



Includes:
May 1 – May Day
banquet for
CUPE's 60th
Anniversary!

2023 Manitoba Spring School

Sponsored by:

*Union Education Branch
and CUPE Manitoba*

Hotel Fort Garry
222 Broadway Avenue

Winnipeg, Manitoba

April 30 – May 3, 2023

Manitoba

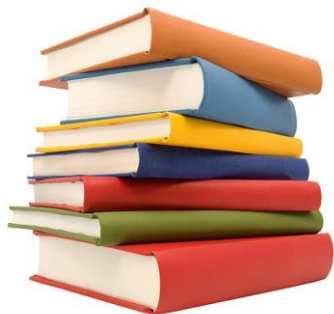
1st Annual CUPE Spring School

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-serve 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

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 a Bursary.

The Bursary application form is attached.

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

Liz Carlyle
703-275 Broadway
Winnipeg, MB R3C 4M6

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

Deadline for Bursary Applications is April 14, 2023

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

2023 Spring School INFORMATION

Accommodation:

Locals are responsible for booking their delegates' accommodations.

Rooms have been block-booked at The Fort Garry Hotel. **Please make reservations directly with the hotel prior to April 14, 2023**, to take advantage of this block-booking.

Please quote Group Name: **CUPE Manitoba Education Spring School 2023** when reserving your room.

Rates:

◆ Single Occupancy: \$189.00 + taxes
***Room upgrades are complimentary based on availability.*

Please note that **The Fort Garry Hotel is a completely non-smoking facility.**

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.

The Fort Garry Hotel

222 Broadway
Winnipeg, Manitoba
R3C 0R3

Toll-Free: 1-800-665-8088
Phone: 204-942-8251
Fax: 204-956-2351

Website: <https://www.fortgarryhotel.com/>

Refund Policy:

- ◆ Up to **Friday, April 14**: full refund
- ◆ After **Friday, April 14**: no refund

Meals:

All meals and coffee/tea/snacks will be provided to delegates.

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 Spring School. Thank you for your cooperation.

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.

2023 Spring School COURSE DESCRIPTIONS

DAY 1 PLENARY SKILLS SESSION MAY 1, 2023

Not a Bystander Training with Bernie Wood (CLC)

Consent Training with Richard McCrae (MFL-OHC) and Lauren Barbara Checkley (SERC)

Islam 101, Challenging Islamophobia with Shahina Siddiqui (ISSA)

All delegates must take this mandatory training in order to take any of the workshop streams below.

WORKSHOP STREAMS

Choose one (1) of the following workshop streams!

ADVANCED STEWARD LEARNING SERIES

Ric McAlpine and Dale Edmunds

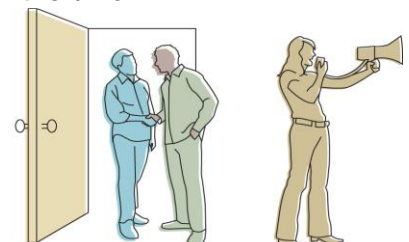
Calling all Stewards! The Steward Learning Series recognizes that the shop steward plays a key role in the workplace and the Union. This session provides an opportunity for stewards to explore advanced topics.

This Spring School presents the following modules from the Steward Learning Series:

- ◆ **Handling Discipline and Discharge**
Learn about key legal concepts and terms, and the role of stewards during an employer's investigation, when discipline is given, and during grievance meetings.
- ◆ **Representing Members in Front of Management**
This module equips stewards to be proactive when meeting with management. Learn tips for effective meetings, and build confidence by practicing meeting situations.
- ◆ **Mental Health and Psychologically Safe Workplaces**
What is a psychologically healthy and safe workplace? Learn to identify the psychosocial hazards in a workplace, and the role of the steward in eliminating them.
- ◆ **Conflict Skills for Stewards**
Unresolved workplace conflict is stressful and weakens the union. Learn about the sources of workplace conflict and how to choose a response that fits the situation. Practice conflict communication skills that will help you resolve conflict at work and in the union.

In order to register, you **must** have completed the Introduction to Stewarding workshop. Delegates 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



COURSE #2

ADVANCED HEALTH AND SAFETY LEARNING SERIES

Stephen Terichow Parrott and Morgan Chagnon

This Health and Safety Learning Series will give participants who have completed the Introduction to Health and Safety workshop a chance to explore advanced skills and knowledge to be successful while working on a health and safety committee or as a health and safety representative or advocate. Members will also learn how they can contribute to social justice causes while improving health and safety in the workplace.

This Spring School presents the following topics in health and safety:

- ◆ **Basics of Incident Investigation**
Learn how to identify root causes of workplace incidents, injuries, and diseases, common routes of entry of toxic substances, and your role in the investigation process.
- ◆ **Law and Orders**
This module covers the basic origins of health and safety law, how to find, read and interpret relevant section of law and highlights some of the more important aspects of the specific health and safety law that applies to you.
- ◆ **Making Committees Work**
This module explores the structure, role and function of health and safety committees, their strengths and limitations, and how they can best work with the legislative framework, and within our union.
- ◆ **Understanding Mental Injuries 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.
- ◆ **Update on Manitoba Federation of Labour campaign for Workers Compensation Board to cover mental health injuries.**

Please bring your Health and Safety binder and Committee Resource Kit



COURSE #3

CURRENT LEGAL, LEGISLATIVE AND HUMAN RIGHTS ISSUES

Kristine Barr, Sheree Capar and Laura Ross

This course offers an opportunity to learn from and discuss with legal and human rights specialists. Participants will have the opportunity to hear details about important legal decisions, progress on legislative changes, and new frontiers in human rights.

Topics included in this session are:

- ◆ **Leading cases, with a focus on new issues in duty to accommodate.**
- ◆ **Bargaining know-how in areas like bargaining beyond the gender binary.**
- ◆ **Bargaining for truth and reconciliation, exploring what decolonization language could include.**
- ◆ **Reviewing the 2013 *Accessibility for Manitobans Act* – delving into what it was intended to accomplish, union and employer responsibilities, and where we are ten years out.**

COURSE #4

LEADERSHIP SKILLS FOR THE WIN!

Shannon McAteer, Alex McClurg and Trish Sinclair

Whether participants are new or experienced local executive officers or committee members, in this session, they will be challenged to hone their leadership skills and explore ways of building the power of the union.

This Spring School course offers modules covering:

◆ **Leading as a Team**

In this workshop, executive teams explore power and responsibility that comes with it, how we work in teams and how to balance our leadership styles to engage the membership and work effectively across diversity.

◆ **Strategic Planning**

Staff work with locals to put together a strategic planning session. Strategic planning is a collaborative way to set achievable and measurable goals for your local. It will help you determine what will be implemented over a matter of weeks and years so your local can evolve and grow to serve your membership better. It is also a way to build capacity and activism within your local. This is not an off the shelf workshop. Each situation is different and requires a tailor made approach.

◆ **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

◆ **Planning for Member Engagement**

Learn principles and processes to plan member engagement in your local.

Participants will leave this session with skills not only for effective leadership, but also for activating more members to get involved in their union and community.

DAY 3 AFTERNOON – ELECTION READINESS WORKSHOP

May 3, 2023

Gina McKay and Felix Meza



Sunday, April 30

Registration	3:00 – 5:00 pm
Welcoming Remarks	5:00 – 6:00 pm
Buffet Dinner	6:00 – 8:00 pm

Monday, May 1

Buffet Breakfast	7:00 – 9:00 am
Opening Presentation	9:00 – 9:45 am
Not a Bystander Training	9:45 – 11:00 am
Consent Training	11:00 – 12:00 noon
Buffet Lunch	12:00 – 1:00 pm
Islam 101, Challenging Islamophobia	1:00 – 3:30 pm
Closing	3:30 – 4:00 pm
May Day Banquet	6:00 – 8:00 pm

Tuesday, May 2

Buffet Breakfast	7:00 – 9:00 am
Workshops	9:00 – 12:00 noon
Buffet Lunch	12:00 – 1:00 pm
Workshops	1:00 – 4:00 pm
Buffet Dinner	5:00 – 8:00 pm

Wednesday, May 3

Buffet Breakfast	7:00 – 9:00 am
Workshops	9:00 – 12:00 noon
Buffet Lunch	12:00 – 1:30 pm
Election Readiness Workshop	1:30 – 3:00 pm
Closing and Evaluation	3:00 – 3:30 pm

2023 Spring School REGISTRATION

ALL DELEGATES MUST REGISTER ONLINE AT
<https://cupe.ca/unioneducation>

Spring School Registration Fee
\$700.00 per participant.

Make cheques payable to CUPE and mail to:

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

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

REGISTRATION DEADLINE: April 14, 2023

*Locals are responsible for booking their delegates' accommodations at the
The Fort Garry Hotel
Call 204-942-8251 and quote Group Name: "CUPE Manitoba Education Spring School 2023".*

**2023 Spring 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:

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

Deadline for Application is April 14, 2023

DEADLINES:

REGISTRATION: April 14, 2023

BURSARY APPLICATION: April 14, 2023

ACCOMMODATION: April 14, 2023

(Quote CUPE Manitoba Education Spring School 2023)

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