

CUPE Local 1091
Canadian Union of
Public Employees
Delta School District
Support Staff

Next General Meeting
APRIL 27, 2019
DMEC
9:30 am sharp!
*Join us for goodies
& a door prize!*



Newsletter

APRIL
2019

Horizons

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Brothers, Sisters, Friends,

As we work our way through April, we await the District's final budget for 2019-2020 which should be announced by the end of the month. We are always hopeful that there will be no layoffs for CUPE staff this year, but we are ever mindful of the continued practice of non-replacement of our members when they leave their positions and either retire or find employment elsewhere. This purposeful choice of

elimination is another way that our jobs are at risk every single day, but this process is more subtle and less visible to the public. I spoke about this practice at my budget input presentation in February.

CUPE staff are integral and valuable members of this District and we need to remind our employer that if cuts to our jobs continue there will be no one left doing our work. The Delta Tree of Learning that is on the District's BOLD VISION STATEMENT will be nothing more than a bush on the ground if the CUPE members who are the trunk and roots of that tree are chopped away in the name of savings.

Your elected convention delegates will be attending the 56th annual CUPE BC convention in Victoria May 1 - 4. We will have 3 first time delegates with us this year: Brother Kevin Pencer, Sister Daun Frederickson and Sister Cyndi Smith. Thank you to those new members who put their names forward this year! Sister Eileen Penney and I will be attending the National President and Secretary-Treasurer's breakfast meeting on Friday May 3rd. Ivan Coyote, Canadian spoken word performer and LGBTQ2+ advocate will be one of the keynote speakers at this convention and I am excited for our delegates to hear them on Thursday, May 2nd.

On April 28th we remember all those workers who have been injured or killed on the job with the **National Day of Mourning**. The Day of Mourning was born of the values of the union movement. It was created by working people in their constant fight for decent, safe working conditions. Remembering **"An injury to one is an injury to all"**. Your Local will be making a presentation to the Board of Trustees later this month and our Day of Mourning Flag will be raised at the School Board Office at 8:00 am on Friday, April 26th.

In solidarity,

Patti Price

President, CUPE1091

KNOW YOUR COLLECTIVE AGREEMENT



Article 5 - Employees

5:02 Regular Employees

A regular employee is:

- a) an employee who has obtained a continuing position and who has successfully completed the probationary period; or
- b) a temporary employee who has been continuously employed in a specific temporary position for more than twelve (12) months (in a twelve month position) or more than ten (10) months (in a ten month

position) and who has successfully completed their probational period.

5:04 Temporary Employees

A temporary employee is a casual or new employee who is appointed to a term-specific position.

5:05 Casual Employees

A casual employee is an employee who is employed on a day-to-day basis to augment or substitute for regular staff and includes supervision assistants and cross walk guards.

RETIREMENT PLANNING SEMINAR - OCTOBER, 2019

The Local is holding a second retirement planning seminar on October 18, 19 & 20, 2019. If you would like your name to be placed on the list to attend this seminar, please email the union office at local1091@telus.net. Please include your name, age, work location, phone number and whether you would like your spouse/partner to attend with you.

Preference will be given to those who are closest to their retirement date and who have not attended this seminar before.

APRIL 28

DAY of MOURNING

CUPE 1091's Health & Safety rep, brother Kevin Berg-Iverson, will be raising our Day of Mourning flag on

Friday, April 26th at 8 am in front of the School Board Office.

Please join him to remember those who were killed or injured on the job.

The National Day of Mourning was started by CUPE in 1984 when it was known as "Workers' Memorial Day". In 1985, the Canadian Labour Congress declared it as an annual day of remembrance and on April 28, 1991, it became known as "**The National Day of Mourning for Persons Killed or Injured in the Workplace**".

This remembrance is observed in over 100 countries around the world and this year in our own province, over one dozen official ceremonies will take place.

Stats from the Association of Workers' Compensation Boards of Canada:

2017: 951 fatalities including 46 young workers aged 15-24. An increase of 46 fatalities overall, 23 of which were young workers

2017 - 251,508 accepted claims for time loss. This is up 10,000 claims from 2016. 31,441 claims in 2017 were for young workers aged 15-24

The Day of Mourning not only honours those who have been injured or killed in the workplace, it is a renewal to our commitment to improve health and safety in our workplaces and to prevent further injuries and death.

The Canary in the Cage is an internationally recognized symbol for workers' health and safety. In the 19th century, coal mines did not have ventilation systems and so coal miners used canaries to warn them of hazardous air quality because canaries are more sensitive to airborne hazards than humans. As long as the canary kept singing, the miners knew their air supply was safe – a dead canary signaled an immediate evacuation.



Comfort Committee

Illness

Sharon Hann	LE
Darcy Hawksworth	Mtce
Michelle Chow	SE
Daun Frederickson	DMEC

Thank You

Sharon Hann – Thank you so much for the beautiful flowers. Makes it feel like spring has arrived and can't wait to get back to being active and outside again.

Shirose Damji – Thank you for the lovely flowers.

Donna Zonruiter – Thank you for the beautiful bouquet of flowers after the passing of my mother-in-law. It was very much appreciated.

Janice Rosychuk – Thank you for sending the beautiful floral arrangement. The colours were my mom's favourite! Your kindness and thoughtfulness was truly appreciated.

Bereavement

Roberta Nielsen	BU	Loss of mother
Julie Sansregret	ND	Loss of mother
Fred Gronlund	BU	Loss of father-in-law
Joanne Pue	SD	Loss of husband
Dawn May	AN	Loss of father-in-law

Lifeworks

How does the word “retirement” make you feel? You may be excited about having more time to learn, travel, volunteer, move to a different home or climate. But how will you adjust to such a big change? Whatever your situation, know that retirement can affect people in many ways.

You may experience strong emotions when considering retirement. Even if you have been looking forward to the end of full-time work, you may have intense emotions as you approach it. You may feel excited about having control over your time, but also feel sad or realize how much you will miss your co-workers or your daily routine. No matter how much planning or forethought you give to retiring, you may feel afraid of the unknowns that come with such a major life transition.

If this happens, allow yourself to grieve for your job just as you would for any other loss. Talk about your feelings with others who may know how you feel, such as retired friends and relatives.

After you retire: Just like any major change, retiring can bring with it different emotions. You may initially feel at a loss. Work plays such a big part in our lives that you may feel at a loss without things it provides:

- a structure for your day
- social contacts
- recognition
- income

Know that you'll likely need to find ways to replace those aspects of work in your new life.

You may also go through a “honeymoon” period. Many people have a brief period of great joy or exhilaration right after they retire. At first you may be thrilled that you have free time to do things you love and no longer have the daily responsibilities and stresses of your job. But after a while, you may need new challenges to avoid becoming bored or restless. Trust your instincts if you begin to feel a need to start looking for more interests or activities.

You may find the first year or two especially challenging. Research has shown that the first few years of retirement tend to be the most difficult. During this time, you may be dealing with several big changes at once—the end of work, a move, the need to establish a new relationship with your partner if you are part of a couple. If the adjustment seems tougher than expected, keep in mind that retirement may get much easier after you have adjusted to new routines.

Find out more about coping with retirement and other topics by visiting www.lifeworks.com.
Log-in information is:
username: *deltaschool*; password: *healthy*.

Executive

President	Patti Price	604-312-7595
1st Vice-Pres.	Ian Reade	
2nd Vice-Pres.	Jasbir Singh	
3rd Vice-Pres.	Kevin Berg-Iverson	
Sect'y Treas.	Eileen Penney	
Rec. Sect'y	Alexis MacPherson	

Sergeant-at Arms Dejene Lenjesa

Communications Officer Alexis MacPherson

Trustees Larry Johnston
Cyndi Smith
Sherryann Weber

Occupational Health & Safety Committee

Kevin Berg-Iverson (MT) 604-841-0111

Unit Chairpersons

Clerical Heather Bowling
Barb Turner

Custodial Jasbir Singh

Maintenance Kevin Pencer

EA Sherryann Weber
Daun Frederickson

WORKING FOR FREE

Once again, I am reminding CUPE 1091 members who continue to work beyond their normal day without putting the extra time on their timesheet to stop this practice immediately.

CUPE hours of work have been bargained with the employer and are listed in the Collective Agreement. Those are the only hours that should be worked unless overtime is authorized by an immediate supervisor.

You are not helping your fellow co-workers by working for free and the Union will never be able to get you the additional help you need to get the job done right if you continue to put in time "off the books".

CUPE members are paid by the hour – **YOU ARE NOT A VOLUNTEER.**

Your time is valuable and so are you. If you are experiencing workload issues or are working extra time and not claiming it on your timesheets, or being told by your supervisor to "bank it under the table", the union wants to hear from you. Please email the office local1091@telus.net

Shop Stewards

Chief Shop Steward: Jonathan McCune 604-290-7375

Maintenance

Ryan Argue
Kevin Berg-Iverson
Kevin Hasebe
Jonathan McCune
Kevin Pencer

Education Assistants

Laurie Butterworth
Laura Cole
Petra Hoy
Daun Frederickson

Custodial

Ed Calvelo
Dejene Lenjesa
Rina Prasad
Jasbir Singh
Balvir Sangha

Clerical

Alexis MacPherson

Counselling Services (LifeWorks):

Call toll-free, 24 - 7: 1-888-307-0590

LifeWorks is a confidential resource program to help you and your dependents manage personal issues at work or at home.

UPCOMING EVENTS

April 26, 2019

Day of Mourning Flag Raising
Join us at the SBO at 8 am

April 27, 2019

General Meeting
9:30 am sharp
DMEC

Join us for goodies & a door prize!
If you're interested in having child care available at the meeting, please contact the Local office at least a week prior to the meeting.

May 23, 2019

Clerical Dinner

Please join us in honouring our wonderful clerical who will be taking the plunge to retirement-hood! Details: Sushi Verma