

54th Annual



May 27 – May 31, 2024

The Russell Inn &
Conference Centre
Russell, Manitoba



CUPE UNION EDUCATION

MESSAGE FROM THE NATIONAL PRESIDENT

February 2024

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 2024 Weeklong Summer School in Russell from May 27 to May 31, 2024.



CUPE weeklong schools give participants the opportunity to share their experiences and learn from each other. This year we are offering the following courses: *Health and Safety: Mental & Social Health and Safety*, *Leadership: Organizing for Power in the Union, the Workplace, and the Community*, *Communications Camp: A to Z of Successful Union Communications*, and *Steward Learning Series: Work Now, Grieve Later, Build Solidarity*.

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 2024 Weeklong Summer School.

In solidarity,

A handwritten signature in black ink, appearing to read 'Mark Hancock'.

MARK HANCOCK
National President

CUPE MANITOBA

Canadian Union of Public Employees
Manitoba Division

April 2024

Sisters, Brothers, Friends,

On behalf of over 37,000 front-line CUPE members in Manitoba, I want to extend our enthusiasm and thanks to you all for considering Union Education and Training at the 2024 Summer School!



Manitoba has seen great change since this time last year, with a new Government and CUPE Manitoba's re-energized commitment to political action and governmental relations on behalf of our membership. CUPE Manitoba has re/defined its strong and active voice in advocating for public services and the workers who provide them with our new Government, and the work has just begun.

We know that education and training is the cornerstone of our great Union. It is critical for our success and sustainability that we work hard to engage with you, CUPE members, to be part of the work in Manitoba.

We want to encourage Locals to consider sending delegates to the Annual CUPE Weeklong Summer School in Russell – Treaty 4, Manitoba. Our CUPE Education Schools offer some of the best education across Canada for Union members, and this year there are many courses being offered, all of which will strengthen your Local. The collaboration and solidarity-building opportunities among members from different sectors and with differing experience levels cannot be understated.

As a long-time Member Facilitator for CUPE, I know that the Education Schools are incredible learning experiences and will provide hands on tools to support the work of Locals. I look forward to seeing you all at Summer School 2024 and encourage you all to consider sending a delegation – to build your local, to build our movement, and to build a stronger Union in Manitoba!

In solidarity,

A handwritten signature in black ink, appearing to read 'Gina McKay'. The signature is fluid and cursive.

GINA MCKAY
CUPE Manitoba President

Welcome to the 54th 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. **Registration fees MUST be received by the registration deadline: May 17, 2024.**

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 other courses.

The Education Rep also reserves the right to limit the number of members any one Local may send to any workshop.

Code of Conduct

All participants must follow the [CUPE Code of Conduct](#) and promote a high standard of trade union behaviour. Mutual respect will create safer union spaces for everyone. If incidents of harassment cannot be addressed through discussion between those involved, the Education Rep may assist. Locals will be advised of any serious concerns. Members, staff, elected officers, and guests must be mindful that all persons deserve dignity, equality and respect.

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 Summer School before.

2. **Equity-Seeking Activist Bursary:**

\$750 ➤ available to a member activist from an equity-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 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 **May 13, 2024.**



2024 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 book rooms directly with the Russell Inn: call **Megan at (204) 773-7502** or email megank@russellinn.com. Quote **2024 CUPE Summer School**. The Russell Inn is a **non-smoking facility**. Smoking areas are outdoors only – please use an ashtray.

Cost

Includes rooms, meals, registration, and all activities. Costs are as follows:

\$1,200 per person based on **single occupancy**
\$1,000 per person based on **double occupancy**
\$800 per person based on **triple occupancy**.

Spouses:

If delegates would like to bring their spouse/family, the Russell Inn can price out and arrange a meal plan. There is no charge for a family member who does not participate in the meal plan, however, the delegate must select 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

Please contact the Russell Inn directly for any special meal requests relating to food allergies, sensitivities, religious needs, or dietary life choices. Please provide **at least 10 working days advance notice**.

Please contact:

Megan Kowalchuk

Ph. 204-773-7502 (direct)

Toll-free at 1-800-665-0678, Ext. 7502

E-mail: megank@russellinn.com

Child Minding

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

Please contact:

Megan Kowalchuk

Ph. 204-773-7502 (direct)

Toll-free at 1-800-665-0678, Ext. 7502

E-mail: megank@russellinn.com

Scent-Free Policy

CUPE has implemented a **Scent-Free Policy** for workshops. Scented products such as hair spray, perfume, cologne, and deodorant can trigger reactions such as respiratory distress and headaches. Everyone is asked to refrain from using scented products. Thank you for your co-operation.

Refund Policy

- Up to Friday, May 17: full refund
- After Friday, May 17: no refund

This brochure is also available on CUPE websites:

www.cupe.mb.ca

www.cupe.ca

2024 Summer School WORKSHOPS

Choose one course from the following four courses:

Health and Safety *Mental and Social Health and Safety*

Participants will explore mental health in the union, the workplace, and the community. We are pleased to offer **Mental Health First Aid Basic certification*** as part of this course. Other topics include healthy boundaries and addressing compassion fatigue for union activists, resources for supporting mental health care, trauma informed approaches, social determinant of mental health, and strategies for creating psychologically safer workplaces and safer union spaces.

* \$50 additional fee for materials (on top of registration fee).



Leadership *Organizing for Power in the Union, the Workplace, and the Community*

In this course, we will dig into campaign planning and strategy. We will develop strategies for fighting to win major bargaining, election and issues-based campaigns, develop plans for member engagement, explore the effective use of social media, try out brave conversations, work on turning grievances into direct action, and explore community-union solidarity work.



2024 Summer School WORKSHOPS (cont'd)

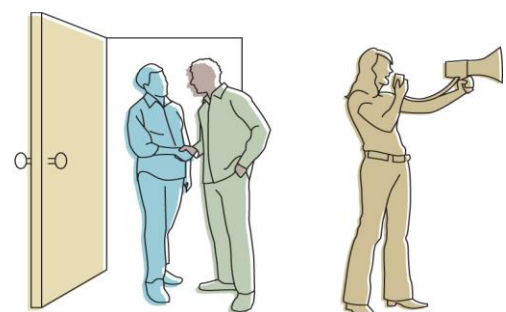
Communications Camp *A to Z of Successful Union Communications*

Union communications are changing at a rapid pace. Participants will build hands-on skills and knowledge for local website design and administration, and effective use of email and social media. Other topics include learning about literacy and plain language communications, exploring equity and inclusive language, and developing plans for member outreach, campaign and bargaining actions, and communicating tough issues.



Steward Learning Series *Work Now, Grieve Later, Build Solidarity*

This workshop will help union stewards develop and deepen skills for defending members' interest at work. Participants will delve into leading cases, learn skills for representing gender and sexually diverse members, explore safer spaces for Two-Spirit, trans, and non-binary workers, build workplace conflict skills, and try turning grievances into direct action.



2024 Summer School AGENDA

Monday, May 27th

Registration	3:00 – 5:00 p.m.
Dinner	5:00 – 6:30 p.m.
Opening Plenary	6:30 – 7:30 p.m.
Workshop Opening	7:30 – 8:30 pm
Mixer	9:00 – 11:00 pm

Tuesday, May 28th to Thursday, May 30th

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

May 28th – Group Social Activity (8:00 – 10:00 p.m.)

May 29th – Fire Pit Activity (9:00 – 11:00 p.m.)

May 30th – Banquet and Dance (6:00 – 10:00 p.m.)

Friday, May 31st

Breakfast	7:00 – 8:30 a.m.
Workshops	9:00 – 11:00 a.m.
Closing Plenary	11:00 – 12:00 noon (lunch will be packed to go)





2020 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 Summer School before.

#2. Activist Member of an Equity-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 equity-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 **May 13, 2024**.

Send Application and Trustees' Report 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



2020 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. Equity-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 a Weeklong Summer School or Winter School before?**
 Yes No If so, when? _____
- 4. Is the delegate a young worker (age 35 and under)? _____
- 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, 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: Liz Carlyle, Education Representative
Phone: 204-942-0343 Fax: 204-956-7071 E-mail: ecarlyle@cupe.ca

Deadline for Application is May 13, 2024

DEADLINES:

REGISTRATION & FEES: **May 17, 2024**

BURSARY APPLICATION: **May 13, 2024**

REFUND POLICY:

- ➔ up to **Friday, May 17, 2024**: full refund
- ➔ after **Friday, May 17, 2024**: no refund



Cheques for Summer School Registration must be made payable to **CUPE** and sent to:

Annalyn Jimeno
CUPE Manitoba Regional Office
703–275 Broadway
Winnipeg, MB R3C 4M6

Thank you for your cooperation!