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CUPE Education and CUPE BC

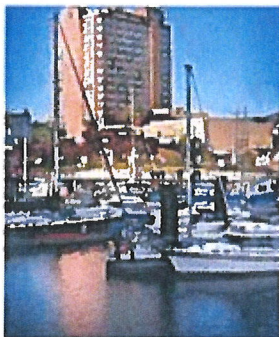
CUPE *education*
where the action is!

FALL WEEKLONG SCHOOL NANAIMO 2018

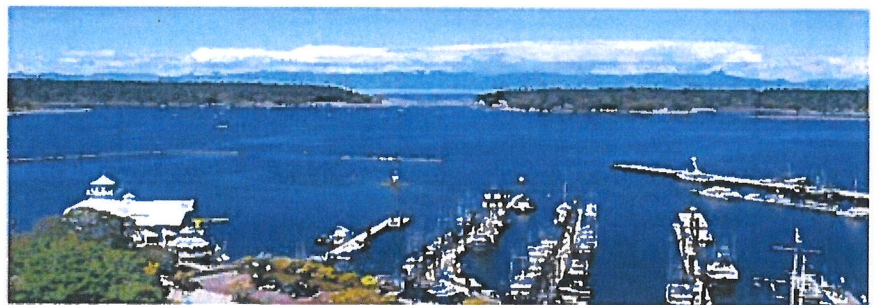
PREVIOUS PARTICIPANTS



COAST BASTION INN



HARBOUR VIEW FROM NANAIMO



**COAST BASTION INN & VANCOUVER ISLAND CONVENTION CENTRE
NANAIMO, BC**

OCTOBER 28 – NOVEMBER 2, 2018

Fall 2018 Weeklong School
October 28 – November 2, 2018
Workshop Descriptions



1. 8 STEWARD LEARNING SERIES MODULES

▪ **Creating Accommodation Friendly Workplaces**

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 Gender Equality**

How do you know if gender inequality is happening in your workplace? Learn about gender inequality and ideas for how stewards can challenge sexism in the workplace.

▪ **Green Action for Stewards**

How will greening our workplaces impact workers? What does a green workplace look like? What action can we take to address environmental issues? Explore answers to these questions and more, from a steward's perspective.

▪ **Handling Discipline and Discharge**

Learn about key legal concepts and terms, and the role of the stewards during the employer's investigation, when discipline is given, and during grievance meetings.

▪ **Mobilizing Workers**

Stewards can play a key role when the union needs to mobilize its members. Learn basic mobilization theory and practice new skills by working with current CUPE campaigns.

▪ **Popular Economics for Stewards**

We keep hearing that the rich are getting richer and the poor are getting poorer. How do these trends impact our lives as workers and union members? What is needed from us as stewards in these times of growing economic inequality?

▪ **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.

- **What Stewards Need to Know About Bargaining**

Learn about the different steps in the bargaining process, the responsibilities of different activists throughout bargaining, and the role that stewards play during bargaining.

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

2. THE BIG PICTURE FOR YOUNG WORKERS



- **Creating Racial Justice**

Challenging racism in the workplace and the union will benefit everyone.

In this workshop, you will:

- deepen your understanding of racism;
- explore the history of racism and colonialism in North America;
- explore how to be an ally for racial equality.

- **Labour History & The Class Struggle Today**

Unions have led the charge for shorter work weeks, health and safety legislation, collective bargaining rights, benefit and pension programs, and much more. Now unions are under attack.

In this workshop, we will explore:

- the history of unions in Canada and key moments in CUPE's 50 year history;
- why unions are under attack;
- who benefits when workers' rights are weakened;
- what we can learn from our history to help us move forward and build our power at the bargaining table and in the political arena.

- **The Big Picture: Why International Solidarity?**

In today's world, we're all connected across borders. Global, international trade and investment agreements consolidate global corporate power. We need to consolidate global workers' struggles to build union power. CUPE's solidarity must expand beyond our borders if we are serious about achieving equality and justice for all workers.

In this workshop, participants will:

- explore the root causes of global inequality, austerity, and privatization
- identify where we have power to act
- strategize about solidarity actions

3. LOCAL EXECUTIVE TRAINING

- **Conflict Ready Executives**

In this workshop, participants will explore:

- The value of conflict for effective groups
- How our beliefs about conflict shape how we respond
- The kinds of conflict executives struggle with
- Productive ways to resolve conflict on an executive

- **Essentials for Inclusive Unions (PILOT)**



NEW

As activists in our unions, we often ask why members are not more involved. This workshop turns that question around and asks: Who is involved and who isn't and what might be some reasons why? How might our unconscious biases contribute to this? How can we represent members in a way that invites those on the margins to get involved and to see the union as a place where they want to make a difference?

- **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.

- **Leadership Essentials for Executive Members**

Who am I as a leader? Who are we as a local union? How do we fit into the broader movement? Learn how to use the power of your elected position to build power in the union, create space for more members to get involved, and strengthen solidarity in the labour movement and in our communities.

4. BARGAINING SERIES



NEW

- **How Bargaining Works**

This module can be added to other parts of the Bargaining Education Program. It covers the legal framework for collective bargaining and where we get our power as a union.

- **Mobilizing for Bargaining**

In this workshop, members of local Mobilization Committees look at effective ways to engage members before bargaining begins, and throughout the bargaining process.

NOTE: This workshop is for the Mobilization Committee.

- **Notetaking for Bargaining**

Bargaining notes are critical – during bargaining and when new language is being implemented after bargaining has ended. Learn how to read the room, understand body language, take good notes, and store notes after bargaining.

NOTE: This workshop is for bargaining committee members.

- **At the Bargaining Table: Modules 3, 4, & 5**

This workshop gives bargaining committee members the training they need, when they need it, so they can get the best deal possible for their members. It is delivered by the national servicing rep and happens in stages throughout negotiations. The workshop explores how to work effectively in caucus, as well as at the bargaining table.

5. CONFLICT RESOLUTION



Conflict is a natural part of our lives. Learning to handle it well improves relationships with other members, co-workers and the employer.

In this workshop, you will:

- deepen your understanding of conflict;
- strengthen your communication skills;
- practice responding to conflict.

AGENDA

SUNDAY

Arrival and Registration	3:00 pm – 5:00 pm
Dinner	5:30 pm – 7:00 pm
Opening Assembly	7:00 pm – 8:00 pm
Social Evening	8:30 pm – 10:30 pm

MONDAY – THURSDAY

Workshop Groups	9:00 am – 12:00 noon
Lunch	12:00 noon – 1:00 pm
Workshop Groups	1:15 pm – 4:30 pm

WEDNESDAY EVENING

Evening Session	7:00 pm – 9:00 pm
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FRIDAY

Workshop Groups	9:00 am – 10:15 am
Closing Assembly	10:30 am – 11:30 am
Lunch and Departure	11:30 am

MEALS

Breakfast	7:30 am – 8:30 am
Lunch	12:00 pm – 1:00 pm
Dinner	5:30 pm – 7:00 pm

LIFESTYLE BREAKS

Morning	10:30 am – 10:45 am
Afternoon	2:30 pm – 2:45 pm

**Coast Bastion Inn
Nanaimo, BC**

General Information

Fall School Registrar

Vanessa Wolff, Education Representative
Canadian Union of Public Employees
6222 Willingdon Avenue, Burnaby, BC V5H 0G3
Phone: 604-291-1940 / Fax: 604-291-1194
Email: vwolff@cupe.ca

Cost

The registration fee including accommodation and meals (Sunday afternoon to Friday noon) is **\$1,150.00 per person based on shared accommodation.**

There are a **limited** number of single accommodations available at a cost of **\$1,600.00**. A refund will be issued if there is no single accommodation available.

Spouse/Partner and/or Children

Participants wishing to bring a spouse/partner, or child 14 years and older, must pay for single accommodation plus an **additional \$500.00** meal supplement (\$1,600 + \$500 = \$2,100). Please provide the name of your spouse/partner or child on the Participant Questionnaire.

Participants wishing to bring a child 3 to 13 years of age must pay single accommodation plus an **additional \$200.00** meal supplement (\$1,600 + \$200 = \$1,800). Please provide the name of your child on the Member Registration form. Participants wishing to bring a child under 3 years of age must pay for single accommodation.

Registration fees must be paid by October 12, 2018. **Please make the cheque payable to "CUPE – Fall 2018 School".**

<p>Registration Deadline October 12, 2018</p>
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Register Early – Limited Space Available

Registrations will be processed on a first come, first served basis. Some classes fill up weeks before the Registration deadline so register early to ensure your spot.

We reserve the right to limit the number of participants from the same local in any workshop.

Should there be an inadequate number of registrations for a workshop, it may be subject to cancellation at the registrar's discretion.

Arrival Time

Registration will commence on Sunday at 3:00 pm.

Dinner will be served at 5:30 pm. The opening session will commence at 7:00 pm.

Location

Coast Bastion Inn

11 Bastion Street

Nanaimo, BC V9R 6E4

Phone: 250-753-6601 / Fax: 250-753-4155

<https://www.coasthotels.com/hotels/bc/nanaimo/coast-bastion-hotel/>

For Your Information

- Registration includes accommodation (single or double occupancy), all meals and breaks. Registration must be booked online through CUPE at: <http://www.cupe.bc.ca/resources>
- **Useful items to bring:** Your collective agreement, calculator, personal toiletries, alarm clock, sport clothes, raincoat, heavy sweater or jacket, and if you have a musical instrument, please bring it along too.
- All participants are expected to attend the opening and closing sessions as well as the daily workshops and the mid-week general evening session.
- Smoking is not permitted except in designated areas.
- No pets allowed.

Facilities for socializing are available and activities will be organized by CUPE's Social Convenor and your class reps.

Please bring a Halloween costume for the party!

Participants Behaviour

All delegates to the Fall 2018 Weeklong School are advised that a high standard of behaviour is expected of them. The key word is RESPECT – respect for all participants, staff and other people at the school and at the hotel. At CUPE’s Weeklong Schools, all forms of harassment are unacceptable. See CUPE’s Code of Conduct at: http://cupe.ca/sites/cupe/files/Code_of_Conduct-PDF.pdf.

The CUPE Weeklong School Registrar will deal with incidents in a fair and quick fashion, and reserves the right to send participants home for inappropriate behaviour without refund.

Privacy Statement

The personal information provided on the registration form will only be used for the purposes of workshop registration and will not be sold, shared, or otherwise provided to a third party. CUPE may use the contact information you have provided to contact you or provide you with additional information in the future regarding CUPE campaigns or educational opportunities.

As a result of Canada’s Anti-Spam legislation, after July 1, 2017 we will require your express consent to send any Commercial Electronic Message (CEM) about an event which has a fee. Please ensure you check off the permission box on the registration form if you wish to receive electronic updates from us regarding CUPE and CUPE BC campaigns, events, publications, or educational opportunities.

Refund Policy

There will be no refunds for registration cancellations with less than 72 hours notice. Please notify us right away if a delegate cannot attend or will be coming late on Sunday evening. Contact Vanessa Wolff, Education Representative at vwolff@cupe.ca or call 778-238-1862

September 2018

TO: ALL BC REGION CUPE LOCALS AND DISTRICT COUNCILS

Greetings:

**RE: FALL 2018 WEEKLONG SCHOOL – OCTOBER 28 – NOVEMBER 2, 2018
COAST BASTION INN AND VANCOUVER ISLAND CONVENTION CENTRE**

On behalf of CUPE Union Development and CUPE BC, I am pleased to send you the Program Brochure for our Fall 2018 Weeklong School to be held October 28 – November 2, 2018 at the **Coast Bastion Inn** and **Vancouver Island Convention Centre** in Nanaimo.

This Fall, CUPE BC's Education Committee and I are offering a wide variety of choices that will assist every role in the union.

We are showcasing some of the new modules from our **Local Executive Training Series**, a benefit for new and experienced leaders, our new **Bargaining Series**, and **The Big Picture for Young Workers**. The **Steward Learning Series** will be back and we will have a week of our new workshop on **Conflict Resolution** as well.

REGISTER ONLINE FOR FALL 2018 WEEKLONG SCHOOL

The Education Department in BC has moved to Online Registration for all of our weeklong schools. Register now – all forms are online!

To register, go to the CUPE National website at <https://cupe.ca/unioneducation>

Registration forms must be completed **by the local**. Our workshops fill up quickly so please register your participants early. To save your delegates' spots, please send your local's payment within seven days of registration.

Registration is not complete until both the Registration Form, and payment has been received.

If you have any problems with online registrations, please contact Education Secretary Sophia Yap at syap@cupe.ca or 604-291-1940.

CUPE NATIONAL EDUCATION, BRITISH COLUMBIA REGION
6222 Willingdon Ave, Burnaby, BC V5H 0G3 (604) 291-1940, Fax: (604) 291-1194



IMPORTANT DATES FOR FALL 2018 WEEKLONG SCHOOL

**October 5, 2018 – Scholarship and subsidy applications are due
(two weeks before the Registration deadline)**

CUPE BC will be offering Scholarships to help local unions cover some of the expenses for sending delegates to our school. Please complete the Scholarship Application form, providing details for each Scholarship that is being applied for. (We only need one application per Local regardless of how many delegates you are sending.) Locals who are awarded a scholarship will be advised before the weeklong school. **All locals can apply.**

CUPE BC Subsidies are also available for **small locals** and for **locals travelling from distant locations** (Northern areas, Haida Gwaii, Kootenays and Northern Vancouver Island). Please complete the Subsidy Application form.

October 12, 2018 – Registration deadline

Payment is due within seven days of registration: Please send your cheque (payable to "CUPE – Fall 2018 School") to:

Vanessa Wolff, Education Representative
CUPE National Education, BC Region
6222 Willingdon Avenue
Burnaby, BC V5H 0G3

Attention First Aid Attendants! If you are a delegate with a valid First Aid Certificate, would you be willing to volunteer to act as a CUPE First Aid Attendant at our Weeklong School? If so, please complete the First Aid Attendant Volunteer form online.

Union education gives activists and members the tools and skills to achieve their goals both at work and in their personal lives. Our Weeklong School is a wonderful opportunity to come together for a thought-provoking week of learning in an atmosphere that respects the values we share as CUPE members and staff. I do hope that you will send delegates to our Fall 2018 Weeklong School. The knowledge and skills that your members bring back will be invaluable in helping to advance the interests of your local union and its members.