

Spring 2017 Weeklong School

May 28 – June 2, 2017

Workshop Descriptions



1. INTRODUCTION TO STEWARDING & 5 STEWARD LEARNING SERIES MODULES

▪ Introduction to Stewarding

What does a CUPE steward do? If you are a new steward and want to learn how to help CUPE members solve workplace problems, this introductory workshop is for you! In this workshop you will learn:

- Investigating workplace problems
- Filing a grievance
- Meeting with management
- Dealing with workplace complaints

The 5 **Steward Learning Series** modules are:

▪ Being an Ally for Equality

Championing human rights in the workplace and the union is an important role for stewards. What does it really mean to be a good ally?

▪ Creating an Accommodation-Friendly Workplace

Learn the legal framework for the duty to accommodate, what a good accommodation process and plan look like, and what to do if the employer is not willing to provide reasonable accommodation.

▪ Creating Psychologically Healthy and Safe Workplaces

What is a psychologically healthy and safe workplace? Learn to identify the psychological hazards in our workplaces, and the role of the steward in eliminating psychological hazards.

▪ Taking on Privatization

Learn about the different forms of privatization in CUPE workplaces, and how it impacts our members, services, and the public, and what we can do about it as stewards.

▪ Understanding Mental Health

Explore the steward's role in supporting and representing members around mental health and mental illness. Learn what to do about stigma, and how to approach a conversation with a member about a possible mental health issue.

***Please bring your:
Collective Agreement, Steward Handbook and Steward
Learning Series Passport***

2. CUPE INTRODUCTION TO HUMAN RIGHTS

This course provides leadership and activists the opportunity to develop the skills and perspectives we need to build a stronger, more inclusive union. Our union will only benefit from our diversity when we pull from the strengths of all of our members.

Employers use racism, sexism, homophobia, and discrimination against people with disabilities to divide us as workers. We'll focus on the role the union can and does play in advancing equality and challenging employers.

This program is rooted in class struggles – learning how racism, sexism, homo/transphobia, and disability issues operate within the context of capitalism and the economy, and learning how movements for equality have always been tied to workers' rights and struggles.

Through case study, video, and discussion, this course provides practical information for taking on workplace harassment, bargaining collective agreements that promote real equity, and building stronger unions. Part critical thinking, part strategy, part skill development, this program is a must for leadership in our growing, diverse union.

3. COMMUNICATING CUPE/SOCIAL MEDIA

Do you want to build a more powerful local internally and externally? Communication is key. Come and learn skills to reach your members and the public. You will get hands-on experience developing campaigns, media skills, newsletters and electronic communication with members. Take this workshop and watch your local take off!

Facebook, Twitter, YouTube... How can they benefit my local? How are groups using social media for activism? How can I deal with people's resistance? What are the guidelines for using social media? Explore questions like these and get lots of hands-on practice in CUPE's Social Media workshop.

4. HEALTH & SAFETY SERIES



▪ Health and Safety: An Introduction

This course serves as an introduction into the world of health and safety, and explores different basic concepts such as:

- Identification of hazards
- Hierarchy of controls
- The basic role of health and safety committees
- The general duty clause
- Basics on the right to refuse

After completing *the **Introduction to Health and Safety***, members can complete other workshop modules from the **Health & Safety Series**.

- **Ergonomics**

This module looks at the musculoskeletal injuries in the workplace, such as strains or carpal tunnel syndrome, the risk factors and the employers' obligations to prevent these types of injuries.

- **Preventing Mental Injury at Work**

New forms of work, job insecurity, work intensification, high demands, violence and a resulting poor work-life balance are resulting in psychosocial and mental health problems in CUPE workplaces. This module focuses on the workplace as the cause of mental health issues, and not the individual. Discuss strategies and actions that actually help make workplaces psychologically healthier and safer.

- **Solidarity beyond Borders**

Health and safety standards are starkly different around the world. Trade deals signed by our government not only keep workers in other countries down, but can also hurt Canadian workers. This module examines a few of the socioeconomic and political realities of the global workforce to illustrate how poor health and safety laws around the world make it harder for us to bring positive change to workers in Canada.

- **Violence Prevention in the Workplace**

This module examines the risk factors that lead to violence in the workplace, and the employer's obligations around making sure that proper safeguards are in place to prevent members from being exposed to and injured by violence while at work. We will examine relevant health and safety law, and start to develop strategies to make our workplaces safer.

- **Women & Work Hazards**

This module looks at the impact of the physical and social work environment on women's health, and ways to influence research, policy and practice to reduce the health disparities related to gender.

NEW

5. LOCAL EXECUTIVE TRAINING

Strong, effective locals are inclusive, accessible and are the foundation of CUPE. We are Strongest when we all work together. This workshop is designed for all current and potential local executives and will focus on:

- **Leadership basics for Executives**

What is leadership? What makes a good leader? What is your own leadership style? Learn how to use the power of your elected position to build power in the union, support others to get involved and strengthen our labour movement.

- **Financial Essentials**

This workshop is for all members in an elected position within the local union. Whether you are a trustee or a member of the executive, learning about the basics of the local union's finances is a priority. In this workshop, you will learn about your duties within the finances of the union, budgeting and how to be transparent and accountable to members.

- **Parliamentary Procedures**

Pilot and will be seeking feedback

Learn about the different rules that govern our union meetings (how to make a motion, an amendment, a point of order...) and will get a chance to practice chairing union meetings using the rules of order

- **Introduction to CUPE**

Pilot and will be seeking feedback

Learn about CUPE structure and about the values and principles of the labour movement. Understand the roles and responsibilities of elected officers, and the bylaws and constitutions that structure our organization. Leave knowing how to make your voice heard at a union meeting and how to participate in the decisions of your union.