

55th Annual



June 16 – June 20, 2025

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



CUPE UNION EDUCATION

MESSAGE FROM THE NATIONAL PRESIDENT

April 2025

Union education is what turns trade union activists. It is through union education that members gain the skills to become better organizers, negotiators, and human rights defenders.

This is a year of unprecedented political instability, threats to national sovereignty and assaults on the Canadian model of free and high-quality health care, education, and other social services.

Corporate greed will use any crisis to make a buck, and this crisis is no different.

Our union stands at the vanguard to protect our members' livelihood and the services that our communities rely on. It is, therefore, crucial that our Local Unions sharpen their tools to build worker power.

What's more, we have an opportunity in Manitoba to win strong contracts and make significant gains while there is an NDP government. We will win, but only if we organize, and only if we are ready to leverage our power as workers, regardless of who is in government.

CUPE's education program is best in the labour movement. Our weeklong schools give participants the opportunity to hone their skills, share their experiences, and learn from each other.

This summer, you will find the course selection offer broad enough to appeal to all members, whether they are new to our union or seasoned veterans.

Please take time out of your busy schedules and register today.

In solidarity,



MARK HANCOCK
National President

:cmg-cope491

CUPE·SCFP MANITOBA

March 2025

Sisters, Brothers, Friends,

On behalf of over 37,000 front-line CUPE members in Manitoba, I want to share our enthusiasm and thanks for your commitment to Union Education at the 2025 Summer School.

Manitoba has seen great advancements in the labour movement since this time last year, thanks to the new NDP government and CUPE Manitoba's fresh energy and commitment to political action, government relations and member engagement. CUPE Manitoba has redefined its strong and active voice in advocating to Government on the importance of public services and the workers who provide them.

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

We want to encourage Locals to consider sending delegates to the Annual CUPE Weeklong Summer School from June 16th-20th in Russell, in Manitoba's Treaty 4 Territory. Our CUPE Education Schools offers members some of the best education across Canada, and this year, there are many wonderful courses being offered, all of which aim to strengthen your Local. The benefits of collaboration and solidarity building among members from different sectors and with differing experience levels cannot be overstated.

As a long-time Member Facilitator for CUPE, I know that our incredible Education Schools provide hands-on tools to support the work of Locals in Manitoba. I look forward to seeing you all at Summer School 2025 and encourage you to consider sending a delegation – to build your local, to build our movement, and to build a stronger Union in Manitoba!

In solidarity,



GINA MCKAY
CUPE Manitoba President
gmckay@cupe.mb.ca
www.cupe.mb.ca

DW/cope342

**WE WORK FOR
MANITOBA**



Welcome to the 55th Annual CUPE Summer School – Manitoba

Who Can Attend?

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

This 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: June 3, 2025.**

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:**

\$750 ➤ 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:**

\$500 ➤ 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 **June 3, 2025.**



2025 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.

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

General Information

All participants are expected to attend the Opening and Closing Plenary Sessions at the Russell Inn & Conference Centre. We suggest that participants arrange to arrive on Monday, June 16th between 2:00 pm and 3:30 pm and check in for registration.

Scent-Free Policy

In response to the health concerns of our members and staff, CUPE has implemented a **Scent-Free Policy** at all our CUPE events. 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. Those failing to follow this policy may be removed from their class until they can comply.

Refund Policy

- Up to Tuesday, June 3: full refund
- After Tuesday, June 3: no refund

This brochure is also available on CUPE websites:

www.cupe.mb.ca

www.cupe.ca



2025 Summer School WORKSHOPS

Choose one course from the following four courses:

Health and Safety *Mental Health at Work and in the Union*

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, having difficult conversations, addressing compassion fatigue for union activists, social determinants of health, and skills-building for offering mental health supports to members.

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



Leadership *Making Gains through Strategic Unionism*

In this course, we will dig into union planning and strategy. We will develop strategies for fighting to win major bargaining, election and issues-based campaigns, as we explore methods that work for planning and implementing events, campaigns, and community-union solidarity work. Participants will build leadership skills for organizing members, lobbying governments and decision-makers, handling issues at the labour board, and building mutual support for union and community values and priorities.



2025 Summer School WORKSHOPS (cont'd)

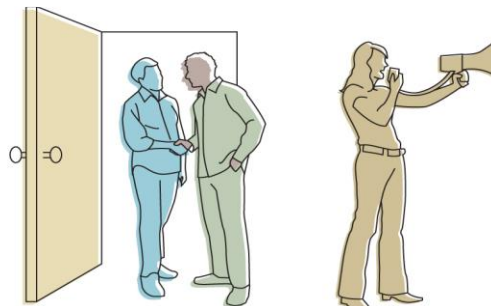
Member Engagement for All *Activating Your Local*

How can we get members more involved in the union? How can we keep members engaged with union activities? Participants will build hands-on skills and plan for getting past member apathy to achieve active member engagement and mobilization. We will explore and develop plans for workplace mapping, systemic member outreach, building interest and commitment for campaign and bargaining actions, and build skills for handling complaints, conflicts and tough issues.



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

This workshop stream will help union stewards develop and deepen skills for defending members' interests at work. Participants will delve into leading cases, hone skills for building solidarity through grievance action, develop knowledge and skills for solidarity with Indigenous workers, work on representing members in disciplinary meetings and attendance management programs, learn new skills for handling human rights grievances, and develop skills for leading as team, handling tough grievances, and support members.



2025 Summer School SCHEDULE

Monday, June 16th

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

Tuesday, June 17th to Thursday, June 19th

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 – 4:00 p.m.
(Tuesday – Plenary Workshops – Yellowhead Room)	1:00 – 4:00 pm)
Dinner	6:00 – 7:30 p.m.

June 17th – **Scavenger Hunt** (8:00 – 10:00 p.m.) – meet in Yellowhead Room

June 18th – **Music Bingo and S'mores** (8:00 – 11:00 p.m.) – by the fire pit

*Optional activity on June 18th – **Horseback Riding** – additional cost of approximately \$50, to be paid by participants on site.*

June 19th – **Banquet, Dance and Karaoke** (6:00 – 10:00 p.m.)

Friday, June 20th

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)

SAFE – TRAVELS – HOME



2025 Summer School REGISTRATION DETAILS

**To register,
please click on the button**



Summer School Fees: Registrations/cheques must be received by [June 3, 2025](#)

Single Occupancy - \$1,200/pp
Double Occupancy - \$1,000/pp
Triple Occupancy - \$800/pp

Family: If delegates would like to bring their 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.

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

Registration Deadline: [Tuesday, June 3, 2025](#)

NOTE: Your registration is not complete until payment is received. Payment must be received by [Tuesday, June 3, 2025](#) or your seat will be released.

Refund Policy

- up to June 3: full refund
- after June 3: no refund

If you have any questions or issues with registration, please contact:

Annalyn Jimeno
CUPE Manitoba Regional Office
Phone: (204) 942-0343 Email: mbeducation@cupe.ca



2025 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 **\$750** is available to a small local or a local in financial need, based on the following financial criteria:

- Locals applying must be affiliated to CUPE Manitoba, with dues current to the end of the quarter prior to the event.
- Locals who have not received a bursary in the past and are in greatest financial need shall have first priority.
- Application for bursaries shall be made on a CUPE Manitoba Bursary Form.
- 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 **\$500** shall be awarded to an activist member of an equity-seeking group (women in all their diversity, racialized and Indigenous members, persons with disabilities, 2SLGBTQI+ members, and young workers under the age of 35), based on the following criteria:

- Locals applying must be affiliated to CUPE Manitoba, with dues current to the end of the quarter prior to the event.
 - Locals who have not received a bursary in the past and are in greatest financial need shall have first priority.
 - Application for bursaries shall be made on a CUPE Manitoba Bursary Form.
 - 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 **June 3, 2025**.

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



2025 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 June 3, 2025