

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

Next General Meeting
MARCH 16, 2019
NDSS Library
9:30 am sharp!
*Join us for goodies
& a door prize!*



Newsletter

**MARCH
2019**

Horizons

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CONTACT US

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Brothers, Sisters, Friends,

On Tuesday, February 26th I made a presentation on behalf of the members of CUPE 1091 to the Delta Board of Trustees for their consideration in this year's budget process. This year I spoke about the smaller, but ongoing cuts to staff and services and how they affect our members' ability to support students and programs in the District while maintaining the expected level of service that CUPE staff is known for. These are not the big cuts that we see happening to our EA's every spring. These cuts come one job and one department at a time and go almost unnoticed by senior staff and Trustees. These cuts slowly erode our membership numbers. They diminish the importance of the work our members do and they lower the value that other staff place on our work, all the while placing a greater burden of tasks on a smaller number of employees. This is sometimes referred to as "death by a thousand cuts".

I asked the new Trustees in the room to ask the hard questions throughout the budget process even if it made others uncomfortable and to look at the process with a new set of eyes and not just accept being told "well we've always done it that way". We will be watching the process closely and will be reporting to the membership as information becomes available to us.

Thank you to Reach Child & Youth Development; Rhiannon Bennett, Andrea Hilder, and Susan Yao, DTA President, for including CUPE 1091 members in their presentations and letting the Board know that our jobs are vital to District operations and that more jobs for CUPE staff must be brought into Delta for it to continue to be successful.

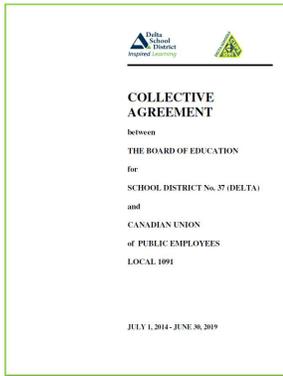
Your bargaining committee has met 5 times since early December and are extremely close to having a package of proposals ready for membership approval. Once approved, we will serve notice to the employer to start the official bargaining process. Our National Servicing Rep, Brother Michael Reed, will join our Local's team at the table and provide support throughout the process.

Please join us on Saturday, March 16th at the North Delta Library for our General Membership meeting. We start at 9:30 am sharp!

In solidarity,

Patti Price
President, CUPE1091

KNOW YOUR COLLECTIVE AGREEMENT



LEAVE: COMPASSIONATE, BEREAVEMENT

10:09 Compassionate/Bereavement Leave

a) In the event that an employee suffers bereavement or serious illness in his/her immediate family, in which recovery is in doubt, he/she shall be granted a leave of absence by the Board for up to a total of five (5) working days, for such immediate family member, and shall suffer no loss of salary or accrued sick leave by reason of such absence. Where leave is granted for serious illness and if death occurs within five (5) days, the bereavement leave shall be deemed to have begun on the day of death.

For the purpose of this Article, immediate family is defined as spouse (any two (2) people in a marriage-like relationship), child, son or daughter-in-law, parent, sibling, parent of spouse, grandparent, grandchild, ward or any other dependent relative living in the same household.

b) Upon application, a leave of five (5) days in excess of the five (5) days approved in (a) above may be granted with or without pay.

c) Upon application, leave may be granted with pay or without pay to attend the funeral of a friend or relative who is not a member of the immediate family.

d) Approval of leave under this Article shall not be unreasonably denied.

WORKSAFE JOINT HEALTH AND SAFETY COMMITTEE



Does your school or workplace have a Safety Bulletin Board?

Part 3 Division 4 Section 138 of the Workers' Compensation Act states:

At each workplace where workers of an employer are regularly employed, the employer must post and keep posted:

(a) the names and work locations of the joint committee members,

(b) the reports of the 3 most recent joint committee meetings,

(c) copies of any applicable orders under this Division for the preceding 12 months.

Part 3 Division 3 of the Act, Section 115 2. f) also requires the employer to post where employees may look at a copy of the Workers Compensation Act that the employer is supposed to have on hand.

If you don't have a Safety Bulletin Board at your workplace, contact your OH&S rep.

MANDATORY OH&S TRAINING AND ANNUAL EDUCATION

Are you a representative on your workplace's OH&S Committee?

All joint committee members selected on or after April 3, 2017 must receive **eight hours of training** and instruction. All worker health and safety representatives selected on or after April 3, 2017 must receive **four hours of training**.

Comfort Committee

Bereavement

With heartfelt sympathy for your loss

Name	School	Reason for bereavement
Gordie Fuller	Mtce	Loss of father
Cindy Duhamel	SE	Loss of sister
Teri Winick	BR	Loss of mother
Marilyn Kube	DG	Loss of mother
Shirose Damji	CH	Loss of mother-in-law

Illness

Wishing you a speedy recovery

Tejinder Gill	SE
Grace Graham	DL

Thank You

Marilyn Kube, DG – Thank you

Grace Graham , DL – Thank you for beautiful flowers.

LifeWorks

Work friendships can boost morale, enhance creativity, and make work more enjoyable. But work friendships can also get complicated.

What happens if one friend gets promoted

and the other doesn't? Or what if some co-workers feel left out of a close friendship? Here are some tips for navigating workplace friendships.

Make an effort to maintain all of your team relationships. Even if you are friends with some people, you need to be sure to maintain your relationships with others on your team. Friendships should not effect team relationships, nor should they interfere with team morale. Team members will not worry that your friendship will put them at a disadvantage or disrupt the team if you continue to maintain your relationships with them and demonstrate you are a strong team player.

Maintain confidentiality. Be discreet about what you tell your work friends, and be careful about repeating what they tell you. Gossip is common in many workplaces, and things that you'd rather keep private can easily get out. Be especially careful about sharing confidential work information. Real friends will understand that there is some work information you cannot share.

Avoid exclusivity. Invite other co-workers to get a cup of coffee or eat lunch with you now and then, with or without your friend. Go out of your way to

include others in your casual conversations. Remember that it's to your long-term benefit to be viewed as friendly and inclusive toward everyone, not just your close friends.

Never let a personal conflict spill over into the workplace. If you and your friend get into an argument or go through a rough patch, it's important that you avoid bringing it into work. Similarly, differences at work shouldn't impact your personal relationship if you're really friends. Again, allowing a friendship to develop gradually over time is the best way to avoid such situations, because you develop a depth of trust that will help you weather the disagreements people inevitably have.

Call LifeWorks at 1-888-307-0590 anytime.

TTY: 1-877-371-9978

You can also visit www.lifeworks.com -

login 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

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

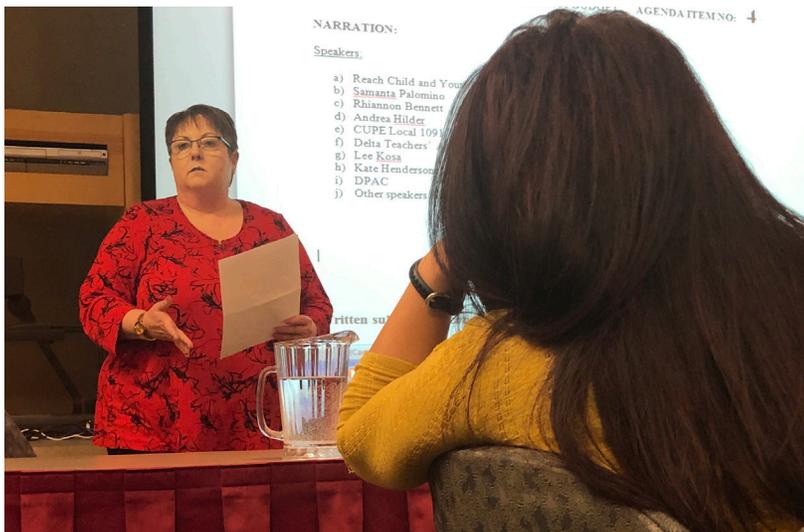
Clerical

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.



BUDGET PRESENTATION FEB. 26, 2019

Patti made a strong presentation on behalf of the members of CUPE 1091 to the Delta Board of Trustees for their consideration in this year's budget process.

We will be watching the process closely and will be reporting to the membership as information becomes available to us.

UPCOMING EVENTS

March 8

International Women's Day

is a global day celebrating the social, economic, cultural and political achievements of women.

March 10

Daylight Savings time

Enjoy Spring Break and the School Closure week.

March 16

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.

CUPE