

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

Next General Meeting
JANUARY 19, 2019
NDSS LIBRARY
9:30 am sharp!
*Join us for goodies
& a door prize!*



Newsletter

**JANUARY
2019**

Horizons

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CONTACT US

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WELCOME TO 2019!



The New Year is upon us and that means we are on the backside of this school year. Just 9 weeks until Spring Break and then another 12 weeks until the end of the year (just in case anyone was counting).

Between now and then I know that all our members will be hard at work to support students to reach their full potential and to maintain and improve the facilities and environments in which those students learn.

Your bargaining team met just before the Christmas break to go over all the proposals sent in by our membership. The number of proposals we received was overwhelming – thank you to everyone who took time to do research and to write into the Local with your ideas. The team will be meeting again this month to finalize the proposals we feel should be taken forward to the employer in this next round of bargaining. We will be serving notice to bargain to the employer shortly and then we will hold a proposal ratification meeting for the membership. Please watch for details to come out at your worksite. This information will also be posted to our website and Facebook page.

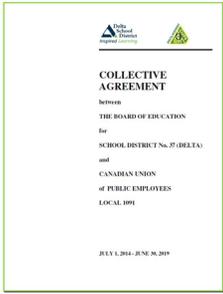
Violence in the workplace continues to be an issue at many of our Delta schools. Our EA's & CYCW's are especially vulnerable and many are subjected to attacks on a daily basis.

Please see the article on page 2 of this newsletter for more details on this very important topic.

Finally, be sure to join us at our next General Membership meeting on Saturday, January 19th in the North Delta Secondary Library.

The Meeting starts at 9:30 am sharp! Remember, our Local is stronger when we all work together.

In solidarity,
Patti Price
President, CUPE1091



KNOW YOUR COLLECTIVE AGREEMENT

ARTICLE 17: JURY DUTY

17:01: JURY DUTY

Where a regular employee is required to attend a court during his/her regular work day for the purpose of jury selection or to serve as a member of a jury he/she shall be granted the necessary leave and suffer no loss in salary by reason of such absence provided that he/she directs any payments received for such attendance (except for any monies paid for transportation, food, or parking) to the Board.

Lifeworks

THRIVING IN AN INCLUSIVE WORKPLACE

Diversity at work empowers everyone to perform at their best. Differences of gender, sexuality, race, age, social background, and physical and mental ability are championed by all in an inclusive workplace, and are proven to improve the performance of teams and, ultimately, business results.

To succeed in today's diverse and global work world, we must build relationships with people who are from different cultures, generations, and backgrounds. By helping to promote diversity in your workplace, you will not only be doing the right thing, you will be helping to establish an environment where you can achieve more satisfaction and be given the chance to shine.

Getting along with co-workers is often a matter of being open-minded and flexible. Pay attention to and respect people's values and beliefs. Work to understand differences among people within your group and organization. Educate yourself about any special requirements such as important religious holidays that your team members might observe. Learn more in the article, *Working in a Culturally Diverse World*.

Everyone has the right to be treated with respect and to not be harassed. That includes discrimination based on age, race, religion, gender, and gender identity or expression. Studies show, for example, that roughly 90 percent of transgender workers have reported experiencing some kind of harassment, mistreatment, or discrimination on the job. If you work with someone who is transitioning, gain a better understanding of their experience by reading, *When a Co-worker Is Transgender or Transitioning*. And if you are experiencing discrimination of any kind, you should contact your Human Resources (HR) department. You can also find guidance in the article, *Steps to Take If You Experience Harassment or Discrimination at Work*.

Having good relationships with the people you work with makes it easier to do your job and improves performance. It also makes everyone's time at work more enjoyable. It's up to everyone to help create a safe and inclusive workplace and help foster an environment where everyone feels safe to come to work and where employees respect one another's differences and bring their best to work.

Remember that you can contact Lifeworks to speak with a professional advisor any time, day or night. We're here for you, 24/7.

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

Comfort Committee Bereavement

With heartfelt sympathy for your loss

- Elaine Kuzma SD Loss of grandmother
- Marie Van Camp PW Loss of brother
- Moira Goodman BU Loss of brother-in-law



REFUSING UNSAFE WORK

For details, go to worksafebc.com

Workers have the right to refuse unsafe work. If you have reasonable cause to believe that performing a job or task puts you or someone else at risk, you must not perform the job or task. You must immediately notify your supervisor or employer, who will then take the appropriate steps to determine if the work is unsafe and remedy the situation.

If a worker refuses work because it's unsafe, workplace procedures will allow the issue to be properly understood and corrected. As a worker, you have the right to refuse to perform a specific job or task you believe is unsafe without being disciplined by your employer. Your employer or supervisor may temporarily assign a new task to you, at no loss in pay.

EDUCATION REPORT

Peer Support Facilitator **Venetia Sylvester** attended a BC Federation of Labour course on Prevention of Violence in the Workplace, and sent in this report:

I recently attended the BC Federation of Labour's Prevention of Violence in the Workplace conference and would like to thank the union for this opportunity. Most often when we think of violence, we think of physical violence but workplace violence includes threatening behaviour, verbal or written threats, harassment and verbal abuse. Policies should be in place so that employees, management, independent contractors and clients are protected.

This course was very interesting but I still have many concerns when it comes to Education Assistants, as many of us work with students who exhibit aggressive behaviour. I question, is reporting happening? Is it being done, the same across the board. If so, what is being done to protect us? I still have more learning to do in this department.

This course was a great start for me.

CUPE 1091 offers training to our members on an ongoing basis. If you'd like to know about training opportunities, which can range from Conflict Resolution, the Shop Steward Series, OH&S and much more, please come to General Meetings or contact your Site Representative.

VIOLENCE IN THE WORKPLACE

Violence in the workplace continues to be an issue at many of our Delta schools. Our EAs & CYCWs 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 – Worksafe regulation 3.12
- School Board Employees are legally obligated to report student incidents – including violent incidents

If you feel that you have been subjected to a violent or aggressive incident or attack, you **must fill in the Worksafe Employee Incident Report each and every time this happens**. This form needs to be sent to the District Occupational Health & Safety Person – Mike Messerschmidt. You must also complete the School District violent/aggressive incident report form. These incidents **MUST NOT** go unreported. Do not allow anyone else to complete these forms for you – you cannot guarantee that this information will reach the OH&S department or Inclusive Learning if you give away this responsibility. 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.

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

CUPE'S NATIONAL SECTOR COUNCIL

CUPE's National Sector Council helps our members from different regions share information about work in their sectors to build common ground and collective strength. CUPE's third National Sector Council Conference was held in Ottawa from November 5-8, 2018.

A large group from Delta attended, including Brenda Duffus, Charlene MacFarlane, Alexis MacPherson, Kevin Pencer, Eileen Penney, Patti Price, Ian Reade, Jasbir Singh, and Sherryann Weber.



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

UPCOMING EVENTS

January 19

General Meeting

9:30 am sharp

NDSS Library

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.

January 25

DAEOP Mini-Conference



CUPE