



At the Next General Membership Meeting

Saturday, January 18, 2025,
at 9:30 AM

Please attend to hear the
presentation of our by-Law
changes!

The invitation to attend this Zoom
meeting will be sent from MASTER.
If you do not get it, please check
your spam/junk folder!



Territorial Acknowledgment

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

A Letter from your President

Seasons' Greetings friends!!!

We are days away from the Winter Break. This holiday season has snuck up fast! As you rush around buying gifts, trimming trees and decorating your homes, be mindful that not all are fortunate this time of year. If you are able, please consider donating to the Delta Assist Christmas Hamper drive. Delta Assist directly supports Delta students their families and even our members. Children and seniors are especially vulnerable at this time of year and even the smallest act of kindness can brighten their day.

In this article you will see pictures of your local 1091 delegates that attended the BCFederation of Labor Conference in Vancouver the last week of November. It was a great week. Some highlights were safety in the workplace, MH supports and being a friend to diverse members who struggle to be included and heard and resolutions were passed. It takes a hello and a smile to all humans to make a difference and it matters. You will find many pictures of our time together at BCFed including a standing ovation with a moment of silence for the passing of John Horgan. John was a brilliant premiere, a dedicated advocate for union workers and everyone's friend. He will be very missed.

On December 2 the union sent out the K-12 Presidents council Bargaining Survey to all our members and members all across BC have completed the survey. The deadline to complete the survey is today January 17th and we hope you took the time to complete it. From that survey the union will be receiving the results for us here in Delta. The results will help direct your bargaining committee to priorities for our next contract in BC and here in Delta. Your local bargaining committee had their first meeting on Tuesday, December 10 at the union office. I truly enjoyed having Mirjam, Christine, Balvir, Kharishma, Patti, Shaney, Long, Adrian and Kirsten in the office to start work in preparing for negotiations with the Delta School District for a new contract. I am working with your Unit Chairs to plan unit meetings with your bargaining committee folks for the 2nd week in January. The union will continue to update you as information becomes available. Some more updates for you: the locals Job Evaluation committee is coming to the office on January 8. There are 18 jobs up for review this time which is more than normal but the committee will get it done. There is no General Membership meeting in December.

All the best to every one of you for a happy start to 2025! I hope during the break you take time to relax and enjoy great food, treats, visits and fun with family and friends. Whether you are celebrating Christmas, Hanukkah or Kwanzaa this time of year I wish you peace, joy, good health and happiness.

In solidarity, Daun

Attention all ESW's !!

Join us for a coffee and a chat on
Zoom

Do you have any questions regarding
the work we do as ESW's in Delta?
We are here to help and support you.

Please join your EA peer supports
(Dawn Marie, Rosey and Kim) online
on Zoom on the first Wednesday of
each month from 8am-9:30am
where they will answer your
questions, discuss district protocols
and procedures, new and up coming
learning opportunities and provide all
ESW's with networking opportunities
to learn and grow from one another.

Our next meeting is on January 8th,
2025 from 8:00 am to 9:30 am. Pop
in and join the meeting at anytime
that's convenient for you.

Zoom Meeting ID: 247 554 191 715
Password: K4VSoR

Days to Acknowledge in December

December 1- World Aids Day

December 3- International Day for People with Disabilities

December 9- International Genocide Prevention Day

December 10- International Human Rights Day

December 18- International Migrants Day

December 21- Yule Winter Solstice

December 25- Christmas

December 25- Hanukkah begins at Sunset (Jewish)

December 26- Kwanzaa Week (Celebration of African Customs)

December 26- Boxing Day

December 31- New Year's Eve



Important Dates for the 2024 / 2025 School Year

General Membership Meetings for the 2024-2025 School Year

All of these dates are also posted on the
[CUPE1091 calendar](#)

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

All CUPE 1091 members are welcome and
encouraged to attend.

Saturday, January 18 @ 9:30am
Tuesday, February 18 @ 6:00pm
Saturday, March 15 @ 9:30am
Tuesday, April 15 @ 6:00pm
Saturday, May 24 @ 9:30am
Saturday, June 21 @ 9:30am (In Person)

Watch for the Zoom invitations from
MASTER!



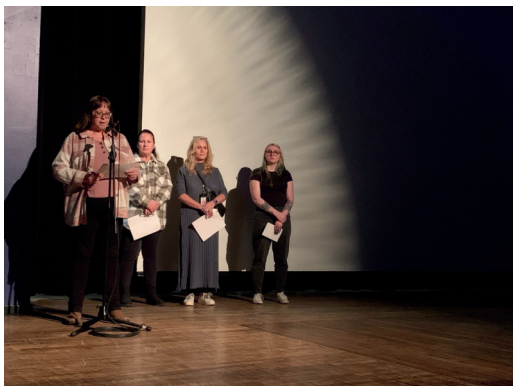
Delta School Board Meeting Schedule

Meetings take place on Tuesday evenings at
the School Board Office at 4585 Harvest Drive,
Delta, V4K 5B4.

January 7, 2025 @ 7:30pm
February 18, 2025 @ 7:30pm
March 11, 2025 @ 7:30pm
April 8, 2025 @ 7:30pm
April 22, 2025 @ 7:30pm
April 29, 2025 @ 7:30pm
May 13, 2025 @ 7:30pm
June 17, 2025 @ 7:30pm
Saturday, June 21 @ 9:30am

Additional meeting dates and information can
be found at the [Delta School Board website!](#)

Photos



Our ESW Pro-D Day committee members speaking at the November 25 Pro-D Day.



CUPE 1091 executive members and our friend BCFed President, Sussanne Skidmore.



CUPEBC President Karen Ranalletta and executive as well as Sussane Skidmore, President and Hermander Singh Kaley, Secretary Treasurer for the BC Federation of Labour. Speaking during the CUPEBC caucus meeting at the BCFed Convention.



Delta 1091 Delegates at convention and CUPEBC President Karen in the background.



BC Federation of Labour standing moment of silence for the passing of John Horgan. He will be very missed. Thank you John for all you did for BC and the Labor workers.



BC Premier David Eby in attendance at the BCFed convention.



Last day of BCFed time to head home after a long and fantastic week being with labor workers all across BC. We networked, made new connections, new friends and old and came home with a wealth of important resolutions passed for the BCFed to work on.

What does it say?

11:03 Criteria for Making Promotions, Demotions, and Transfers

c) Temporary Assignments

Notwithstanding any other language in the Collective Agreement, the following defines the conditions under which an employee can post into a temporary assignment.

- (i) In the event that a temporary vacancy needs to be posted (position #1), it shall be posted in the normal manner.
- (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. All employees may apply, during the term of the temporary position, for a continuing position. When the temporary position ends, the replacement employee will return to their former position (i.e. return to their continuing position or to the casual list).
- (iv) Subject to the provisions in Article 11:03 c) (iii) above, a regular employee will be eligible for a temporary assignment provided that (one of the following):
 - (a) The pay (calculated as the hourly rate multiplied by the total hours in the posted period) is greater than the regular employee's current pay (calculated as their hourly rate multiplied by their total hours during the same period).
 - (b) The shift of the temporary position is different from the employee's current shift as defined in Schedule B.

What does it mean?

When applying for temporary positions Article 11:03 (iii) and (iv) applies. When a temporary assignment ends members do not have to take the extension offered. At the original end date of the temporary assignment a member can choose to go back on the casual list or take the extension. It is the members choice. If they choose to not take the extension and go back on the casual list they can then apply for other temporary positions. Members can always apply for any continuing posted positions while in a continuing or temporary position. See 11:03 c) (iii)



Season's Greetings



Comfort Committee

Bereavement

With heartfelt sympathy for your loss:

Don Oouray	Loss of Brother
Jill Andersen-McLardy	Loss of Father-in-Law
John Peardon	Loss of Daughter

Illness/Injury

Wishing you a speedy recovery:

Tania Hope
Kuldeep Sarai
Ivan Pjanic
Lisa MacNutt
David Pencer
Shaheeda Ali

Thank You Notes Received

Fawzya Elmokayed - Thank you for the flowers
Pam Selig - Thank you for the flowers
Suki Kaur - Thank you for the flowers
Ivan Pjanic - Thank you for the flowers
Tania Hope - Thank you for the flowers
Lisa MacNutt - Thank you for the flowers

Congratulations On Your Retirement

Parminder Pagely
Verna Guzzo Bonifacio

Requesting Comfort?

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

Please be aware that the member may not wish to be included in *Horizons*.

CUPE Local 1091 Roles & Contact Information

President

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3rd Vice President

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Diversity Vice President

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Secretary-Treasurer

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Recording Secretary

Brenda Viala
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Sergeant-at-Arms

Lisa Cowen

Communications Officer

Courtney Emison
com.officer@cupe1091.ca

Trustees

Sherryann Weber
Cyndi Smith
Heather Carrier

Unit Chairpersons

Clerical - Cora Deane & Shaney Labrosse
Custodial - Darshan Sidhu
ESW - Hannah Johnson & Priya Sandhu
Maintenance - Ryan Canuel

Lead Shop Steward

Kim Barnes
lead.shopsteward@cupe1091.ca
604-290-7375



CUPE Local 1091 Office

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Fax: 604-940-8597
Email: local1091@telus.net
Monday to Friday

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:

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, 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 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