

# 28<sup>th</sup> Annual CUPE Manitoba Winter School



Leif Norman

**Lakeview Gimli Resort & Conference**

**10 Centre Street**

**Gimli, Manitoba**

**February 26 – March 1, 2026**

*Sponsored by:*

**CUPE UNION EDUCATION** **CUPE MANITOBA**

# 28<sup>th</sup> 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 4, 2026**

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 4, 2026**

**UNION EDUCATION MEANS UNION POWER!**

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

# 2026 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 31, 2026.** Quote CUPE Winter School 2026 when reserving your room.

## Cost

- ◆ Double Rooms: \$158.00
- ◆ Suites: \$176.00
- ◆ Deluxe Suites: \$207.00
- ◆ 1-bedroom Vacation Suites: \$239.00

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](mailto: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 6: full refund
- After Friday, February 6: no refund

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This brochure is also available on CUPE websites:

[www.cupe.mb.ca](http://www.cupe.mb.ca)  
[www.cupe.ca](http://www.cupe.ca)

# 2026 Winter School

## COURSE DESCRIPTIONS



### MEMBER ENGAGEMENT: SOLIDARITY SCHOOL

We talk about union solidarity, but what does it mean in practice? We spend a lot of time in meetings, yet how often do we stop to think: Who's missing? Are there other ways to get things done? Join this stream if you want to go beyond meetings to deepen skills for member engagement in initiatives and campaigns.

In this session, we will do a deep dive into equity, diversity and inclusion, as well as principles of adult learning and participation. This session is all about how to make space for as many members as possible to get involved and stay involved. This will include human rights topics as well as organizing skills. We will explore how to build effective events and campaigns, understand members' wants and needs, make tough decisions about priorities, set expectations, and pivot when plans change. This session will be especially useful for committees, bargaining teams, and anyone planning campaigns, meetings, and events.

This Winter School course offers custom content and modules from:

- **Good Meetings**
- **Anti-Racist CUPE**
- **Essentials for Inclusive Unions**
- **Strategic Planning**

# 2026 Winter School COURSE DESCRIPTIONS



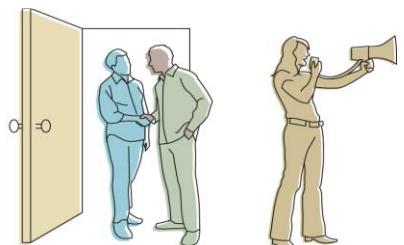
## STEWARD LEARNING SERIES

*Ric McAlpine*

Not sure how to handle complex grievances and different types of conflict? Not sure how to support members with accommodation needs? This session draws from Steward Learning and other series to explore challenging situations based on union values, considering the rights and needs of all members.

This Winter School course presents custom content and modules from:

- **Conflict Resolution**
- **What Stewards Need to Know about Arbitration**
- **Duty to Accommodate**
- **Representing Members in Front of Management**



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

We add fresh examples and content each time, and 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

# 2026 Winter School COURSE DESCRIPTIONS



## **NEXT LEVEL COMMUNICATIONS: SPEAKING UP, SPEAKING OUT**

If you have ever wondered how the union can reach more members, felt nervous about speaking in public or at union meetings, felt unsure about what to say in a meeting with management, or felt overwhelmed by social media, this course is for you! Participants will have an opportunity to learn skills for speaking in public and with members, effectively representing members, and tips for using social media as union representatives and activists.

This session will include custom content and modules from these workshops:

- **Leadership Essentials**
- **Representing Members in Front of Management**
- **Women Speaking Out**, adapted for all audiences

# 2026 Winter School AGENDA

## Thursday, February 26

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

## Friday, February 27

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 at Interlake Brewing	7:00 – 9:00 p.m.

## Saturday, 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.

### **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 1

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



**2026 Winter School  
CUPE MANITOBA BURSARY**

**Up to \$1000 for a Small Local or Local in Financial Need  
OR**

**Up to \$750 for Equity-Seeking Delegate  
APPLICATION FORM**

*Please complete one 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?  
 Small Local    Local in Financial Need
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 Nations (North American Indian), Métis or Inuk (Inuit)  
 I am a person with a 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 kms x \$0.62)	\$
Hotel Accommodations (# of nights and cost per night)	\$
Lost Wages	\$
Per Diem / Meal Allowance	\$
<b>TOTAL COST (add all together)</b>	\$

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:

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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 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](mailto:ecarlyle@cupe.ca)

**Deadline for Application is February 4, 2026**

## **DEADLINES:**

**REGISTRATION:** **Feb 6, 2026**

**BURSARY APPLICATION:** **Feb 4, 2026**

**ACCOMMODATION:** **Jan 31, 2026**  
(Quote **CUPE Winter School 2026**)

## **REFUND POLICY:**

- ◆ up to **Friday, Feb 6, 2026**: full refund
- ◆ after **Friday, Feb 6, 2026**: no refund

EC:aj/cope491  
November 2025