

# DAVID SAUNDERS MEMORIAL WEEKLONG SCHOOL APRIL 18 – 23, 2010

## New Date and Location! You will not want to miss out!

We are excited about next year's Dave Saunders weeklong school with new dates, new location and greater selection of weeklong workshops for this year's event.

This year's weeklong school will truly be a **CUPE event** as we are proud to use a public institution with services provided by CUPE members in a CUPE workplace. The school will be held at the Ivey Spencer Leadership Centre, 551 Windermere Road, London, Ontario. Check out their website at [www.iveyspencerleadershipcentre.com](http://www.iveyspencerleadershipcentre.com).



"If we quit trying, we will never succeed"

David Saunders (1957 – 2007) was a former employee of the Metropolitan Toronto Zoo and a long time dedicated member and employee of CUPE. Beginning in 1986, David served as a National Representative in Barrie, Toronto, Windsor and Peterborough. He was also an Education Representative who believed in the power of education for workers. David's vision was to have one big weeklong school in Ontario again and organized such a school in May 2007.

Sadly, Dave passed away in October 2007 and this school is named in his memory.



## IVEY SPENCER LEADERSHIP CENTRE INTERESTING FACTS

- All of the Food & Beverage staff at the Centre are CUPE Local 2692 members
- All of the housekeeping, caretaking, physical plant employees are CUPE Local 2361 members
- The grounds and the building are owned by the University of Western Ontario – a publicly funded institution
- This facility is an IACC (International Association of Conference Centres) certified meeting and training facility providing superior training and learning conditions
- 15 minutes from London International Airport and the Via Rail Station
- Located on 30 parkland acres

## REGISTER EARLY!

Registrations will be processed on a first-come, first-served basis. Class size will be limited to 24 students. Participants are requested to list a second choice of workshops. In the event that the first choice isn't available, participants will be placed in their second choice and notified prior to the school.

## WORKSHOPS AVAILABLE

- Arbitration
- WSIB – Appeals & Disputes
- Labour Law
- Advanced Stewarding (NEW)
- Collective Bargaining
- Women Breaking Barriers
- Financial Officers
- Conflict Resolution
- Communicating CUPE

# Workshops Available

## Arbitration

This workshop is aimed at CUPE stewards and officers who are active in grievance procedures. Participants will gain a complete understanding of the arbitration process. You will have a chance to do the kinds of research that must be done before an arbitration hearing. Your local and your members will benefit from your new skills! **This workshop requires evening work. Pre-requisites are Effective and Advanced Stewarding and experience presenting a grievance. Please indicate your involvement in presenting grievances when registering in this workshop.**

## Labour Law

Examination of various aspects of labour law including an overview of the Labour Relations Act, Discipline and Discharge, Last Chance Agreements and will include a section on e-mails, blogging and facebook. We will also explore some contract interpretation issues such as estoppels, past practice, work of the bargaining unit and types of job promotion language. **Please bring your collective agreement with you.**

## WSIB – Appeals & Disputes

This level is designed to provide the skills necessary to enable worker representatives to represent workers in various dispute resolution schemes.

Participants will be provided with an in-depth analysis of different dispute resolution strategies including mediation, the Appeals Resolution Officer level, the WSIB Alternate Dispute Resolution model, and at the Workplace Safety and Insurance Appeals Tribunal (WSIAT) level.

This level is designed to build on the knowledge of the previous two levels and provide the necessary skills for worker representatives to properly represent workers at all levels in the Workplace Safety and Insurance System.

Participants will be given hands on experience in resolving disputes to the satisfaction of all stakeholders.

These representatives will allow the development of Alternate Dispute Resolution mechanisms that will ease the backlog throughout the appeal structure and increase the self-reliance of the stakeholders. **Pre-requisites are WSIB Levels I & II.**

## Financial Officers

This workshop will help you understand your role as Secretary-Treasurer or Trustee in your CUPE local. New Secretary-Treasurers will learn how to keep a set of books, report to the membership, develop budgets and work with trustees. New trustees will learn all the skills needed to audit their Local's books.

This course will also help experienced financial officers get up to speed with CUPE's ledger and associated forms.

**Please bring a calculator to this workshop.**

## Advanced Stewarding (NEW)

This is our new learning series for stewards. This workshop will cover a number of topics of interest to stewards. This will be a chance to improve your ability to represent members and further develop your role as stewards. The workshop will help build skills in communication, research grievance handling/arbitration, facing management and conflict resolution. The workshop will also explore human rights from a steward's perspective and will help stewards develop critical thinking and problem solving skills to deal with challenges in the workplace. **Pre-requisites are Effective Stewarding and some stewarding experience. Please bring your collective agreement.**

## Collective Bargaining

This workshop will help you understand the collective bargaining process and your role in it as bargaining committee members. You will develop strategies for negotiating the best possible agreement for your members and learn ways of mobilizing membership support during bargaining. You will also gain a deeper understanding of issues around interest based bargaining, costing collective agreement proposals, bargaining equality issues and bargaining legislated rights like health and safety. Gain confidence and skills to use back in your locals as bargaining committee members.

# Workshops Available

## Conflict Resolution

When people have different points of view, conflict can arise. This weeklong workshop will deepen your understanding of conflict and develop stronger skills to resolve it. You will learn how to deal with conflict between members, with management, and in other situations when tensions are high.

## Communicating CUPE

If you want to strengthen your local, communication is key. This workshop helps you develop the skills you need to reach your members and the public. You will get hands-on experience developing campaigns, media skills, newsletters and electronic communication with members. Take this workshop and watch your local take off!

**School Director** – Ann Lennarson  
**School Director** – Denis Regimbald  
**School Registrar** – Collette Calvelli

Canadian Union of Public Employees  
305 Milner Avenue, Suite 800  
Scarborough, ON M1B 3V4  
416-292-3999 – phone  
416-292-2839 – fax  
[ccalvelli@cupe.ca](mailto:ccalvelli@cupe.ca)

### Participants Behaviour

All delegates to the 2010 CUPE weeklong school are advised that a high standard of behaviour is expected of them. At CUPE's schools, all forms of harassment are unacceptable. The 2010 David Saunders Memorial weeklong school Directors will deal with incidents in a fair and quick fashion and reserves the right to send participants home for inappropriate behaviour without refund.

## Women Breaking Barriers

This workshop is for CUPE women interested in exploring the barriers, challenges and opportunities for women in our Union, our workplaces and in society more generally. It is both challenging and rewarding. It covers such topics as economics, politics and social change – all from a woman's perspective.

This workshop will look at women's inequality and how to change things for the better. You will identify the barriers different women are up against in their homes, communities, workplaces, union and other social and economic institutions. A key part of this workshop is in understanding the roots of gender inequality and why it persists. You will also develop skills and strategies that you can use to help change things for the better – to help break down the barriers!

## REGISTRATION DETAILS

Registration fee is \$1250 for the week. Registration fee includes accommodation, continuous refreshment service and meals (Sunday afternoon to Friday noon). Participants taking WSIB need to add a \$100 material fee to the registration fees. All fees are prepaid and cheques must be sent in with the registration form. Please make all cheques payable to the David Saunders Memorial Weeklong School. No refunds will be issued after the registration deadline.

Spousal rates are available. Please contact the registrar for more information.

**Registration deadline: February 15, 2010**

## AGENDA FOR THE WEEK

|                           |   |   |
|---------------------------|---|---|
| <b>Sunday</b>             | Arrival & Registration<br>Dinner & Opening Assembly | 3:00 pm – 5:00 pm<br>6:00 pm – 9:00 pm  |
| <b>Monday to Thursday</b> | Workshops<br>Lunch                                  | 9:00 am – 4:30 pm<br>12:15 pm – 1:15 pm |
| <b>Thursday Evening</b>   | Banquet & Social                                    | starting at 6:30 pm                     |
| <b>Friday</b>             | Workshops<br>Departure - Lunch to Go                | 9:00 am – 12:00 pm<br>12:00 pm          |

## Message from the National President



December 2009

Sisters and Brothers:

CUPE has designated 2010 as the “Year of the Steward”. Stewardship of our union is the responsibility of all members who hold a union position. Effective stewardship that engages and mobilizes members is in large part due to union education.

Union education is one of the most effective and powerful tools that activists and members have at their disposal to defend free collective bargaining and resist concessions. Employers of all types, large and small, public and private, are attempting to roll back our hard fought gains. Union education will help the struggle to advance your members’ economic and social well-being.

CUPE education programs prepare today’s members to be leaders for the future – to be able to withstand the attacks we face from employers on a daily basis, and to provide members the best representation possible.

CUPE’s weeklong schools provide members with the opportunity to share experiences with others in a relaxed setting. Friendships are made, networks developed, and solidarity built.

Local unions are encouraged to send as many members as possible to the 2010 David Saunders Memorial Weeklong School.

In solidarity,

A handwritten signature in cursive script that reads "Paul Moist".

PAUL MOIST  
National President



## Message from CUPE Ontario Division

CUPE Ontario is committed to lifelong learning and the Dave Saunders school is an important part of our member education program. Without the skills that member education provides, our activists couldn’t run locals, lead committees or participate effectively in campaigns.

But lifelong learning also has a deeper meaning for CUPE members. For some of us, it means gaining literacy skills as adults. For others, it may mean the opportunity to reflect on our work, and to find new ways to build solidarity with our sisters and brothers in the workplace. Member education is an important way for us to fully realize our potential.

We are living in tough economic times that require CUPE members to mobilize and to demand that governments invest in people. Union education is the key to ensuring that our members have the skills to organize against attacks on workers, and to preserve the public services so many people depend on.

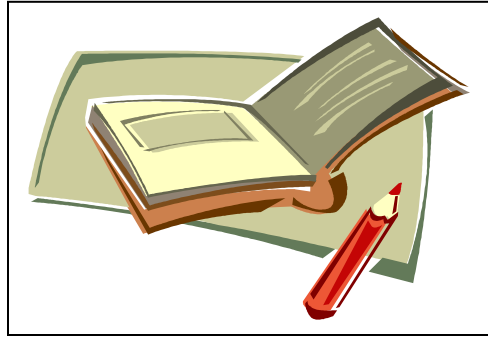
In solidarity,

A handwritten signature in cursive script that reads "Fred Hahn".

Fred Hahn

# DAVID SAUNDERS MEMORIAL WEEKLONG SCHOOL

1. Arbitration
2. WSIB – Appeals & Disputes
3. Labour Law
4. Advanced Stewarding (NEW)
5. Collective Bargaining
6. Women Breaking Barriers
7. Financial Officers
8. Conflict Resolution
9. Communicating CUPE



\*(indicate choice by Course #)

| NAME AND <u>FULL</u> ADDRESS | CONTACT NUMBERS | LOCAL | 1 <sup>ST</sup> | 2 <sup>ND</sup> |
|------------------------------|-----------------|-------|-----------------|-----------------|
|                              | phone:          |       |                 |                 |
|                              | e-mail:         |       |                 |                 |
|                              | phone:          |       |                 |                 |
|                              | e-mail:         |       |                 |                 |
|                              | phone:          |       |                 |                 |
|                              | e-mail:         |       |                 |                 |
|                              | phone:          |       |                 |                 |
|                              | e-mail:         |       |                 |                 |

**NOTE: Cheque MUST accompany registration form to secure placement**

- Registration cut-off is February 15, 2010.
- **Late registrations will only be accepted if space is available.**
- **Class sizes are limited and registration is on a first-come, first-served basis.**
- No refunds after February 15, 2010.

**Make cheque payable to:** David Saunders Memorial Weeklong School  
**Forward Registration to:** Collette Calvelli  
 CUPE - Ontario Regional Office  
 305 Milner Ave., Ste 800  
 Scarborough, ON  
 M1B 3V4  
 Phone: (416) 292-3999 Fax: (416) 292-2839

Please indicate if you have any of the following:

- Allergies \_\_\_\_\_
- Dietary Requirements \_\_\_\_\_
- Mobility Issues \_\_\_\_\_
- Other Requirements \_\_\_\_\_