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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,

The Delta School District's final budget for 2023/2024 will be announced by the end of the month. The public budget input meeting is this Tuesday, April 18 immediately following the board meeting. I encourage all members to attend and ask questions. I have been attending multiple meetings with Board Trustees and the District Executive on details of the upcoming budget.

The inclusion of our Local in budget discussions and the transparency of the process has been extremely helpful. Last year 37 EAs and 16 Custodians lost their jobs. It was one of the hardest hits to our membership in a long time. I am happy to say all 16 Custodians have now retained regular or temporary positions. I am also happy to announce there will be zero layoffs of EAs and all who were in a regular or temp position this year should expect to retain a position this next school year. I am disappointed to announce the Delta Media Library will be shutting down and our part-time member who has been doing this work is being laid-off. I met with her this past week; this is the hardest part of being your president. This is the only layoff and loss of job out of the budget for this coming school year, but there are significant changes coming for all CYCWs that work for Inclusive Learning. The department is making changes to the CYCW jobs. All are going from Itinerant to school based and elementary CYCW hours are being cut from 35 to 30 per week. This is a significant cut to members wages during already tough times. Changes in jobs constitute a layoff therefore all CYCWs are being laid-off and need to apply to new positions based on Seniority. This change in CYCW hours will also have a significant impact on the students they support and the community services they have been providing. This is a very stressful time for all CYCWs; please when you see them out there acknowledge them and let them know we are here for them.

I am hearing that 1091 members continue to work beyond their normal day. If your supervisor is asking you to do more than there is time for in your day, such as attend staff meetings or work past your LIF time, stand up for yourself and say, "not unless you pay me." Let them know you have already put your time in and if they wish you to stay you will need to put that on your time sheet. CUPE members are paid by the hour – and are NOT volunteers. Your time is valuable and so are you. If you are experiencing workload issues or are working extra time and not claiming it on your timesheets the union wants to hear from you. Please email the office local1091@telus.net.

This month is the CUPEBC annual convention in Victoria April 25 to 29. We have seven local delegates attending. Last year I was very sick with COVID so was quarantined in my hotel room for the entire convention. In addition, three delegates were unable to attend at the last minute. We missed valuable resolutions proposed by Indigenous Workers, important discussions on Violence in the Workplace, and our own Kevin Pencer winning an award for his work on your *Horizons Newsletter*. I look forward to voting on resolutions that will positively impact K-12 workers in BC, connecting with my President friends from other locals and enjoying watching our local delegates learn, grow, and be inspired by the solidarity of convention.

April 28th is the National Day of Mourning. We remember all those workers who have been injured or become ill and died on the job. The Day of Mourning was created by working people in their constant fight for decent, safe working conditions. Remembering "An injury to one is an injury to all." Joanne Gill, your 3rd Vice President for Health and Safety, will be raising the Day of Mourning Flag at the Board Office on April 28th, she will also be making a presentation on April 25 at the Board meeting. During convention I, our local delegates, and delegates from across BC including CUPEBC President Karen Ranalletta will be standing on the Victoria Legislative lawn joining together to remember those who we have lost to workplace injury or illness.

Lastly as was announced in March the COLA (Cost of Living Increase) we bargained for during Provincial Bargaining has come to fruition and members will be receiving a 6.75% wage increase starting on July 1, 2023. This is great news! We hope this wage increase will have a positive impact on members' ability to put food on the table and support themselves and their families. Your next General Membership Zoom meeting is Tuesday, April 25 @ 6pm. The invitation to attend will be sent the week of April 17th. We hope to see you there!

In Solidarity,
Daun Frederickson

Our Collective Agreement

Article 12:04

12:04 Recall

a) Employees shall be recalled in the order of their seniority but subject to Article 11:03.

What does this mean?

If your position is eliminated but then is re-created, you have rights to it.

What does this look like?

If either a new position that is just like your previous position is created OR a position that you have been bumped from in the past becomes available AND 18 months have not yet passed, HR must contact you to offer you the position. Be sure that HR has your correct contact information so that you don't miss their call!

Benefits Check-In

Coverage Improvements!

BCPSEA and CUPE released a memo on March 24 with the update to coverage beginning on July 1, 2023. Improvements can be found in:

Vision Care and Eye Exams
Hearing Aids
Practitioner Services

ALSO...

Counselling Services have a big change!

Previously, there was an \$850 maximum per person per calendar year and only registered psychologists could provide treatment. As of July 1, Clinical Counsellors & Social Workers can also provide treatment, and the combined maximum for services will be \$1,500 per year!

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

Did You Know: International Day of Pink

On the International Day of Pink, CUPE encourages all members to wear pink to challenge homophobia and transphobia in all its forms.

The International Day of Pink started in 2007 when a teenager faced homophobic bullying at a Nova Scotia high school for wearing a pink t-shirt. Students organized to wear pink as an act of solidarity. It is now a day of action on the second Wednesday in April every year.



Too many 2SLGBTQI+ workers continue to face exclusion and violence in their jobs. Trans and non-binary people face added barriers to decent work, health care and housing. 2SLGBTQI+ people who also experience racism, ableism and other forms of oppression are even more likely to have low incomes and insecure housing. At the same time, they are also more likely to face violence, harassment and police brutality – especially if they are Black, racialized and/or Indigenous.

Despite these challenges, 2SLGBTQI+ workers and their allies continue to organize. We wear pink to resist homophobic and transphobic harassment, while fighting every day to protect public services that 2SLGBTQI+ people work in and rely on. CUPE will never stop working to improve the lives of Two-Spirit, lesbian, gay, bisexual, trans, queer, and intersex workers.

On April 12, take a stand against bullying and harassment.

From: <https://cupe.ca/event/international-day-pink>

Dear Friends,

At our CUPE BC Convention 2022, delegates passed a resolution encouraging locals and district councils to transition from using the term "Brothers/Sisters" to more gender-inclusive terms including, but not limited to, "fellow-workers, siblings, kin, members, unionists, folk, friends, or cousins."

The Labour movement's practice of calling one another "sister" or "brother" clashes with a growing consciousness about the perils of classifying people into a strict gender binary.

Members who do not align with the gender binary often feel invisible and misgendered by this practice. It is important that all our members feel seen in our union and labour movement.

As well, as it states in our Equality Statement, "Union Solidarity is based on the principle that union members are equal and deserve mutual respect at all levels." By embracing this transition we commit to building a more inclusive union. Together, we can move towards a future where no one is left behind.

-Paraphrased from a March 13, 2023 letter from our CUPE BC Pink Triangle Committee

At the next General Membership meeting:

Tue. April 25, 2023 @ 6:00 PM

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.



April 28 - Workers' Day of Mourning

The Workers' Day of Mourning was created by CUPE members more than 40 years ago to remember those who lost their lives on the job and to inspire workers to fight to prevent further tragedies.

On the evening of April 25, your 3rd Vice President, Joanne Gill, who represents the Local at the District Occupational Health & Safety Committee and provides reports to the membership on health & safety issues, will be addressing our Delta School Board at the School Board Meeting. Anyone is welcome to attend.

As well, on the morning of April 28, 2023, she will be raising the Day of Mourning flag at the School Board Office.

Across Canada, April 28 has been designated the Day of Mourning. Each year, workers, families, employers, and communities across the province remember those who have lost their lives on the job, and we all renew our commitment to creating healthy and safe workplaces. In 2022, 181 B.C. workers died from a workplace injury or disease. There were 74 fatalities due to traumatic injury and 107 fatalities due to occupational disease. 53 of these were the result of exposure to asbestos, with many exposures happening decades earlier. The purpose of Day of Mourning is twofold – to remember and honour those who have lost their lives or been injured because of their work and to renew the commitment to prevent further deaths, injury, and diseases by improving health and safety in the workplace.

CUPE local 1091 respectfully requests that the Delta School District once again declares April 28th a Day of Mourning in our workplace. We ask you to wear this decal, I have brought here with me tonight, on April 28th to support all workers and show your commitment to their health and safety.

This year we will raise the CUPE Day of Mourning flag at the School Board office on the morning of April 28th. We will join others around the world to renew our resolve to demand healthier and safer workplaces as we remember and honour those who have been injured or killed on the job.

The International Labour Organization and the International Trade Union Congress declared the International Day of Mourning in 1996. Let us carry on the international cry to: "MOURN for the Dead and FIGHT for the Living!"

Speech courtesy Joanne Gill

Join a Committee!

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.

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

Submit it to:
2vp@cupe1091.ca



June 24, 2023 Save the Date!

CUPE Local 1091 Annual Family BBQ will be taking place on June 24, 2023, at the CUPE Office.

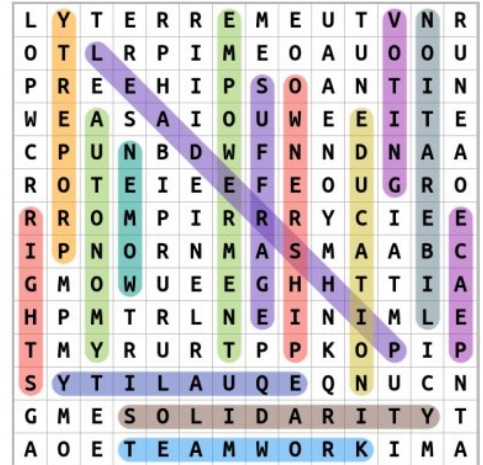
We had a great time last year, and hope to see you there!

Photos Submitted in March!



Pictured at left: CUPE Local 1091 President Daun Frederickson introducing Dr. Gabor Maté at the February 17th "A Day for You: Creating a Compassionate Culture of Care" ESW Professional Development Day. Many thanks to Brenda Viala for this submission!

March's Wordsearch Answers



Upcoming Events:

General Membership Meetings:
 May 27, 2023 - 9:30 AM via Zoom
 June 24, 2023 - 9:30 AM via Zoom

Annual Member BBQ
 June 24, 2023 - 11:30 AM at the
 CUPE 1091 Office

District Dates:
 April 18, 2023 - School Board Meeting
 April 25, 2023 - School Board Meeting
 May 9, 2023 - School Board Meeting
 May
 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.

Pictured right: Wendy Methven, Administrative Assistant at Hawthorne Elementary School, with a freshly printed copy of the March 2023 *Horizons!*



April Wordsearch



TULIPS
 GARDENING
 DAFFODIL
 PATIO
 BIRDS
 SOIL
 DIGGING
 SUNSHINE
 BEES
 DAWN
 STRENGTH
 REBIRTH
 TROWEL
 DANDELION
 FERTILIZER
 HORIZON
 DUSK
 SPRING
 SEEDLINGS
 SHOWERS

Play this puzzle online at : <https://thewordsearch.com/puzzle/5469675/>

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>

Comfort Committee

Bereavement

With heartfelt sympathy for your loss

Taranjit Pagely	Loss of Mother-In-Law
Jessica Zytaruk	Loss of Father
Sunil Singh	Loss of Mother-In-Law
Kuldip Singh	Loss of Sister
Ravinder Johal	Loss of Father-In-Law
Teresa Horton	Loss of Son
Stephen Gilding	Loss of Mother
Pat Their	Loss of Mother
Doug Hart	Loss of Mother

Thank you notes received

Elsie Cheng - Thank you for the flowers
Kulwinder Randhawa - Thank you for the flowers
Joelle Jamieson - Thank you for the card
Sunil Singh - Thank you for the flowers
Ravinder Johal - Thank you for the flowers

Illness / Injury

Wishing you a speedy recovery

Jack Solodky	Illness
Rowan Metcalfe	Illness
Tricia Gibson	Illness
Bhupinder Gill	Surgery



Requesting Comfort...?
Do you know of someone in need of comfort? The form can be downloaded from the [CUPE 1091 website](#).

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

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