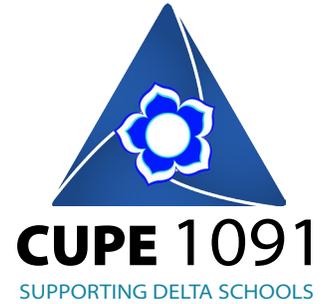


CUPE Local 1091
Canadian Union of
Public Employees
Delta School District
Support Staff

Next General Meeting
January 20, 2018
DMEC
9:30 am sharp!
*Join us for goodies
& door prizes!*



Newsletter

**JANUARY
2018**

Horizons

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- Violent Incidents
- Upcoming Events

CONTACT US

website:
www.cupe1091.com

email:
local1091@cupe1091.com

phone:
604-940-8596



WELCOME TO 2018!

As we return to work from the Christmas Break we are still challenged by cold temperatures, fog and frost.

Safety at work as well as at home and on the roads is extremely important during this kind of weather.

Remember to dress warmly - Keep an emergency kit in your vehicle, along with a warm blanket, shovel, ice scraper and a container of ice melt or sand (kitty litter also works). You never know when conditions will change and you may be in need of these extra supplies.

Drive for the conditions you face each day – give yourself some extra time to get to and from work. Your safety and the safety of others must be more important than saving 10 minutes on your daily commute. **Drive to arrive alive!**

Violence in the workplace continues to be an issue at many of our Delta schools. Our EA's are especially vulnerable and many are subjected to attacks on a daily basis.

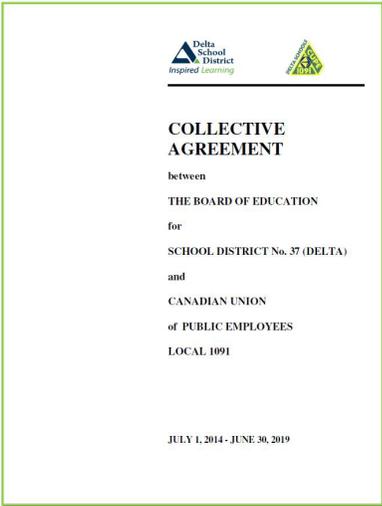
Did you Know?

- Employers are obligated to provide you with a safe and healthy working environment
- Employees have the right to refuse unsafe work
- School Board Employees are legally obligated to report student incidents – including violent incidents

If you feel that you have been subject to a violent incident or attack you must fill in the School District violent incident report form and, if injured, your Worksafe Injury Report form. Do not let these kinds of issues go unreported. Change can only happen when there is concrete evidence in hand. Make sure to keep a copy of your reports for your records as well.

CUPE'S **K-12 Violence in the Workplace** brochure is available from the Local's office. Please contact us if you want copies sent to your school.

Fraternally,
Patti Price
President, CUPE 1091



KNOW YOUR COLLECTIVE AGREEMENT

ARTICLE 10:18 - SICK LEAVE PAYOUT

As part of the sick leave provision, employees participating in the Municipal Pension Plan will be entitled to a portion of their unused sick leave, upon termination, other than dismissal for cause, on the following basis:

- From 36 to 48 months of service - one month's pay
- After 48 to 60 months of service - one and one half month's pay
- After 60 to 144 months of service - two month's pay
- After 144 or more months of service - three month's pay

One month's pay means the normal monthly rate earned by an employee

The payout for this Article is calculated based on the amount of hours in your sick bank at the time of termination (resignation or retirement) or regular salary as above - whichever is the least amount of money.

If you have questions or concerns, please contact the union office at 604-940-8596

KNOW YOUR BENEFITS

A reminder that effective January 1, 2018, your benefit deductible has been reset. The new deductible with Pacific Blue Cross is \$100 per family. This means that you are responsible for the first \$100.00 of your claims from Jan 1 - Dec 31, 2018. Claims will be reimbursed in accordance with the new benefit plan after the deductible has been applied.

For more information on your benefit plan and how to make claims please go to the Public Education Benefits Trust website: www.pebt.ca or the PBC website: www.pacbluecross.ca and log into CARESnet to create your personal account.

You may also contact Pricille Nowicki, Support Staff Benefits Administrator, in the Human Resources Department at 604-952-5357.

Here is the most recent monthly cost breakdown of CUPE benefits:

Medical Services Plan

single	37.50
family/couples	75.00

Extended Health

single	36.24
family	109.93

Dental

single	69.83
couple	130.07
family	183.79

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	

<u>Sergeant-at Arms</u>	Dejene Lenjesa
<u>Website/Newsletter</u>	Alexis MacPherson
<u>Trustees</u>	Larry Johnston
	Cyndi Smith
	Sherryann Weber

Occupational Health & Safety Committee

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

Unit Chairpersons

Clerical	Vacant
Custodial	Jasbir Singh
Maintenance	Kevin Berg-Iverson
EA	Sherryann Weber

Counselling Services (LifeWorks):

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

Shop Stewards

Chief Shop Steward:	Jonathan McCune	604-290-7375
<i>Maintenance</i>		
	Ryan Argue	604-946-5088
	Kevin Berg-Iverson	604-841-0111
	Kevin Hasebe	604-946-5088
	Jonathan McCune	604-290-7375
	Kevin Pencer	604-946-5088

Custodial

	Dejene Lenjesa (ND)	604-596-7471
	Rina Prasad (DE)	604-946-4194
	Jasbir Singh (GR)	604-594-2474

Education Assistants

	Kam Waraich-Bal (DG)	604-581-6185
	Daun Frederickson (MC)	604-596-9554

Clerical

	Alexis MacPherson (POP)	604-946-3610
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You may contact a shop steward of your choice directly or ask the chief shop steward for assistance.

DID YOU KNOW?

It's worth repeating this information that Patti included in this month's President's Message:

- Employers are obligated to provide you with a safe and healthy working environment
- Employees have the right to refuse unsafe work
- School Board Employees are legally obligated to report student incidents – including violent incidents

If you feel that you have been subject to a violent incident or attack you must fill in the School District violent incident report form and, if injured, your Worksafe Injury Report form. Do not let these kinds of issues go unreported. Change can only happen when there is concrete evidence in hand. Make sure to keep a copy of your reports for your records as well.

UPCOMING EVENTS

January 11
CUPE Metro
7 pm
Burnaby Central High

January 20
General Meeting
9:30 am sharp
DMEC
Join us for goodies & door prizes!