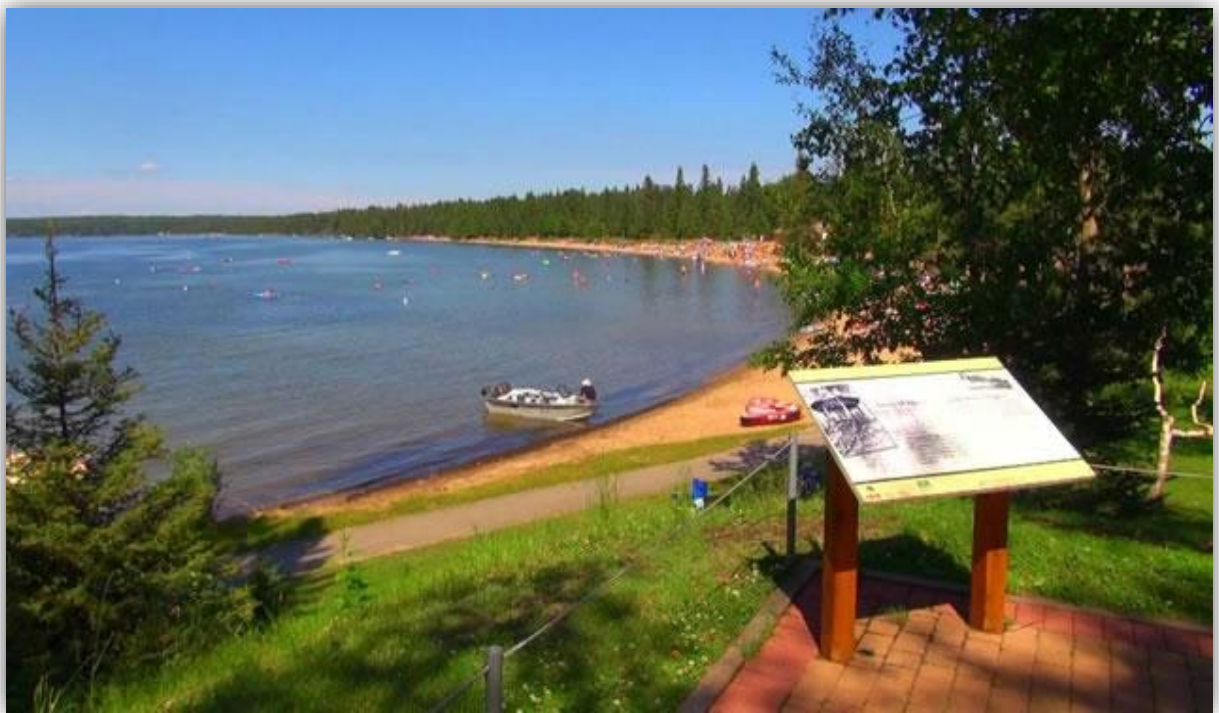


CUPE Summer School 2023



**Waskesiu, Saskatchewan
May 28 to June 2, 2023**

Welcome to the 42nd Annual CUPE Saskatchewan Summer 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.

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

Location

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

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 CUPE Code of Conduct. The CUPE Education Representative has the right to send participants home without refund for inappropriate behaviour.

Scholarship Program (see pages 7, 8 & 9 for details and application forms)

The following scholarships are available for CUPE members to attend the upcoming Summer School, **May 28 to June 2, 2023.**

1. **CUPE SK - Glen Makahonuk Memorial Scholarship**
2. **L. 600 - Bruno Friebe Scholarship**
3. **CUPE SK – Equity-Seeking Groups Scholarship**

For information phone: 1-306-382-8262

Send scholarship 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

Fax: 1-306-382-8188

**Scholarship application deadline is
Friday, April 7, 2023.**

CUPE 2023 Summer School INFORMATION

Accommodation

We have hotel rooms and cabins booked for participant use. Cabins have two separate bedrooms, a living and kitchen area with a private bathroom. Please indicate your preference 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 who 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 will be provided at the Hawood Inn.

The registration fee includes ONLY the following meals:

Breakfast:	Monday-Friday
Lunch:	Monday-Thursday
Supper/Banquet:	Thursday

School Safety

CUPE National has a vaccine policy and you can read it [here \(https://cupe.ca/covid-vaccine-policy-and-return-work-office\)](https://cupe.ca/covid-vaccine-policy-and-return-work-office). **As of this brochure, the CUPE Policy requires members to mask during workshops.** 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. Depending on the state of the of pandemic at the time of our school, we may require attendees to rapid test and mask. CUPE's policy is subject to change without notice.

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.

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 28 between 3:00 p.m. and 4:30 p.m.

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. Those failing to follow this policy may be removed from their class until they can comply.

National Park Fee

Approximately \$40-45/person. Check the website for exact costs - <http://www.pc.gc.ca>

Please Bring

- ◆ **masks**
- ◆ a copy of your collective agreement
- ◆ a 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 2023 Summer School

SCHOOL AGENDA

Sunday, May 28 – Hawood Inn (Lakeview Drive)

Check In	3:00 – on
Registration	3:00 – 5:00 p.m.
Opening Session	5:00 – 6:30 p.m.

Monday – Wednesday (May 29-31)

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.

Thursday, June 1

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

Refreshments

Dinner

6:00 p.m.

7:00 p.m.

Friday, June 2

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

CUPE 2023 Summer School COURSE DESCRIPTIONS

Choose one course from the following four sessions.

SESSION #1

Steward Learning Series

Alex Lenko, CUPE National Representative
&
Jan Goy, CUPE National Representative

This set of workshops from the Steward Learning Series opens the newer shop steward to a wide range of important skills for representing members. The workshops speak both to the diversity of CUPE's membership, and to being an effective steward for all members.

Participants will learn about dealing with conflict in their local, situations of harassment, the duty of fair representation, basic grievance handling and representing members in front of management. Disability and accommodation in the workplaces will also be considered. CUPE's new Anti-Racism Strategy (arising from our 2021 National Convention!) will be studied in the context of implementation at the local level.

- Conflict Skills for Stewards
- Creating Harassment-free Workplaces
- Disability and Ableism in the Workplace
- Creating Accommodation Friendly Workplaces
- Duty of Fair Representation
- Representing Members in Front of Management
- Handling Discipline and Discharge
- Grievance Handling
- Implementing CUPE's anti-racism strategy (ARS) in your locals.

SESSION #2

Leadership and Equality

Tony Head, CUPE National Representative
&
Rebecca Noble, CUPE National Representative

This workshop series is comprised of workshops from our renowned Steward Learning Series, and workshops from the Local Executive Training series. The workshops are centered around the subject of equity, human rights, and leadership. Harassment and tools for confronting harassment through intervention will be taught, as well as tools for considering equity in your local.

- Creating Accommodation Friendly Workplaces
- Duty of Fair Representation
- Challenging Racism in the Workplace
- Essentials for Inclusive Unions
- Solidarity with Indigenous Workers
- Conflict-Ready Executives
- Reconciliation and Bargaining or Bystander Training
- Implementing CUPE's anti-racism strategy (ARS) in your locals.

For Sessions 1 and 2:

Prerequisite: Introduction to Stewarding.

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

SESSION #3

ADVANCED GRIEVANCE HANDLING

Mira Aujeska-Lewis
CUPE National Representative
&
Lori Sutherland
CUPE National Representative
&
Aimee Nadon
CUPE National Representative

This series of workshops has been developed for those who want to bring their shop steward skills to a more advanced level.

Participants will develop the analytical skills necessary to write grievances through their own critical readings of grievance files. Individual work, in tandem with our National Representative facilitators, will let those taking this course look at their own grievance work with more insightful and capable eyes.

The special skills and vocabulary of representing members in need of accommodation will be studied on day three of this school, with an in-depth look at files and scenarios; and, finally, the grievance meeting itself (its preparation, arguments, and structure) will be examined and prepared for.

Prerequisite: Introduction to Stewarding and some grievance handling experience.

SESSION #4

OCCUPATIONAL HEALTH & SAFETY

Dolores Douglas
CUPE National Representative
&
Janice Janzen
CUPE National Representative

The Occupational Health and Safety stream of our summer school is for OHS-experienced unionists and those new to the work. Our nine-hour intro class is combined with five important shorter workshops that will bring participants up to speed on issues affecting our workplaces and the safety of our members.

- Occupational Health and Safety, An Introduction
- Law and Orders
- Basics of Incident Investigations
- Violence Prevention
- Women and Work Hazards
- Equality in Health and Safety



CUPE 2023 Summer School REGISTRATION DETAILS

To register, please click on the link below:

<https://cupe.ca/mrm-union-education/event/6134>

Summer School Fees:

“Early bird” registrations/cheques must be received by **March 24/23**

Hotel Room – double occupancy - \$1,323 (“Early bird”); after Mar. 24/23 - \$1,449

Hotel Room – single occupancy - \$1,953 (“Early bird”); after Mar. 24/23 - \$2,142

Cabin – double occupancy - \$1,575 (“Early bird”); after Mar. 24/23 - \$1,764

No single occupancy is available in cabins.

Make cheque payable to: **CUPE**

Mail payment to:

Kim Draeger

CUPE Saskatoon Area Office

250 Cardinal Crescent

Saskatoon, SK S7L 6H8

Registration Deadline: Wednesday, April 12, 2023.

NOTE: Your registration is not complete until payment is received. Payment must be received by **Wednesday, April 12, 2023 or your seat will be released.**

Refund Policy

- ◆ up to Apr. 12: full refund
- ◆ after Apr. 12: no refund

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

SASKATCHEWAN 2023 SUMMER SCHOOL



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 an essay of about 1,000 words on one of the following topics:**
 - Labour history of Saskatchewan.
 - Why aboriginal members should be active in the labour movement.
 - Why youth (age 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 Phone: _____ **Work Phone:** _____

DETAILS

Course Selection: _____

Scholarship deadline is Friday, April 7, 2023.

SASKATCHEWAN 2023 SUMMER SCHOOL



APPLICATION FOR BRUNO FRIEBE SCHOLARSHIP

SPONSORED BY CUPE LOCAL 600-3 Bruno Friebe Scholarship

- ◆ Available to CUPE locals that were not awarded this scholarship at Saskatchewan Summer School 2019.
- ◆ 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 Selection: _____

Scholarship deadline is Friday, April 7, 2023.

SASKATCHEWAN 2023 SUMMER SCHOOL



APPLICATION FOR EQUITY-SEEKING GROUPS SCHOLARSHIP

CUPE SASKATCHEWAN DIVISION SCHOLARSHIP Equity-Seeking Groups Scholarship

- ◆ Covers the cost of registration, travel allowance, accommodation, per diem and lost wages.
- ◆ Scholarship available to CUPE members of an equity-seeking group (you must self-identify).
- ◆ Equity seeking members are: women, aboriginal and first nations peoples, members with a disability, workers of colour, and 2SLGBTQIA+ members.
- ◆ Local must be affiliated and in good standing with CUPE Saskatchewan.
- ◆ Previous recipients are not eligible to apply.
- ◆ Applicants must submit a written letter outlining why they believe their participation in the course would benefit the 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 Friday, April 7, 2023.