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## A Letter from your President

As I write this October article it is Thanksgiving weekend. I hope all of you are enjoying this beautiful long weekend with family and friends. Unfortunately, our home is full of COVID. We have postponed our family dinner and giving thanks until next weekend. I for one am glad Stresstember is over! I read that title somewhere on social media and it really stuck. Every September school start up is a busy one and each year I forget until I'm in it. Although my family is sick, they are recovering so I can't complain - this has ended up being a relaxing weekend. I hope you are enjoying this long weekend with family and friends and giving thanks for your many blessings. A reminder to wear a mask! It really helps when you are feeling sick to prevent the spread of COVID and communicable diseases.

Congratulations to your newly acclaimed executive! Theresa Osezua, Clerical HR Coordinator, is your 1VP, Mirjam Vandop, EA from DSS, is your 2VP for Education, and Rosey Hussein, EA Peer Support, is your Diversity Vice President. We have our first Executive with the new team this Wednesday, October 11<sup>th</sup>. I am looking forward to this meeting and to doing good work for our members at large. We hope you enjoy the pictures of your new executive in this month's newsletter.

For the last 2 weeks the Triad Design team completed the training for all our CUPE Site Reps. Thank you to all the members who volunteered. A huge thank you to Mirjam Vandop for your amazing work and contribution to the success of this training. We had CUPE representation taking this training from every single school and worksite! The feedback has been extremely positive and members are excited to go forward doing this work. What started out as an idea by your Union, the Teachers Union, and District Executive to work together on mutual concerns turned out to be something better than we all expected. The focus of the Triad training was for 1 CUPE member, 1 teacher and 1 Principal/Supervisor to attend. They were provided resources, activities and given input on their committee providing a Psychologically Safe work place where everyone belongs and everyone matters. If you find you are struggling at work, have questions or need someone to talk to your CUPE Site Rep is the first place to start. Watch for a list of your school's or worksite's CUPE Triad Site Rep soon. It will be posted on your CUPE worksite boards.

As mentioned last month Joanne Gill, your 3<sup>rd</sup> VP for Health and Safety, and I are coming out to visit you and provide CLEVR Training to every school and worksite. If you don't know what CLEVR is, it is your employer's new web portal to submit student and employee incidents, read Safety Plans, and inquire on student information when needed. We will also be offering virtual training on October 20. Information was sent to all CUPE site reps and members to book a date and many have already started responding to my emails. If you haven't already, please sign up ASAP. Your site rep will let you know when we are coming! Also, on November 2<sup>nd</sup> your union and executive are providing CUPE Site Rep training and dinner. Thank you to those who have already

## [Our Collective Agreement](#)

### **BYLAWS: Section 12**

#### **CUPE Site Representatives**

The CUPE Site Rep is a member who has volunteered to be the contact person at each work site. The duties are to be the support person – someone members can contact for question about the local's contract, benefits, vacation, sick time and other collective agreement matters and their work. The Site Rep can advocate for members at the worksite. They are your connection to your union office, union president, lead shop steward, shop stewards and executive. CUPE Site Reps are not Shop Stewards and cannot represent members at any meetings with administrators or management. Site Reps can advocate for members and are the first contact person if members need help or support.

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

Your worksite has at least one person you can contact for help and support. If that person does not have an answer, they will have tools to point you in the correct direction.

#### [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 union office at 604-940-8596 or email [local1091@telus.net](mailto:local1091@telus.net).

## A Letter from your President, continued

RSVP'd but if you haven't be sure to contact union office at: [local1091@telus.net](mailto:local1091@telus.net)  
Location TBA.

This past week I attended 2 full days of hybrid meetings with the K-12 Presidents Council. It was a truly valuable time to connect with over 60 K-12 Presidents across BC. The highlights were continued concern and escalation of Violence in the Workplace, Recruitment and Retention of Trades and HVAC, Standardized training for Clerical, and Increased Wages for Custodians. Something else that was at the front of our discussion was SOGI and the importance of Inclusion of all children and staff in schools. Also, (I can't believe it), dates and plans for our next round of provincial Bargaining. That was a bit frustrating because not one of the local unions in BC have their collective agreements in print yet. The government agreed to take on this task for us this round of bargaining but there have been a lot of challenges. There is hope that they are at the final stages. As soon as we have ours you will be the first to know!

Your next General Membership meeting is on **Tuesday, October 17<sup>th</sup> at 6pm via Zoom**. The position of Recording Secretary is now open and nominations are welcome at your October meeting. We look forward to seeing you there!

*In honor of this past long weekend; I hope your homes were blessed with delicious food, wonderful company, and an abundance of reasons to be thankful.*

In Sol,  
Daun

## Updates

# Professional Development

This summer, we were so pleased to be able to offer the Maintenance and Custodial Units Supervisory, Technology, and Forklift and Scissor Lift training. Also, the District offered Fire Extinguisher Training. Thank you to all of the members who took part in these offerings!

This fall, more ProD is coming up! Mental Health First Aid training is coming up for CYCW's and Clerical staff, CLEVR and Violence in the Workplace training will be taking place, and the very popular EA Teacher Team collaboration will be offered gain soon. Watch the District Teams and for emails from MASTER to sign up!

#### **ProD Days 2023-2024**

~~Sept. 22~~  
Oct. 20 (Provincial)  
Nov. 27  
Jan. 26  
Feb. 16 (District Day)  
May 17

If you have any ideas for ProD, please contact Mirjam Vandop  
[2vp@cupe1091.ca](mailto:2vp@cupe1091.ca)

## Meet Your Executive!



**Daun Frederickson, your CUPE 1091 President:** EA since 2005, mom, wife, daughter, sister, and friend. I love to read, cook, golf, camp, bike ride and continually educate myself. I was born in Alberta, but raised in Ladner, my ancestry is of European descent. My nick name—Delta Daun or Rainbow (my maiden name). I also love being your president. It is a complete honour to represent members, advocate, speak up, bargain for wage and benefit increases and question everything to find best solutions for all of you.



### **1st Vice President ~ Theresa Osezua**

I am a Black Canadian woman, married with children. I joined Delta School District in August 2022 as HR Coordinator for Support Staff. I am now 1st Vice President working under the direction of the President to ensure the welfare of our union members. My goal is to be the best of myself each day and leave a positive footprint.



**Mirjam Vandop, your 2nd VP:** shop steward, ESW unit co-chair, EA and site rep at DSS, I was born in the Netherlands, lived in Edmonton for most of my school years and then moved to Ladner where I met my husband of almost 30 years. Our daughter Cassidy works as a teacher for Delta, our son Aiden just finished his degree in Criminology and is hoping to be a police officer, and our daughter-in-law Emily just finished her degree in School Psychology and is hoping to get into a masters program next year. I have worked as an EA in the district for 26 years, 23 in elementary school and 3 in high school. My favourite quote is “People will forget what you said, people will forget what you did, but people will never forget how you made them feel” by Maya Angelou. I love my job and work hard at making everyone feel welcome and included.



**Joanne Gill, your 3rd Vice President** has been an EA since 2005. I currently work at SDSS. I’m your 3rd VP for Occupational Health & Safety. I’ve been married for 32 years and have 3 grown children. I’ve worked in both elementary and high school and have seen many changes in our district over the years.

### **At the Next General Membership Meeting**

**Tuesday October 17, 2023, @ 6:00 PM**

#### **Nominations for:**

Recording Secretary and Sergeant-at-Arms

#### **Motion for:**

Bylaw 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.

## Benefits Check-in

### **Make time for Self-Care!**

Honestly, the best way to stay healthy and able to work is to use our 100% employer paid Extended Benefits! So many practitioner services are covered. The time spend taking care of YOU is worth every penny (and you can claim it on your taxes when you complete your return!).

### Monthly Photo Contest

Please submit your photos to:  
[com.officer@cupe1091.ca](mailto:com.officer@cupe1091.ca)

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)

### 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.

## Meet Your Executive, continued



**Rosey Hussein, your Diversity Vice President** is your new Diversity Vice President for Cupe 1091 .I was born and raised in Delta B.C. but my family originates from the Fiji Islands, India and Afghanistan. Even though I was born and raised here I still hold true to my South Asian culture, I speak 3 languages English, Hindi and Urdu but can write one English. As a person with South Asian ancestry I have seen a lot of changes in this country since I was a child for the better but I feel like we still have a long way to go. This is why I wanted to be the DVP for our local union so I can share my experiences and hopefully make a difference. I also want to make people feel safe and welcome no matter what color their skin or cultural background is!

I have been with Delta School District since 2003. I have held many roles in my career with the Delta School District, I started off as an EA in mainstream classrooms then moved on to work with the district Phycologist as itinerant behaviour EA . After about 14 years in that role, I decided I needed a change and started to work in the indigenous department as and EA working with students who had indigenous ancestry =(both high school and elementary). Which lead me to my current role as EA Peer Support Mentor . I love helping people and sharing my knowledge, skillset and experience. It has been really rewarding, and the growth I see in EAs and the kids they support is amazing to watch.



**Debbly Kabesh, your Secretary-Treasurer** has worked as an EA for the Delta School District since 2010 and am currently working at Annieville Elementary. One day a week I work at the Union Office taking care of all the local's financial affairs I live in North Delta with my Husband and two grown daughters.



**Kim Barnes, your Lead Shop Steward:** This year, I am a Peer Support Facilitator for EAs. I have worked for the district for the past thirteen years and with the union for the past four years. Here is a picture of my loving family. My daughter has now graduated high school and my son is finishing his last year of elementary with the Delta School District. I am passionate about educating our youth; they are our future and I believe we need to model what a physically and psychologically safe work place looks like.



**Kirsten Daub, our CUPE National Rep,** is a CUPE Servicing Representative and K-12 Sector Coordinator for the BC Region. Before working for CUPE, she worked as a Business Agent at CUPE Local 1004, and at CoDevelopment Canada, a non-profit that fosters international solidarity Canadian unions and Latin American unions, women's rights and human rights organizations. Kirsten is proud to support CUPE Local 1091 in their work to defend and improve working conditions for K-12 Support Staff in the Delta School District.

# October Horizons WordSearch

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

REPRESENTATION  
OCTOBER  
HIGH VISIBILITY  
SUPPORT  
HEALTHY  
EYE PROTECTION  
TRUTH  
SELFCARE  
FLU SHOT  
COFFEE  
TEA  
THANKSGIVING  
WARMTH  
SWEATERS  
AUTUMN  
SITEBINDER  
COMFORT  
LEAVES  
HOODIES

Play this puzzle online at : <https://thewordsearch.com/puzzle/6171926/>



CUPE was founded in 1963 through the merger of two unions representing public sector employees. This year, we are celebrating our 60th anniversary.

Our union has been shaped by decades of work, activism and struggle on a multitude of issues. Our history is rich. It is important to learn about it and appreciate it more.

Throughout the coming months, leading up to the 2023 National Convention, CUPE will dig into their archives to share highlights of their past, through articles from publications, photos, and videos.

To follow on this journey through time, we are invited to like the [CUPE National Facebook page](#); this will be their preferred way to share this information. The capsules will also be available on this page.

Let us continue, together, to learn about the past, in order to better prepare for the future.

For more information, please visit <https://cupe.ca/cupe-60-years>.

## Remaining General Meetings for the Year

All of the dates are also on the CUPE1091 calendar!

Meetings take place on the third Saturday or Tuesday of each month, depending on the month:

- October 17 (**Tuesday** 6pm)
- November 18 (Sat 9:30am)
- January 20 (Sat 9:30am)
- February 20 (Tuesday 6pm)
- March 16 (Sat 9:30am)
- April 16 (Tuesday 6pm)
- May 11 (Sat 9:30)
- June 15 (Sat 9:30am)

Watch for the Zoom invitations from MASTER!

## Land Acknowledgment

This newsletter was prepared on the traditional territory of the scəw̓ aθən məsteyəxw̓ (Tsawwassen) and xw̓məθkʷəy̓əm (Musqueam) First Nations.

## Looking for your Site Binder?

Your Executive and Communications Officer are in the midst of preparing all of the documents and info so that they are available on the CUPE1091.ca website!

At this time, a tab for Occupational Health & Safety has been added. This tab has links to all of the forms and instructions that you might need in the event that you are either injured at work OR have been involved in a student incident (including both injuries AND near-misses).

## Member Photos!



Wednesday Sept 13 - **Clerical ProD Planning:** Cora Deane, Barb Turner, Linda Ward, and Wendy Goltz met at the union office to complete plans for Oct, Nov and January prod. Vanessa Heal, Emergency Preparedness Officer joined the committee to work on the new school release plan ideas and prepare for Holly Elementary to be the first to do a run through. Thank you Joanna Skorulski, Admin Assist from Holly who joined us to give her input and ideas. Thank you to all on this committee for the work you are doing to support the Clerical Unit. Watch for info from MASTER on registering for upcoming clerical ProD opportunities.



Lead Hand Custodian Sukhwinder Jhajj.



**SDSS Custodians  
Summer Clean-up.**



Jasmin—Custodian at SDSS



September 20, 2023: Counter protest to Anti-SOGI Hate Rally at the Vancouver Art Gallery. The union does not support or condone hate of any kind and fully supports SOGI. Members attended the Anti-SOGI Rally at the Vancouver Art Gallery and Jack Poole Plaza. Many thanks to member LPerry, for sending in these photos.

## Comfort Committee

### Bereavement

With heartfelt sympathy for your loss:

Stacey Kessler	Loss of Father-In-Law
Courtney Emison	Loss of Father
Tracey Mortenson	Loss of Mother-In-Law
Kevin Hasebe	Loss of Brother
Morag Vantol	Loss of Father-In-Law
George Ram Singh	Loss of Mother-In-Law
Farina Shah	Loss of Brother

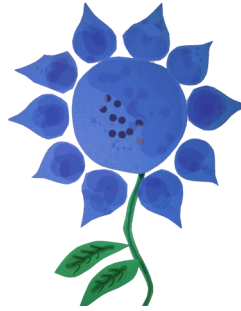
### Thank you Notes Received

Sushi Verma - Thank you for the flowers  
Morag Vantol - Thank you for the flowers  
Farina Shah - Thank you for the flowers

### Illness/Injury

Wishing you a speedy recovery:

Mary Salabante  
John Gomez  
Wanda Brown  
Michelle Berger  
Amandeep Deo  
Jelena Milin  
Kulwant Gill  
Sandi Summers  
Janet Tramontin



### **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](mailto:president@cupe1091.ca)  
604-312-7595

### 1st Vice President

Theresa Osezua  
[1vp@cupe1091.ca](mailto:1vp@cupe1091.ca)

### 2nd Vice President

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

### 3rd Vice President

Joanne Gill  
[ohs.officer@cupe1091.ca](mailto:ohs.officer@cupe1091.ca)

### Diversity Vice President

Rosey Hussein  
[dvp@cupe1091.ca](mailto:dvp@cupe1091.ca)

### Secretary-Treasurer

Deborah Kabesh

### Recording Secretary

Vacant

### Sergeant-at-Arms

Rosey Hussein

### Communications Officer

Petra Hoy  
[com.officer@cupe1091.ca](mailto:com.officer@cupe1091.ca)

### Trustees

Sherryann Weber  
Cyndi Smith  
Heather Carrier

### Unit Chairpersons

Clerical - Cora Deane  
Custodial - Darshan Sidhu  
EA - Mirjam Vandop & Michelle Silveri  
Maintenance - (Vacant)

### Lead Shop Steward

Kim Barnes  
[lead.shopsteward@cupe1091.ca](mailto: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**

**TELUS Health** is an Employee Assistance Programme designed to help you in your personal or work life. We offer support and resources for different aspects of your life, including mental health. We combine self-guided support with one-to-one counselling - whenever you need it. It's completely free to use and we're available 24/7 if you need it.

### Ways to connect with TELUS Health:

- 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.
- 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.
- By mobile app:** The app is the best way to access TELUS Health on the go. Simply click on your device's app store icon and search "TELUS Health One" to find the app. Once downloaded, follow the instructions to log in with your shared/group username and password.

Call TELUS Health 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

LifeWorks is now  
TELUS Health.

