



2019

Manitoba Winter School

Sponsored by:

*Union Education Branch and
CUPE Manitoba*

Victoria Inn Hotel
and Convention Centre

3550 Victoria Avenue

Brandon, Manitoba

February 14-17, 2019

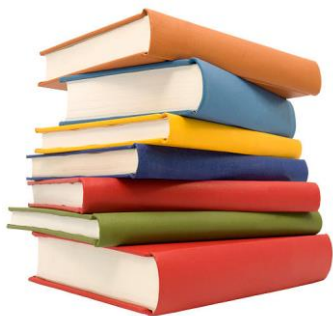
Manitoba 24th Annual CUPE Winter School

Who Can Attend?

The School is open to all CUPE Members sponsored by their Local.

Class size will be limited to approximately 20 participants. Participants will be registered on a first-come, first-served basis. It is very important to signify a **second** choice. Your registration fee **MUST** accompany your registration form to confirm your registration.

To provide the best learning environment, the Education Rep reserves the right to cancel any course if the registrations are low, or transfer participants to their second choice. The Education Rep also reserves the right to limit the number of members any one Local may send to any workshop and may assign participants to their second choice of workshop.



CUPE education
where the *action* is!

Bursary

One (1) Bursary for \$750 is available from CUPE Manitoba to a small Local or a Local in financial need.

A copy of your Local's last Trustees' Report must accompany the application for Bursary.

Bursary application form attached.

Send Bursary Applications by mail, fax or E-mail to:

Wally Skomoroh
703-275 Broadway
Winnipeg, MB R3C 4M6

Phone: (204) 942-0343
Fax: (204) 956-7071
E-mail: wskomoroh@cupe.ca

Deadline for Bursary Applications is January 14, 2019

UNION EDUCATION MEANS UNION POWER!

The power to defend our rights as workers, to protect the services we provide, and to build caring communities.

This brochure is also available on the CUPE National and CUPE Manitoba websites: www.cupe.ca and www.cupe.mb.ca

2019 Winter School INFORMATION

Accommodation:

Locals are responsible for booking their delegates' accommodations.

Rooms have been block-booked at the Victoria Inn in Brandon. **Please make reservations directly with the hotel prior to January 14, 2019** to take advantage of this block-booking.

Please quote Group Name: **CUPE Winter School 2019** when reserving your room.

Rates:

- ◆ Single Occupancy: \$135.99
(with one complimentary breakfast)
- ◆ Double Occupancy: \$145.99
(with two complimentary breakfast)

***Room upgrades are complimentary based on availability.*

Please note that the **Victoria Inn is a completely non-smoking facility.** Smoking is not permitted on guest room balconies or inside rooms.

Check-in is after 3:00 p.m.
Check-out is at 11:00 a.m.
Any departures after this time may be charged for an additional night unless prior arrangements have been made with the hotel's Front Desk.

Victoria Inn - Brandon

3550 Victoria Ave
Brandon, Manitoba
R7B 2R4

Phone: 204-725-1532
Fax: 204-727-8282

Website: <https://brandon.vicinn.com>

Refund Policy:

- ◆ Up to **Friday, February 4:** full refund
- ◆ After **Friday, February 4:** no refund

Meals:

The Registration fee of \$235.00 includes:

- ◆ Wine & cheese reception following the workshops on Thursday evening.
- ◆ Lunch on Friday.
- ◆ Banquet Supper on Saturday night.
(Additional tickets will be available for \$40 cash or cheque)

Please note on the registration form any special dietary needs you have so that we can provide caterers with notice in advance. All other meals are not included in the price.

Scent-Free Policy:

In response to the health concerns of our members and staff, CUPE has implemented a Scent-Free Policy at all of our workshops. Scented products such as hair spray, perfume, and deodorant can trigger reactions such as respiratory distress and headaches. Facilitators and participants are asked to refrain from using scented products while attending our workshops and meetings. Thank you for your co-operation.

Code of Conduct:

All participants are advised that a high standard of trade union behaviour is expected of them. All forms of harassment are unacceptable. The CUPE Education Rep will deal with incidents fairly and reserves the right to send participants home for inappropriate behaviour or non-attendance at classes. Locals will be advised, should this occur.

2019 Winter School COURSE DESCRIPTIONS

Choose one course from the following four courses and remember to make a second choice, too

COURSE #1

ALL YOU NEED TO KNOW ABOUT BARGAINING

Kelli Howell and Linda Durham

How Bargaining Works

- It covers the legal frameworks for collective bargaining and where we get our power as a Union.

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?

Mobilizing for Bargaining

- Looking at effective ways to engage members before bargaining begins, and throughout bargaining.

Notetaking

- Learn how to read the room, understand body language, take good notes, and store notes after bargaining



Please bring a copy of your **Collective Agreement, Steward Handbook and Steward Learning Series Passport**

COURSE #2

ADVANCED STEWARD LEARNING SERIES

April McDonald, Darlene Payette and Denis Cote

Understanding Your Bylaws

- This workshop examines what good bylaws look like and how you can make changes to improve your locals' bylaws.

What's in your Collective Agreement

- This workshop will provide you with information about how the Union works; what your Collective Agreement says; and what to do if you have problems at work.

In order to register, you **must** have completed the 9-hour Introduction to Stewarding workshop.

Participants are expected to attend for the full duration of all the SLS modules, even if they have previously taken a module(s).

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

Parliamentary Procedure Refresher

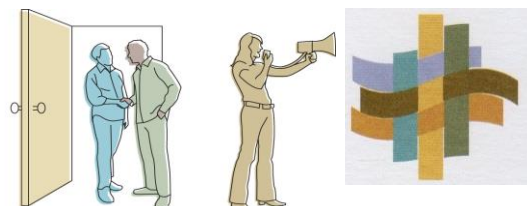
- A brief overview and refresher of parliamentary procedures and how to run an effective meeting.

What Stewards Need to know about Arbitration

- Although most grievances get settled, some go to arbitration. Learn about the arbitration process, terms, mediated settlements, and the role of the steward before and during arbitration.

Duty of Fair Representation

- Learn about where stewards get their authority in the workplace, the duty of fair representation, and other labour laws that cover the workplace.



2019 Winter School COURSE DESCRIPTIONS (cont'd)

COURSE #3

ADVANCED HEALTH AND SAFETY LEARNING SERIES

Bob Caithness and Sylvie Konkin

Indoor Air Quality

- How to recognize warning signs of indoor air quality problems; How to investigate, analyze a situation and explore solutions; When and how to use respirators safely to control a hazard; How the health and safety rights and process applies to indoor air quality issues.

Equality in Health and Safety

- We explore what oppression looks like in a health and safety context, and look at ways to reduce personal bias, challenge oppression and act in solidarity with members from marginalized and equity-seeking groups.

Workload and Overwork

- We will examine workload, the cause and the effects of overwork, and strategies to overcome the ever-increasing workload that is damaging not just our health at work but also the relationships we have outside of work.

Basics of Incident Investigations

- Learn how to identify root causes of workplace incidents, injuries and diseases, common routes of entry to toxic substances, and our role in the investigation process.

Solidarity Beyond Borders

- Examining 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.

In order to register, you must have completed the 9-hour Introduction to Health and Safety workshop.

Please bring your Health and Safety Learning Series Passport, if you have one.



COURSE #4

UNDERSTANDING EQUITY

Gina McKay, Leigha Phelps and Danielle Carriere

Representing Gender and Sexually Diverse Members

- Homophobia, biphobia and transphobia play out in our workplaces, locals and communities. Learn how to challenge these kinds of discrimination, and represent lesbian, gay, bisexual, trans, two-spirit, queer and intersex members at work.

In order to register, you must have completed the 9-hour Introduction to Stewarding workshop.

Participants are expected to attend for the full duration of all the SLS modules, even if they have previously taken a module(s).

Please bring your Collective Agreement, Local Bylaw, Steward Handbook and Steward Learning Series Passport

Creating Racial Justice

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

Solidarity with Indigenous Workers

- Learn about Canada's history of colonialism, engage in some myth-busting, and explore ways that stewards can build solidarity with Indigenous workers and support reconciliation in the workplace



2019 Winter School AGENDA

Thursday, February 14

Registration	6:00 – 7:00 p.m.
Opening Session	7:00 – 8:00 p.m.
Workshops	8:00 – 9:00 p.m.
Wine & Cheese Reception (Cash Bar)	9:00 – 12:00 midnight

Friday, February 15

Workshops	9:00 – 12:00 noon
Lunch (provided) & Speaker	12:00 – 1:30 p.m.
Workshops	1:30 – 4:30 p.m.

EVENING FREE

Saturday, February 16

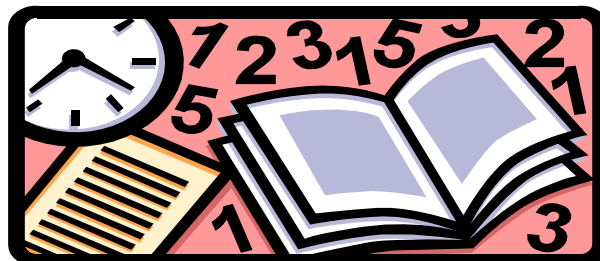
Workshops	9:00 – 12:00 noon
Lunch (<i>Participants are on their own</i>)	12:00 – 1:30 p.m.
Workshops	1:30 – 4:30 p.m.

BANQUET

Cocktails (Cash Bar): 6:30 p.m.
Dinner: 7:00 p.m.
Followed by Dance until midnight

Sunday, February 17

Workshops	9:00 – 11:00 a.m.
Closing Session & Adjournment	11:00 – 12:00 noon



2019 Winter School REGISTRATION FORM

CUPE Local # _____

Name _____

Home Address _____

City/Town _____

Postal Code _____

E-mail _____

Cell Phone _____

Home Phone _____

Work Phone _____

Special Needs

Do you have any special dietary needs/food allergies?

Yes No If yes, please specify:

Do you have any special access, mobility, or other health needs?

Yes No If yes, please specify:

Course Selection

We will do our best to ensure you are enrolled in the course of your choice. However, each course enrolment is limited and registration will be on a first-come, first-served basis.

Please give us your second choice, too.

Choices:	1st	2nd
Course #1 - All You Need to Know About Bargaining	<input type="checkbox"/>	<input type="checkbox"/>
Course #2 - Advanced Steward Learning Series	<input type="checkbox"/>	<input type="checkbox"/>
Course #3 - Advanced Health and Safety Learning Series	<input type="checkbox"/>	<input type="checkbox"/>
Course #4 - Understanding Equity	<input type="checkbox"/>	<input type="checkbox"/>

Winter School Registration Fee

\$235.00 per participant.

Your registration fee **MUST** accompany your registration form.

Make cheques payable to: CUPE

Mail a copy of the completed form and cheque to:

Annalyn Jimeno
CUPE Manitoba Regional Office Ph. 204-942-0343
703-275 Broadway Fax: 204-956-7071
Winnipeg, MB R3C 4M6 E-mail: ajimeno@cupe.ca

Please note that registrations will not be finalized until payment is received in the Manitoba Regional Office.

REGISTRATION DEADLINE: Jan 14, 2019

OFFICE USE ONLY:

Date Paid: _____

Cheque #: _____

**Locals are responsible for booking their delegates' accommodations at the Victoria Inn Brandon.
Call 204-725-1532 and quote Group Name: "CUPE Winter School 2019".**

**2019 Winter School
CUPE MANITOBA BURSARY
for a Small Local or Local in Financial Need
APPLICATION FORM**

Local #: _____ Local Name: _____

Contact Person: _____

Mailing Address: _____

Phone #s Cell: _____ Home: _____ Work: _____

E-mail Address: _____

Delegate's Name: _____

Course Applying For: _____

General Information:

1. Number of Members: _____
2. Has your Local received a CUPE Manitoba Bursary in the past?
 Yes No If so, when? _____
3. Has the delegate attended Winter School or the Russell Weeklong School before?
 Yes No If so, when? _____

Financial Circumstances:

Please comment on your Local's financial circumstances (i.e. total cost of sending a delegate, transportation, lost wages, registration, etc.). **Please include a copy of your latest Trustees' Report for the CUPE Manitoba Education Committee's information.**

Signature of Local President: _____

Send applications by mail, fax or e-mail to:

Wally Skomoroh
703-275 Broadway
Winnipeg, MB R3C 4M6
Phone: 204-942-0343 Fax: 204-956-7071 E-mail: wskomoroh@cupe.ca

Deadline for Application is January 14, 2019

DEADLINES:

REGISTRATION: Jan 14, 2019

BURSARY APPLICATION: Jan 14, 2019

ACCOMMODATION: Jan 14, 2019
(Quote CUPE Winter School 2019)

REFUND POLICY:

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