND Secondary & via Zoom

#### District Dates:

- December 19 - January 2 Winter Break
- January 27, 2023 Professional Development

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

### Coming up at the January 21, 2023 General Membership Meeting:

Nomination of Delegates to attend CUPE BC and CUPE National Conventions

Motion for Bylaw & Policy Changes

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

## Comfort Committee

### **Bereavement**

*With heartfelt sympathy for your loss*

Kamal Bhullar    Loss of Brother  
Pat Their        Loss of Sister-In-Law  
Doug Hart        Loss of Father-In-Law

### **Thank you notes received**

Susan Herbst - *Thank you for the flowers*  
Brenda Duffus - *Thank you to all the Executive Team looking out for all your Brothers and Sisters in the Union, specially the hard work on the bargaining, You all are very appreciated. Happy Holidays and Peaceful Rest to Daun and the Team* 🙌

### **Illness / Injury**

*Wishing you a speedy recovery*

Susan Herbst  
Bhupinder Ghandi  
Ellin Genosa  
Vic Gaunder  
Shirose Damji



## **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*