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CUPE 1091
Notifications

Subscribe to our mailing list on CUPE1091.ca (on the right side of the main page) to receive email notifications of new website posts and newsletters.

Dear CUPE Local 1091 Friends,

As you read this newsletter you are likely off for Spring Break and/or the District closure. I'm already seeing pictures and getting messages of members traveling and enjoying wonderful vacations. I also hope you enjoyed celebrating St. Patrick's Day on March 17. Green shakes and the luck of the Irish to everyone!



February was brutal for snow and cold I am glad it is behind us. We are now in the "home stretch" towards the end of another busy school year. This year we have had some excellent professional development for many of our members. Thank you to the clerical Pro-D Committee for planning an excellent learning day on January 27th and the Inclusive Learning and CUPE team for an absolutely incredible Pro-D Day on February 17th. Please make sure to read Director of Inclusive Learning Patrick Klassen's message to the Education Support Workers in this issue of Horizons. It acknowledges the work members do and shows they are valued. We look forward to this same message from all managers to all member groups.

The past weeks there have been ongoing discussions regarding this year's district budget for 2023-2024 school year. How much money will the District have for next year? Will there be any cuts to staff or services? Your Local executive is keeping a close eye on this process; we gave our input at the February Board Meeting. We are also ensuring the district follows your Collective Agreement and will report to you at the April 1 General Membership meeting via Zoom.

Right after the budgeting process is finished, we will be looking at the annual layoff and bumping process. We anticipate the District using the same process as the past years. Numbers affected by layoffs will be determined by the budget outcome.

All Units had meetings the past two weeks and all but Maintenance elected a member to sit on the new Labor Management Committee established during bargaining. This committee will sit together with your employer and raise issues and dialogue on ways we can work together for all of you. Our first meeting is April 12th and I am truly looking forward to it.

BCPSEA has written the first draft of your new collective agreement. We hope to have the editing completed in the next weeks and have your new 2022-2025 contract in print soon.

Your next General Membership meeting is on Saturday, April 1st at 9:30 by Zoom. At this meeting there will be a motion to change the local's bank to another which is significantly more union-aware. Come out and be informed on the work your treasurer is doing on your behalf. We hope to see you there!

I wish you all a safe and rested return to work on March 27th.

In Solidarity,
Daun Frederickson

Our Collective Agreement

Article 12: Layoff and Recall

12:01 Definition of Layoff:

a) A lay-off shall be defined as an Employer initiated reduction in the number of employees in the work force or a reduction in the regular hours of work as defined in this Agreement.

AND

f) The Board shall provide as much notice as possible of any planned layoff(s) to afford the union the opportunity to respond to the proposed layoffs.

What does this mean?

Each spring, many 10-month employees are faced with job elimination, bumping, and layoff. Our employer has to notify us in advance of the date of layoff depending on years of service. See article 12:02 for details.

Benefits Check-In

Everything Costs MORE

You are 100% right, everything does cost more! So when will our coverages go up?

Now that our Collective Agreement is ratified, benefits bargaining for the standardized plan has begun. It's very early in this process, so no information has been released yet. Coverages will be going up, but only after the benefit plan changes are finalized.

We will definitely let you know when that happens!

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: International Women's Day

This International Women's Day, CUPE is celebrating women's union activism.

CUPE women have always been at the forefront of the fight for gender justice, and the past year was no exception. At the bargaining table, through political action, and on the picket lines, women are showing leadership and building solidarity to fight for stronger public services, pay equity and fair wages, and better working conditions.

When Ontario's Conservative government tried to rip up collective bargaining rights, CUPE education workers fought back. The majority of OSBCU members are women, and the lowest-paid members are more likely to be Black, Indigenous or racialized workers. Doug Ford tried to deny these workers fair wage increases, devaluing so-called women's work. But he didn't stand a chance against women union activists.

CUPE women also used our power to mobilize workers across the country to demand better child care. We won a major victory when the federal government finally introduced legislation to protect public funding for child care and expand high quality care for Indigenous children. In 2023 we will fight to ensure governments take action on the critical shortage of child care workers and commit to expanding public and non-profit care.

We also made progress when the federal and provincial governments finally released a National Action Plan on Gender-Based Violence. Though the plan is disappointing, CUPE women were central in calling for action and we will keep pushing for real solutions to violence and harassment.

We know that tackling gender-based violence means we must fight violence and harassment within our own union as well. CUPE's Safe Union Spaces Working Group is creating systems to keep all CUPE members safe.

from <https://cupe.ca/event/international-womens-day>

A Day for You - Creating a Compassionate Culture of Care

February 17, 2023, was a memorable day of Professional Development for our ESW Unit.

Many were especially moved by the welcome speech given by Patrick Klassen, Director, Learning Services – Inclusive Learning, since early August 2023. In case you were unable to attend, please find the text, and some photos from the day, on the next page.

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

[A Day for You - Creating a Compassionate Culture of Care](#)



Dr. Susan Biali-Haas addresses more than 200 members of the ESW Unit at our Feb. 17, 2023, Professional Development Day: A Day for You - Creating a Compassional Culture of Care

[Welcome Speech from Patrick Klassen](#)

Hello and welcome everyone, Thank you for joining us here today. It looks to be a great day, and we are hoping everyone is able to benefit from the breakout sessions and our two wonderful keynote speakers.

I am Patrick Klassen, the Director of Inclusive Learning and as many as you know my mother was an EA in this district and I have seen the direct impact she was able to make on the lives of many students. She is one of the reasons I have professionally chosen to work within inclusive education.

I have been fortunate enough through my career in education to work with some amazing support staff (to embarrass a few, Pat, Karen, Venetia, Kristi, Pearl, Monica, all of the individuals who have helped plan this day and honestly the list could go on). Every education assistant and child and youth care worker I have had the privilege to work with has always had the same target, how to help their students succeed and achieve their goals.

Within this room, there is a range of experiences, knowledge and expertise. Each of you brings so much to the table and to Delta. We value the work that all of you are doing on a daily basis. I am here to confirm that this is not a job for the faint of heart. We are so lucky to work with a range of diverse students, with different needs, who have some of the most amazing and yet at times, challenging personalities. Yet this is not a simple task and sometimes can feel impossible. However, every day, you all show up and continue to work to

Continued on p. 4.



From bottom left: Dawn Marie Selman, Patrick Klassen, and Karen Tilsley prepare thank you gifts for the "A Day for You" presenters. Venetia Sylvester pictured hovering behind Patrick's ear creating signage.

Not Pictured: the remainder of the Pro-D Committee, who spent a few hours at Seaquam preparing for the next morning!

Speech Continued from p.3

improve the lives of all students in your care and ensure that they not only have access to the buildings, the curriculum, but to also healthy relationships and connections with those around them.

Within our district, we are looking to rebuild trust within the inclusive learning department. As I have worked with many of you, taught many of you and conversed with many of you. I want you to know that I have heard and understand the feelings of discontent. Having taken on this new role, it is my goal to find better ways for us to support all of our students, which means supporting those who work with them. I promise that when we create these plans we are thinking of you and all staff and working hard to implement proactive measures to change the system. Please know that this will take time, but it will come and we will get there together.

This is a day for you and hopefully the start of a new beginning, where we can have meaningful professional development, authentic learning opportunities and thoughtful conversations; where we are working together alongside one another.

Your voices matter and we want to be hearing them. It is my hope that today you are able to put aside your day to day work, and focus on yourself. Taking time to enjoy one another, reflect on where you are at and engage with the sessions and learning in a purposeful way. Wellness is key and I know a big part of that is feeling valued at work, while having a team of people in your support network.

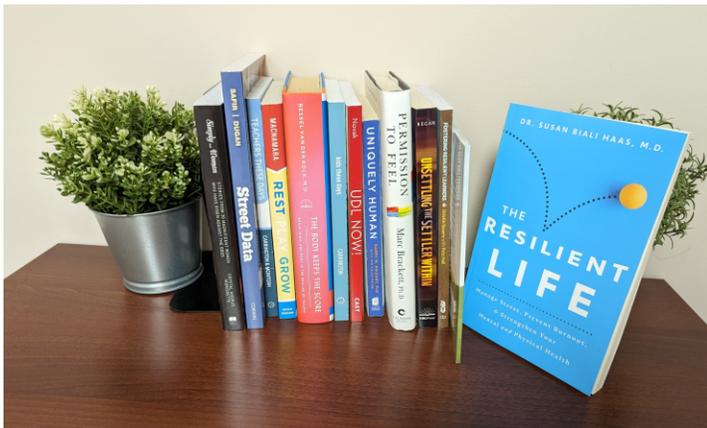
Before I let you go, I want to give a big thanks to Daun Fredrickson, who approached me right when I got this position and said things need to change and pushed for this day from the get go. I am so glad that we were able to make it happen. As well, I want to acknowledge all of the individuals (you know who you are) on the planning team, who worked very hard and very quickly to make all of this happen. Finally, I want to say that I am very proud to be the Director of Inclusive Learning and to work alongside all of you. I see where we need to be, and I know how we are going to get there, but we need to do it together. This will take time, but it will come. I look forward to sharing this day with all of you. Thank you for your time and enjoy your days.



Lunchtime! What we learned - next time, we need more time to reconnect with our friends and co-workers between sessions!



Patrick Klassen gets "pushback" from Dr. Gabor Maté, our afternoon Keynote speaker.



CUPE 1091 Lending Library

Left: Several titles were available for purchase during the Feb. 17th Pro-D Day, some of which were added to our CUPE 1091 Lending Library. If there's a title you'd like to borrow, please stop by and have a look!

If there's a title you'd like to add, please suggest it!

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

Submit it to:
2vp@cupe1091.ca

At the next General Membership meeting:

Sat. April 1, 2023 @ 9:30 AM

- 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.

Join a Committee!

Three 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. If you have an interest in taking part in the Diversity Committee, Racialized Workers Committee, or **LGBTQ2IA+** Committee, or have any questions, please contact our office or drop in at the next Membership Meeting.

Requesting Comfort...?

Do you know of someone in need of comfort? The form can be downloaded from the [CUPE 1091 website](https://www.cupe1091.ca).

Please be aware that the member may not wish to be included in *Horizons*.

March Wordsearch

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

- EMPOWERMENT
- VOTING
- RIGHTS
- LEADERSHIP
- TEAMWORK
- EQUALITY
- WOMEN
- EDUCATION
- PROPERTY
- SOLIDARITY
- LIBERATION
- AUTONOMY
- PEACE
- OWNERSHIP
- SUFFRAGE

Play this puzzle online at : <https://thewordsearch.com/puzzle/5390680/>

February's Wordsearch Answers

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

Upcoming Events

General Membership Meetings:

April 25, 2023 - 6:00PM via Zoom

District Dates:

- March 11 - 26, 2023 - Spring Break
- April 4, 2023 - School Board Meeting
- April 7 - 10 - Easter Weekend
- April 18, 2023 - School Board Meeting
- April 25, 2023 - School Board Meeting
- May 9, 2023 - School Board Meeting
- June 6, 2023 - School Board Meeting

*All school board meetings take place at the School Board Office, 4585 Harvest Drive

Check out www.cupe1091.ca for more details

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!

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!

Comfort Committee

Bereavement

With heartfelt sympathy for your loss

Michelle Berger	Loss of Mother
Linda Ward	Loss of Father
Irma Beeksma	Loss of Father
Sherrri McHollister	Loss of Sister
Elsie Cheng	Loss of Father
Wanda Brown	Loss of Father



Thank you notes received

Linda Ward - Thank you for the flowers
Irma Beeksma - Thank you for the flowers
Cathy Mittlestead - Thank you for the retirement gift
Sherrri McHollister - Thank you for the flowers

Illness / Injury

Wishing you a speedy recovery

Ranesh Kumar	Kulwinder Ranhawa
Nancy Wood	Balvir Sangha
Karen Jensen	Emma Hall
Mandeep Rai	

Donna Zorn ~ Celebration of Life

May 6, 2023 - 1:00 - 5:00pm
Westfield Country Club
7778 152nd Street, Surrey

In lieu of flowers, Donna's family ask that you donate to cancer research.

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

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

Member Resources



Lifeworks is now TELUS Health. It 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, now TELUS Health:

- 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 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
Username: deltaschool
Password: healthy