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A Letter from your President

Welcome to your November Horizons! This month we have some important celebrations and ceremonies to recognize. November 8th is National Indigenous Veterans Day, a day of remembrance and commemoration of the contributions of Indigenous veterans in the First and Second World Wars, as well as the Korean War. This Indigenous Veterans Day, we would like to express our gratitude for the contributions Indigenous veterans have made to Canada and the world. On November 11 I will lay our local's wreath at Ladner Memorial Park in honor of Canadian soldiers who fought for peace and for those who continue to wish for peace across Canada and the world. If you have the time please join me and the Delta community at the cenotaph at Memorial Park. The ceremony starts at 11am but best to arrive by 10:30 for a good spot. November 12th is the Celebrations of Diwali for Hindu, Punjabi, Jain, and Buddhist members. May this Diwali bring light, happiness, and prosperity to all who celebrate, and may it symbolise the victory of good over evil and the triumph of knowledge over ignorance.

From October 21 to 28 I had the pleasure of attending the 60th Annual CUPE National Convention in Quebec City, Quebec with local delegates Deborah Kabesh, Rosey Hussein, and Kim Barnes. It was six full days of CUPE activism, solidarity, education with many resolutions and some constitutional changes coming to the convention floor. We had guest speakers from Haiti and Cuba, NDP Leader Jagmeet Singh, and many others all speaking of the strength of unions for working people. CUPE is the largest union in Canada with over 496,000 members!!! Although there was a lot of CUPE business it was also a time to reflect on who we are as a Nation and how we can work together to strengthen our union on shared concerns including wages and safe working conditions. It was a pleasure to be from BC being able to share from YOUR K-12 Sector at the last round of bargaining you received 14.4% over 3 years! It was a huge accomplishment for Canadians to hear! I was extremely proud to be from BC, to have sat on the K-12 presidents council bargaining committee and accomplish this unprecedented agreement in Canada for all of you.

On November 2nd at ND your executive met with the CUPE Site Reps and Shop Stewards to provide training and a pizza dinner. It was great to see so many of you out! We explained the difference between CUPE Site Reps and Shop Stewards. CUPE Site Reps can help answer questions about your 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. We asked that all site reps reach out to Lead Shop Steward Kim Barnes if you are asked to attend meetings with your supervisor or the employer, or for anything you need help with. In this issue of *Horizons* you will find your local Bylaw language for Site Reps. Duties of a Shop Steward will be covered in December's issue.

Also this year, your executive decided to discontinue site binders with paper resources. Instead we have moved all information onto your website. Go to www.cupe1091.ca to find all resources you need. Your site reps have been trained on where to find what you need. Reach out to them if you need help!

[Our Collective Agreement](#)

DRAFT now posted!

There was an email from MASTER this week letting all of our membership know that the DRAFT of our 2022-2025 Collective Agreement is now posted on our website at www.cupe1091.ca.

What does this mean?

We are awaiting the final, edited version of this important document. It will have been carefully reviewed, with a completely updated Table of Contents, and with all agreed upon changes checked and double-checked to ensure that no errors are in the approved version.

[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.

A Letter from your President, continued

In September we had the lucky opportunity to have Theresa Osezua join the Executive as your 1st Vice President. Theresa is one of the HR Coordinators at SBO. I have had the pleasure of getting to know Theresa well, we have become friends as we have worked together for all of your staffing and posting needs. Theresa came to BC from Ontario and sadly for us she has decided to go back to Ontario for family needs. We will miss you very much Theresa! No matter where you are I am honored to call you a friend. I and the executive wish you all the best!

November 3, your entire executive was in the Union Office to take CUPE National Education on Leading as a Team and Conflict Ready Executive. We started out with a team building activity you may know that involves marshmallows, spaghetti, string, and tape. The instructions were to build the tallest freestanding tower. We broke out in teams of 3 and from the minute we started each of our styles of leadership came through (and a little competitiveness too!). Did our towers stay standing? No! Neither team accomplished that goal BUT what we did accomplish was successful collaboration and communication built on trust and respect of each other. We realized through our first activity and throughout the Leading as Team workshop that we have a solid executive team, that each of us has their own style of leading, that we respect each other immensely and have a massive amount of trust in each other. This to us is key to the success of being your executive and doing this hard work together for all of you. During the Conflict workshop we realized that with open discussions and honest input we can work together to get to the other side of conflict. It is not negative because it is through conflict that we can get to a positive result for members. I am extremely proud to sit on this executive with Deb, Rosey, Mirjam, Kim, and Joanne. We have 2 more positions open on the executive and I look forward to others joining this member committed executive.

Your next general membership zoom meeting is on Saturday, November 18th. Watch for an invitation to register, coming to your personal emails from MASTER 1091. At this meeting Deborah Kabesh, your secretary-treasurer, will be presenting the 2024 Budget in accordance with your local Bylaws. Also, at this meeting we have the following positions up for nominations: 1st Vice President, Recording Secretary, and Sergeant-at-Arms. Lastly, we have nominations open for members to be on the Bylaw Committee for a 2-year term. As well, before the November meeting starts, we will be having elections for your Lead Shop Steward. The Lead Shop Steward is voted in by the Shop Stewards. I look forward to seeing all the Shop Stewards at 9am on the 18th with the regular general membership meeting immediately after at 9:30am sharp! A reminder please login to the meeting at least 10 minutes before to ensure you are able to connect before the start time. Hope to see you there!

“Imagine all the people living life in peace. You may say that I'm a dreamer, but I'm not the only one. I hope someday you'll join us and the world will be as one.”
—John Lennon

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.

CUPE National Convention Photos



CUPE BC representing at the CUPE National Convention! Convention was held from October 23 to 27 at the Québec City Convention



A memorable Indigenous welcome to the CUPE National Convention



Karen Ranalletta Elected as National Vice President.



President Daun Frederickson and Secretary Treasurer Debby Kabesh joining CUPE Quebec on the Legislative lawn in Solidarity for their workers rights.



Your 2023 CUPE National Convention Delegates included (top row, left to right) Diversity VP Rosey Hussein, Lead Shop Steward Kim Barnes, (bottom row, left to right) President Daun Frederickson, and Secretary Treasurer Debby Kabesh.

Local Executive Training Photos



From left to right: Local Executive Debby Kabesh, Daun Frederickson, Kim Barnes, Rosey Hussein, and Joanne Gill build structures and teams with spaghetti, marshmallows, and string!

We Remember

November 11 ~ Remembrance Day

In Flanders Fields

By John McCrae

In Flanders fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.

We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we
lie,
In Flanders fields.

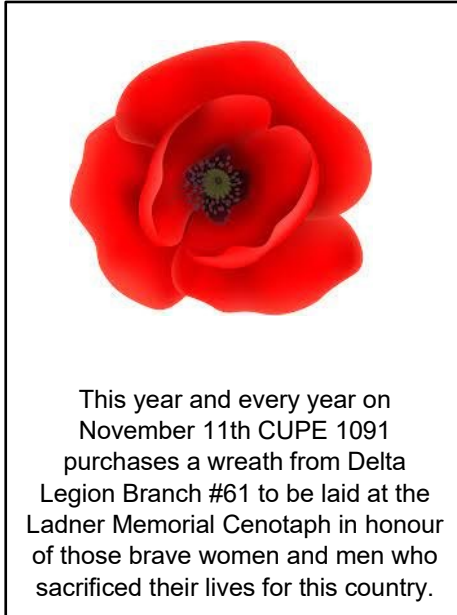
Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.

For more information on Remembrance Week in Canada, please visit:
<https://www.veterans.gc.ca/eng/remembrance/commemorative-events/veterans-week>.

November 8 ~ Indigenous Veterans Day

Indigenous Veterans Day is observed in Canada on November 8, in recognition of Indigenous contributions to military service, particularly in the First World War, Second World War and the Korean War. National Aboriginal Veterans Day was first observed in Winnipeg on November 8, 1994 and has since been observed nationwide. (From City of Toronto, "Indigenous Veterans Day," accessed November 4, 2023. <https://www.toronto.ca/city-government/awards-tributes/tributes/toronto-remembers/indigenous-veterans-day/>.)

More information and Indigenous Veterans' stories can be found at the [Government of Canada website](#).



Land Acknowledgment

This newsletter was prepared on the traditional territory of the scəw aθen məsteyəxw (Tsawwassen) and xʷməθkʷəy̓əm (Musqueam) First Nations.

International Day for Tolerance

November 16, 2023

In 1996, the United Nations and UNESCO created a holiday, now recognized worldwide, to encourage and celebrate tolerance in its many forms. "Tolerance is neither indulgence nor indifference. It is respect and appreciation of the rich variety of our world's cultures, our forms of expression and ways of being human. Tolerance recognizes the universal human rights and fundamental freedoms of others. People are naturally diverse; only tolerance can ensure the survival of mixed communities in every region of the globe."

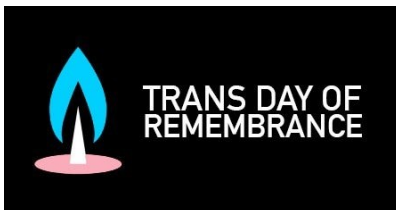
For more information, please visit <https://www.unesco.org/en/days/tolerance>, https://www.itacec.org/USIP/document/UNESCO_10_ideas.pdf or <https://www.holidayinsights.com/moreholidays/november/international-tolerance-day.htm>

Lest We Forget

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*.



November 20 ~ Trans Day of Remembrance

We remember and honour Two-Spirit, trans and non-binary people killed around the world because of hatred and oppression, in and outside of work. CUPE renews its commitment to fighting transphobia in all its forms.

For more information, please visit <https://cupe.ca/event/trans-day-remembrance>

Musqueam Day

On November 1, 1984, the Musqueam Indian Band won *Guerin v. The Queen* in the Supreme Court of Canada. This landmark decision fundamentally changed Canadian law.

Since then, on November 1, Musqueam Day has acknowledged and celebrated the strength and determination of Musqueam ancestors to seek justice and protection of their inherent rights.

For more information, please visit <https://www.musqueam.bc.ca/querin-decision/> or <https://sites.google.com/deltalearns.ca/teacher-resources/musqueam-day-the-querin-case-english>.

Celebrating Diwali

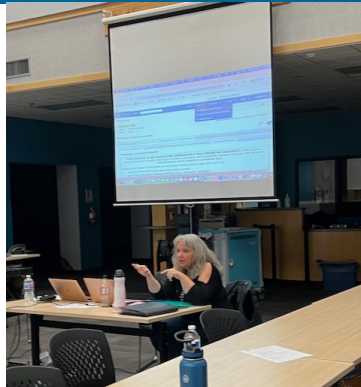


Diwali, also spelled Divali, one of the major religious festivals in Hinduism, Jainism, and Sikhism, lasting for five days from the 13th day of the dark half of the lunar month Ashvina to the second day of the light half of the lunar month Karttika.

This year this important holiday takes place on November 12.

For more information, please visit <https://www.britannica.com/topic/Diwali-Hindu-festival> or <https://www.brandeis.edu/spiritual-life/resources/guide-to-observances/diwali.html>.

CUPE Site Rep Training & Dinner



Thank you to all of the Site Reps and Shop Stewards who attended the Site Rep Training Dinner on November 2 at North Delta Secondary!

Benefits Check-in

Max Out Your Benefits!

The time is NOW! After you have met the annual minimum, you are covered at 100% up to a set amount for each service. Your 60-minute massage may end up costing around \$5.00, or your physiotherapy appointment could be completely free. These amounts reset as of January 1 each year, so make your appointments ASAP!

Preventative Dental is also such a great benefit! Two full cleanings are year, plus unlimited scaling. If you have any trouble with your teeth, go get them looked after.

You are worth it!

Monthly Photo Contest

Please submit your photos to:
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

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.

Member Submitted Photos



The staff at Cougar Canyon Elementary went above and beyond getting into the spirit of Halloween last week!

Many thanks to Jeeta Cheema, EA, for submitting this photo!



Happy Halloween! (From left to right) a special guest, Twyla Mills, Brenda Noda, and Lisa MacNutt at the Maintenance Office!

Remaining ProD Days 2023-2024

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

At the Next General Membership Meeting

Saturday November 18, 2023, @ 9:30 AM

By-elections:

First Vice-President, Recording Secretary, Sergeant-at-Arms

Nominations:

Bylaw Committee (for a 3-year term)

The 2024 Budget will be presented as per our Local Bylaws.

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, contact the union office for further information.

What is a “Triad Committee”?

Last year during discussions with your employer, the teacher’s union, and through the Employee Wellness Committee, we knew that there was work to do so that our members would feel a sense of safety and belonging and trust when there was a reason to come to their administrators and/or supervisors on concerns at work. Your 2nd VP, Mirjam Vandop, and I worked together with the Superintendents, HR and the Delta Teachers Union to design TRIAD Committees for this purpose. CUPE prepared and provided training over several sessions at the beginning of the school year.

TRIAD means one Principal or Manager, one CUPE member (usually the site rep), and one member from the DTA at each site. Mirjam and I looked forward to every meeting to prepare to do this important work. We had members from every single school or worksite step up to be a CUPE rep and attend the TRIAD training at DMEC. Thank you to every one of you who came out—this work will help ensure the success of all of us!

The training’s focus was on learning about how to work as a team as equal leaders to support each other at every school and/or worksite. The CUPE Site Rep list has been sent out to all members. We encourage each of you to please reach out to your site rep if you need any help at work. When you do, the site rep will reach out to your union. We are always here in any way and we need and want you to know that your employer must provide a psychologically safe work space as required by WorkSafeBC Guidelines. We are all learning together and I am extremely appreciative of the work the design team did together to support and guide us in starting conversations to build trust, provide a safe space, and a shared sense of belonging for the best of your employment.

November Horizons Wordsearch

Note: every time the puzzle is played online, the player will see a random grid of letters containing a selection of words from the list supplied.

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

TOLERANCE
BUDGET
MUSQUEAM
BENEFITS
SOLIDARITY
AGREEMENT
MEMBERSHIP
COMMITTEES
DIWALI
TRIAD
BYLAWS
KNOWLEDGE
REMEMBRANCE
TOGETHER
INDIGENOUS

Play this puzzle online at : <https://thewordsearch.com/puzzle/6301525/>

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:

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!

October Wordsearch Answers



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).

Comfort Committee

Bereavement

With heartfelt sympathy for your loss:

Sherri Cannon	Loss of Mother
Barb Turner	Loss of Father
Cindy Osterreicher	Loss of Father
Tess Flores	Loss of Father

Illness/Injury

Wishing you a speedy recovery:

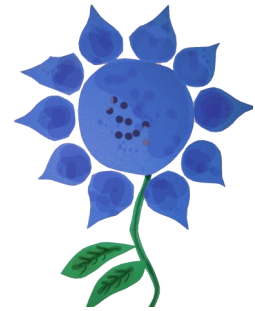
Sandeep Sahota
Elmira McAloney
Eva Vida

Thank you Notes Received

John Gomez - Thank you for the fruit basket
Barb Turner- Thank you for the flowers
Sandi Summers - Thank you for the flowers

Congratulations on your Retirement!

Janice Bateman



CUPE Local 1091 Roles & Contact Information

President

Daun Frederickson
president@cupe1091.ca
604-312-7595

1st Vice President

Vacant

2nd Vice President

Mirjam Vandop
2vp@cupe1091.ca

3rd Vice President

Joanne Gill
ohs.officer@cupe1091.ca

Diversity Vice President

Rosey Hussein
dvp@cupe1091.ca

Secretary-Treasurer

Deborah Kabesh

Recording Secretary

Vacant

Sergeant-at-Arms

Vacant

Communications Officer

Petra Hoy
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
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

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, 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
Username: deltaschool
Password: healthy

LifeWorks is now
TELUS Health.

