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**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.

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

Submit it to:  
[2vp@cupe1091.ca](mailto:2vp@cupe1091.ca)

Dear CUPE Local 1091 Friends,

**Congratulations!!!** Last month 150 members attended the special ratification meeting and voted 94% in favor of your new contract. It is now signed retroactive to July 1, 2022 through June 30, 2025. On your February 3rd pay everyone received their new hourly wage increase of \$0.25 plus 3.24%. This new wage is retroactive to July 1, 2022; payroll is working on everyone's retroactive pay and it should be arriving soon. We will share out the new contract on our website as soon BCPSEA completes the data and it's ready for all of you.

There are many activities and events happening this month. First it is Black History Month. Black History should be recognized 365 days a year, and not limited to a single month. Black History acknowledgement is also a time for all Canadians to reflect and educate ourselves on the history of Black enslavement, discrimination, and criminalization of people of African descent, and to remember that racism still exists. We hope you use this month to research and learn to stop racism.

February 5 to 10 I attended the annual Canadian Labor Congress Winter School. This is by far the best opportunity for education for the labor movement. I attended Psychologically Health and Safe Working Spaces. It was an excellent week and what came out of it as a focus for me and Joanne Gill, our 3rd VP for OH&S, was **SAFETY TRUMPS PRIVACY**. Your Safety at work supersedes any systems in place to prevent access to whatever is needed for members to be safe at work. Your employer is required by the WorkSafeBC Act to provide a Psychologically and Physically Safe working space. Your union will continue to push at JOHSC – Joint Health and Safety Committee meetings that the Act is followed. Reporting a workplace injury or illness reminder: members need to complete the Employee Incident form **AND** contact WorkSafeBC to report. This must be done within 48 hours. If you aren't sure contact your union office for details and support.

This month's General Membership zoom meeting is on Tuesday, February 21st at 6pm. We look forward to seeing you there! Last month 39 people attended your general membership meeting we hope to see even more out this month! Look for the invitation to register in your personal email in the next few days. Please remember – your attendance MATTERS. We cannot do this important work without you!

Delta School Districts annual budget process is underway and the public input meeting is also on February 21st at 7:30 (immediately after our Zoom GM Meeting). I will be speaking on behalf of our local, voicing the concerns of the impact of budget cuts and how they affect our members.

February 26th is Pink Shirt Day. This day was inspired by moments of kindness, empathy and understanding that can mean so much to children impacted by bullying. Remember that calling out bullying behaviour when you see it or simply offering support will help. Let's lift each other up on Pink Shirt Day and every day!

Stand Up, Stand Strong, and Stand together, and Happy February 14th Love Day to you all!

In Solidarity,  
Daun Frederickson

## Our Collective Agreement

### **Raises!**

You probably know that our new contract has been ratified and signed. The first installment of hourly raises (\$0.25 + 3.24%) has gone through, and we are awaiting retroactive pay from July 1, 2022. This is in the works, and should be coming soon.

### **What does this mean?**

Let's say that an hourly wage was \$20. The first raise would bring that amount up to \$20.25 plus 3.24% of that, \$0.66, for a new hourly rate of \$20.91. When the retroactive pay is prepared, the person who had been earning \$20/hr will receive that additional \$0.91 for every hour worked as of July 1, 2022.

**Many thanks to our Members in Payroll who are doing this work!**

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## Benefits Check-In

### **What happens when...?**

This week, a family member was admitted to the hospital. She has only basic MSP insurance, no extended benefits at all. So she's on a ward for the duration of her stay at VGH.

Our Extended Benefits through PBC provide a Private or Semi-private room. If you have ever had to stay a night on a ward, you'll know why this is better. If you haven't, well, hopefully you never do.

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## 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!



(You can also use the following link:)

<https://forms.gle/hkaiY1vLpQWpBgzc8>

## Did You Know: Black History Month

Black History should be recognized 365 days a year, and not limited to a single month.

Black History acknowledgement is also a time for all Canadians to reflect and educate ourselves on the history of Black enslavement, discrimination and criminalization of people of African descent, and to remember that racism still exists.

Canadian society has seen progress over the decades, but African Canadians continue to experience differential treatment. Black, racialized and Indigenous community members are far more likely to be the hardest hit by the pandemic and its ongoing effects. This, combined with the ongoing crisis of over-policing, has shone a spotlight on how much remains to be done.

CUPE's Anti-Racism Strategy identifies actions to challenge systemic racism in our workplaces, union and communities. It acknowledges that our union and locals must work towards meaningful and attainable change for Black, Indigenous and racialized members, including those with intersecting identities.

Our union is committed to fighting racism and hatred in all forms. We encourage members not to be neutral when witnessing racism in any form. Instead, commit to not looking the other way and stand up for what is right. For more ways to increase awareness, understand and create change, see the [CUPE BC website](#).

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## What's the Point of CUPE?

CUPE is Canada's largest union, with 715,000 members across the country. CUPE represents workers in health care, emergency services, education, early learning and child care, municipalities, social services, libraries, utilities, transportation, airlines and more.

CUPE advocates for workers who deliver the public services people depend on. Our members work in hospitals, schools, municipalities, and many other public spaces.

We help our members provide the highest level of service by ensuring they are safe and healthy at work, and that they get fair pay and benefits for the services they provide.

We also advocate for better public services, like improvements to public health care and to the Canada Pension Plan, that would improve our communities and the lives all Canadians.

**CUPE Members are Stronger Together!**

from <https://cupe.ca/about-us> and <https://cupe.ca/what-we-do>

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## Monthly Photo Contest

We want to feature your workplace & CUPE moments!

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 [2vp@cupe1091.ca](mailto:2vp@cupe1091.ca)

**At the next General Membership meeting:**

**Tue. February 21, 2023 @ 6:00PM**

- Notice of Motion for Banking Changes

Please watch your personal emails for the invitation to attend this Zoom meeting. It will be coming from MASTER. If you do not get it, please check your spam/junk folder!

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

**Upcoming Events**

**General Membership Meetings:**

Feb. 21, 2023 - 6:00PM via Zoom  
Mar. 25, 2023 - 9:30AM via Zoom

**District Dates:**

Feb. 17, 2023 - Professional Development  
Feb. 21, 2023 - School Board Meeting  
School Board Office, 4585 Harvest Drive  
March 11 - 26, 2023 - Spring Break

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

**February Wordsearch**

E	O	R	A	A	D	A	Q	R	T	I	U	A	A
S	I	M	I	S	I	E	U	N	I	T	Y	S	S
L	I	S	H	E	S	F	R	E	E	D	O	M	C
N	N	I	T	G	C	Y	T	T	Y	S	Y	J	T
V	C	V	G	R	R	A	N	S	E	P	T	C	Y
J	L	I	N	E	I	L	C	R	U	T	I	S	R
U	U	T	E	G	M	L	E	O	M	A	R	C	H
S	S	C	R	A	I	Y	Q	V	E	O	A	N	E
T	I	A	T	T	N	S	U	E	L	L	D	A	M
I	V	P	S	I	A	H	A	R	M	Y	I	I	Y
C	E	R	Q	O	T	I	L	C	I	M	L	F	I
E	S	I	I	N	I	P	I	O	E	E	O	T	U
S	C	D	I	R	O	E	T	M	S	I	S	T	N
S	S	E	S	L	N	Y	Y	E	S	U	E	V	M

- MARCH
- DISCRIMINATION
- ALLYSHIP
- EQUALITY
- OVERCOME
- SEGREGATION
- INCLUSIVE
- JUSTICE
- STRENGTH
- SOLIDARITY
- PRIDE
- FREEDOM
- UNITY
- ACTIVISM

January's Wordsearch Answers

L	E	Q	U	A	L	I	T	Y	O	R	Y	S	T
D	S	T	E	W	A	R	D	S	T	E	T	S	O
E	S	E	L	S	L	S	I	Q	S	P	I	Z	T
I	R	E	P	A	T	E	U	E	U	R	L	R	H
R	I	V	R	U	S	N	S	V	P	E	I	S	O
V	O	P	R	N	C	T	O	I	P	S	B	O	R
S	O	V	E	I	S	A	L	S	O	E	A	P	I
R	E	T	I	T	P	E	I	S	R	N	T	V	Z
P	S	N	E	Y	C	O	D	E	T	T	S	E	O
L	I	R	P	I	A	V	A	R	I	A	E	O	N
Q	D	R	O	T	I	I	R	G	R	T	N	O	S
R	R	V	O	P	I	I	I	O	V	I	E	A	T
E	T	I	O	Y	I	E	T	R	A	O	T	I	S
A	I	N	O	O	P	N	Y	P	T	N	P	O	G

**SO MANY MEETINGS!**

Do you know why it is so important to attend our General Membership meetings? Because they are the best place for your voice to be heard!

There are many ways to make sure that your concerns are addressed by your Union and our Managers using the CUPE Local 1091 Roles & Contact Information on p.4 of *Horizons*.

...BUT the best way to ensure your message is heard and to have a discussion about those concerns is to attend a General Membership meeting!

Meetings take place monthly on either a Saturday morning or a Tuesday evening to ensure that everyone has an opportunity to attend.

We hope to see you there!

**NEW COMMITTEES!**

Three new Committees, open to any identifying members, have been established to allow active support and discussion around any issues in the workplace or day-to-day struggles:

- **Diversity Committee**
- **Racialized Workers Committee**
- **LGBTQ2IA+ Committee**

If you have an interest in taking part, or have any questions, please contact our office or drop in at the next Membership Meeting.

## Comfort Committee

### **Bereavement**

*With heartfelt sympathy for your loss*

Kamal Bhullar	Loss of Sister
Zdenka Kozakova	Loss of Father-In-Law
Cori Robertson	Loss of Step-Brother
Karan Schwartz	Loss of Father

### **Illness / Injury**

*Wishing you a speedy recovery*

Alanna Chupa	Kevin Pencer
Brenda Noda	Kyle Delaney
Kamal Bhullar	Barb Bowers

### **Thank you notes received**

Kamal Bhullar - Thank you for the flowers  
Diane Parsons - Thank you for the Gift Basket  
Sandy Singh - Thank you for the Gift Basket



## **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

Petra Hoy  
2vp@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