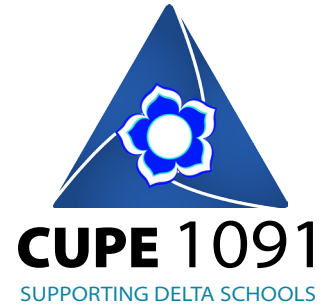


CUPE Local 1091
Canadian Union of
Public Employees
Delta School District
Support Staff

Next General Meeting
NOVEMBER 17, 2018
NDSS LIBRARY
9:30 am sharp!
*Join us for goodies
& a door prize!*



Newsletter

NOVEMBER
2018

Horizons

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CONTACT US

website:
www.cupe1091.com

email:
local1091@cupe1091.com

phone:
604-940-8596



Sister, Brothers, Friends,

On November 11th, countries all around the world will hold ceremonies in remembrance of those brave men and women in the military who have given their lives fighting for the freedoms we enjoy today.

Remembrance Day is observed to recall the end of hostilities of World War I on that date in 1918. Hostilities formally ended **"at the 11th hour of the 11th day of the 11th month"**, in accordance with the armistice signed by representatives of Germany and the Entente.

Our Local will be laying wreaths again this year at ceremonies in North Delta and in Ladner. Please join us as we honour the fallen brothers and sisters of our Canadian military.

On November 5-8, nine representatives from our Local participated in the 3rd CUPE National Sector Conference which was held in Ottawa. This conference is held every two years and brings together CUPE members from across the country to discuss and share concerns about our work in Education, Municipal, Library, Health and other sectors. The theme of this year's conference was "Respect in the Workplace". Thank you to all those that attended and took part in this important conference.

November 25-28 will see five delegates from our Local attend the 2018 BC Federation of Labour convention in Vancouver. Delegates from across the province and from a multitude of unions, like the BCTF, UniFor, HEU, BCGEU and CUPE will gather together at the Trade and Convention Centre to discuss important issues in the labour movement. There will be elections this year for a new President and Secretary-Treasurer as the current incumbents are not running for re-election.

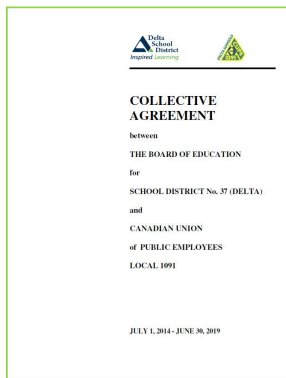
Thank you to everyone who submitted bargaining proposals for the next round of negotiations. Our Local bargaining committee will be meeting soon to go over all the proposals that were sent in and discuss what our bargaining strategy will look like. We hope to meet with the employer early in 2019.

Remember to join us at our next general membership meeting on Saturday, November 17th. We will be in the Library at North Delta Secondary. Meeting starts at 9:30 am sharp! Our Local is stronger when members participate and have their voices heard. There will be refreshments and a door prize.

In solidarity,

Patti Price
President, CUPE1091

KNOW YOUR COLLECTIVE AGREEMENT



LEAVE: ILLNESS, COMPASSIONATE, BEREAVEMENT

10:08 Illness in Family

Regular employees may be granted up to five (5) days of their vacation entitlement if their presence is required during illness in the immediate family (spouse [any two people in a marriage-like relationship], children or other completely dependent relative(s) living in the employee's household).

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.

10:10 Bereavement/Extenuating Circumstances

For regular employees, under extenuating circumstances, the Board may also grant additional leave of absence with pay at the written request of the employee.

OUT-OF-DISTRICT SCHOLARSHIPS

Congratulations to this year's winners of Local 1091's Out-of-District scholarships!

Sharondeep Sidhu (Darshan)

Yascha Siekman (Iris)

Amritpal Manhas (Manjit)

These scholarships are awarded to students who graduated from a public secondary school outside of Delta and whose parents or grandparents are Delta School District CUPE Members. Three \$500 scholarships are awarded annually.

REMINDER: LETTERS OF DISCIPLINE

If you have a letter(s) of discipline in your personnel file in Human Resources that is (are) at least 24 months old and you want it(them) removed, please email Dale Hunter with your request. Please include the date(s) on the specific letter(s) and quote the reason as Article 18.

If you are not sure that your letter(s) meet the criteria for removal, please contact the Union office at (604) 940-8596 or via email at cupe1091@cupe1091.com.

Comfort Committee Bereavement

With heartfelt sympathy for your loss

Tanya Bailey BU Loss of mother-in-law
Darshan Uppal SD Loss of father

Illness

Wishing you a speedy recovery

Tim Ouelette Mtce
Linda Williamson SD

If you know of someone who is away due to a lengthy illness or who has experienced the loss of a loved one, please contact the office. We would also like to report the “good news” from our members, including births, graduations, weddings, and other happy events.

CUPE TASK FORCE ON GOVERNANCE SURVEY AVAILABLE ONLINE NOW

CUPE members are invited to participate in a new online survey on governance.

As part of our work, we are seeking input from CUPE members, locals and other chartered bodies. You'll find a link to the survey and a youtube video about the process on the CUPE 1091 Facebook page.

Please complete the survey by November 15, 2018



Lifeworks



CAREGIVING: NOVEMBER IS NATIONAL FAMILY CAREGIVERS MONTH!

Caring for an elderly, ill, or dependent loved one is one of life's toughest and most demanding jobs.

Though caregiving can be a rewarding and meaningful experience, its demands can take a toll on your health and well-being, affect your productivity at work, and even cause financial strain.

Whether you're a part of the sandwich generation or a millennial caring for a dependent adult, this month's feature, Caregiving (live on the "Employee Assistance" homepage from November 1 to 30), has resources to support caregivers of all ages. You can also log into the platform at any time to access related resources.

If you are a caregiver and you could use guidance and support, 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

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 Vacant
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

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.



REMEMBRANCE DAY



CUPE 1091 will be placing wreaths at the cenotaph in Ladner Memorial Park and at the North Delta Plaza, 11415 84th Avenue again this year.

Please come out and show your support for our fallen veterans and for those currently serving our Country abroad.

UPCOMING EVENTS

November 11

Remembrance Day

Ladner Memorial Park

Parade leaves the Legion at 10:15

Ceremony starts at 10:45 am

N.Delta Social Heart Plaza

11415 84th Avenue

Ceremony starts at 10:40 am

Reception to follow at ND Rec. Ctr.

November 17

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.