



# Horizons

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**February 28, 2024**



## A Letter from your President

Today is February 10th and I am looking forward to delicious food, fun and time together with my friends while we celebrate the Lunar New Year this evening. 2024 is the year of the Dragon and includes those born in 2024, 2012, 2000, 1988, 1976, 1964, 1952. People born in the dragon years possess natural courage, tenacity and intelligence; they are enthusiastic and confident. This holiday has ancient roots in China as an occasion to celebrate, worship the gods and ask for good harvests and fortune in times to come. Celebrations start on February 10 and end with the lantern festival on the 24th. We wish all our members celebrating the spring festival of the Lunar New Year good health and fortune for the coming year. Happy Lunar New Year!

February is also Black History month. This month is a time to celebrate and highlight Black History and Culture and is also a time for all people in Canada to educate themselves on the history of Black enslavement and discrimination and to remember racism exists. As stated by CUPE in this article we encourage members not to be neutral when witnessing racism in any form. I and your executive are committed to fighting racism and hatred in all forms to not look the other way and stand up for what is right. Your Diversity Vice President Rosey Hussein is available to support members when they need help when experiencing racism or discrimination.

Something else this month is the news from the government of keeping kids safe in schools and restricting cell phone use. What we do know is this is not a cell phone ban. Cell phones and social media can be a distraction from students learning and it impacts their mental health at the same time some students do need them to assist in their learning and communication. Your executive has concerns on how this will impact our members? Who will implement any policy changes in schools? How will this impact our members in their work supporting students? We have been reached out to by the district on the government's communication and I look forward to more information and consultation on any changes.

February is also the start of Budget Meetings and consultations with the Board Trustees and District Executive. As always, your union executive and the DTA executive join the Board Trustees in meetings to give our input on the next school year budget. The pressures facing the public education system, underfunding, member shortages of Trades, Clerical and supports of students with diverse needs, are the biggest issues. There are huge cracks in the education system and one of the biggest concerns is member safety. How is the government working to solve shortages, recruitment of trades and school funding deficits? How is the government working to increase per pupil and funding for students with diverse needs? In their own policy students with special needs are fully participating members of a school community but the funding is not being provided for those same students to meet their educational and social needs. The public education system and inclusion model is not working. There is an opportunity for your executive to give input and we encourage members to send your own thoughts to your union. We want to hear from you!

In this issue you'll be able to 'Meet your Shop Stewards!' First off is your amazing, hardworking Lead Shop Steward Kim Barnes! Then all other shops stewards; some being brand new! We hope you enjoy those that were able to submit information but all of them are available to all of you anytime you need them.

*(Continued on page 6)*

## Our Collective Agreement

### **Bargaining...**

Yes, we do have a new contract, but that doesn't mean we are going to sit back and relax!

If you have any suggestions for the next round of bargaining, please submit them via email to [local1091@telus.net](mailto:local1091@telus.net) or use send us a message from the form at the bottom of the [Contacts](#) page of our website (select "Bargaining" as the send to field!).



### **Land Acknowledgment**

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

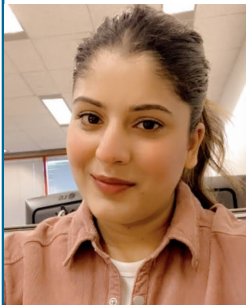
### **Join a Committee**

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).

## Meet Your Shop Stewards

My name is **Kim Barnes** and I am your **Lead Shop Steward**. I have been an Employee of the Delta School District for the past 14 years, currently as a Peer Support Mentor/Facilitator for EA's. I have been actively involved in our Union for the past 5 years and absolutely love this role. Previously, I was employed as a Senior Property & Liability Examiner for almost 20 years. I live, work and play in this amazing community we call Delta and I look forward to working alongside each and every one of you.



I am Anchal Toor, your Staffing and Benefits Administrator for Custodial and Maintenance staff at the Board Office. With a background in Education and Human Resources, I bring a unique perspective to my role in ensuring the well-being and support of our dedicated team.

Having joined the District just over a year ago, I am relatively new but deeply committed to contributing to the success and harmony of our workplace. As a born and raised Indian, I am fluent in Punjabi, Hindi, and English, which allows me to bridge potential language barriers and connect with members from diverse backgrounds.

In my capacity as a Shop Steward, I aspire to represent and advocate for members, especially those from my community who may face challenges expressing themselves due to language barriers. If you ever find it more comfortable to communicate in Hindi or Punjabi, please don't hesitate to reach out. I am here to ensure that every member's voice is heard and concerns are addressed effectively.

Beyond my professional role, I am passionate about fostering a supportive and inclusive work environment. I believe that being a part of the union brings numerous benefits, including a sense of community, collective strength, and the ability to address concerns collectively. As a team, we can achieve more, and I am dedicated to working together to create a positive and empowering workplace.

Feel free to contact me if you have any questions, concerns, or if you simply want to connect. I am here to serve you and make our District an even better place to work.

Best regards,  
Anchal Toor

Hello, I'm a new shop steward for Local 1091. I have been with the Delta School District as an EA for 20 years. My last 14 have been at Chalmers Elementary where I have been a CUPE site rep and now a Health and Safety member. I love to crochet, curl, play cards, kayak, spend time with my husband and sons (22 & 25) and cruise. Did I mention I love cruising? I'm looking forward to this new role and will do my best to help! Being a member of CUPE 1091 has given me the confidence to speak up when things aren't going well and empowered me to work collaboratively to find remedies for these issues.

Thanks,  
Kateri (Kati) Glancy



## Benefits Check-in

### Use the PBC App!

It's so easy to set up and use—download the app and check on your benefits whenever you need to!



Sign In

## Meet Your Shop Stewards (continued from p.2)

Hi everyone! I am 2nd VP for the union, a shop steward, 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 her masters program next year. I have worked as an EA in the district for 27 years with 24 of those years in elementary school and moved to high school 3 years ago. 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.



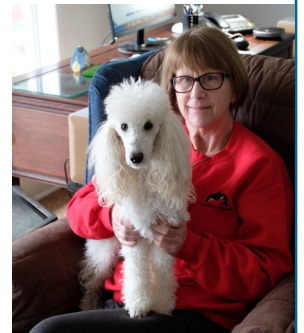
Mirjam Vandop  
2nd Vice-President  
CUPE Local 1091



My name is Patti Price and I am a clerical unit shop steward. I have been employed by Delta SD for the most part of 45 years. I came back to work in September 2022 in the Human Resources Department as a Staffing & Benefits Administrator for EA's, CYCW's, Clerical and a host of other employee groups. I was involved with the union and on the executive for 21 years and served as president of the local prior to my retirement in 2020. I grew up in North Delta and graduated from NDSS. I have lived in all 3 areas of Delta and currently reside in Ladner where I have been since 2006. I have enjoyed all of my time working in Delta and being involved as a member of CUPE 1091 and I hope to continue doing so for more years to come.

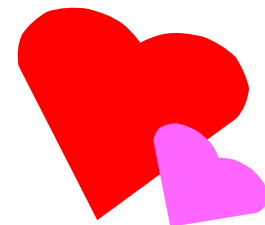
My name is Christine Mitzel and I am one of your Shop Stewards. I have been working in the Delta School District since 2002. As an EA I have been working at Annieville Elementary for the past 15 years. Along with my role as an EA, I also do first aid, school opening and have been the Site Rep for the last two years. I am looking forward to being able to help with any issues that may arise in my role as a CUPE Shop Steward.

(Piper kindly joined Christine for her photo.)



Shop stewards not pictured are:

Sarah MacDonell  
Pam Ness  
Rina Prasad  
Jasbir Singh  
Dejene Lenjesa  
Ruby Kaur-Toor  
Darhsan Sidhu



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.



## THE ROLE OF THE SHOP STEWARD

At some point, everyone has problems at work. Stewards are there to help you deal with problems that you can't deal with yourself.

Stewards can help with:

- Conflicts with supervisors and fellow employees
- Unfair treatment including harassment by supervisors and co-workers
- Sexual or racial harassment and homophobia
- Underpayment for overtime or shift work
- Vacation, Leave or shiftwork assignment
- Being passed over for a posting or promotion
- Workplace health and safety problems
- Unfair discipline and dismissal

Stewards have the right to investigate problems. The employer is obliged to deal with the problems that stewards bring to their attention. If the employer is unwilling to accept a solution that is acceptable to you, the union has the right to bring the case through the grievance process up to and including arbitration. A case that is brought before an arbitrator for decision is binding on the employer and the union.

Stewards cannot solve every workplace problem, but they can solve a lot more problems than individuals working on their own.

Stewards are volunteer co-workers who are elected by their representative units and trained by your CUPE Local.

Your Lead Shop Steward is Kim Barnes. She can be reached at (604) 290-7375 and/or [lead.shopsteward@cupe1091.ca](mailto:lead.shopsteward@cupe1091.ca)

For a list of our Local's shop stewards, please go to our website: [www.cupe1091.ca](http://www.cupe1091.ca).



## Black History Month

### BLACK HISTORY MONTH

#BHM2024



Black History Month is a time to celebrate and highlight Black History and culture, and to honour the ancestors and leaders of Black communities, their accomplishments and their continued fight for liberation.

Black History acknowledgement is also a time for all people in Canada to reflect and educate ourselves on the history of Black enslavement, discrimination and criminalization of people of African descent, and to remember that racism still exists.

Our union is committed to fighting racism and hatred in all forms. We encourage members not to be neutral when witnessing racism in any form. Instead, commit to not looking the other way and stand up for what is right.

For more information visit the CUPE website at <https://cupe.ca/event/black-history-month> or Canada's informational page at <https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month.html>.

## Pink Shirt Day

In 2007, Berwick Nova Scotia, after a new student at their school was bullied for wearing a pink shirt, two grade 12 students bought 50 pink shirts and encouraged their classmates to wear pink. The next day they went to distribute the shirts and to their surprise the majority of students arrived wearing pink! With that act of kindness, Pink Shirt Day was born.

In recognition of the Berwick event, Nova Scotia proclaimed the second Thursday of September "Stand Up Against Bullying Day." In 2008, British Columbia proclaimed February 27th to be the provincial anti-bullying day, and the movement has continued to grow. In 2012, the United Nations declared May 4 as Anti-Bullying Day, and now the last Wednesday each February is Canada's national Pink Shirt/anti-bullying day.

For more information, please visit <https://pinkshirtdaycanada.ca/#Story>.



## Lunar New Year



[Johntorcasio, CC BY-SA 4.0](#), via Wikimedia Commons

### 2024 ~ The Year of the Dragon

Lunar New Year is one of the most important celebrations of the year among East and Southeast Asian cultures, including Chinese, Vietnamese and Korean communities, among others. The New Year celebration is celebrated for multiple days—not just one day as in the Gregorian calendar's New Year.

Tied to the lunar calendar, the holiday began as a time for feasting and to honor household and heavenly deities, as well as ancestors. The New Year typically begins with the first new moon that occurs between the end of January and spans the first 15 days of the first month of the lunar calendar—until the full moon arrives.

From: Lunar New Year 2024 - Animal, dates & celebrations | HISTORY. (2010, February 4). HISTORY. <https://www.history.com/topics/holidays/chinese-new-year>.

### [At the Next General Membership Meeting](#)

**Tuesday February 20, 2023, @ 6:00 PM**

**By-elections for:**  
Third Vice-President for OH&S

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.

## February 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.

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

CHICKEN  
WINTER  
LONGER  
SOLIDARITY  
CABIN  
CHOCOLATE  
NOODLE  
SLUSH  
VALENTINE  
ROSES  
NEW  
DRAGON  
SOUP  
YEAR  
LUNAR  
RELIEF  
KINDNESS  
FOREVER  
FEVER  
DRIZZLE  
DAYS  
FAMILY

Play this puzzle online at : <https://thewordsearch.com/puzzle/6676255/>

## A Letter from your President (continued)

At your January General Membership meeting we had 2 members acclaimed to new positions on your executive. Congratulations to Joanne Gill as First Vice President and Brenda Viala as Recording Secretary. Thank you to both of these members for committing to your union, its members, and the work to support all. Your next General Membership Zoom meeting is on Tuesday, February 20th at 6pm. At this meeting the position of Third Vice President for Health and Safety is open for nominations. We welcome all members to attend your monthly general membership meetings and we have door prizes!!

I will finish off as the month of February is the month for love; please know your president cares for each and every one of you. I am always open to chat because to me the most important part of my work every day is number one your collective agreement is followed and also for your employer to value, support and acknowledge you for the great work you do in the jobs you do. If you cannot get in touch with me, you also have Joanne, Mirjam, Deb, Rosey, Kim, Brenda, and Petra, who care about you too and want the best for you in your work. I and all of us are here for you every day and wish you all a Happy Valentine's Day.

In solidarity,  
Daun



## Remaining General Meetings for the Year

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

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!

### 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*.

## January Wordsearch Answers

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

## Remaining ProD Days 2023-2024

Feb. 16 (District Day)  
May 17

If you have any ideas for ProD, please contact

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

## Comfort Committee

### Bereavement

With heartfelt sympathy for your loss:

Laird Cossar	Loss of Mother
Manjinder Raulia	Loss of Father
Don Karrasch	Loss of Wife
Abby Malone	Loss of Grandfather

### Congratulations on your Retirement!

Marguerite Middleton-Hope  
Barb Turner

## Illness/Injury

Wishing you a speedy recovery:

Apinder Jandu  
Cyndi Smith  
Dan Buonanno  
Paula Robinson  
Jessica Zytaruk  
Ed Calvelo  
Jayshree Gajjar  
Ghazala Yasmin  
Tricia Gibson  
Parminder Pageley



## Thank you Notes Received

Apinder Jandu - Thank you for the flowers  
Sarah Weisgerber - Thank you for the flowers  
Laird Cossar - Thank you for the fruit basket  
Cyndi Smith - Thank you for the flowers  
Dan Buonanno - Thank you for the fruit basket  
Jessica Zytaruk - Thank you for the flowers  
Navdeep Johal - Thank you for Christmas gift basket

## CUPE Local 1091 Roles & Contact Information

### President

Daun Frederickson  
[president@cupe1091.ca](mailto:president@cupe1091.ca)  
604-312-7595

### 1st Vice President

Joanne Gill  
[1vp@cupe1091.ca](mailto:1vp@cupe1091.ca)  
[ohs.officer@cupe1091.ca](mailto:ohs.officer@cupe1091.ca)

### 2nd Vice President

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

### 3rd Vice President

Vacant

### Diversity Vice President

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

### Secretary-Treasurer

Deborah Kabesh

### Recording Secretary

Brenda Viala

### Sergeant-at-Arms

Leigh Bartlett

### 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  
ESW - (Vacant)  
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.

