

SPRING SCHOOL - FEBRUARY 17 - 22, 2026

SHERATON CENTRE TORONTO – 123 QUEEN STREET WEST

WORKSHOP DESCRIPTIONS & FEES

LOCAL EXECUTIVE TRAINING - AROAP

FEE: \$335

*** As part of the AROAP Action Plan, this workshop is designed for Racialized, Black, and Indigenous members. ***

Same content as listed below.

6 days workshop: Tue. 1pm – 5pm | Wed. 9am – 5pm | Thur. 9am – 5pm | Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

LOCAL EXECUTIVE TRAINING

FEE: \$335

6 days workshop: Tue. 1pm – 5pm | Wed. 9am – 5pm | Thur. 9am – 5pm | Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

A. LET - Duty of Fair Representation

Learn about your local's duty to represent the members in your union, the legal requirements of fair representation and how it applies to your collective agreement and other laws covering your workplace.

B. Leadership Essentials

Who am I as a leader? Who are we as a local union? How do we fit into the broader movement? Learn how to use the power of your elected position to build power and strengthen solidarity in the union, in the labour movement and in our communities.

C. Leading as a Team

Who am I as a leader? Who are we as a local union? How do we fit into the broader movement? Learn how to use the power of your elected position to build power and strengthen solidarity in the union, in the labour movement and in our communities.

D. Essentials for Inclusive Unions

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 place where they want to make a difference?

D. Good Meetings

Have you ever sat through a meeting, either as a participant or a facilitator that you knew could be more focused, efficient, inclusive, or effective? We use Bourniot's rules of parliamentary procedure to make important decisions in a way that is fair. But sometimes a different kind of conversation is needed to be inclusive and build our movement. In this workshop, executive members learn a how to find and lead the right process for the work that needs to get done.

Parliamentary procedure is an important part of our democratic process in CUPE. Some conversations are better had using other approaches. How do you decide when parli-pro is needed and when another approach could help?

Build your facilitation skills for supporting effective and inclusive discussions, learn and practice some processes that you can use in your day to day work.

E. Conflict Ready Executives

In this workshop, participants will explore:

- The value of conflict for effective group
- How our beliefs about conflict shape how we respond.
- The kinds of conflict executives struggle with
- Productive ways to resolve conflict on an executive.

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WSIB – MEDICAL ORIENTATION

FEE: \$335

6-day workshop: Tue. 1pm – 5pm | Wed. 9am – 5pm | Thur. 9am – 5pm | Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

NOTE: Levels I and II and either Level III-Appeals or Return to Work are pre-requisites to taking the Medical Orientation.

This is a comprehensive program designed to break down the barrier of communicating in “medicalese”. It will enable participants to understand the contents of medical reports and apply them to resolve entitlement issues for injured workers. Actual medical reports will be used throughout the course. Medical terminology is broken down into understandable terms with a series of simple explanations of exercises. Participants will learn about basic human anatomy, body functions and systems, and will focus on areas that are common to WSIB advocacy. Specific work-related injuries will be discussed with an in-depth look at occupational diseases and how to prove a casual relationship. The health care profession will be demystified along with an insight into diagnostic testing and surgical procedures. Participants will also gain practical experience in calculating various pensions contained in the Act. The basics of ergonomics will also be touched upon in this course.

HEALTH & SAFETY LEVEL I

FEE: \$285

5-day workshop: Wed. 9am – 5pm | Thur. 9am – 5pm | Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

This course embraces an entire gamut of health and safety issues by focusing on hazard recognition and the rights and responsibilities of the workplace parties, as prescribed by existing legislation. This 30-hour key program consists of 10 modules which include seven core modules that identify the respective roles of the workplace parties – management, government and labour regarding health and safety; explains current health and safety legislation, provincial or federal; discusses how the body functions and the damaging effects hazards have on it; features carcinogens, and how to recognize them and toxic substances, as well as their sources; explains the effectiveness, or lack of, the three basic principles of control – at the source, along the path, and at the worker; and identifies the hazards presented by excessive workplace noise, and tells how to measure workplace noise and how to develop a noise abatement program. Level I is a certificate program and the prerequisite for entering Level II programs and Instructor Training. **THIS TRAINING IS NOT FOR CERTIFICATION, IE: JOINT HEALTH AND SAFETY COMMITTEES WHO ARE MANDATED UNDER BILL 208.**

There may also be evening course work which you will be required to attend.

HEALTH & SAFETY LEVEL II- COMMITTEES

FEE: \$285

5-day workshop: Wed. 9am – 5pm | Thur. 9am – 5pm | Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

NOTE: WHSC Occupational Health & Safety Level 1 is a prerequisite

The Level II Committees program is an advanced training for worker members of the joint health and safety committees in Ontario. It provides them with the necessary skills to make them more effective, such as communication skills, consensus building, conflict resolution, problem solving, goal setting, and presentation skills. Participants learn how to conduct a joint health and safety committee meeting. They acquire skills in how to do an assessment, research a hazard, and evaluate a scientific study. They gain knowledge of accident and disease investigation steps.

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WSIB – LEVEL 1

FEE: \$220

3-day workshop: Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

This first level is designed to provide basic knowledge of the workers' compensation system. This level is directed at workers who need or desire a basic understanding of this sometimes, complex system. Participants will be provided a history of workers' compensation as well as an understanding of the bureaucracy and some of the benefits and services available. Hands-on experience and completing Board forms are also included, as well as help in finding out how to access an experienced representative.

WSIB – LEVEL 2

FEE: \$220

3-day workshop: Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

****NOTE: WSIB Level 1 is a prerequisite****

The second level is designed to provide workers with the skills and knowledge to represent injured workers in the initial steps of a worker's claim. This level is designed to build on the knowledge attained in Level 1 and is directed at workers who will become active as worker representatives. Benefits and services for injured workers will be detailed, including changes as a result of Bill 162, Bill 165 and Bill 99. The course will take an in-depth look at services and benefits available under the *Act*. Participants will learn how to examine claim files and master the art of communication with physicians and Board staff. These skills will enable representatives to cut through the "red tape" that traditionally slows the decision-making process. The Board's new "Integrated Appeal System" will be explained as well as the new Mediation Services.

FINANCIAL ESSENTIALS & FINANCIAL OFFICERS

FEE: \$220

3-day workshop: Fri. 1pm – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

Financial Essentials

This workshop is for all members in an elected position within the local union. Whether you are a trustee or a member of the executive, learning about the basics of the local union's finances is a priority. In this workshop, you will learn about your duties regarding the finances of the union, budgeting and how to be transparent and accountable to members.

Financial Officers

Once secretary-treasurers and trustees complete the "Financial Essentials" Day 1 workshop, they will spend Day 2 learning about bookkeeping and auditing. Treasurers will learn how to use the CUPE electronic ledger, manage the local union's funds and accounts, and prepare reports to the membership and the trustees. Trustees will learn how to properly perform an audit of the local union's books, accounts, properties, and assets. At the end of this workshop, Trustees will be able to make recommendations to the local union to improve the local union's financial health.

Laptop required – if possible

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MENTAL HEALTH FIRST AID

FEE: \$220

3-day workshop: Fri. 9am – 5pm | Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

Mental Health First Aid (MHFA) is offered to someone with an emerging mental health or substance use problem or in crisis - until appropriate treatment is found, or the situation resolves. An evidence-based course, MHFA has been proven to give participants:

- the tools to recognize signs of decline in mental well-being.
- the ability to talk about their mental health.
- the knowledge to discuss professional and other supports that could help with recovery or improved mental well-being.
- the confidence to reach out to these supports.
- the tools to assist during a mental health or substance use crisis, and.
- the knowledge to use MHFA actions to maintain one's own mental wellness.

CONFLICT AT WORK & SLS-MEDIATING MEMBER-TO-MEMBER CONFLICT

FEE: \$175

2-day workshop: Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

Conflict at Work

Conflict is a natural part of our lives. Learning to handle it well improves relationships at work and in other parts of our lives. In this workshop, you will learn:

- Deepen your understanding of conflict
- Learn how to identify the issues and find the right solutions
- Strengthen your conflict communication skills

SLS-Mediating Member-to-Member Conflict

Practice coaching members who are in conflict with other members, and work with a four-step approach to basic mediation.

INTRODUCTION TO HEALTH & SAFETY

FEE: \$175

2-day workshop: Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

This course serves as an introduction into the world of health and safety and explores different basic concepts such as:

- Identification of hazards
- Hierarchy of controls
- The basic role of health and safety committees
- Basics on the right to refuse

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INTRODUCTION TO STEWARDING

FEE: \$ 175

REPRESENTING MEMBERS IN FRONT OF MANAGEMENT

2 days workshop: Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

Introduction to Stewarding

What does a CUPE steward do? If you are a new steward and want to learn how to help CUPE members solve workplace problems, this introductory workshop is for you!

In this workshop, you will learn:

- Investigating workplace problems
- Filing a grievance
- Meeting with management
- Dealing with workplace complaints

Representing members in front of management

This module equips stewards to be proactive when meeting with management. Learn tips for effective meetings and build confidence by practicing meeting situations.

Please bring a copy of your collective agreement to the workshop.

WOMEN BREAKING BARRIERS

FEE: \$175

2-day workshop: Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

****NOTE: This workshop is open to members who identify as women****

Feel more comfortable “speaking up” in different situations – speeches, meetings, and one-on-one communication.

In this workshop, you will:

- Know what makes a speech or presentation effective
- Learn and practice tips for dealing with nervousness
- Prepare an outline for a speech or presentation
- Gain experience speaking in front of a supportive group

STEWARD LEARNING SERIES 1

FEE: \$175

2-day workshop: Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

****NOTE: Introduction to Stewarding is a prerequisite****

A. Reconcili-ACTION & Indigenous Cultural Safety:

This workshop is an introduction to why Truth and Reconciliation is a union issue, what Indigenous cultural safety can look like in the workplace and how members can use collective bargaining to make workplaces more safe and inclusive of Indigenous workers.

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STEWARD LEARNING SERIES 2

FEE: \$175

2-day workshop: Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

****NOTE: Introduction to Stewarding is a prerequisite****

A. Challenging Racism in the Workplace

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

B. Growing Our Mobilizing Power

Stewards can play a key role when the union needs to mobilize our members – whether it is to support the bargaining committee or stop the employer's attempt to contract out our work. Learn basic mobilization theory and explore how stewards can tackle workplace problems in ways that engage more members and build the union's power.

C. Anti-Harassment & Bystander Training

When we are disrespected in our union, or when harm, harassment, and discrimination happen we are unsafe. We would not accept it from our supervisors and managers at work, and it is not OK in our union space. When we witness others being harmed, oppressed, or injured, we can intervene in safe and effective ways before, during, or after a harassing or violent situation. In this 3-hour workshop, learn and practice how to intervene.

STEWARD LEARNING SERIES 3

FEE: \$175

2-day workshop: Sat. 9am – 5pm | Sun. 9:30pm – 12:30pm

****NOTE: Introduction to Stewarding is a prerequisite****

A. Representing Gender & Sexually Diverse Members

Homophobia, biphobia, and transphobia play out in our workplaces, locals, and communities. Learn how to challenge these kinds of discrimination, and respectfully represent gender and sexually diverse members in your workplace.

B. Ally Skills for Stewards

Effective stewards are champions for human rights and equality. Explore what it means to be an ally, and ways that stewards can step up as allies in the workplace and the union.

C. Grievance Handling

Share tips and successful practices with other stewards and learn strategies for handling difficult grievances.

Please bring your collective agreement and Steward Handbook to the workshop.

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NO CANCELLATION OR REFUND AFTER FEBRUARY 6TH, 2026

After January 17th, 2026, a \$50 late fee per registrant applies.
Additional surcharge of \$150 per registrant for non-affiliates to
CUPE Ontario applies.

All payment must be received by February 21st, 2026,
otherwise, a \$100 late payment fee will apply to each delegate.

On-line registration close on February 6th, 2026.

*** There is no waitlist available***

HOTEL RESERVATIONS INFO:

Locals are asked to make ALL HOTEL RESERVATIONS through W.E. Travel by January 23rd, 2026.

Booking Link: <https://weuniontravel.ca/> OR

at 1-888-676-7747 (toll free) [Mention **SPRING SCHOOL 2026** when booking your room(s)].

Guestroom Rate: \$270 Single/Double plus taxes, fees, and levies.

If you require any special accommodation needs, please inform W.E. Union Travel of your request upon booking your room(s). Should you have any questions concerning your reservation, please email to events@weuniontravel.ca.

REGISTRATION STEPS:

ALL REGISTRATIONS MUST BE DONE BY A LOCAL'S EXECUTIVE.

- Visit the CUPE Ontario website at <https://cupe.on.ca/event-registration-spring-school-2026/>
- Click on "School Registration"
- Click the "Delegates Register Here" button and enter your contact information.
- It is important to enter all contact information for each person you are registering, including their email address – members will be contacted in case of course changes.
- Continue entering all required information.
- If you are unable to register on-line, please contact Winnie Lau. Email: wlau@cupe.on.ca

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IMPORTANT INFORMATION :

- All classes end on **Sunday, February 22nd, 2026, at 12:30 PM**
- Please arrange to travel back after 12:30 PM (start dates and times will differ depending on the course chosen)
- For all workshops beginning on Tuesday, Wednesday, Thursday and Friday, please sign in at course commencement
- For all workshops beginning on Saturday, please sign in at Dominion Ballroom Foyer - located on the 2nd level
- Class sizes are limited, and registration is on a first-come, first-served basis.
- Attendees can only register for **ONE** course
- Classes are only offered in English (unless otherwise stated)
- **Payment can be made by credit card at registration link or by cheque (payable to CUPE Ontario – please include Spring School 2026 on cheque memo line).**
- **Registration fees must be paid prior to the course start time. A late payment fee of \$100 per person will apply for payments received after this deadline.**
- \$5 of the course fees will go towards the Bev Smale Scholarship Fund
- A surcharge of \$150 per registrant applies for all non-affiliates of CUPE Ontario
- After January 17th, 2026, a late fee of \$50 per registrant applies.
- **No refunds or cancellations after February 6th, 2026**
- Delegate will receive an email from CUPE Ontario of your classroom location 3-5 days prior to start date
- If you require French translation, ASL interpretation, childcare services, or any other accessibility accommodations, please submit your request by filing out the access request form by January 17th, 2026
(The link to the access request form can be found in your confirmation email.)