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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.

Dear CUPE Local 1091 Friends,

It's spring and May! We are on the home stretch to summer and school ending for another year. I was reflecting last week about the track meets happening and thinking "how is it track meet time already?" Then sports day plans are in the works. When you're in the trenches working hard it goes by so quickly! I hope members are able to reflect on the year and find the good (maybe more good than not so good) moments, but overall that the good is how you end off this school year.

It is a very stressful time with the staffing changes, bumping and layoff happening. As of today, 20 EA's are out of a job but I am happy to say there are at least 20 new EA positions being posted May 12. Over 30 CYCW positions will also be posted. A huge shout out to the Staffing and Benefits Administrators and Human Resources Coordinators, our friends and CUPE members. They are behind the scenes producing those letters, posting letters on Employee Connect and posting jobs. They are the backbone of Human Resources/Employee Services, and this work is their work. Please remember to thank them! This is the hardest time of the year for folks who are unsure of where they will land in their jobs. At the same time I enjoy the letters coming across my desk of where members new jobs will be next year. In the union it is about all members retaining a job and a pay cheque. All in all I am hopeful everyone in continuing positions will have a job in September and will continue with their benefits. Looking back to past articles in 2016 there were 62 job losses that spring, and last year there were 53. This year, as I shared last month, there is a single clerical job loss; this one person who made a difference has lost a paycheque and that has had an impact on them. There have been some significant reductions in office support staff elementary positions. This will affect Administrative Assistants. When cuts come to office supports that is added workload to the Administrative Assistants who are already overworked. No Clerical will be working for free. No unrecorded overtime. Every extra minute to do the job must be communicated, documented, and recorded. We will be talking more about that in the fall! Please be mindful that emotions are high and members are feeling anxious. Be kind to one another. Reach out to your union. Lifeworks is also available at 1-888-307-0590.

Thank you to Joanne Gill for raising the Day of Mourning flag on April 28th and presenting to the board on the importance of this day and the safety of members on the job. This year was in memory of Leticia Anti-Boasiako and Donna Zorn.

In this article you will find photos of myself and delegates attending CUPEBC Convention. It was a serious time with some very important discussions and also time together with other CUPEBC family and friends. I am very grateful for the opportunity to attend convention and time to connect with our local delegates, other K-12 Presidents, and CUPE members from across BC.

A reminder of our 2nd Annual local BBQ on Saturday, June 24th from 11:30 to 2. We are in the planning stages and would love any help! If you have the time to help please contact the union office.

It is also Election time!! Your next General Membership Zoom meeting is on Saturday, May 27th at 9:30am. Nominations will be open for the following positions: 1st Vice President, 3rd Vice President for Health and Safety and Secretary Treasurer, each for a 2-year term. There is also 1 Trustee position open for a 3-year term. Members must have attended 5 general membership meetings in order to be nominated.

I will finish off with this. Friday, May 5 was MMIWG2S – Missing and Murdered Indigenous Peoples Awareness Day. Please take the time to read Natane's story. This is only one story of many. Be aware of what is happening to Indigenous women and girls. They are more likely to face violence and sexual assaults at a rate 3.5 times higher than non-indigenous women and girls. This is not ok. Speak to an Indigenous Elder or friend, be an ally, learn their stories. Help make a safe space for Indigenous Peoples.

Happy Mother's Day to those that are moms, have moms, or are partners to moms. Hope all moms are honoured this weekend.

From your President, and a mom too,  
Daun

## Our Collective Agreement

### Article 11:03c and LOU 2&3

#### 11:03 Temporary Assignments

(iii) All employees in temporary positions will be required to complete their temporary position as originally posted before being eligible for an appointment to a subsequent temporary position.

#### Letter of Understanding

2. Temporary positions may be extended once up to the original term of the posting. The total term must not exceed one (1) year.
3. Temporary Education Assistant positions within Special Education may be extended by any term(s) up to one (1) school year.

#### What does this mean?

You have to work out the full temporary position before applying to any other position. However, you also have to be offered an extension AND you have the right to return to the call-out list if you prefer that option to accepting the extension.

#### What does this look like?

Keep in mind, temporary positions can end before the posted date; if this happens you must get two weeks notice or payment in lieu of notice if another assignment is not offered to the employee (11:03 c (v)).

## Benefits Check-In

### Coverage and Limits???

Our extended benefits coverages (including acupuncture, chiropractor, massage therapy, naturopath, physiotherapy, podiatry, and registered counselling) are subject to what's called "reasonable and customary limits."

These amounts are reviewed yearly; when they change, you may not find out until you are at a practitioner and discover that your payment amount has changed.

### So what are our coverages?

Check your Pacific Blue Cross app for the current limit AND to see how much you have used so far!

## Monthly Photo Contest

Please submit your photos to  
[2vp@cupe1091.ca](mailto:2vp@cupe1091.ca)

## Did You Know: What Happens at Convention

From April 26 through 29, seven members of your CUPE Local 1091 attended the 2023 CUPE BC Convention in Victoria, BC. While Convention (and similar) events are a lot of fun, they are also important in a larger context.

At Convention, one of the most important aspects of each day is hearing and voting on the Resolutions. While some relate to the CUPE BC Constitution, most are brought forward by different CUPE Locals across the sectors. When the Resolution comes to the floor, speakers rise to give perspective to the issue at hand. The resolution is then voted upon by the delegates, and if it passes, CUPE BC follows the instructions within the resolution to bring it forward.

This time, our big K-12 resolution was No. 3:

CUPE BC WILL:

Lobby the Minister of Labour and Minister of Education and Child Care to develop and implement a province-wide strategy to make public schools safer places to work, including provisions to hold school district employers to a higher standard for collaborating with workers and their representatives to ensure safe working environments for all.

BECAUSE:

- Violence in the K-12 sector is at an all-time high for CUPE workers, yet employers are discouraging members from reporting violent incidents;
- A substantial number of worksites do not have a joint health and safety committee, despite this being a legal requirement under the WorkSafeBC regulations;
- A history of failure by school district employers is clear evidence that those responsible for worker safety are either incapable or unwilling to take the steps necessary to ensure safe workplaces for CUPE members;
- Worker participation in the development, execution and evaluation of safety plans is essential to worker safety and ensures real-time feedback from those most affected; and
- The B.C. government has the ultimate responsibility for our public education system, and this includes ensuring school district employers are upholding their legal responsibilities to ensure healthy and safe workplaces.

When this resolution came to the floor on Friday, April 28, the number of people who rose to speak was so great that a member called the question and debate ceased. The Resolution passed. CUPE BC will now lobby the government to provide safety to our members.

Friends, this is just one of many Resolutions brought forward at CUPE BC Convention 2023. This event empowers us to stand up for ourselves, and for each other. Unified across sectors, we are stronger together.

### At the next General Membership Meeting:

Sat. May 27, 2023 @ 9:30 AM

Nominations for a 2-year Term:  
1st Vice-President  
3rd Vice-President for OH&S  
Secretary Treasurer

Nomination for a 3-year Term  
Trustee for a 3-year term

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.

**More Photos from Convention!**



*Top row from left:* Parliament at night, knitting hope, your CUPE 1091 Convention delegates

*Second row from left:* 2nd VP Petra Hoy meeting BC Premier David Eby, David Eby approaches the stage to address the delegates, two EAs wearing inspirational T-shirts

*Left:* CUPE 1091 President Daun Frederickson  
*Right:* Karen Ranalletta accepting her nomination and acclamation for CUPE BC President for a 2-year term

*Bottom row from left:* Daun Frederickson addresses the delegates, Daun and Secretary-Treasurer Debby Kabesh in front of Parliament, and 2nd VP Petra Hoy and Trustee Cyndi Smith meet Global News' Keith Baldry at Parliament





## May Day International Workers' Day

On May 1, workers around the world honour and draw inspiration from the activism and collective power that won the struggle for an eight-hour workday. CUPE recognizes International Workers' Day, or May Day, in solidarity with millions of workers worldwide who are resisting exploitation.

Workers in Canada are part of the global movement fighting for the right to organize and join a union. We're also united in our struggle for safety at work and in our communities, a living wage with benefits and a pension, and for quality public services for everyone. Our collective demands for decent work, safety, dignity, and respect are urgent.

For more information, [visit the CUPE website](#).



Taking place every year starting on the last Sunday of May, this is a time to celebrate the contributions of people with disabilities in Canada and to promote efforts to increase accessibility and inclusion in our communities and workplaces.

As trade unionists, we know that our strength depends on the active participation of our members. We must ensure that our union is accessible for all members, while centering the needs of persons with disabilities.

CUPE recognizes that accessibility requires a proactive approach. This means making sure the needs of members with disabilities – whether visible or invisible, physical or cognitive, permanent, temporary or episodic – are front and centre.

For more information, [visit the CUPE website](#).



## May 5th - MMIWG2S National Awareness Day

*Many thanks to Natane Mio, Indigenous Support EA, for sharing the following to the Delta Secondary Team, and for granting permission for it to be published in Horizons.*

May 5th is Missing and Murdered Indigenous Peoples awareness day. I wanted to share some facts and a direct connections my daughter Kiana Mio, a proud HUUAYAHT First Nations member that graduated from DSS the same year her friend that lived in Whitehorse had her life tragically taken in 2014 at the age of 17. Kiana attended Porter Creek Secondary school for one year and it was cut short to return to the lower mainland to attend her friend's funeral who was a young Indigenous teen who had her life taken at the age of 16 her in our community.

Key Points from my daughter who is in her 3rd year of studying pre-law in post secondary:

- Indigenous women and girls are the most over-policed but the most under-protected in society
- They are more likely to face violence and sexual assaults at a rate 3.5 times higher than their non-indigenous counterparts
- Women in indigenous communities and families are held at a higher level of respect as they are often language and song keepers, knowledge keepers of cultural traditions and customs, so when they disappear so does their knowledge.
- They face the highest levels of poverty, instability and or unsafe housing. Lack of access to healthcare, mental health services and education, putting them at risk and in compromising situations.

Please know that a lot of us Indigenous people know far too many stories and have connections.

I encourage you all to take a moment out of your classes tomorrow to share something in memory of all those who are not here today.

łeekoo łeeko  
hay čx<sup>w</sup> qə  
(Thank you)

*For more information on this day, please visit [School District #8 Kooteney Lake's Aboriginal Education blog](#).*

## Join a Committee

We are your union, here to support you and advocate for your rights. To be allies in the best possible way, we need to know what form this allyship needs to take. Please consider joining the Diversity Committee, Racialized Workers Committee, or **LGBTQ2IA+** Committee.

If you have any questions or would like more information, please contact the office at 604-940-8596 or [local1091@telus.net](mailto:local1091@telus.net).



## ***2nd Annual Family Members BBQ June 24th, 2023***

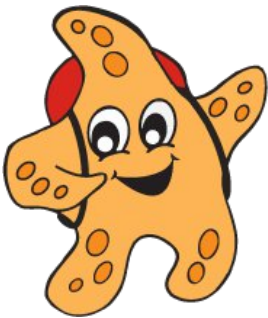
**11:30am - 2:00pm**

**Unit #105**

**7560A Vantage Way**

**Delta, BC. V4G 1H1**

***Proudly supporting the:***



# **STARFISH PACK**

***Door Prizes!***

***50/50 Raffle!***

***Activities and Prizes for the  
Kids!***

***Are you able to attend?***

***Use the QR code below or reply to the  
emailed survey from MASTER to let  
us know!***



## Member Photos!

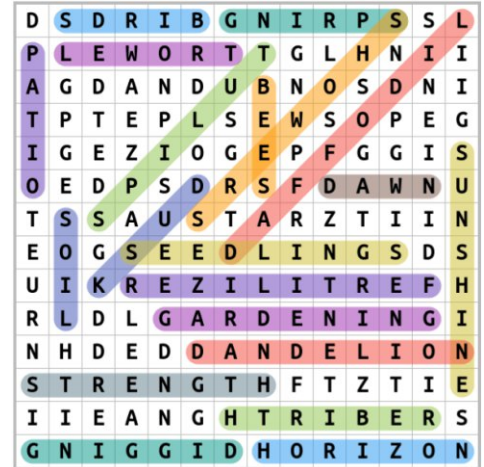


Left: EAs Brienda Viala, Jenn Rigio, Gayle Birkeland, Mirjam Vandop, Petra Hoy, and Nadia Alvarez de McKenzie during collaboration time at DSS. Many thanks to Brenda Viala for submitting the photo!

Right: A bonded pair of geese protect and shelter their goslings near the waterfront in Victoria. Many thanks to Bea Dempsey for risking life and limb to achieve this wildlife photo!



## April'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:**  
 May 19, 2023 - Pro-D Day  
 June 6, 2023 - School Board Meeting

\*All school board meetings take place at the School Board Office, 4585 Harvest Drive at 7:30pm.

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

## May Wordsearch



- CONTEST
- BARBECUE
- CONVENTION
- MAINTENANCE
- BUMPING
- TOGETHER
- TREASURER
- COUNTDOWN
- NOMINATIONS
- RESOLUTION
- BUDGET
- SUPPORT
- FRIENDS
- RIGHTS
- STRENGTH
- PHOTOS
- TRUSTEE
- GROUNDS
- HORIZONS
- FAMILY

Play this puzzle online at : <https://thewordsearch.com/puzzle/5586718/>

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

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

### Member Contact Info

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

Use this QR Code (or [click here](#)) to make sure that we have latest up-to-date contact information for you!



## Comfort Committee

### **Bereavement**

*With heartfelt sympathy for your loss*

Charlene MacFarlane      Loss of Sister  
Kuldip Sarai                Loss of Sister

*\*Our sincere apologies to Kuldip Sarai for the error with her name in the April issue of Horizons.*

### **Illness / Injury**

*Wishing you a speedy recovery*

Pina Marshall                April Weldon  
Jill Hawksworth            David Hale  
Jennifer Walters            Rosanna Singh  
Ryan Argue                 John Bartholomew

### **Thank you notes received**

Bhupinder Gill - Thank you for the fruit basket  
Jessica Zytaruk - Thank you for the flowers  
Pina Marshall - Thank you for the flowers  
Charlene MacFarlane - Thank you for the flowers  
Alanna Chupa - Thank you for the fruit basket



### **Requesting Comfort...?**

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

*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](mailto: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](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