

CUPE / Canadian Union
of Public Employees

53rd Annual Manitoba

Summer
SCHOOL



May 26 – May 31, 2019

**The Russell Inn & Conference Centre
Russell, Manitoba**

MESSAGE FROM THE NATIONAL PRESIDENT

March 2019

Sisters and Brothers:

CUPE's Education Program is second to none in the labour movement and provides activists, and those wanting to become activists, in our union the skills necessary to fully participate. I would encourage all CUPE locals in Manitoba to send members to the 2018 Weeklong Summer School in Russell from May 27 to June 1.



CUPE weeklong schools give participants the opportunity to share their experiences and learn from each other. This year we are offering the following workshops: Public Speaking/Parliamentary Procedure/Social Media, Advanced Health & Safety Learning Series, Advanced Steward Learning Series/Current Legal Issues as well as Understanding Mental Health/Psychological Harassment.

You will find the course selection offered broad enough to appeal to all of your activists, whether they be new to our union or seasoned veterans.

Participants will no doubt work hard during the week. They will also renew old acquaintances and make new ones. You will learn from others' experiences and others will learn from you. Please take the time out of your busy schedules and register today for the 2018 Weeklong Summer School.

In solidarity,

A handwritten signature in black ink, appearing to read 'MH' followed by a stylized flourish.

MARK HANCOCK
National President

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MESSAGE FROM THE CUPE MANITOBA PRESIDENT

March 2019



Greetings Brothers and Sisters:

Wow, what a year it has been with the Provincial Government attacking the Unions like never before.

Education is at the utmost importance at this time and your participation shows your dedication to our common cause.

The courses have been refined to reflect CUPE's opinions and business, and your participation and the follow through after the courses are taken is very important.

We hope that you take all you will learn in the classroom and apply it to your regular day to day union activity.

In solidarity,

A handwritten signature in black ink that reads "Gord Delbridge".

GORD DELBRIDGE
Interim President
CUPE Manitoba

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Welcome to the 53rd Annual CUPE Summer School - Manitoba

Who Can Attend?

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

The Weeklong Summer School provides a community atmosphere where learning, relaxation and fun are combined. The objective is to give CUPE members the opportunity to develop specialized skills in programs that are interesting and challenging.

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. **Registration fees MUST be received by the registration deadline: May 10, 2019.**

In order to provide the best learning environment, the CUPE 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 to assign participants to a second choice workshop.

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 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.

Bursaries

Two bursaries are available from CUPE Manitoba, as follows:

1. Small Local Bursary:

\$1,000 ➤ available to a small local or local in financial need. Where there is more than one local applying, priority will be given to locals most in need of financial assistance and/or to a local sending a participant who has not been to the Summer School before.

2. Equality-Seeking Activist Bursary:

\$750 ➤ available to an activist member from an equality-seeking group. Please see the bursary descriptions page and application form in this brochure for the applicable criteria. Where there is more than one local applying, priority will be given to a member who has never been to the Summer School, locals most in need of financial assistance, and activists who might otherwise not be able to attend.

A bursary application form is included in this package. **A copy of your local's last Trustees' Report must accompany all bursary applications.** The deadline for bursary applications is **April 26, 2019.**



2019 Summer School INFORMATION

Location

The Russell Inn & Conference Centre. Located on the Yellowhead Highway #16 at the junction of Highway #83 in the Town of Russell. The distance is about 340 km from Winnipeg, 180 km from Brandon, and 150 km from Dauphin.



Accommodation

Please **do not** book rooms directly with the Russell Inn. We will assign rooms to the delegates, based on the requirements indicated on their registration forms. The Russell Inn is a **non-smoking facility**, however, members who smoke will be permitted to do so outside on their hotel room patios and are requested to utilize an ashtray for this purpose.

Cost

Includes rooms, meals, registration, and bus ride to Russell from Winnipeg, Portage la Prairie and Brandon, as required. Should participants choose to ride on the bus, please contact notify Annalyn via e-mail at ajimeno@cupe.ca. Costs are as follows:

\$1050 per person based on **single occupancy**
\$925 per person based on **double occupancy**

Spouses:

If delegates would like to bring their spouse, the Russell Inn can arrange a meal plan. There is no charge for a spouse who does not participate in the meal plan, however, the delegate must pay the single occupancy rate.

Children:

- No cost for children under 3 years old participating in meals.
- For children over 3 years old, the Russell Inn will arrange individual meal plans.

Special Diets

Participants requiring special meals as a result of food allergies/restrictions or who follow religious/life choice diets are requested to **contact the Russell Inn directly** with their special dietary requirements **at least 10 working days in advance of the school** to arrange an alternate menu plan. Please contact:
Shirley Campbell
Ph. 204-773-7511 (direct)
Toll-free at 1-800-665-0678, Ext. 7511
E-mail: shirley@russellinn.com

Child Care

Non-licensed child care may be available through the Russell Inn. Participants should contact the Russell Inn directly to make child care arrangements, if needed. Parents will be responsible for paying the applicable costs upon checkout. Please contact:

Rheanne Gray
Ph. 204-773-7501 (direct)
Toll free: 1-800-665-0678 Ext. 7501
E-mail: rgray@russellinn.com

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 cooperation.

Refund Policy

- ◆ Up to **Friday, May 10**: full refund
- ◆ After **Friday, May 10**: no refund

This brochure is also available on

CUPE Manitoba Division's website:
www.cupe.mb.ca

2019 Summer School WORKSHOPS

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

COURSE # 1 Introduction to Human Rights

This course provides leaders and activists with the opportunity to develop the skills and perspectives we need to build a stronger, more inclusive union.

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

*****This course is not about the Human Rights Code***



COURSE #2 Local Executive Training

This workshop focuses on how Executive should Lead as a Team, and what those leadership essentials look like.

Included will be workshops on Introduction to CUPE, Parliamentary Procedure, Strategic Planning, Dealing with Conflict, and Essentials for Inclusive Unions.



2019 Summer School WORKSHOPS (cont'd)

COURSE #3 Political Action / Taking on Privatization

This workshop prepares participants to lobby local, municipal, school board, provincial or federal level politicians.

We also look at how we can influence government for the purposes of preventing privatization.

We will examine the biggest threats to CUPE jobs and public services. Find out how to:

- Spot the early warning signs;
- Respond to privatization and contracting-out threats; and
- Build a campaign to fight privatization in your local.



COURSE #4 Mental Health

This workshop will 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.

Also, we will look at new forms of work, job insecurity, work intensification, high demands, violence, and poor work-life balance 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.



2019 Summer School AGENDA

Sunday, May 26th

Registration	3:00 – 6:00 p.m.
Dinner, followed by Opening Session	6:30 p.m.

Monday, May 27th to Thursday, May 30th

Breakfast	7:00 – 8:30 a.m.
Workshops	9:00 a.m. – 12:00 noon
Lunch	12:00 noon – 1:00 p.m.
Workshops	1:00 – 4:30 p.m.
Dinner	6:00 – 7:00 p.m.

**Various recreational activities will be arranged.
There will be a dinner and dance on Thursday evening.**

Friday, May 31st

Breakfast	7:00 – 8:30 a.m.
Workshops	9:00 – 11:00 a.m.
Closing Session	11:00 – 12:00 noon



What to Bring:

- ✓ Your collective agreement (if you're registering for the Steward Learning Series, also bring your Steward Handbook and Steward Learning Series Passport; and if you are registering for the Health and Safety Learning Series, bring your Health and Safety Learning Series Passport, if you have one.)
- ✓ Personal toiletry articles (unscented); casual and comfortable clothing, as well as a jacket for cool weather/rain; good walking shoes.
- ✓ A bathing suit, baseball glove & other sporting equipment; a musical instrument if you play one.

2019 Summer School REGISTRATION FORM

SCHOOL DATES: MAY 26 – 31, 2019

REGISTRATION DEADLINE: MAY 10, 2019

Please PRINT:

Local Union Number: _____

Name: _____

Home Address: _____

Town/City: _____ Postal Code: _____

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

E-mail Address: _____



Accommodations - Please **do not** book rooms directly with the Russell Inn. We will assign rooms to members.

Single occupancy **OR** Double occupancy -- Sharing room with: _____

Bringing spouse: _____ name and/or child(ren): _____ name(s) & age(s)

(Please see the Information page of this brochure for details pertaining to meals and child care arrangements.)

Special Needs

Do you have any allergies, food restrictions or special dietary needs?

Yes No If yes, please specify:

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

Yes No If yes, please specify:

Participants requiring special meals as a result of food allergies/restrictions or who follow religious/life choice diets are requested to contact the Russell Inn directly with their special dietary requirements at least 10 working days in advance of the school to arrange an alternate menu plan. Please contact Shirley Campbell at 204-773-7511 (direct), 1-800-665-0678, Ext. 7511, or e-mail: shirley@russellinn.com

WORKSHOP SELECTION	1 ST CHOICE Please [✓] One	2 ND CHOICE Please [✓] One
#1. Introduction to Human Rights		
#2. Local Executive Training		
#3. Political Action / Taking on Privatization		
#4. Mental Health		

Registration fee includes all meals and accommodation. Registration fees **must** be received by the registration deadline.

Costs are → **SINGLE Occupancy: \$1050 per person** ❖ **DOUBLE Occupancy: \$925 per person**

Make cheque payable to: **CUPE** and mail with completed registration form by **MAY 10, 2019** to:

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

NOTE: There will be NO REFUNDS after MAY 10, 2019

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OFFICE USE ONLY:

Date paid: _____

Cheque #: _____



2019 Summer School BURSARY DESCRIPTIONS

- ❖ Two bursaries are available from CUPE Manitoba, as follows:

#1. **Small Local / Local in Financial Need:**

The first bursary in the amount of **\$1,000** is available to a small local or a local in financial need.

Where there is more than one local applying, priority will be given to locals most in need of financial assistance and/or to a local sending a member who has not been to the Summer School before.

#2. **Activist Member of an Equality-Seeking Group:**

CUPE is committed to ensuring that our functions are accessible to members of diverse backgrounds. Therefore, the second bursary in the amount of **\$750** shall be awarded to an activist member of an equality-seeking group (women, racialized and Indigenous members, persons with disabilities, and LGBTTI members).

Where there is more than one local applying, priority will be given to a member who has never been to the Summer School, locals most in need of financial assistance, and activists who might otherwise not be able to attend.

- ❖ A bursary application form is included in this package.
- ❖ A copy of your local's last Trustees' Report **must** accompany all bursary applications.
- ❖ The deadline for all bursary applications is **April 26, 2019**.
- ❖ Recipients will be notified in early May.

Send Application and Trustees' Report by mail, fax or E-mail to:

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



2019 Summer School BURSARY APPLICATION

Local #: _____ Local Name: _____

Contact Person: _____

Mailing Address: _____

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

E-mail Address: _____

Delegate's Name: _____

Course Applying For: _____

Bursary Applying For: #1. Small Local/Local in Financial Need

#2. Equality-Seeking Activist Member

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 the Weeklong Summer School or the Winter School before?
 Yes No If so, when? _____

4. How old is the delegate? _____

5. Please describe the delegate's union involvement.

Please complete the following as it applies to you:

- I am a racialized worker/person of colour.
- I am an Indigenous person – First Nations (North American Indian), Métis or Inuk (Inuit).
- I am a person with a disability.
- I describe my sexual orientation as: _____
- I describe my gender as: _____

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 Executive's information.**

Educational Needs of the Local (Please explain how the workshop will benefit your local.)

Signature of Local President: _____

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

Wally Skomoroh
 Education Representative
 CUPE Manitoba Regional Office
 703-275 Broadway
 Winnipeg, MB R3C 4M6

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

Deadline for Application is April 26, 2019

DEADLINES:

REGISTRATION & FEES: **May 10, 2019**

BURSARY APPLICATION: **April 26, 2019**

REFUND POLICY:

- ◆ up to **Friday, May 10, 2019:** full refund
- ◆ after **Friday, May 10, 2019:** no refund