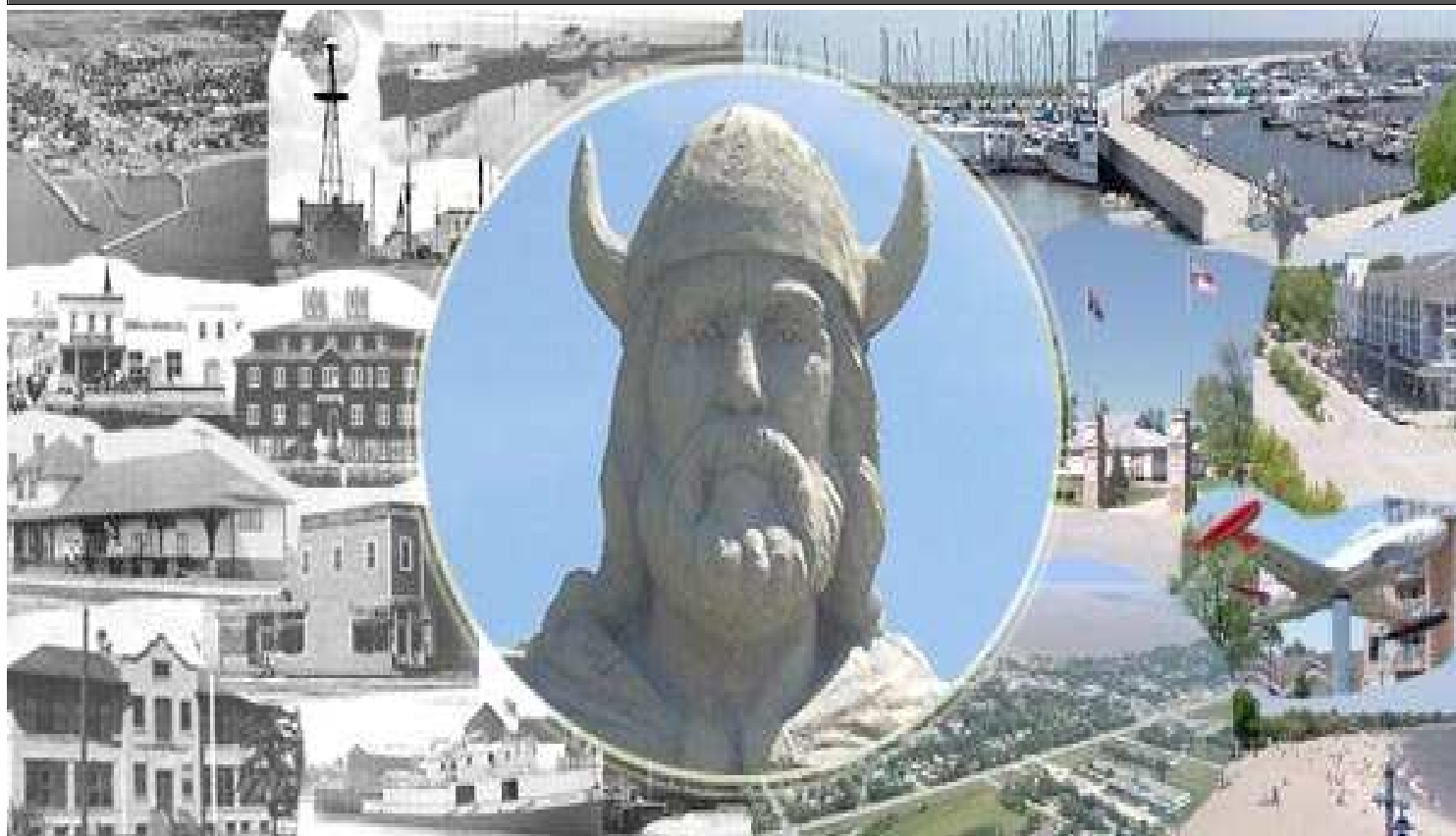

MANITOBA WINTER SCHOOL 2009

Sponsored by the:
Union Development Department, CUPE

CUPE *education*
where the *action* is!

LAKEVIEW RESORT Gimli, Manitoba



February 19 – 22, 2009

Welcome to the 14th Annual CUPE Manitoba Winter School

Who Can Attend?

The School is open to all CUPE Members sponsored by their Local.

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 fee must accompany your registration form.

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



Bursary

The following Bursary is available for CUPE members to attend the upcoming Winter School, Feb. 19-22/09.

One (1) Bursary for \$750 from CUPE Manitoba

- ◆ Available to small CUPE Locals or those in financial need.
- ◆ A copy of your Local's last Trustees' Report must accompany the application for Bursary.

Send applications by mail, fax or E-mail to:

Ann Robins
CUPE Education Representative
703-275 Broadway
Winnipeg, MB R3C 4M6

Phone: (204) 942-0343
Fax: (204) 956-7071
E-mail: arobins@cupe.ca

Deadline for Bursary Applications is January 23, 2009

(Application form attached)

SCHOOL INFORMATION

Accommodation:

Participants are responsible for booking their own accommodation. Rooms have been block-booked at the Lakeview Resort in Gimli. Please make reservations directly with the Hotel prior to **January 30, 2009** in order to take advantage of this block-booking.

Please quote Group Name: **CUPE 2009** when reserving your room.

Rates:

- ◆ Double rooms: \$89
 - ◆ Suites: \$109
 - ◆ Deluxe & studio suites: \$119
 - ◆ One-bedroom luxury suites: \$139
 - ◆ Two-bedroom luxury suites: \$169
- (Taxes extra)

Please note that the Lakeview Resort is a non-smoking facility. Smoking is allowed on the balconies of the guest rooms only. All other areas (including classrooms) are non-smoking.

Check-in is after 3:00 p.m.

Check-out is at 11:00 a.m.

Any departures after this time may be charged for an additional night unless prior arrangement have been made with the hotel's Front Desk.

Lakeview Resort Gimli

10 Centre Street
(at Lake Winnipeg)
Gimli, MB R0C 1B0
Website:

<http://www.lakeviewhotels.com/gimliresort/>
Phone: 1-877-355-3500 or (204) 642-8565
Fax: (204) 642-4400

Refund Policy:

After February 12th, we cannot issue a refund unless there are very exceptional circumstances.

Meals:

The Registration fee includes:

- ◆ Sandwich & salad buffet on Thursday during Registration from 5:00 – 7:00 p.m.
- ◆ Wine & cheese reception following the workshops on Thursday evening.
- ◆ Banquet Supper on Saturday night. (Additional tickets will be available for \$25.)

Participants are responsible for all other meals.

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. The CUPE Education Rep will deal with incidents fairly and reserves the right to send participants home for inappropriate behaviour or non-attendance at classes. Locals will be advised, should this occur.

This brochure is also available on the CUPE Manitoba Division's Website: <http://www.cupe.mb.ca/>

COURSE DESCRIPTIONS

1. **ADVANCED EFFECTIVE STEWARDING** – Glenda Smith & Scott Clark

Designed for experienced stewards who have taken *Basic Effective Stewarding*, this workshop builds advocacy skills in a stimulating and supportive environment. Using real case studies, participants will analyze and practice effective grievance investigation and presentation. This high participation workshop will demystify contract interpretation and build the confidence of stewards as union advocates. Topics will include the duty of fair representation, discipline, estoppel, principles of contract interpretation, grievance investigation, and presenting a grievance. (*Participants are requested to bring along a copy of their Collective Agreement and Local Bylaws.*)

Note: Previous practical experience and “*Basic Effective Stewarding*” workshop are prerequisites for this course.

2. **BUILDING A STRONG LOCAL IN THESE TIMES** – Greg Mandzuk & Nicole Campbell

There are many economic and demographic changes going on in the world that are having an impact on our Local unions. Understanding these trends is key to building a stronger Local. The workshop will focus on involving rank and file members in the Local’s activities in a way that reflects the diversity of the membership. Strategies that help the union listen to members’ concerns, win their support, and build members’ skills and capacity will be explored. This workshop is for all Locals that wish to change with the times and grow stronger and more inclusive.

3. **RESOLVING CONFLICT** – Sheree Capar & Tracey Beastall

When people have different points of view, conflict can arise. This workshop will deepen your understanding of conflict and help you 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.

4. **DUTY TO ACCOMMODATE AND RETURN TO WORK PROGRAMS** – Maureen Morrison & Bob Ripley

This workshop will explore the Duty to Accommodate as it relates to members with disabilities or injuries, and other examples of accommodations Local Unions often face. You will learn about the important role the union, the employer, and the members play in Return to Work (RTW) programs and you will develop skills to more effectively participate in RTW meetings.

SCHOOL AGENDA

Thursday, February 19

Registration & Sandwich/Salad Buffet	5:00 p.m. – 7:00 p.m.
Opening Session	7:00 p.m. – 8:00 p.m.
Workshops	8:00 p.m. – 9:00 p.m.
Wine & Cheese Reception (Cash Bar)	9:00 p.m. – 12:00 midnight

Friday, February 20

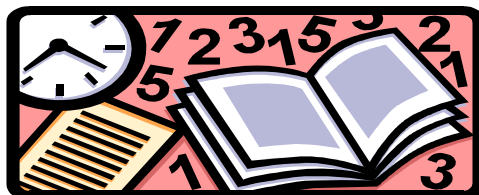
Workshops	9:00 a.m. – 12:00 noon
Lunch Break – participants are on their own	12:00 noon – 1:30 p.m.
Workshops	1:30 p.m. – 4:30 p.m.
Friday evening – participants are on their own for dinner	

Saturday, February 21

Workshops	9:00 a.m. – 12:00 noon
Lunch Break – participants are on their own	12:00 noon – 1:30 p.m.
Workshops	1:30 p.m. – 4:30 p.m.
Banquet & Dance (Cash Bar)	Cocktails: 6:30 p.m. Dinner: 7:00 p.m. Followed by Dance until midnight

Sunday, February 22

Workshops	9:00 a.m. – 11:30 a.m.
Closing Session & Adjournment	11:30 a.m. – 12:00 noon



REGISTRATION FORM

Local # _____

Name _____

Brother Sister

Home Address _____

City/Town _____

Postal Code _____

Home Phone _____

Work Phone _____

Fax _____

E-mail _____

Course Selection

We will 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 second choice!

Choices: **1st** **2nd**

Course #1 – Advanced Effective Stewarding

Course #2 – Building a Strong Local in These Times

Course #3 – Resolving Conflict

Course #4 – Duty to Accommodate and Return to Work Programs

Special Needs

Do you have any special dietary needs?
 Yes No If yes, please specify:

Do you have any special access, mobility, or other health needs?
 Yes No If yes, please specify:

Winter School Registration Fee

\$185.00 per participant.

Your registration fee **MUST** accompany your registration form.

Make cheques payable to:

“CUPE Manitoba Education”

Mail a copy of the completed form and cheque to:

Ann Robins
CUPE Education Representative
703-275 Broadway
Winnipeg, MB R3C 4M6

Phone: (204) 942-0343

Fax: (204) 956-7071

E-mail: arobins@cupe.ca

REGISTRATION DEADLINE: Jan 30, 2009

OFFICE USE ONLY:

Date Paid: _____

Cheque #: _____

AR/ei/cope 491

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BURSARY

The following Bursary is available for CUPE members planning on attending the upcoming Manitoba Winter School to be held in Gimli from February 19 to 22, 2009:

Bursary:

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E-mail: arobins@cupe.ca

Deadline for Applications is January 23, 2009

PLEASE POST

BURSARY APPLICATION

Local #: _____ Local Name: _____

Contact Person: _____

Mailing Address: _____

Home Phone: _____ Work Phone: _____

E-mail Address: _____

Delegate's Name: _____

Course Applying For: _____

General Information:

1. Number of Members: _____
2. Has your Local received a CUPE Manitoba Bursary in the past?
 Yes No If so, when? _____

Financial Circumstances:

Please comment on your Local's financial circumstances (i.e. total cost of sending a delegate, transportation, lost wages, registration, etc.). **Please include a copy of your latest Trustees' Report for the CUPE Manitoba Education Committee's information.**

Educational Needs:

Please comment on possible educational needs of your Local as they relate to this year's program (i.e. your employer has invited the union to participate in the facility's "Return to Work" meetings when a member's LTD or WCB benefits have been exhausted).

Signature of Local President: _____

Deadline for Application is January 23, 2009

AR/ei/cope 491