

CUPE / Canadian Union
of Public Employees

**26th Annual
Manitoba Winter School**



Thursday, February 22, 2024

to

Sunday, February 25, 2024

Lakeview Gimli Resort

Gimli, Manitoba

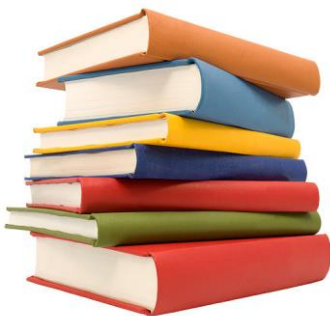
Manitoba 26th Annual CUPE Winter School

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 in order to confirm your registration.

In order 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 to assign participants to a second-choice 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 Bursary.

Bursary application form attached.

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

Liz Carlyle
Education Representative
CUPE Manitoba Regional Office
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 January 31, 2024

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

2024 Winter School INFORMATION

Registration Fee: \$340

Accommodation:

Locals are responsible for booking their delegates' accommodations.

Rooms have been block-booked at the Lakeview Resort in Gimli. **Please make reservations directly with the hotel prior to January 30, 2024** in order to take advantage of this block-booking.

Please quote Group Name: **CUPE Winter School 2024** when reserving your room.

Rates (taxes extra):

- ◆ Double rooms: \$135
- ◆ Suites: \$153
- ◆ Deluxe Suites: \$180

Please note that the **Lakeview Resort 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.

Lakeview Resort Gimli

10 Centre Street
(at Lake Winnipeg)
Gimli, MB R0C 1B0

Phone: 1-877-355-3500 or 204-642-8565

Fax: 204-642-4400

Website:

<http://lakeviewhotels.com/gimliresort>

Refund Policy:

- ◆ Up to **Monday, February 12**: full refund
- ◆ After **Monday, February 12**: no refund

Meals:

The Registration fee of \$340.00 includes:

- ◆ Light Bites reception following the workshops on Thursday evening
- ◆ Lunch on Friday.
- ◆ Banquet Supper & Dance on Saturday night. (Additional tickets available for \$50.)

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 behavior 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 behavior or non-attendance at classes. Locals will be advised, should this occur.

2024 Winter School COURSE DESCRIPTIONS

WORKSHOP STREAMS

Choose one (1) of the following workshop streams

LEADERSHIP ESSENTIALS AND LEADING AS A TEAM

Ric McAlpine and Alex McClurg

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 Winter School course offers modules covering:

Leadership Essentials:

Whom 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 and strengthen solidarity in the union, in the labour movement and in our communities.

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.



2024 Winter School COURSE DESCRIPTIONS

STEWARD LEARNING SERIES

Trish Sinclair and April McDonald

Calling all stewards! The Steward Learning Series is an exciting education program just for you. It provides an opportunity for stewards to explore a number of topics - all from a steward's point of view.

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

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.

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 building confidence by practicing meeting situations.

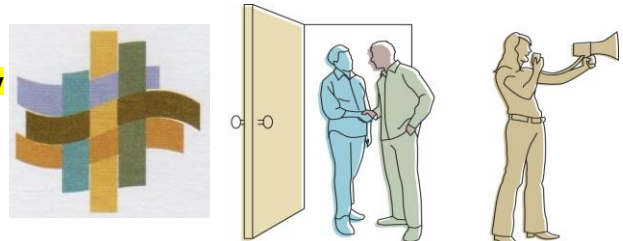
Growing our Mobilizing Power

Stewards can play a key role when the union needs to mobilize our members – whether it's to support the bargaining committee or stop the employer's attempt to contact our work. Learn basic mobilization theory and explore how stewards can tackle workplace problems in ways that engage more members and build the union's power.

Pre-requisite: In order to register, you need to have taken the Introduction to Stewarding workshop and have some practical experience as a steward.

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



2024 Winter School COURSE DESCRIPTIONS

LEGAL, LEGISLATIVE AND HUMAN RIGHTS UPDATE

Kristine Barr and Aditya Rao

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.



2024 Winter School COURSE DESCRIPTIONS

ADVANCED HEALTH AND SAFETY LEARNING SERIES

Stephen Terichow Parrot and Shawn Trudell

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 Winter School presents the following topics in health and safety:

Workload and Overwork

As employers pull back resources, they expect workers to do more with less. This module will examine workload, the cause and effects of overwork, and strategies to overcome the ever-increasing workload that is damaging not just our health at work, but the relationship we have outside of work.

Mobilizing Around Health and Safety

In this workshop, you will learn what mobilizing for health and safety looks like, how to engage members around health and safety in your workplace, and how to create a mobilizing plan.

Basics of Incident Investigations

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.

Identifying and Documenting Hazards

In this workshop, you will learn techniques for identifying hazards, such as body maps, surveys, and inspections. You will also develop a methodology for dealing with the hazards you find.



Health & Safety Series

2024 Winter School AGENDA

Thursday, February 22

Registration	6:00 – 7:00 p.m.
Opening Session	7:00 – 8:00 p.m.
Workshops	8:00 – 9:00 p.m.
Reception with Light Bites <i>(includes wine and non-alcoholic beverages)</i>	9:00 – 12:00 midnight

Friday, February 23

Workshops	9:00 – 12:00 noon
Lunch (provided) & Speaker	12:00 – 1:30 p.m.
Workshops	1:30 – 4:30 p.m.
Social Activity – TBA	8:00 – 10:00 p.m.

EVENING FREE

Saturday, February 24

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.

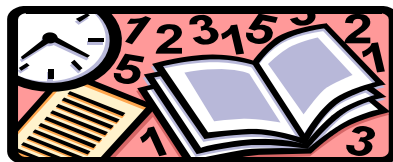
BANQUET

Doors open, Mingling	6:30 p.m.
Dinner	7:00 p.m.
Dance	8:30 – 11:00 p.m.

(2 complimentary drink tickets, plus cash bar. Alcoholic and non-alcoholic drinks, including mocktails, will be available.)

Sunday, February 5

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



**2024 Winter School
CUPE MANITOBA BURSARY
for a Small Local or Local in Financial Need
APPLICATION FORM**

Local #: _____ Local Name: _____

Contact Person: _____

Mailing Address: _____

Home Phone: _____ Work Phone: _____

E-mail Address: _____

Delegate's Name: _____

Course Applying For: _____

General Information:

1. Number of Members in Local: _____
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, Education Representative
CUPE Manitoba Regional Office, 703-275 Broadway, Winnipeg, MB, R3C 4M6
Phone: 204-942-0343 Fax: 204-956-7071 E-mail: ecarlyle@cupe.ca

Deadline for Application is January 31, 2024

DEADLINES:

REGISTRATION: Feb 12, 2024

BURSARY APPLICATION: Jan 31, 2024

ACCOMMODATION: Jan 30, 2024
(Quote CUPE Winter School 2024)

REFUND POLICY:

- ◆ up to **Monday, Feb 12, 2024**: full refund
- ◆ after **Monday, Feb 12, 2024**: no refund