

# CUPE Winter School 2023



Temple Gardens Hotel & Spa  
Moose Jaw, SK  
January 29 to February 1, 2023

# Saskatchewan 35<sup>th</sup> Annual Winter School

## Who Can Attend?

The School is open to all CUPE Members.

Class sizes will be limited to approximately 20 participants. Participants will be registered on a first come - first choice basis. Register early!

Your registration fees **must** be received by the registration deadline, **Tuesday, January 3, 2023**.

In order to provide the best learning environment, the Education Representative reserves the right to:

- cancel any course
- transfer or assign participants to any course
- limit the number of members any one local may send to a course

## School Safety

CUPE National has a vaccine policy and you can read it [here](#). The policy applies to CUPE National organized events, including Union Education workshops and National meetings and conferences.

CUPE Education is committed to hosting an event where all CUPE members and staff are safe and able to fully participate. It is our expectation that attendees at the CUPE Winter School 2023 will be fully vaccinated.

Depending on the state of the of pandemic at the time of our school, we may require attendees to confirm their vaccination status, rapid test, and mask.

In registering for this event, it is understood that you agree to comply with the protocols we establish to prevent the spread of COVID.

CUPE reserves the right to deny admittance to, or remove, any attendee who does not follow

CUPE pandemic protocols that may be in place, or who is unable to, or refuses to provide proof of vaccination status.

## **Scholarship Program**

**(See pages 7, 8 and 9 for details and application forms)**

The following three scholarships are available for CUPE members to attend the upcoming Winter School, **Jan. 29 - Feb. 1, 2023**.

- 1. CUPE Saskatchewan Division - Glen Makahonuk Memorial Scholarship**
- 2. CUPE Saskatchewan Division - Equity-Seeking Groups Scholarship**
- 3. CUPE Saskatchewan Division - Young Worker Group Scholarship**

For information please phone:  
1-306-382-8262

**Send scholarship applications by email, fax or mail to:**

Kim Draeger  
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

**Scholarship application deadline is Tuesday, January 3, 2023**

# 2023 Winter School INFORMATION

## Accommodation

Participants and their locals are responsible for booking and paying for their accommodation.

Rooms have been block-booked at the Temple Gardens Hotel & Spa in Moose Jaw. Please make your room reservations directly with the hotel prior to **Wednesday, January 11, 2023** in order to take advantage of this block-booking. Please quote **CUPEWINTER** when reserving your room.

## Temple Gardens Hotel & Spa

24 Fairford Street East

Moose Jaw, SK S6H 0C7

Website: <http://www.templegardens.sk.ca/>

Phone: 1-800-718-7727 or (306) 694-5055

## Parking

Local participants can get parking passes from the hotel front desk for \$7.00 per day, the same fee as hotel guests pay.

## General Information

All participants are expected to attend the Opening Session. Please note that Temple Gardens Hotel & Spa is a non-smoking facility. Guaranteed check-in at the hotel is 4:00 p.m., although some rooms may be available sooner.

## Refund Policy

- ◆ **up to Jan. 11, 2023: full refund**
- ◆ **after Jan. 11, 2023: no refund**

## 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.

## 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.

## Meals

Please note on the online registration form any special dietary needs you have.

## The registration fee includes the following meals:

Breakfast:	Monday, Tuesday and Wednesday
Lunch:	Monday and Tuesday
Banquet Supper:	Tuesday

These will be served in Salon A of the hotel.

# 2023 Winter School REGISTRATION DETAILS

To register, please click on the link below:

<https://cupe.ca/mrm-union-education/event/5560>

**NOTE:** Your registration is not complete until payment is received. Payment must be received by the registration deadline or your seat will be released.

Payment must be received by **Tuesday, January 3/23** or your seat will be released.

**Winter School Fees:** \$525.00 per participant

**Make cheque payable to:** CUPE

**Mail payment to:**

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

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

Kim Draeger  
CUPE Saskatoon Area Office  
Phone: 306-382-8262  
Email: [kdraeger@cupe.ca](mailto:kdraeger@cupe.ca)

**Registration Deadline: Tuesday, January 3, 2023.**

**Refund Policy**

- ◆ **up to Jan. 11, 2023: full refund**
- ◆ **after Jan. 11, 2023: no refund**

# 2023 Winter School AGENDA

## Sunday, January 29

Check-in/Registration – Salon A	1:30 – 3:00 p.m.
Opening Session – Salon A	3:00 – 4:00 p.m.
Course Workshops	4:00 – 5:00 p.m.

## Monday, January 30

Breakfast	7:30 – 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.

## Tuesday, January 31

Breakfast	7:30 – 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

<i>Refreshments</i>	<i>6:00 p.m.</i>
<i>Supper</i>	<i>6:30 p.m.</i>

## Wednesday, February 1

Breakfast	7:30 – 8:45 a.m.
Course Workshops	9:00 – 11:00 a.m.

# 2023 Winter School COURSE DESCRIPTIONS

## TRACK #1

### INCLUSIVITY AND EQUITY

*Janice Janzen*  
*CUPE National Representative*  
&  
*Aimee Nadon*  
*CUPE National Representative*

This set of workshops will focus on aspects of inclusion and fairness in our unions and workplaces.

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 a place where they want to make a difference?

The class will also reflect on sexism and its social and economic impact. Students will learn ways to challenge sexism in the workplace and protect members' rights.

## TRACK #2

### STEWARD LEARNING SERIES

*Marcia Ray*  
*CUPE National Representative*  
&  
*Colin Byas*  
*CUPE National Representative*

This class will be comprised of four classes from CUPE's renowned Steward Learning Series.

Participants will learn about grievance handling, particularly grievances regarding discipline and discharge – and how to represent members effectively in front of management.

Since grievances, and representation of grievors, often bring levels of conflict, anger, and hurt, because of the crisis nature of our work, some basic skills for facing and resolving conflict will be learned.

**Prerequisite: Introduction to Stewarding.**

**Please bring your Collective Agreement, Steward handbook and Steward Learning Series passport.**

## TRACK #3

### ACCOMMODATION

*Dolores Douglas*  
*CUPE National Representative*  
&  
*Jan Goy*  
*CUPE National Representative*

This course will focus on the Duty to Accommodate, a legal responsibility under provincial laws and statutes.

Learn about the rights and responsibilities of both employers and unions under the Duty to Accommodate. In this course you will:

- explore case law, key concepts and the prohibited grounds of discrimination under human rights law;
- learn to make the case for accommodating workers and how to help union representatives and employers come up with appropriate accommodations for members; and
- look at how we can break down stereotypes and stigma to support the accommodation process for those who need it.

Further work will consider barriers to accommodation that are found where disability rights are undermined by ableism in the workplace.

**Prerequisite: Introduction to Stewarding.**

#### **Special Session:**

On the Wednesday morning of the 2023 Winter School, all participants will participate in a two-hour workshop of Bystander Intervention Training, a workshop designed for union activists to develop skills for intervening in instances of harassment.

## TRACK #4

### GRIEVANCE BOOTCAMP (GRIEVANCE-WRITING INTENSIVE)

*Mira Aujeska-Lewis*  
*CUPE National Representative*  
&  
*Lori Sutherland*  
*CUPE National Representative*

Are you a shop steward, but you have never written a grievance? Does your anxiety spike when you are faced with writing one?

What if you do it wrong? What if you forget something? Will it lead to a DFR, or even a disaster of an arbitration?

This workshop will be a hands-on practice session in writing grievances of different levels of complexity using a fictitious local collective agreement. The legal needs and language/wording of grievances will be reviewed as a group, and grievance fact sheets (outlining alleged violations a hypothetical collective agreement) and role-played grievor interviews will be considered and “grieved” during the course.

Participants will write multiple grievances based on information and scenarios provided. The text of the grievances will be reviewed in depth by the National Representatives facilitating the course, with the goal of offering constructive criticism and the opportunity to improve each participant’s grievance writing skills and work.

**Prerequisite: Introduction to Stewarding.  
(Grievance handling experience preferred)**

## APPLICATION FOR GLEN MAKAHONUK MEMORIAL SCHOLARSHIP

### CUPE SASKATCHEWAN DIVISION SCHOLARSHIP Glen Makahonuk Memorial Scholarship

- ◆ Covers the cost of registration, travel allowance, accommodation, per diem 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 (29 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/Cell Phone:** \_\_\_\_\_ **Work Phone:** \_\_\_\_\_

### Details

Course Selection: \_\_\_\_\_

**Scholarship deadline is Tuesday, January 3, 2023**

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# SASKATCHEWAN WINTER SCHOOL 2023



**CUPE** education

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## APPLICATION FOR EQUITY-SEEKING GROUPS SCHOLARSHIP

### CUPE SASKATCHEWAN DIVISION SCHOLARSHIP Equity-Seeking Group

- ◆ Covers the cost of registration, travel allowance, accommodation, per diem and lost wages.
- ◆ Scholarship available only to CUPE members of an equity-seeking group (you must self-identify).
- ◆ **Previous recipients are not eligible to apply.**
- ◆ Equity seeking groups – women, aboriginal people, members with a disability, workers of colour, lesbian, gay, bi-sexual and transgender members.
- ◆ Local must be affiliated and in good standing with CUPE Saskatchewan.
- ◆ **Applicants must submit a written letter outlining why they believe their participation in the course would benefit their local union and their development as an activist.**

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

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

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

Equity Group: \_\_\_\_\_

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

Home/Cell Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

#### Details

Course Selection: \_\_\_\_\_

**Scholarship deadline is Tuesday, January 3, 2023**

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# SASKATCHEWAN WINTER SCHOOL 2023



**CUPE** education

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## APPLICATION FOR YOUNG WORKER GROUP SCHOLARSHIP

### CUPE SASKATCHEWAN DIVISION SCHOLARSHIP Young Worker Group (29 years of age or younger)

- ◆ Covers the cost of registration, travel allowance, accommodation, per diem and lost wages.
- ◆ Scholarship available only to CUPE members of the young worker group (29 years of age or younger).
- ◆ **Previous recipients are not eligible to apply.**
- ◆ Local must be affiliated and in good standing with CUPE Saskatchewan.
- ◆ **Applicants must submit a written letter outlining why they believe their participation in the course would benefit their local union and their development as an activist.**

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

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

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

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

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

### Details

Course Selection: \_\_\_\_\_

**Scholarship deadline is Tuesday, January 3, 2023**