

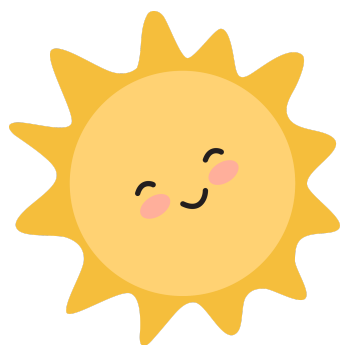


At the Next General Membership Meeting

SEPTEMBER 2026

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



Happy Summer

Territorial Acknowledgement

This newsletter was prepared on the traditional territory of the scəw aθən məsteyəx w (Tsəwwassen) and xʷməθkʷəyəm (Musqueam) First Nations.

A Letter from your President

Dear Members;

You Made it to the End of June!

It's the final stretch before schools close for the summer—and you made it!

June is always a busy month filled with year-end graduations, celebrations, school maintenance projects, finance deadlines, and countless responsibilities that seem to arrive all at once. For many students, changes in school routines can be challenging, and members often need to adjust their practices to continue providing the support students need. I am aware that many members have taken time off this month in numbers we have not seen before. To me, this reflects how demanding your work has become. I hope it also means that members are taking the time they need to care for themselves as they make it to the finish line.

June is Pride Month and throughout the summer, there are many community events and celebrations that honour and celebrate 2SLGBTQI+ communities, including Pride parades across the province. The largest Pride Parade in Vancouver will take place on August 2. The Delta Pride Picnic will be held on August 16 at Memorial Park in Ladner. We are partnering with the Delta Teachers' Association to host a shared booth at this fun community event, and we hope to see you there! Stop by between 11:00 a.m. and 4:00 p.m. to pick up some CUPE swag, connect with friends and colleagues, and enjoy the food and entertainment.

June 21 marked National Indigenous Peoples Day and the summer solstice. I enjoyed celebrating this important day and hope members took time to acknowledge and honour Indigenous Peoples on the territories where they live, work, and learn. I encourage everyone to follow Tsawwassen First Nation on Facebook and Instagram or visit their website to learn, listen, and reflect on the truths of shared history while supporting Indigenous voices, cultures, and stories.

This year, 19 members retired and 10 members celebrated 25 years of service with the Delta School District. Congratulations to all of you on these incredible milestones!

A Letter from your President

The ESW Spring Staffing process has now been completed. However, another round of EA Continuing postings is taking place this week. We have filed a grievance regarding temporary postings that violate Letter of Understanding #7 in the Collective Agreement. We hope the employer will cease violating this agreement and convert eligible temporary positions from the 2025–2026 school year into continuing positions for 2026–2027.

We have also welcomed a number of new members to the Maintenance Department, and additional job postings will continue throughout the summer. I have enjoyed meeting many of our new members and look forward to connecting with more of you in the months ahead.

Congratulations as well to the clerical members who have recently moved into new schools or positions. I wish you great success in your new roles and the opportunities they bring. The district has also hired new casual custodians to help address workload demands, and I look forward to visiting them at schools this summer. There is also an exciting new opportunity for ESWs, as a Child and Youth Care Worker Peer Support position will soon be posted. I am eager for this new role to support CYCWs in their important work. I am very disappointed that the employer has eliminated two of the three EA Peer Support positions. With more than 300 members working as Educational Assistants, it makes little sense that the largest employee group within CUPE will have fewer supports available to help them succeed in their roles. This was the employer's decision, and we have expressed our concerns.

Our June General Membership Meeting was held in person on Saturday, June 20. The meeting was expertly chaired by First Vice-President Mirjam Vandop and was followed by a social gathering with retired members and guests from the Delta Teachers' Association, including President Alison Kerr, Second Vice-President Cheri Nagra, Health and Safety Officer Sandra Cadez, and Political Action Chair Mahima Lamba. Your executive did an excellent job organizing the event, which included raffle baskets, door prizes, swag, refreshments, and snacks. It was a wonderful way to celebrate the end of the school year, recognize our retirees, and connect with friends and colleagues. Thank you to everyone who came out and helped make the event a success.

We have now completed ten days of bargaining and continue to make progress. There have been some challenging discussions and difficult days at the table, but overall, we are moving in the right direction. Another bargaining date is scheduled for June 29, and I will provide an update as soon as there is new information to share. As a reminder, once a new collective agreement is ratified, wage increases will be retroactive to July 1, 2025, for both active members and those who have retired.

At the May General Membership Meeting, the following members were acclaimed to executive positions for two-year terms: President – Daun Frederickson, Second Vice-President – Kati Glancy, Recording Secretary – Hannah Johnson, Membership Officer – Lisa Cowen, and Sherryann Weber was acclaimed as Trustee for a three-year term.

A Letter from your President

Congratulations to all of you, and a special welcome to Hannah as our newest Executive Board member. I would also like to thank Brenda Viala for her two years of dedicated service as Recording Secretary. Brenda will be greatly missed, but we wish her all the best as she begins an exciting chapter filled with new adventures.

It is an honour to be elected as your President for a fourth term. Thank you for the confidence and trust you have placed in me and for entrusting me with the opportunity to continue serving our members. On July 1, I will begin my seventh year in this role. I honestly do not know where the time has gone, but I do know how grateful I am for the privilege of representing more than 1,100 members and working alongside such an incredible Executive Team. I remain committed to doing the work, being a strong ally and advocate, and supporting each of you to the best of my ability. Thank you for allowing me to continue this important work on your behalf.

Finally, thank you to our custodial, maintenance, and clerical members who will continue to work throughout the summer to prepare schools for September opening while our 10-month members are on layoff. I look forward to connecting with many of you over the coming months. Although I will be taking some vacation time this summer, I will also be in the office regularly. Please do not hesitate to reach out, call, email, or stop by for a visit.

As we celebrate the summer solstice, I leave you with this quote:

"One way of celebrating the solstice is to consider it a sacred time of reflection, release, restoration, and renewal."

Have a wonderful and well-deserved summer, everyone!

In Solidarity, Daun

June GM Meeting and Social

Thank you to all our members who came to our in-person General Membership meeting at DMEC. It was wonderful to see many members in attendance and to socialize and connect with delicious food after the meeting. Congratulation to those who won gift baskets and CUPE swag!!



**Celebrating our CUPE 1091 members who are retiring
from the Delta School District. We wish you all the
best on this next chapter!!**

**Cheryl Burns
Snay Chand
Fred Gronlund
Suzanne Kent
Patricia Lavery
Nancy Matharu
Mara Morgan
Cindy Osterreicher
Diane Parsons
Ian Reade
Janice Rosychuk
Ernest Salero
Julie Sansregret
Tammy Scott
Dawn-Marie Selmon
Cyndi Smith
Andy Sum
Sandi Summers
Karen Taylor
Janet Tramontin
Wendy Varley**



**The following CUPE 1091 members are being
recognized and honoured for their
25 years of service with the Delta School District.
Congratulation to all on this incredible milestone!**

**Gary Duffas
Mandeep Gill
Hernani Himbrebueno
Elzbieta Kosicka
Saysamone Louangxay
Antoinette Mak
Divendra Narayan
Shawanna Rogers
Carol Shillington
Pat Their**

***Celebrating*
— 25 YEARS —**

Ladner May Days Parade

In May, CUPE 1091 members and your executive walked the May Days parade with CUPE BC “Vanalletta. It was an amazing time being able to walk through the parade and highlight our members and the work we do within the Delta School District



Clerical Social & Dinner

Members of our Clerical Unit gathered together for an evening at the Riverhouse to socialize, connect and celebrate the retirement of Pat Lavery & Cheryl Burns.



CoDevelopment Canada Dinner

In June, CUPE 1091 members (Rajbir Chhena, Amanjot Bedi, Patwinder Parmar, Daniel Nguyễn, Randy Reisch, Harmeet Behl, Tiana Pham, Sukhvir Dhami) along with Rosey Hussein our Diversity Vice President attended a dinner with CoDevelopment Canada. CoDevelopment Canada links unions and civil society organizations in Canada with like-minded organizations in all regions of Latin America; establishing and sustaining partnerships to build solidarity, promote mutual understanding, and create change for a more just and equitable world.



Comfort & Support for our Members

Bereavement

With heartfelt sympathy for your loss:

Jill Moyer: Loss of Mother

Thank You Notes Received

Twyla Mills: Thank you for the Flowers
Elsie Chang: Thank you for the Flowers

Illness/Injury

Wishing you a speedy recovery:

Elsie Chang
Kim Barnes
Alannah Chuppa
Natane Mio
Sherri McHollister
Rajneet Bassi

We at CUPE 1091 want to acknowledge and recognize the sudden passing of Roger Dack who was a Child and Youth Care Worker and Education Assistant with the Delta School District for over 20 years.

He will be greatly missed and we send our condolences to his family and friends.

Choose Your Employer Day: Municipal Elections 2026

In May, along with school district workers from across British Columbia, Delta teacher Mahima Lamba and I attended an education conference hosted by the BCTF and CUPE BC. A key focus of the conference was the upcoming municipal election on October 17, 2026.

For education workers, this election is especially important because it is our opportunity to “Choose Your Employer.” School trustees make decisions that directly impact students, staff, and the services our schools provide. The individuals elected this fall will help shape priorities, budgets, and supports for years to come.

CUPE 1091 and the Delta Teachers’ Association (DTA) are working together on an election engagement campaign to increase awareness and voter participation. Historically, voter turnout for school trustee elections has been low. Voters are often asked to research numerous trustee candidates while also making decisions about mayoral and council races. As a result, many people cast their votes for mayor and council but leave the school trustee section of the ballot blank.

We cannot afford to leave any votes on the table.

Low turnout means organized groups can have a significant impact on election outcomes. Working alongside the DTA and the Delta Parent Advisory Council (DPAC), we have an opportunity to help elect trustees who understand the importance of strong public education and who recognize the needs of CUPE members, teachers, parents, and students.

We want to see labour-friendly candidates elected—individuals who understand how budget decisions affect the educational supports and services students deserve.

To help members and the public make informed choices, CUPE 1091, the DTA, and DPAC will jointly host two All-Candidates Meetings on September 28 and October 1. These events will provide an opportunity to meet Delta School Board trustee candidates, learn about their priorities, and ask questions about the issues that matter most to our school communities.

Mark your calendars now: Election Day is October 17, 2026.

When it comes to public education, every vote matters. On October 17, let's make our voices heard and help choose the leaders who will support students, workers, and strong public schools.

Our Collective Agreement

Right to Recall: Articles 12:03 and 12:04

There are many places in our Collective Agreement that refer to Right to Recall.

What you need to know is that when you have been laid off from a continuing position you have Right to Recall for 18 months. This means you will be offered a position with the same class specification, in the same program(s), and at the same location from where you were laid off, bumped, or where your position was eliminated.

Article 12:03 Lay-Off Procedure

- a) Both parties recognize that job security shall increase in proportion to length of seniority as defined in this Agreement but that the Employer has the right and responsibility to select positions that are to be subject to layoff.
- b) The Employer shall notify incumbents when positions are subject to lay-off. Thereafter employees may exercise their right to bump on a seniority basis. The laid-off employee may bump any employee in an equal or lesser classification or pay grade, with less seniority provided the employee exercising the right is qualified pursuant to Article 11:03. With regard to clerical, custodial, and maintenance, “any employee” refers to the junior employee whose position has the same classification, location, shift, and hours as the bump choice. These options must be exercised within seven (7) days of receiving notice. An employee who has been bumped shall be deemed to have been given layoff notice and shall follow the above bumping procedure.
- c) An employee who has previously worked in a higher classification may bump into that previously held classification provided the employee is qualified subject to Article 11:03.
- d) If there are no position(s) to which the employee can bump, such employee shall be laid-off.
- e) It is not the intent of these lay-off and recall procedures that regular ten (10) month employees are allowed to bump other employees during normal school closures.
- f) When an employee’s hours are reduced, or their position is changed from twelve (12) to ten (10) months, they will have up to seven (7) days following notification of the reduction in hours to accept the reduction. The reduction constitutes a layoff and, if accepted, the employee’s reduced position is not available for bumping if part of a current layoff and bumping process. If the employee chooses not to accept the reduction of hours, or change in the position from twelve (12) to ten (10) months, notice of lay-off will be deemed to have been given at the time the employee was notified of the reduction of hours and the employee, if eligible, must exercise bumping rights. This process may run concurrently with Article 12:03 b). Hours/months restored to a position within eighteen (18) months shall be assigned to the employee who accepted the reduction.

Article 12:04 Recall

- a) Employees shall be recalled in the order of their seniority but subject to Article 11:03.
- b) Each employee must ensure that the Human Resources Department is provided with a telephone number and mailing address where they can be reached.
- c) The Employer will contact the employee to be recalled by telephone or by a couriered letter to the mailing address provided. The employee shall then have three (3) working days in which to contact the Human Resources Department to arrange a return to work. The employee shall have five (5) working days after contacting the Human Resources Department to return to work. Exceptions can be made where an employee is unable to report to work due to circumstances beyond their control.
- d) Failure by the employee to meet Article 12:04 (c) will be considered a rejection of the employment offer.
- e) If an employee on the recall list rejects recall three (3) times, they shall be deemed to have voluntarily terminated their services.
- f) Under no circumstances shall the rights to recall exceed the total length of seniority.
- g) Employees retain the right to refuse work without affecting their seniority if the work is not in their classification or pay grade.

Filipino Heritage Month

Filipino Heritage Month is a month-long celebration in June in Canada that recognizes the history, culture, and contributions of Filipino communities across the country. It was officially recognized by Canada's House of Commons in 2018 through Motion 155, which designated June as Filipino Heritage Month nationwide. The month highlights Filipino traditions, language, arts, and the important role Filipino Canadians play in shaping Canada's diverse society

National Indigenous History Month

National Indigenous History Month is marked each June in Canada as a time to learn about and honour the histories, cultures, and contributions of First Nations, Inuit, and Métis peoples. It invites people to recognize both the richness and diversity of Indigenous communities and the ongoing impacts of colonization. The month also encourages everyone to take part in learning, reflection, and actions that support truth and reconciliation, such as attending events, listening to Indigenous voices, and learning about the land they live on.

Italian Heritage Month

Italian Heritage Month is celebrated in June in Canada to recognize the history, culture, and contributions of Italian Canadians. It was formally recognized in Ontario in 2010 through the Italian Heritage Month Act, and the federal government has since highlighted June nationally as a time to honour Italian heritage. During this month, communities celebrate Italian traditions, language, food, arts, and neighbourhoods like "Little Italy," and reflect on both the achievements and challenges experienced by Italian immigrants and their descendants. Schools and organizations often hold events, performances, and learning activities to help people of all backgrounds appreciate Italian Canadian stories and culture.

Portuguese Heritage Month

Portuguese Heritage Month is celebrated in June in Canada to recognize the history, culture, and contributions of Portuguese Canadians and other Portuguese-speaking communities. It was formally recognized at both the provincial level in Ontario in 2001, through the Celebration of Portuguese Heritage Act, and nationally in 2017 when the House of Commons designated June as Portuguese Heritage Month and June 10 as Portugal Day in Canada. Throughout the month, communities honour Portuguese traditions, language, music, food, and stories, often with festivals, parades, and cultural events. It is also a time to reflect on the journeys of Portuguese immigrants, the challenges they faced, and the ways their hard work and creativity have helped shape Canada.

Pride Season

Pride Season in June is a time when 2SLGBTQI+ people and their allies come together to celebrate identity, community, and inclusion. It begins in June because Pride Month honors the history of LGBTQ+ rights activism, especially the Stonewall Uprising, which became a turning point in the movement for equal rights. Pride Season is also important because it recognizes the resilience, talent, and contributions of 2SLGBTQI+ communities while continuing to call attention to discrimination that still exists. Across Canada, people mark this time with parades, learning events, and celebrations that show support for diversity and belonging.

June 1-5 - National Accessibility Week

National Accessibility Week is a Canada-wide observance that takes place at the beginning of June. It is a time to celebrate the leadership, contributions, and achievements of people with disabilities. The week is also important because it raises awareness about barriers in schools, workplaces, communities, and public spaces, and encourages people to remove them. Its significance is in promoting accessibility, inclusion, and equal participation so that everyone can fully take part in society.

June 13 - International Albinism Awareness Day

International Albinism Awareness Day is observed every year on June 13 to recognize the rights, experiences, and achievements of people with albinism. It was designated by the United Nations to raise awareness about albinism and to challenge misinformation, stigma, and discrimination. The day is significant because many people with albinism face health risks, social exclusion, and even violence, so awareness can help promote protection and equal treatment. It is also a time to celebrate inclusion, dignity, and the contributions of people with albinism around the world.

June 13 - Men's Mental Health Day

June 13 is observed as Men's Mental Health Awareness Day, a time to highlight the mental health challenges men face and encourage open conversations about them. Its importance is in breaking the stigma that can stop men from recognizing symptoms, asking for help, or seeking treatment. The day also reminds people that men's mental health issues can show up differently, sometimes through anger, irritability, physical pain, or withdrawal instead of sadness. By raising awareness, it helps create a culture where men feel supported, understood, and able to reach out without shame.

June 16 - Martyrdom of Guru Arjan Dev (Sikh)

The Martyrdom of Guru Arjan Dev is a Sikh remembrance day observed on June 16 to honour Guru Arjan Dev Ji, the fifth Sikh Guru and the first Sikh martyr. It marks the day in 1606 when he was tortured and killed for refusing to abandon his faith, making the day a powerful symbol of courage, sacrifice, and standing up for truth. Its importance lies in remembering his contributions to Sikhism, including helping shape the Sikh holy scripture and strengthening the Sikh community. Sikhs observe the day through prayer, readings, hymns, and community service, which reflect the values Guru Arjan Dev Ji lived by.

June 16 & 17 - Hijri Islamic New Year

The Hijri Islamic New Year marks the beginning of the Islamic lunar calendar and is based on the migration of the Prophet Muhammad and his followers from Mecca to Medina in 622 CE. In 2026, it is expected to begin at sunset on June 16 and continue into June 17, though the exact date can vary depending on the sighting of the moon. For many Muslims, it is a quiet and reflective time rather than a festive one. Its significance lies in remembering the Hijra, a turning point in Islamic history that helped establish the first Muslim community and the start of the Hijri calendar.

June 17-20 - Public Service Pride Week

Public Service Pride Week is a time when people in the public service recognize and celebrate 2SLGBTQIA+ employees, allies, and the many ways diversity strengthens the workplace. It is significant because it promotes inclusion, belonging, and respect, while also reminding everyone that safe and welcoming workplaces do not happen by chance. The week encourages learning, allyship, and action to remove discrimination and barriers so that people can bring their full selves to work. It also celebrates the progress that has been made while showing that there is still important work to do for equity and equality.

June 18 - Autistic Pride Day

Autistic Pride Day is observed annually on June 18 to celebrate autistic people and recognize autism as a natural variation of human diversity. The day promotes acceptance, inclusion, and respect for autistic individuals, while encouraging society to value their unique strengths, perspectives, and contributions. Founded by autistic advocates, Autistic Pride Day emphasizes self-advocacy and challenges stereotypes and misconceptions about autism. It is an opportunity to raise awareness, foster understanding, and support a more inclusive world where autistic people can thrive as their authentic selves.

June 20 - World Refugee Day

World Refugee Day is observed annually on June 20 to honor the strength, resilience, and courage of people who have been forced to flee their homes due to conflict, persecution, or natural disasters.

Established by the United Nations, the day raises awareness about the challenges refugees face and highlights their contributions to communities around the world. It serves as a reminder of the importance of compassion, protection, and support for those seeking safety and a better future. World Refugee Day also encourages individuals, organizations, and governments to promote inclusion and uphold the rights and dignity of refugees.

June 21 - National Indigenous Peoples Day

National Indigenous Peoples Day is celebrated annually on June 21 in Canada to recognize and honor the rich cultures, traditions, histories, and contributions of First Nations, Inuit, and Métis peoples. The date was chosen because it coincides with the summer solstice, which holds cultural and spiritual significance for many Indigenous communities. The day provides an opportunity for all Canadians to learn about Indigenous cultures, languages, and perspectives. It also encourages reflection on the historical and ongoing experiences of Indigenous peoples, including the impacts of colonization and residential schools. National Indigenous Peoples Day highlights the importance of reconciliation, respect, and meaningful relationships between Indigenous and non-Indigenous peoples. Communities across the country mark the occasion with cultural events, performances, storytelling, and educational activities. By celebrating Indigenous heritage and achievements, the day helps foster greater understanding, appreciation, and inclusion.

June 27 - Canadian Multiculturalism Day

Canadian Multiculturalism Day is celebrated annually on June 27 to recognize and celebrate the cultural diversity that helps shape Canada's identity. The day highlights the contributions of people from many different ethnic, cultural, religious, and linguistic backgrounds who have helped build and strengthen the country. It promotes understanding, inclusion, and respect among all Canadians, while encouraging people to learn about and appreciate different cultures. Canadian Multiculturalism Day also reflects Canada's commitment to multiculturalism as a core value and an important part of its national heritage.

The day provides opportunities for communities to share traditions, stories, music, food, and cultural experiences. It serves as a reminder that diversity is a source of strength and innovation. By celebrating multiculturalism, Canadians can foster a more welcoming, equitable, and inclusive society for everyone.

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Custodial: Darshan Sidhu
ESW: Hannah Johnson & Priya Sandhu
Maintenance: Ryan Canuel

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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, 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
Username: deltaschool
Password: healthy

