



27th Annual CUPE Manitoba Winter School

Sponsored by:

CUPE UNION EDUCATION **CUPE** MANITOBA

**Lakeview Gimli Resort &
Conference**

10 Centre Street

Gimli, Manitoba

February 27 – March 2, 2025

27th Annual CUPE Manitoba 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.

Registration fees MUST be received by the registration deadline:

February 7, 2025

In order to provide the best learning environment, the CUPE Education Rep reserves the right to cancel any courses 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 **February 3, 2025**

UNION EDUCATION MEANS UNION POWER!

The power to defend our rights as workers, to protect the services we provide, and to build caring communities.

2021 Winter School INFORMATION

Location

The Lakeview Gimli Resort and Conference is located at 10 Centre Street in Gimli Manitoba.

Toll-Free: 1-877-355-3500

Phone: 204-642-8565

Fax: 204-642-4400

Website: <https://lakeviewhotels.com/gimli/>

Accommodation

Locals are responsible for booking their delegates' accommodations. **Please make reservations directly with the hotel prior to January 30, 2024.** Quote **CUPE Winter School 2025** when reserving your room.

Cost

- ◆ Double Rooms: \$144.00
- ◆ Suites: \$162.00
- ◆ Deluxe Suites: \$194.00
- ◆ 1-bedroom Vacation Suites: \$225.00

Please note that the **Lakeview 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.



Special Diets/Meals

The Registration fee of \$450 includes:

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

All other meals are not included in the price

For any special meal requests relating to food allergies, sensitivities, religious needs, or dietary life choices, contact Annalyn at **least 10 working days advance notice.**

Annalyn Jimeno

CUPE Manitoba Regional Office

Ph. 204-942-0343

E-mail: mbeducation@cupe.ca

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.

Refund Policy

- Up to Friday, February 10: full refund
- After Friday, February 10: no refund

This brochure is also available on CUPE websites:

www.cupe.mb.ca

www.cupe.ca

2025 Winter School COURSE DESCRIPTIONS

CAMPAIGNS AND COMMUNICATIONS

Dale Edmunds and Matt McLean

Campaigns and communications are crucial to achieving the goals members set for local leadership. It can be a challenge to make these elements a priority in day-to-day union work. In this session, you will explore union communication techniques, media relations, campaign planning and implementation, lobbying and government relations, member engagement, and priority-setting.

This Winter School course offers modules covering:

Member Engagement

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

Effective Lobbying and 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, challenge lack of respect by management, or advocate for better funding for public services. Learn basic mobilization theory and government relations theory, and explore how stewards can tackle workplace problems in ways that engage more members and build the union's power.

Literacy Awareness and Artificial Intelligence

- Literacy affects all of us at work. Learning new computer programs, understanding collective agreements, completing forms or writing reports can all pose barriers for our members. Learn about how stewards can increase literacy awareness and help make the union inclusive and accessible to members.

Custom Campaigns and Communications Content

- With tips and hands-on skills-building activities.



2025 Winter School COURSE DESCRIPTIONS

STEWARD LEARNING SERIES

Ric McAlpine

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

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

Understanding Mental Health

- Explore the steward's role in supporting and representing members dealing with mental health issues. Learn how to challenge stigma and how to approach a conversation with a member about a possible mental health issue.

Mediating Member-to-Member Conflict

- Practice coaching members who are in conflict with other members and work with a four-step approach to basic mediation.

What Stewards need to Know about Arbitration

- Although most grievances get settled, some go to arbitration. Learn about the arbitration process, terms, mediated settlements, and the role of the steward before and during arbitration

Solidarity with Indigenous Workers

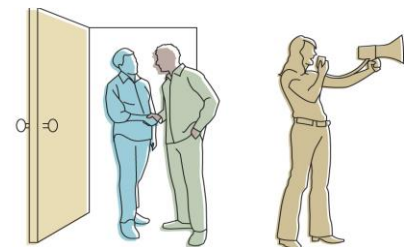
- Learn about Canada's history of colonialism, engage in some myth-busting and explore ways you can build solidarity with Indigenous workers and support reconciliation in the workplace

Custom Content on Handling Human Rights Grievances

In order to register, you must have completed the 9-hour Introduction to Stewarding workshop.

Participants 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



2025 Winter School COURSE DESCRIPTIONS

HUMAN RIGHTS GRIEVANCES, BARGAINING AND CAMPAIGNS

Kristine Barr, Mira Aujesky-Lewis and Tracy Rose-Laporte

This course offers an opportunity to learn from and discuss with human rights specialists and union activists. Participants will have the opportunity to build skills for handling human rights grievances, explore ideas for bargaining human rights, and hear details about new frontiers in human rights.

Topic included in this session are:

Supporting Members with Human Rights Grievances

- From initial complaint to arbitration, special supports, handling evidence, and tips for decision points.

Representing Gender and Sexually Diverse Members

- Homophobia, biphobia, and transphobia play out in our workplaces, locals, and communities. Learn how to challenge these kinds of discrimination, and respectfully represent gender and sexually diverse members in your workplace.

Grievances and Bargaining for Truth and Reconciliation

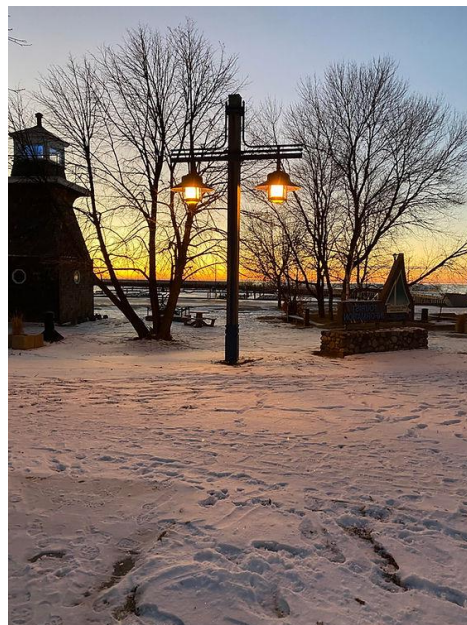
- Exploring what decolonization grievances and bargaining could include.

Solidarity with Indigenous Workers

- Learn about Canada's history of colonialism, engage in some myth-busting, and explore ways you can build solidarity with Indigenous workers and support reconciliation in the workplace.

Local Topics in Human Rights

- Bring your local questions.



2025 Winter School COURSE DESCRIPTIONS

BUILDING FOR GAINS IN THE SOCIAL SERVICES SECTOR

Claudia Colocho and Niño Jurial

This custom workshop stream will give participants a chance to build advanced skills and knowledge to be successful while bargaining and representing members in the social services sector. Members will also learn how they can contribute to social justice causes while supporting workers in social services.

Members from all sectors are welcome to attend this stream.

This Winter School presents the following topics:

Respect at Work: Stop Bullying, Harassment and Violence

- What creates respect at work? What is harassment, bullying and violence? What can we do to stop it?

Essentials for Inclusive Unions

- As activists in our unions, we often ask why members are not more involved. This workshop asks a different question: Who is involved and who isn't and what might be some reasons why? How might our unconscious biases contribute to this? How can we represent members in a way that invites those on the margins to get involved and to see the union as place where they want to make a difference?

Bargaining Solidarity

- What creates respect at work? What is harassment, bullying and violence? What can we do to stop it?

Effective Lobbying and 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, challenge lack of respect by management, or advocate for better funding for public services. Learn basic mobilization theory and government relations theory, and explore how stewards can tackle workplace problems in ways that engage more members and build the union's power.

Custom Campaigns and Bargaining Strategy





2025 Winter School AGENDA

Thursday, February 27

| | |
|--|-------------------|
| Registration | 4:00 – 5:00 p.m. |
| Opening Session | 6:00 – 7:00 p.m. |
| Workshops | 7:00 – 8:00 p.m. |
| Reception with Light Bites <i>(provided)</i> <i>(includes wine and non-alcoholic beverages)</i> | 8:00 – 10:00 p.m. |

Friday, February 28

| | |
|-------------------------------------|-------------------|
| Workshops | 9:00 – 12:00 noon |
| Lunch <i>(provided)</i> | 12:00 – 1:00 p.m. |
| Workshops | 1:00 – 4:00 p.m. |
| Social Activity – Karaoke and Games | 7:00 – 10:00 p.m. |



Saturday, March 1

| | |
|-------------------------|-------------------|
| Workshops | 9:00 – 12:00 noon |
| Lunch <i>(provided)</i> | 12:00 – 1:00 p.m. |
| Workshops | 1:00 – 4:00 p.m. |

BANQUET *(provided)*

| | |
|----------------------|-------------------|
| Doors open, Mingling | 6:00 p.m. |
| Dinner | 6:30 p.m. |
| Dance | 7:30 – 10:00 p.m. |

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



Sunday, March 2

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



**2025 Winter School
CUPE MANITOBA BURSARY
Up to \$1,000 for Small Local or Local in Financial Need
or Up to \$750 for Equity-Seeking Delegate
APPLICATION FORM**

Please complete one (1) form per local.

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? _____

Bursary Applied For

1. Is the local applying as a small local or local in financial need?
 Yes No
2. Is the delegate an Equity-Seeking Activist?
 Yes No

If so, please complete the following as it applies to you (the delegate)

- I am a young worker (30 and under)
- I am a racialized worker/person of colour
- I am an Indigenous person – First Nation (North American Indian), Métis or Inuk (Inuit)
- I am a person with disability

I describe my gender as: _____

I describe my sexual orientation as: _____

Please add any further information here: _____

Financial Circumstances:

Based on current cost estimates, what would the cost be to your local to send a member to the event?

| | |
|--|----|
| Travel to & from the event (cost of flight if in the North, or # of kilometers x \$0.62) | \$ |
| Hotel Accommodations (# of nights and cost per night) | \$ |
| Lost Wages | \$ |
| Per Diem / Allowance | \$ |
| TOTAL COST (add all together) | \$ |

Would the local require an advance cheque to assist with paying these costs?

Yes No

Please include a copy of your latest Trustees' Report for the CUPE Manitoba Education Committee's information.

If you wish, please provide any additional comments on your Local's financial circumstances:

Please note that a local will not generally receive both the small local/financial need and equity-seeking delegate bursary. A local may receive one (1) bursary for the event

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 February 3, 2025

DEADLINES:

REGISTRATION: Feb 7, 2025

BURSARY APPLICATION: Feb 3, 2025

ACCOMMODATION: Jan 30, 2025
(Quote CUPE Winter School 2025)

REFUND POLICY:

- ◆ up to **Friday, Feb 10, 2025:** full refund
- ◆ after **Friday, Feb 10, 2025:** no refund