

**PLEASE POST**

**2021 MB Winter  
School**

**Feb. 18 – 21, 2021**

**Lakeview Gimli Resort  
& Conference**

**Courses offered:**

**#1 – Bargaining**

**#2 – Advanced Steward Learning Series – must have completed  
Introduction to Stewarding Workshop**

**#3 – Understanding Equity**

IF Interested in attending please email (CUPE President) no later then  
November 18, 2020 by 3:30 pm. Names will be drawn November 20,  
2020



2021

# Manitoba Winter School

Sponsored by:

Union Education Branch  
and CUPE Manitoba

Please post.  
Deadline for registering  
with CUPE President  
November 18, 2020  
@ 3:30

Lakeview Gimli Resort &  
Conference

10 Centre Street

Gimli, Manitoba

February 18-21, 2021



# Manitoba 26<sup>th</sup> Annual CUPE Winter School

## Who Can Attend?

Due to COVID concerns, including physical distancing and limits to mass gatherings, workshop sizes will be limited. This School is exclusive to Manitoba Locals only, and if there is space available after February 1<sup>st</sup>, then we may consider registrations from out of Province.

**Since the operation of this Winter School is contingent on COVID and where we are at in February 2021, the School is subject to cancellation. We will try to give as much possible notice if we have to cancel, and if Winter School 2021 is cancelled, your registration fees shall be fully refunded.**

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 may assign participants to their second choice of workshop.



**CUPE** *education*  
*where the action is!*

## 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:**

Wally Skomoroh  
703-275 Broadway  
Winnipeg, MB R3C 4M6

Phone: (204) 942-0343  
Fax: (204) 956-7071  
E-mail: [wskomoroh@cupe.ca](mailto:wskomoroh@cupe.ca)

**Deadline for Bursary Applications is January 18, 2021**

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

# 2021 Winter School INFORMATION

## Accommodation:

**Locals are responsible for booking their delegates' accommodations.**

Rooms have been block-booked at the Lakeview Gimli Resort & Conference.

**Please make reservations directly with the hotel prior to January 18, 2021 to take advantage of this block-booking.**

Please quote Group Name: **CUPE Winter School 2021** when reserving your room.

## Rates:

- ◆ Single Occupancy: \$122.00
- ◆ Double Occupancy: \$104.00

*\*\*Room upgrades are complimentary based on availability.*

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.

## Lakeview Gimli Resort & Conference

10 Centre Street  
Gimli, Manitoba  
R0C 1B0

Toll-Free: 1-877-355-3500

Phone: 204-642-8565

Fax: 204-642-4400

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

## Refund Policy:

- ◆ Up to Friday, February 5: full refund
- ◆ After Friday, February 5: no refund

## Meals:

Since we are limited by COVID, there will be no Wine and Cheese reception on Thursday evening, Lunch on Friday or the Buffet/Supper Dance on Saturday night. We know these gatherings are good for member bonding and cross pollination between sectors, but we do not want to go against the advice being provided by Public Health

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



# 2021 Winter School COURSE DESCRIPTIONS

Choose one course from the following four courses and remember to make a second choice, too

## COURSE #1 BARGAINING

*Ric McAlpine and Andrew Loewen*

### How Bargaining Works

- This module can be added to other parts of the Bargaining Education Program. It covers the legal framework for collective bargaining and where we get our power as a union.

### Analyzing your Collective Agreement

- In this workshop, the local executive:
  - analyzes their contract and identifies gaps;
  - learns about the Collective Agreement Information System (CAIS) and the importance of using clear language

### At the Bargaining Table

- This workshop gives bargaining committee members the training they need, when they need it, so they can get the best deal possible for their members. It is delivered by the national servicing rep and happens in stages throughout negotiations. The workshop explores how to work effectively in caucus, as well as at the bargaining table.

Please bring a copy of your Collective Agreement



## COURSE #2 ADVANCED STEWARD LEARNING SERIES

*Elizabeth Carlyle and Stephen Terichow Parrot*

### 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.

### 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

### What Stewards need to Know about Bargaining

- Learn about the different steps in the bargaining process, the responsibilities of different activists throughout bargaining, and the role of the steward before and during arbitration.

### Conflict Skills for Stewards

- Unresolved workplace conflict is stressful and weakens the union. Learn about the sources of workplace conflict and how to choose a response that fits the situation. Practice conflict communication skills that will help you resolve conflict at work and in the union.

### Psychologically Safe Workplaces

- What is a psychologically healthy and safe workplace? Learn to identify the psychological hazards in a workplace, and the role of the steward in eliminating psychological hazards.

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



# 2021 Winter School COURSE DESCRIPTIONS

## COURSE #3 UNDERSTANDING EQUITY

*Sheree Capar, Leigha Phelps and Tracy Rose-Laporte*

### Introduction to Human Rights

- This course provides leaders and activists with the opportunity to develop the skills and perspectives we need to build a stronger, more inclusive Union.
- Employers use racism, sexism, homophobia, transphobia, and discrimination against people with disabilities to divide us as workers. We'll focus on the roles the Union can and does play in advancing equality and challenging Employers.

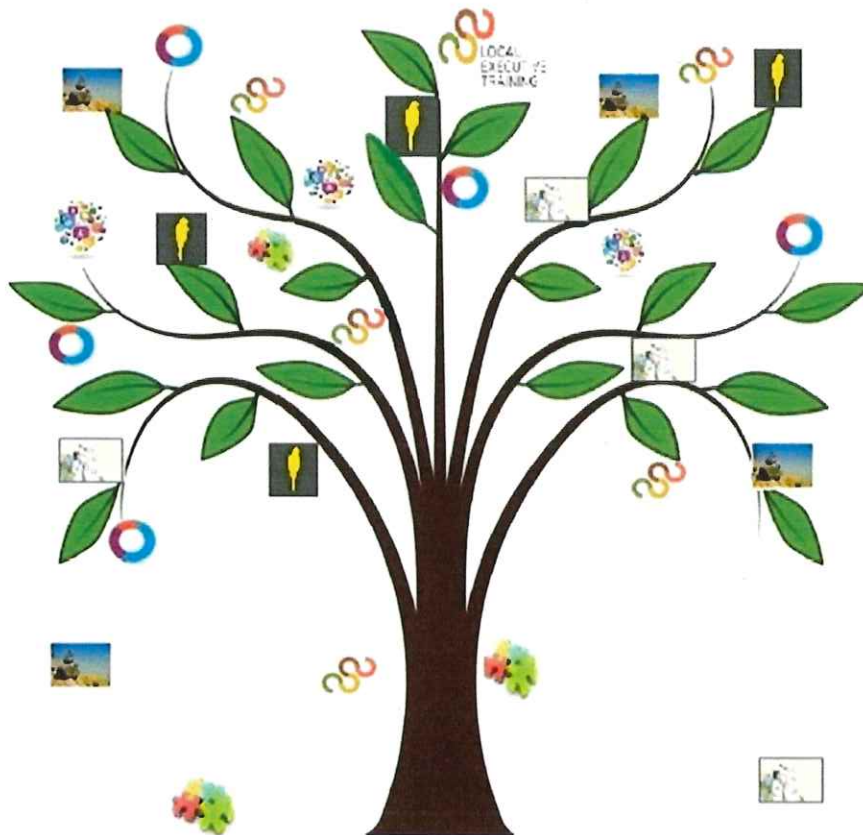
**This course is not about the Human Rights Code**

### Anti-Oppression Training

- This workshop covers what racism looks like in the workplace, and your role as a steward in challenging it.

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

**Please bring your Collective Agreement, Local Bylaw, Steward Handbook and Steward Learning Series Passport**



**CUPE** education

# 2021 Winter School AGENDA

## Thursday, February 18

Registration	6:00 – 7:00 p.m.
Opening Session	7:00 – 8:00 p.m.
Workshops	8:00 – 9:00 p.m.

## Friday, February 19

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.

***EVENING FREE***

## Saturday, February 20

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.

***EVENING FREE***

## Sunday, February 21

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

