

Sponsored by the: Union Development Department, CUPE

# **CUPE** *education*



## Saskatchewan 2016 Summer School



Waskesiu, Saskatchewan

Sunday, May 29 to  
Friday, June 3, 2016

# Welcome to the 38<sup>th</sup> Annual CUPE Saskatchewan Summer School

## Who Can Attend?

The school is open to all CUPE members.

Class size will be limited to approximately 20 participants. Participants will be registered on a first-come, first-served basis. It is very important to signify a **second** choice.

**Your registration fees must be received by the registration deadline (May 3, 2016).**

In order to provide the best learning environment, the Education Representative reserves the right to cancel any course if the registrations are low or to transfer participants to their second choice.

The Education Representative also reserves the right to limit the number of members any one local may send to any workshop and to assign participants to a second choice workshop.

## 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. Incidents will be dealt with in a fair and quick fashion and in accordance with the Code of Conduct. The CUPE Education Representative has the right to send participants home without refund for inappropriate behaviour.

## Scholarship Program

The following two (2) scholarships are available for CUPE members to attend the upcoming Summer School, May 29 – June 3, 2016.

1. **Glen Makahonuk Scholarship**
2. **Bruno Friebe Scholarship**

**Scholarship application deadline is Thursday, April 28, 2016.**

**Scholarship details/applications on pages 9 & 10.**

**Send applications by mail, fax or e-mail to**

Kim Draeger, Registrar  
CUPE Saskatoon Area Office  
250 Cardinal Crescent  
Saskatoon, SK S7L 6H8

E-mail: [kdraeger@cupe.ca](mailto:kdraeger@cupe.ca)

Fax: 1-306-382-8188

For information phone: 1-306-382-8262



# CUPE 2016 Summer School INFORMATION

## Location

The School is in the resort of Waskesiu Lake located in Prince Albert National Park, north of Prince Albert.

## Accommodation

We have booked hotel rooms and cabins. Each cabin has two separate bedrooms, living and kitchen area with a private bathroom. Please indicate your choice on the registration form. No pets are allowed.

Accommodation will be assigned on a first come basis. If we are advised in advance, we will attempt to room non-smokers together, and also try to match you up with someone who shares the same personal schedule (i.e. those that like to socialize and those who prefer to retire early).

## Meals

Please note on the registration form any special dietary needs you have. All meals are at the Hawood Inn.

### **The registration fee includes all meals.**

|            |                 |
|------------|-----------------|
| Breakfast: | Monday-Friday   |
| Lunch:     | Monday-Thursday |
| Supper:    | Sunday-Thursday |

## Refund Policy

- ◆ up to May 3: full refund
- ◆ after May 3: no refund

## General Information

All participants are expected to attend the Opening and Closing Plenary Sessions at the Hawood Inn on Lakeview Drive. We suggest that participants time their arrival on Sunday, May 29 between 3:00 p.m. and 4:30 p.m.

Participants must pay for their own phone calls (including long distance and local).

## Scents and Fragrances

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 cooperation.

## Park Fee

There is a fee to enter the National Park of approximately \$40.00/adult.

## Please Bring

- ◆ a copy of your collective agreement
- ◆ personal toiletry articles
- ◆ alarm clock
- ◆ rain coat, umbrella and a heavy sweater or jacket
- ◆ personal sports gear i.e. golf clubs, tennis racquet, etc.
- ◆ If you play a musical instrument – please bring it!

# CUPE 2016 Summer School REGISTRATION FORM – Page 1 of 2

## PLEASE PRINT

Sister                       Brother

Name \_\_\_\_\_

Local # \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

City/Town \_\_\_\_\_

Postal Code \_\_\_\_\_

Cell/Home Phone \_\_\_\_\_

**\*E-mail** \_\_\_\_\_

**Confirmation of workshop and accommodation will be emailed.**

### Special Needs

Do you have any special dietary, access, mobility or other health needs?

Yes     No    If yes, please specify

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### Course Selection

We do our best to ensure you are enrolled in the course of your choice. However, each course enrolment is limited and registration will be on a first-come, first-served basis.

**Please give us your first and second choice.**

| Choices:   | 1st                      | 2nd                      |
|--|--------------------------|--------------------------|
| #1 – Steward Learning Series                     | <input type="checkbox"/> | <input type="checkbox"/> |
| #2 – Financial Officers                          | <input type="checkbox"/> | <input type="checkbox"/> |
| #3 – Duty to Accommodate                         | <input type="checkbox"/> | <input type="checkbox"/> |
| #4 – Pensions – The Attack on our Deferred Wages | <input type="checkbox"/> | <input type="checkbox"/> |
| #5 – Labour History, Culture and Song            | <input type="checkbox"/> | <input type="checkbox"/> |



# CUPE 2016 Summer School REGISTRATION FORM – Page 2 of 2

## Accommodation

In order to make comfortable arrangements for each person, please complete

Do you smoke? Yes  No

Do you like to socialize? Yes  No

Do you go to sleep early? Yes  No

Do you prefer a quiet setting? Yes  No

## Summer School Fees

The registration fee includes meals and accommodation.

Please choose either Hotel Room or Cabin

### HOTEL ROOM

Double occupancy  
**\$1,000.00 per person.**

Sharing with: \_\_\_\_\_

Single occupancy  
**\$1,500.00 per person.**

### CABIN

Two bedroom, double occupancy  
**\$1,150.00 per person.**

Sharing with: \_\_\_\_\_

**No single occupancy in cabins.**

**Make cheque payable to: CUPE**

**Mail a copy of the completed registration form and cheque to**

Kim Draeger, CUPE Saskatoon Area Office  
250 Cardinal Crescent  
Saskatoon, SK S7L 6H8  
Phone: (306) 382-8262  
Fax: (306) 382-8188  
E-mail: [kdraeger@cupe.ca](mailto:kdraeger@cupe.ca)

**REGISTRATION & FEE DEADLINE  
May 3, 2016**



kmd/cope 491

# CUPE 2016 Summer School SCHOOL AGENDA

## **Sunday, May 29 – Kingsmere Hall, Hawood Inn (Lakeview Drive)**

|                 |                   |
|-----------------|-------------------|
| Check In        | 3:00 – on         |
| Registration    | 3:00 – 5:00 p.m.  |
| Opening Session | 5:00 – 6:30 p.m.  |
| Supper          | 7:15 p.m.         |
| Reception       | 7:15 – 10:00 p.m. |

## **Monday – Tuesday (May 30-31)**

|                  |                   |
|------------------|-------------------|
| Breakfast        | 7:15 – 8:45 a.m.  |
| Course Workshops | 9:00 – 12:00 noon |
| Lunch            | 12:00 – 1:00 p.m. |
| Course Workshops | 1:00 – 4:30 p.m.  |
| Supper           | 6:00 – 8:00 p.m.  |

## **Wednesday, June 1**

|                  |                   |
|------------------|-------------------|
| Breakfast        | 7:15 – 8:45 a.m.  |
| Course Workshops | 9:00 – 12:00 noon |
| Lunch            | 12:00 – 1:00 p.m. |
| Course Workshops | 1:00 – 4:30 p.m.  |
| BBQ Supper       | 6:00 – 8:30 p.m.  |

## **Thursday, June 2**

|                  |                   |
|------------------|-------------------|
| Breakfast        | 7:15 – 8:45 a.m.  |
| Course Workshops | 9:00 – 12:00 noon |
| Lunch            | 12:00 – 1:00 p.m. |
| Course Workshops | 1:00 – 4:30 p.m.  |

### ***Banquet***

*Refreshments*

*Dinner & Program*

*6:00 p.m.*

*7:15 – 10:00 p.m.*

## **Friday, June 3**

|                                  |                    |
|----------------------------------|--------------------|
| Breakfast                        | 7:15 – 8:45 a.m.   |
| Course Workshops                 | 9:00 – 11:00 a.m.  |
| Closing Session (Kingsmere Hall) | 11:00 – 11:30 a.m. |

# CUPE 2016 Summer School

## COURSE DESCRIPTIONS

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

### COURSE #1

#### Steward Learning Series

*Aimee Nadon,  
CUPE National Representative (Regina)*  
&  
*Alex Lenko,  
CUPE National Representative (Regina)*

Calling all stewards! CUPE is once again proud to offer our Steward Learning Series.

This series recognizes that the steward has an important role to play in a number of areas in the workplace and the union. It provides an opportunity for stewards to explore a number of topics – all from a steward's point of view.

At this weeklong school, we will offer:

- What's Our Duty;
- Notetaking;
- Building Your Case;
- Representing Members in Front of Management;
- Handling Grievances;
- Handling Discipline and Discharge
- Resolving Grievances Without Going to Arbitration; and
- What a Steward Needs to Know About Health and Safety.

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

**Please bring your Collective Agreement and your Steward Learning Series Passport.** Stewards may take a module more than once.

### COURSE #2

#### Financial Officers

*Judy Henley, Member Facilitator,  
CUPE Local 4980 (Melville)*  
&  
*Patricia Gausman, Member Facilitator,  
CUPE Local 4875 (Pleasantdale)*

This course will provide participants with the knowledge of the duties of a Local Union Secretary-Treasurer or Trustee. It will provide an understanding of those duties not only to elected Secretary-Treasurers and Trustees, but other local union officers interested in the practical financial business of a Local Union. Participants will learn:

- The functions of the Secretary-Treasurer and Trustees;
- How to prepare an annual budget for your Local Union;
- How to follow proper financial practices; and
- How to prevent fraud.

## **COURSE #3**

### **Duty to Accommodate**

*Juliana Saxberg, SK Legal and Legislative  
Representative (Regina)*  
&  
*Will Bauer,  
CUPE National Representative (Regina)*

Objectives of the workshop:

- Getting to know the extent of workers' rights to be accommodated by their employers and their unions as well as the limits of these duties;
- Becoming familiar with the prohibited grounds for discrimination found in human rights legislation;
- Understanding how collective agreement language can help to defend and promote the right to accommodation;
- Becoming familiar with the key components of the DTA process and terms;
- Knowing the roles, rights and responsibilities of each party: Employer, Union and the Member seeking an accommodation;
- Learning about some case law that establishes the scope of the DTA;
- Feeling confident in supporting members seeking accommodations and introducing others in the union to DTA;
- Being able to make the case for accommodating workers and work with union reps and employers to come up with appropriate accommodations for members.

- This workshop will also cover “advanced topics” related to DTA such as:
  - Discipline for disability-related misconduct;
  - Access to medical information and privacy;
  - The duty of fair representation; and
  - Family status.

## **COURSE #4**

### **Pensions – The Attack on our Deferred Wages**

*Patty Brockman,  
CUPE National Representative (Regina)*  
&  
*TBA*

This workshop will help you:

- Understand why pensions are a union issue and a social justice issue;
- Understand how the public pension system and workplace pension plans provide deferred wages;
- Understand where the attacks on pensions are coming from, what they look like, and how we can protect retirement security for all workers;
- Feel committed to the fight for better public pensions and workplace pensions; and
- Know some new “pension language” and be able to “talk pensions”.



# COURSE #5

## Labour History, Culture and Song

*Wendy Daku, Regional Representative,  
Canadian Labour Congress (Regina)*  
&  
*Vicky O'Dell,  
CUPE National Representative (Regina)*

The labour movement has a proud history of the struggles that working men and women faced to give us many of the rights and freedoms we enjoy today. Too often we take benefits like paid vacation leave, maternity benefits or health and safety regulations for granted and might not realize that without the strength and dedication of our sisters and brothers before us, we would not have such things.

Participants will learn about some of these historic events through music, creative arts and sharing of stories. We will look at the labour movement's current struggles for social and economic justice and explore ways in which the creative arts can help to make labour awareness events such as picnics, May Day events, rallies and union meetings more fun and interesting for people to attend. Participants are encouraged to bring along any labour stories, poetry, videos, music and instruments.

### **After this course, you will understand...**

- The strength and determination of women in unions;
- The historical events that brought us some hard-won victories; and
- How music, creative arts and story-telling contribute to the history of unions.

### **You will value...**

- The efforts of those who took a stand to better our lives;
- The members in your union who continue to improve working conditions; and
- The contribution music makes in preserving our history.



# SASKATCHEWAN 2016 SUMMER SCHOOL



## APPLICATION FOR GLEN MAKAHONUK MEMORIAL SCHOLARSHIP

### Glen Makahonuk Memorial Scholarship

- ◆ Covers the cost of registration, travel allowance and lost wages.
- ◆ Local must be affiliated and in good standing with CUPE Saskatchewan.
- ◆ Previous recipients are not eligible to apply.
- ◆ Applicants must provide the committee with a 1,000 word essay on one of the following topics:
  - Labour history of Saskatchewan.
  - Why aboriginal members should be active in the labour movement.
  - Why youth (30 and under) should be active in their union.
  - Why women should be active in their union.
  - Why gay, lesbian, bisexual or transgender members should be active in their union.

Local #: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

E-mail: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

### DETAILS

Course Selections 1<sup>st</sup> Choice: \_\_\_\_\_  
2<sup>nd</sup> Choice: \_\_\_\_\_

**Scholarship deadline is Thursday, April 28, 2016.**

## APPLICATION FOR BRUNO FRIEBE SCHOLARSHIP

### Bruno Friebe Scholarship

- ◆ Available to CUPE locals that were not awarded this scholarship at Saskatchewan Summer School 2015.
- ◆ Offered by Local 600-3.
- ◆ The scholarship provides up to \$2,000.00. This amount is to help cover the cost of registration, lost wages (must submit proof to L. 600-3 Treasurer) and mileage (not to exceed L. 600-3 rates).
- ◆ Applicants must submit an essay of at least 250 words explaining which course/educational opportunity they want to attend and rationale on how it will benefit their local.
- ◆ Available to CUPE locals with **UP TO 50 full-time equivalent members**.
- ◆ A copy of your local's last per capita payment sent to National Office must accompany your application.

Local #: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

E-mail: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

### DETAILS

Course Selections 1<sup>st</sup> Choice: \_\_\_\_\_

2<sup>nd</sup> Choice: \_\_\_\_\_

**Scholarship deadline is Thursday, April 28, 2016.**