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**Land Acknowledgment**

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

**A Letter from your President**

Hello Members,

It is Saturday morning and there is one week to Spring Break! Six more sleeps to quieter days! Six more sleeps until you can catch your breath, catch up at work, or slow down. Your executive met on March 6th for our regular monthly executive meeting and it was unanimous for this month's Horizons that we focus on thanking all of you. THANK YOU to your local executive, trustees, shop stewards, unit chairs for your commitment to members. THANK YOU, every single one of you, for working even though you are exhausted. You continue to try and make this District the best it is. THANK YOU for your professionalism, your skills, your dedication, and for supporting each other in this work.

There have been ongoing meetings regarding the 2024-2025 school year Budget over the past weeks. As I do every year, I presented my budget input requests to the board on behalf of all of you. This year for the first time your local executive and I attended a private meeting with Board Chair Val Windsor and the Delta School Board Trustees, District Executives, and the Delta Teachers Union Executive. We all contributed to the important discussion on where schools are at, where the system is broken, that kids are not ok, families are struggling, and our members are burnt out. As well, our friends the DTA teachers are burnt out too. We agreed it is time for everyone to think outside the box. The BC Government's mandate of inclusion is not working because they have not provided the necessary money, cash, funds, moola, dollars, whatever you want to call it, for schools and our members to be successful. That was the topic of discussion; it was well received and I know we will continue these important meetings in the future. The most important discussion from these meetings is there will be NO loss of jobs to any Support Staff for the 2024/25 school year. There could be some movement of job locations for operational needs but there will be no loss of jobs. I am very excited to share this news of members' jobs security as a focus for next year.

Safety in the workplace has been a very concerning issue and I cannot thank members enough for reporting student and employee incidents. This is required by WorkSafeBC and must be reported every time. There is NO BASELINE Behavior. If it is in the Safety Plan and members still get injured or hurt it MUST be reported. A reminder: Safety Plans are NOT Confidential and not for students! They are for Staff to help students be successful and to keep everyone safe. Thank you for sending your incident reports to the union. We have been in meetings with WorkSafeBC and Human Resources and as noted in recent emails from the Delta School Districts New Health and Safety Officer, Kim Chowdhury. She is already ensuring WorkSafeBC Guidelines are being met. Please continue to complete an Employee Incident every time you are injured, hurt, or get sick at work and report, report, report. Don't forget to send a copy to the union!

BCPSEA FINALLY provided us with our Collective Agreement. As I write this it is in print and ready for pick up on March 15th. After spring break we will have one copy delivered to every school and worksite. You can find your Collective Agreement on your union website at: [www.cupe1091.ca](http://www.cupe1091.ca). We encourage ALL members to read and become familiar with your rights as an Employee of the Delta School District.

*(Continued on page 2)*

## [Our Collective Agreement](#)

### **We Have It!**

We have received the official completed copy your 2022-2025 Collective Agreement from the government!

Please take the time to read and familiarize yourself with this important document. We recommend members download and save this document to their computers. We will be providing a single printed copy to each school or worksite.

You can also find it posted on the [CUPE 1091 website](#).



### [Benefits Check-in](#)

#### **What are they worth...?**

Many members don't think about the cost of benefits until they get billed from HR when they go on an unpaid leave. Most are very surprised at the monthly cost:

#### **Extended Health:**

Single \$72.52  
Family \$219.96

#### **Dental:**

Single \$90.02  
Couple \$167.66  
Family \$236.92

#### **Life Insurance:**

\$.14/\$1000  
(Maximum \$100,000 or \$14.00)

#### **Accidental Death:**

\$.007/\$1000  
(Maximum \$100,000 or \$7.00)

When you're working, these costs are 100% employer paid, so USE YOUR BENEFITS!

### [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 web-site posts and newsletters.

## A Letter from Your President

*(Continued from page 1)*

As part of the last Collective Agreement, our salaries will be increasing as of July 1st, 2024. Here is the clause from the Provincial Framework Agreement article 2: Wage Increase: July 1, 2024: 2.0% and up to 1.0% COLA adjustment. We will hear this month what the actual raise will be when the BC Consumer Price Index (CPI) determines the percentage.

Yesterday, March 8, was International Women's Day and I attended three different events in honor of Women. To start the day, I was at the West Coast Leaf breakfast at the Hotel Vancouver with CUPEBC and my dear friend and sister Tammy Murphy, President of CUPE728 Surrey Schools. In the afternoon I joined CUPE Metro Women for a fun filled luncheon at the Indigenous Friendship Centre on the Downtown East Side. I met the most amazing women from their community and their adorable children. We danced, listened to a beautiful drum group of young sisters, and had a delicious lunch. In the evening I and 9 others from our local including executive, trustees, shop stewards, site reps and 2 new young workers attended the Vancouver District Labor Council's Women in Leadership banquet. Every single event I attended was focused on women in leadership, women guiding the way, women supporting each other, encouraging each other and being there for each other. Throughout the day there were speakers who acknowledged our collaborative strengths and perseverance despite the challenges women face every day. We all felt empowered to continue this great important work together, for each other, and for the young workers who have this confidence. It makes a huge difference for everyone's future. Each time a woman stands up for herself she is standing up for other women. It was an absolute pleasure to spend a day in the presence of amazing women, especially that of our local members!



The drummers at the Indigenous Friendship Centre on the Downtown East Side

Your next General Membership meeting is on Saturday, March 16 at 9:30 by Zoom. At this meeting the position of Sergeant-at-Arms is open for nominations. This is a byelection until June 30, 2024. A reminder to join the meeting at least 10 minutes before to get the meeting started at 9:30am sharp. We hope to see you there!

I wish you all a relaxing and enjoying spring break and safe travels if you are heading away.

May you be proud of the work you do, the person you are, and the difference you make every single day!!!

Thank you,  
Daun



Our group attending the Vancouver District Labor Council's Women in Leadership Banquet.



## International Women's Day

END  
POVERTY WAGES

END  
TRANSPHOBIA

END  
HARASSMENT

CUPE women have always been at the forefront of the fight for gender justice. At the bargaining table, through political action and on the picket lines, women are showing leadership and building solidarity. We are using our collective power to fight for stronger public services, fair wages, and better working conditions.

Women are still far more likely to be subjected to violence and harassment, especially if they are also young, persons with disabilities, Black, Indigenous or trans. CUPE women are working to end gender-based violence in all its forms – at work, at home, and in our own union.

As we fight for women's rights, we recognize that all struggles for human rights are interconnected. Solidarity is a powerful tool, and we unite with women across the globe demanding peace and a more just world.

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

For information on [Women's History Month](#), celebrated all March, please visit the Government of Canada website.

### [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).

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)



## Days to Acknowledge in March

### **March 1: Zero Discrimination Day**

This day is celebrated in the hopes of elimination of all discrimination. The goal is to promote both inclusivity and equality throughout the world.

### **March 10-April 9: Ramadan**

Muslim people around the world engage prayer and fasting for 30 days from sunrise to sunset.

*\*\*\*Please keep in mind that Muslim students and staff may be fasting at this time. This means no food or water consumed from sunrise to sunset, late nights in prayer, and early mornings to eat and drink before the day's fast begins.*

### **March 15: International Day to Combat Islamophobia**

This day is dedicated to eliminating bias against those who practice Islam.

### **March 17: St Patrick's Day**

Commemorates Saint Patrick and the arrival of Christianity in Ireland, around the world this day also celebrates the heritage and culture of the Irish in general.



### **March 18-24: Neurodiversity Week**

During this week stereotypes and misconceptions about neurological differences are challenged. It aims to transform how neurodivergent individuals are perceived.

### **March 31: International Transgender Day of Visibility**

Dedicated to celebrating transgender people, this day is acknowledged with the hope that discrimination faced by the transgender community worldwide can be eradicated.

### **March 31: Easter**

Significant around the world because it marks the Resurrection of Jesus three days after his death by crucifixion, this date is very important to all varieties of Christianity.

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

**Saturday March 16, 2023, @ 9:30 AM**

**By-elections for:  
Sergeant-at-Arms**

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.

## March 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.

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

SHAMROCK  
SOLIDARITY  
SPRING  
PRAYER  
RESURRECTION  
BREAK  
THOUGHTFUL  
CELEBRATION  
SUNSET  
RAMADAN  
SUNRISE  
RELAXATION  
GRATITUDE  
FASTING  
WOMEN  
PEACE  
EQUINOX  
FRIENDS



Play this puzzle online at : <https://thewordsearch.com/puzzle/6831874/>

## Remaining General Meetings for the Year

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

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*.

### Our Next Raise: Did You Catch It?

As mentioned in the Letter From Your President, as part of the last Collective Agreement, our wages will be increasing as of July 1st, 2024.

From the Provincial Framework Agreement article 2: Wage Increase: July 1, 2024: 2.0% and up to 1.0% COLA adjustment.

You can read this for yourself on page 73 of our [Collective Agreement](#) (page 80 of the downloadable pdf on our website).

We will hear this month what the actual raise will be when the BC Consumer Price Index (CPI) determines the percentage.

If you subscribe to updates from the CUPE 1091 website, you will be one of the first to know details when they are available! You can do this from the home page after scrolling about halfway down.

### March Wordsearch Answers

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	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	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

Congratulations to our **President Daun Frederickson**, who has been selected as a member of the K-12 President's Council Bargaining Committee for the next round of bargaining for our Provincial Framework Agreement.



## Comfort Committee

### Bereavement

With heartfelt sympathy for your loss:

Dawn Marie Selman    Loss of Father  
Tracy Mackay        Loss of Mother-In-Law  
Shaheeda Ali         Loss of Brother

### Congratulations on your Retirement!

Teresa Horton  
Charlotte Poole

### Illness/Injury

Wishing you a speedy recovery:

Sanjay Gurung  
Kathleen Hastings  
Sanjlin Sharma  
Natalie Cesarei  
Sarah Hansen  
Tanis Akiyama  
Jitendra Patel



### Thank you Notes Received

Sanjay Gurung - Thank you for the fruit basket  
Natalie Cesarei - Thank you for the flowers  
Sarah Hansen - Thank you for the fruit basket  
Tanis Akiyama - Thank you for the flowers  
Dawn Marie Selman - Thank you for the flowers  
Tracy Mackay - Thank you for the flowers  
Don Karrasch - Thank you for the flowers

## **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)

### 2nd Vice President

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

### 3rd Vice President

Leigh Bartlett  
[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

Brenda Viala

### Sergeant-at-Arms

Vacant

### 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

LifeWorks is now  
TELUS Health.



Online: [login.lifeworks.com](http://login.lifeworks.com)  
Username: deltaschool  
Password: healthy