



### At the Next General Membership Meeting

Saturday, March 28 at  
9:30 AM on Zoom

Please attend to hear updates on  
bargaining and all other union  
business

The email invitation to register to  
attend this Zoom meeting will be sent  
from MASTER.

If you do not get it, please check your  
spam/junk folder or email us at  
local1091@telus.net



### Territorial Acknowledgement

This newsletter was prepared on  
the traditional territory of the  
scəw aθen məsteyəx w  
(Tsəwwassen) and  
xwməθk'wəyəm (Musqueam) First  
Nations.

### A Letter from your President

Dear Members;

As I write this month's article it is week two of spring break. I took a few days off to reset and recharge and starting March 24 and the rest of the week, I will back to the bargaining table with the BC Government to continue to negotiate for a new contract. The K-12 Presidents Council bargaining committee is committed to getting a deal for CUPEBC K-12 workers! Your 1VP Mirjam Vandop and I have scheduled a meeting with Delta North; MLA Ravi Kahlon to discuss issues arising in Delta Schools. While we navigate this next contract and until we have a deal please continue every Monday to **Wear Red for BCED!!!**

Eid Mubarak!!! Thursday March 19 symbolized the end of Ramadan. I wish members and their families celebrating Eid much health and happiness.

I had the pleasure of attending two important Women in Leadership Day events this past month. Each year CUPE Metro hosts a luncheon throughout the Metro Vancouver area and this year it was our local and Surrey K-12 local 728 turn to host. On March 6, our local Metro elected delegates Hannah Johnson, Rosey Hussein, Christine Mitzel and Sherryann Weber and Surrey delegates worked hard to make this a memorable event at the Ladner Fisherman's Hall. Thank you to our CUPE National Rep Kirsten Daub and Lead Shop Steward Kim Barnes for joining us at the luncheon too. Elder Ruth Adams from Tsawwassen First Nations started off the day in an amazing way by sharing her years of being a union member and advocate for workers and women's rights. Delta School Board Vice Chair Ammen Dhillon, Trustees Val Windsor and Masako Gooch joined as well. Ammen Dhillon shared her parents were both union members and the importance of union's; she acknowledged Delta supports staff are valued employees who are an integral part of the success of the Delta School District.

## A Letter from your President

On March 8, I also had the pleasure of attending the Vancouver District Labor Councils Women in Leadership Dinner with nine other 1091 members. Thank you to Apinder, Patti, Brenda, Balvir, Michelle, Sungmin, Sheron, Hannah and Rajbir for a very enjoyable evening together. What we heard many times at both events was Women have a seat at the table in gatherings, have purpose and belong. That all problems can be solved at the table and if they can't be solved make the table bigger.

Also last month your CUPE Pro-D Day Committee for the Clerical and ESW Units had a day full of Trauma Informed Care, Self Care and Learning. Thank you to Shaney Labrosse who was behind the scenes organizing this event registration and coordination! Thank you to Mirjam, Courtney, Deb, Natalie, Rosey, Shaney, Lisa and Brenda and all those who worked tirelessly to help make the day a success. Thank you Andy from IT who navigated our tech supports. A shout out to Inclusive Learning Director Patrick Klassen for the supports and Shannon Wood also from IL who showed up to help where needed! We missed you 2VP Kati Glancy but know you started off this planning and we held you in our thoughts the entire day to make sure we got it done for you!! Next up we have prod plans in May for the Custodian and Maintenance units in the works!!!

This month's General Membership meeting is on Saturday, March 28 at 9:30am. A zoom link has been sent to members personal emails. At this meeting a motion will be put forward for one delegate to be elected to attend the Lancaster Human Rights Conference in Vancouver.

I hope our 10-month members are doing whatever brings you joy this spring break and our 12-month members are enjoying quieter days and the start of spring.

In Solidarity, Daun

## Meeting Dates for the 2025/2026 School Year

### CUPE 1091 General Membership Meetings

GM 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. Please check your emails for the Zoom registration from MASTERS.

Saturday, March 28 at 9:30am on Zoom  
Tuesday, April 21 at 6:00pm on Zoom  
Saturday, May 23 at 9:30am on Zoom  
Saturday, June 20 at 9:30am. In-Person at DMEC



### Delta School Board Meeting Schedule

School Board Meetings take place on Tuesday evenings from 7:00-9:00 PM at the School Board Office at 4585 Harvest Drive. Everyone is welcome to attend.

April 7, 2026  
April 21, 2026  
April 28, 2026  
May 12, 2026  
June 16, 2026

Additional meeting information can be found at the Delta School Board Website.

## WEAR RED TO SUPPORT BC EDUCATION

**We at CUPE 1091 are encouraging our members to wear RED on Monday's to show our support for a fully funded BC Education System as part of a province wide movement with BCTF & CUPE BC.**

**Wearing red is a simple but powerful way to show solidarity with fellow teachers, support staff and with students across the province—and to remind government that better school conditions can't wait. It shows that teachers and support staff are united, engaged, and paying attention.**



**Below is a message of Solidarity from Delta Teachers Association Executive asking all Delta Teachers to support CUPE 1091 members by wearing red on Monday's while we continue to bargain with the Provincial Government for a fair deal.**

**Thank you DTA for standing in solidarity with CUPE 1091!!**

### **Standing Strong with our CUPE Colleagues**

*Our CUPE colleagues continue to bargain with BCPSEA, with dates set for during Spring Break. In the meantime, it is important to remember that they don't have a deal yet, and they need our support. Locally, CUPE has made signs that are being sent out to each site rep, with the idea that they get used as CUPE staff gather outside their sites on Monday mornings, wearing red. We ask that you continue wearing #RedforBCED every Monday and joining in for the Monday morning gatherings in support of our colleagues. Keep taking photos and sharing them with us, as well on your social media sites. If we want to get more EAs into the system, improvements for clerical, EAs, custodians, and maintenance employees, we should help support our CUPE colleagues. We are stronger together.*

*Solidarity matters!*

### **Developmental Disabilities Awareness Month**

Developmental Disabilities Awareness Month is observed every March to highlight the strengths, experiences, and rights of people with developmental disabilities and to promote their full inclusion in all areas of community life, such as education, employment, and civic participation. It raises awareness about the barriers people still face, challenges stigma and stereotypes, and encourages communities to create more accessible, supportive, and welcoming environments for everyone

### **Gender Equality Month**

Gender Equality Month is observed in March to recognize the achievements and contributions of people of all genders and to promote equal rights, opportunities, and treatment regardless of gender. It encourages communities to challenge gender bias and discrimination, learn about the history of gender equity movements, and take action to build more inclusive, respectful environments where everyone can thrive

### **Irish Heritage Month**

Irish Heritage Month is celebrated in March to recognize and honour the history, culture, and contributions of people of Irish descent, including the many Irish immigrants and their descendants who helped shape communities in Canada and other countries. It is a time to learn about Irish traditions, reflect on the challenges Irish migrants faced, and celebrate their lasting impact through events, stories, and celebrations such as St. Patrick's Day.

### **National Women's History Month**

National Women's History Month, celebrated every March, honors the vital contributions and achievements of women throughout American history, from early settlers and activists to modern leaders. It began as Women's History Week in the late 1970s in California schools to promote gender equity in education, evolving into a full month by 1987 through congressional action and presidential proclamations. The observance highlights women's roles in social reform, civil rights, suffrage, and beyond, encouraging education and events to recognize their often overlooked impact.

### **March 2: Purim Begins at Sundown (Jewish)**

Purim is a joyous Jewish holiday that begins at sundown on March 2 and commemorates the salvation of the Jewish people in ancient Persia from a genocidal plot by the villain Haman, as told in the Book of Esther. Celebrations include reading the Megillah (Scroll of Esther), exchanging food gifts with friends called mishloach manot, giving charity to the poor, feasting, dressing in costumes, and making noise to drown out Haman's name.

### **March 3: Magha Puja Day (Buddhist)**

Magha Puja Day, also known as Sangha Day or Fourfold Assembly Day, is a significant Buddhist festival observed on the full moon of the third lunar month, often falling on March 3 in the Gregorian calendar. It commemorates the spontaneous gathering of 1,250 enlightened disciples (Arahants) who met the Buddha at Veluvana Monastery, where he delivered key teachings on ethical conduct, wholesome actions, and mental purification, emphasizing the importance of the Sangha community.

### **March 4: Holi (Hindu)**

Holi is a vibrant Hindu festival, often celebrated around March 4 or the full moon in Phalgun, known as the Festival of Colors, Spring, and Love. It marks the triumph of good over evil—recalling the story of devotee Prahlad's survival in fire and demoness Holika's demise—while welcoming spring through playful throwing of colored powders and water, feasting, dancing, and bonfires the night before.

### **March 6: Employee Appreciation Day**

Employee Appreciation Day, observed on the first Friday in March, recognizes employees' hard work, dedication, and contributions to their workplaces. Originating in 1995 from Workman Publishing and Dr. Bob Nelson to promote recognition and boost morale, it encourages employers to show gratitude through events, gifts, or time off, fostering better relationships and retention.

### **March 8: International Women's Day**

International Women's Day, celebrated annually on March 8, honors women's social, economic, cultural, and political achievements while advocating for gender equality and an end to discrimination. Originating from early 20th-century labor movements and protests—like the 1917 Russian demonstrations that spurred the revolution—it was formalized by the UN in 1977 to promote women's rights globally through events, campaigns, and reflections on ongoing progress.

### **March 16: Laylat al-Qadr (Islamic)**

Laylat al-Qadr, or the Night of Power, is one of the holiest nights in Islam, believed to fall on an odd-numbered night during the last ten days of Ramadan (often the 27th), commemorating the first revelation of the Quran to Prophet Muhammad by the angel Gabriel. It is considered better than a thousand months, a time when angels descend to earth bringing peace and mercy until dawn, offering immense spiritual rewards for prayer, reflection, and forgiveness of sins.

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

The International Day to Combat Islamophobia, observed on March 15 each year, was established by a 2022 United Nations General Assembly resolution to raise awareness about anti-Muslim hatred, discrimination, and violence worldwide. This date commemorates the 2019 Christchurch mosque shootings in New Zealand, where 51 Muslims were killed, urging global efforts to promote tolerance, counter stereotypes, and protect religious freedoms for all.

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

St. Patrick's Day is celebrated annually on March 17 to honor Saint Patrick, Ireland's patron saint, who brought Christianity to the island in the 5th century after being enslaved there as a youth. Originally a religious feast marking his death around 461 AD, it has become a lively global celebration of Irish culture with parades, green clothing, shamrocks, and festivities like corned beef and cabbage.

### **March 19: Chaitra Navratri Begins (Hindu)**

Chaitra Navratri is a nine-night Hindu festival that begins on the first day of the Chaitra month, typically around March 19, dedicated to worshipping Goddess Durga and her nine forms known as Navadurga. It symbolizes the victory of good over evil, marks the Hindu New Year in many regions, and involves fasting, prayers, rituals like Ghatasthapana, and cultural celebrations to seek blessings for prosperity, strength, and spiritual renewal.

### **March 20: Ostara (Wicca/Paganism)**

Ostara is a Wiccan and Pagan festival celebrated around the spring equinox on March 20, honoring the Germanic goddess Eostre and marking the balance of day and night as well as nature's awakening from winter. It symbolizes fertility, renewal, and new beginnings through rituals like planting seeds, decorating eggs, and setting intentions, often featuring symbols such as hares, spring flowers, and pastel colors to embrace growth and harmony.

### **March 20: Two Spirit Celebration Day (BC only)**

Two-Spirit Celebration Day, observed on March 20 (spring equinox) in British Columbia, honors Two-Spirit, trans, and non-binary Indigenous people who embody both masculine and feminine spirits in traditional Indigenous teachings. Proclaimed by the BC government, it promotes awareness, resilience, and decolonization, countering discrimination through community events, flag raisings, and celebrations of their roles as healers and leaders.

### **March 20 or 21: Eid-al-Fitr/End of Ramadan (Islamic)**

Eid al-Fitr, meaning "Festival of Breaking the Fast," is a major Islamic holiday celebrated on the first day of Shawwal, the month following Ramadan, typically around March 20 or 21 depending on the lunar sighting. It marks the end of the holy month of dawn-to-sunset fasting, with communal prayers at mosques, feasting on sweets and meals with family and friends, exchanging "Eid Mubarak" greetings, giving gifts (especially to children), and distributing Zakat al-Fitr charity to ensure the less fortunate can join the festivities.

### **March 21: Naw Ruz (Baha'i)**

Naw Ruz, the Baha'i New Year meaning "New Day" in Persian, is celebrated on March 21—the vernal equinox—to mark spring's renewal and the start of the Baha'i calendar year. As one of nine holy days suspending work, it follows the Nineteen Day Fast with prayers, feasts, music, and gatherings symbolizing spiritual rebirth and unity.

### **March 21: World Down Syndrome Day**

World Down Syndrome Day is observed annually on March 21 to raise global awareness about Down syndrome, a genetic condition caused by trisomy 21—the extra copy of the 21st chromosome. The date's numeric symbolism (3/21) highlights this uniqueness, and since its UN recognition in 2011, it promotes inclusion, rights, and advocacy through events like wearing colorful socks, educational campaigns, and celebrations of individuals with Down syndrome.

March 25: International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade  
The International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade, observed on March 25, honors the millions who suffered, died, or were dehumanized during the transatlantic slave trade—a brutal system that forcibly transported over 15 million Africans across four centuries, robbing them of liberty and fueling racism. Established by the UN in 2007, it is crucial for reflecting on this crime against humanity, challenging ongoing prejudice and white supremacy myths, educating future generations through initiatives like UNESCO's Slave Route Project, and committing to repair legacies of exclusion for dignity and justice today.

### **March 26: Ram Navami (Hindu)**

Ram Navami is a major Hindu festival celebrated on the ninth day of the waxing moon in the month of Chaitra, typically March 26, marking the birth of Lord Rama, the seventh avatar of Vishnu and protagonist of the epic Ramayana. Devotees honor his ideals of righteousness (dharma), devotion, and moral conduct through fasting, temple prayers, recitation of the Ramayana, processions, and rituals like cradle ceremonies for infant Rama, symbolizing good's triumph over evil and inspiring virtuous living.

### **March 27: Chaitra Navratri ends (Hindu)**

Chaitra Navratri, a vibrant nine-day Hindu festival that typically concludes on March 27, is dedicated to worshipping Goddess Durga in her nine forms (Navadurga), symbolizing the triumph of good over evil and spiritual renewal. Devotees fast, perform daily rituals like Ghatasthapana and Kanya Pujan, recite scriptures, and celebrate with dances such as Garba and Dandiya Raas, culminating in festivities that usher in the Hindu New Year and Ram Navami on the final day.

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

International Transgender Day of Visibility, celebrated annually on March 31, was founded in 2009 by transgender activist Rachel Crandall-Crocker to honor transgender people's achievements, resilience, and contributions while raising awareness of the discrimination they face. Unlike the somber Transgender Day of Remembrance, it focuses on celebration and empowerment, with events, pride flag lightings in pink, blue, and white, and calls for equality, including U.S. presidential proclamations supporting trans rights.

### What does it say?

#### **10:15 General Leave of Absence**

Upon the request of an employee the Board may grant a leave of absence without pay for up to one (1) year without loss of seniority. Such a request will not be unreasonably denied. If the request is denied the Board will provide the employee with the reasons in writing, with a copy to the Union. An employee granted a leave of absence for a period of one (1) month or less will be maintained on all benefits and is entitled to all vacation and sick leave credits.

An employee granted a leave of absence for a period longer than one (1) month will be maintained on all benefits. The employee will pay the total costs of the premiums in advance in monthly installments. The employee will not be entitled to vacation and sick leave credits during the period of the leave. Employees returning from leave must provide at least four (4) weeks of notice prior to their scheduled return to work date indicating their intention to return to work.

The total period of leave granted to an individual at any one time shall not exceed one (1) calendar year. Upon application, and providing at least four (4) weeks of notice, a further leave of up to twelve (12) months may be granted. Seniority will not accumulate beyond twelve (12) months. An employee returning to work, after a leave of absence, within twelve (12) months, will be returned to their former position. An employee returning to work after a leave of absence where the leave was extended past twelve (12) months may be returned to the employee's former position or in an equivalent position within the same classification.

### What does it mean?

Please make sure to contact your union for support BEFORE you apply for any general or cultural leaves without pay. We highly recommended members do not pay for any travel until their leave has been approved by HR. The employer is not approving leaves that do not fall within the Collective Agreement. We will work with members on their rights and entitlement.

## February Professional Development Day

Thank you to all our Educational Support Workers who attend the Professional Development Day on February 20<sup>th</sup> at North Delta Secondary School. We started our day with an Indigenous welcome by Nathan . Then we had a amazing live Zoom session with Dr Jody Carrington who brought her wit and humour and reminded us all that importance of connection and taking care of ourselves and each other. In the afternoon members were able to attend self care workshops from yoga, sound bath, art, ballet beats, Indigenous bracelet making, radical wellness, meditation, self regulation, physical strength building and health and happiness jouneling.

A huge THANK YOU to all the individuals who helped organize and cordinate this amazing day of wellness!



## Comfort & Support for our Members

### **Bereavement**

*With heartfelt sympathy for your loss:*

Nicole Doolan: Loss of Father in Law  
Missy Thornton: Loss of Father in Law  
Sofie Shoaf: Loss of Father  
George Ram Singh: Loss of Brother in Law

### **Thank You Notes Received**

Betty Sahib: Thank you for the Flowers  
Michelle Muller: Thank you for the Flowers  
Karen Taylor: Thank you for the Retirement Gift

### **Illness/Injury**

*Wishing you a speedy recovery:*

Kim Jew  
Kelly Dunzl  
Tiana Pham  
Veena Munsamy  
Willy Laureano  
Alison Kerr

### **Congratulations on your Retirement**

Diane Parsons: February 28  
Cheryl Burns: March 31

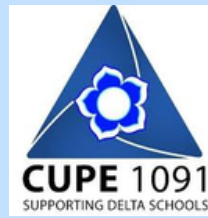
## International Women's Day Dinner

On Sunday, March 8, Daun Fredrickson along with nine of our members who names were drawn attended the Vancouver District Labour Councils International Women's Day Dinner at Fraser Hall. It was amazing evening to come together and celebrate this important day.



# CUPE Metro District: International Women's Day Luncheon

On Friday, March 6<sup>th</sup>, Delta & Surrey Support Staff and City of Surrey, Locals 402, 728 and 1091 hosted the CUPE Metro District Council annual luncheon at the Ladner Fisherman's Hall. It was a wonderful afternoon celebrating women leaders and union advocates for women's rights.

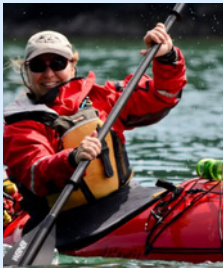


## March Horizons Word Search

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W	R	A	I	N	B	O	W	S	B	E	E	S	T
A	S	W	G	N	P	L	A	N	T	I	N	G	K
R	T	P	C	L	O	V	E	R	F	B	R	D	E
M	I	D	R	E	A	D	I	N	G	P	A	A	G
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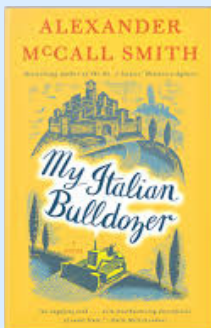
SPRING  
 FLOWERS  
 BEES  
 PLANTING  
 GARDEN  
 SUNSETS  
 AWAKENING  
 EQUINOX  
 DAFFODILS  
 RAINSHOWERS  
 CLOVER  
 EMERALD  
 VACATION  
 WARMERWEATHER  
 READING

## Book of the Month



**This month book recommendation is from Brenda Viala: Brenda has been an Education Assistant with Delta for over 25 years and has been at DSS for the majority of her career. She joined the Executive in 2023 as Recording Secretary and is proud to be part of the strong, dynamic CUPE 1091 team.**

### My Italian Bulldozer by Alexander McCall Smith



My Italian Bulldozer is a light, charming novel about a food writer who escapes to the Tuscan countryside to mend a broken heart and finish an overdue book. Instead of the smooth, picturesque getaway he imagines, a mix-up at the airport lands him with the most unlikely mode of transport: a bulldozer. As he trundles through vineyards and hill towns, he meets quirky locals, discovers new possibilities for his life, and slowly begins to see his troubles from a very different angle. Warm, funny, and quietly romantic, it's the kind of gentle story that feels like a mini Italian holiday on the page-no heavy drama, just plenty of atmosphere and heart.

If you would like to recommend a Book of the Month and be featured in our monthly newsletter. Please email our CUPE 1091 Communication Officer, Courtney Emison at [com.officer@cupe1091.ca](mailto:com.officer@cupe1091.ca)

## CUPE Local 1091 Roles & Contact Information

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### Diversity Vice President

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### Communications Officer

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### Membership Officer

Lisa Cowen

### Trustees

Sherryann Weber  
Heather Carrier  
Courtney Emison

### Unit Chairpersons

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



### 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**

### Do you know of someone in need of Comfort & Support from our Union?

Please fill out the online form located on  
our CUPE 1091 website.

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

## Members 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](http://login.lifeworks.com), and enter the group/shared username and password. Here you can access hundreds of articles, e-books, infographics, audio recording, toolkits and more. You can also chat with a live consultant.
3. By Mobile app: The app is the best way to access TELUS Health on the go. Simply click on your device app store icon & 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

