



ALBERTA'S 44th ANNUAL WEEKLONG SCHOOL



Red Deer College

May 24 – May 29, 2020

CUPE *education*



INFORMATION

WHO CAN ATTEND?

The school is open to all CUPE members.

LOCATION

Red Deer College

100 College Blvd, Red Deer, AB

ARRIVAL

Registration will begin Sunday, May 24 at the **Residence Building by S Lot Parking**.

Participants need to make their own arrangements for Sunday meals as meal service begins Monday morning.

COST - \$760.00 per member

Registration covers each participant's accommodations with breakfast, lunch and supper provided Monday through Thursday (Steak/chicken/fish BBQ on Thursday evening) and breakfast and lunch on Friday.

If you do not require accommodation, the cost is \$560.00 per member.

Please ensure you complete the dietary restriction section of the registration so that special arrangements can be made if you have any dietary restrictions.

All cheques made payable to
Canadian Union of Public Employees.

NOTE: Registration must be done online. Deadline for registration April 17th

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.

WHAT TO BRING

Bedding and small pillows are provided at the College.

The College does not provide maid service.

There are no alarm clocks, irons or ironing boards, microwaves, televisions or telephones in the rooms.

Personal Items:

- casual and comfortable clothing
- personal toiletry articles (unscented)
- radio
- alarm clock
- clothes hangers

Optional Items:

- Musical Instruments
- Golf clubs
- Sporting equipment
- Lawn chair
- Your own pillow
- Foamy for a single bed, as beds are firm

Please bring your **Collective Agreement and Bylaws**.

This brochure is also available on CUPE Alberta Division's website:
www.alberta.cupe.ca

Should you have any questions or concerns please contact

**Audrey Barr, Education
Representative
780-288-0736**

**or
e-mail at abarr@cupe.ca**

INFORMATION

Class sizes will be limited to approximately 25 participants. Participants will be registered on a first-come – first choice basis.

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

GENERAL INFORMATION

All participants are expected to attend the Opening and Closing Assemblies.

WHAT IS AN OMBUDSPERSON?

An Ombudsperson assists with the fair and expeditious resolution of complaints in an **impartial, confidential** and **independent** manner.

The CUPE Ombudsperson Program is unique in the labour movement. The confidential and impartial complaint process helps ensure that members, staff and elected officers carry out their work in a safe environment.

CUPE Ombudspeople are members and staff who represent the diversity of our membership. They receive training in listening skills, conflict resolution, dealing with difficult behaviour, and maintaining the confidentiality and impartiality of the process.

OMBUDSPERSON

Contact Phone Number:
587-215-9352

**Make cheque payable to: Canadian Union of Public Employees
(\$760 with accommodation, \$560 without accommodation)**

**Registration payment is due by April 24, 2020.
All unpaid registrations will be cancelled.**

Mail cheque to:

Patty Kinahan, Secretary
Canadian Union of Public Employees
300, 10235 – 124 Street
Edmonton AB T5N 1P9

A refund will be issued providing notice of cancellation is given prior to April 19th

WORKSHOPS

BARGAINING SOLIDARITY

This workshop uses an intensive roleplay to help union activists develop the skills they need to build and maintain solidarity throughout the bargaining process. Discussions include analyzing internal and external forces that influence collective bargaining, identifying effective strategies, and tactics for engaging members, and thinking about ways to reach marginalized members.

NOTE: This workshop is for activists who want to learn how use collective bargaining to build union power. This is not a “learn how to bargain” workshop.

INTRODUCTION TO HUMAN RIGHTS

This course provides leaders and activists with the opportunity to develop the skills and perspectives we need to build a stronger, more inclusive union.

Employers use racism, sexism, homophobia, transphobia, and discrimination against people with disabilities to divide us as workers. We'll focus on the role the union can and does play in advancing equality and challenging employers.

This is not about the Human Rights Code.

NAVIGATING INTERPERSONAL GROUP CONFLICT

Conflict is a part of our lives – at work, in the union, and at home. In this workshop we'll build our conflict skills by looking at:

- How our beliefs about conflict and our conflict style affect what happens in a conflict.
- Sources of conflict in the union and at work.
- Conflict dynamics.
- Choosing the best response in a conflict.
- Conflict communication skills.

PUBLIC SPEAKING & PARLIAMENTARY PROCEDURES

Public Speaking

This workshop will help you gain the confidence you need to speak up at a meeting or public event. Take the opportunity, in a supportive environment to practice speaking on various issues and resolutions. Learn ways to deal with nervousness, and how to prepare and present.

Parliamentary Procedure

This workshop is about following rules of order when chairing union meetings. Learn about the role of the chair and the different elements (motions, amendments, points of order, etc.). Get a chance to put the learning into practice

STEWARD LEARNING SERIES

*In order to register for the SLS workshop members **must** have completed the Introduction to Stewarding workshop and have some practical experience as a steward. Please bring your Collective Agreement and your Stewards Passport*

- Ally Skills for Stewards
- Conflict skills for Stewards
- Grievance handling
- Growing our mobilizing power
- Handling discipline & discharge
- Mediating member-to-member conflict
- Popular economics
- Solidarity with Indigenous workers

Register online at

cupe.ca

44th Annual Alberta Weeklong School

WORKSHOPS
Bargaining Solidarity
Introduction to Human Rights
Navigating Interpersonal Group Conflict
Public Speaking & Parliamentary Procedure
SLS Modules
Ally Skills for Stewards
Conflict skills for Stewards
Grievance handling
Growing our mobilizing power
Handling discipline & discharge
Mediating member-to-member conflict
Popular Economics
Solidarity with Indigenous Workers

Note important information to register for 2020 Weeklong

Online you will find all of the options for weeklong school.

If you are registering for, Bargaining Solidarity, Introduction to Human Rights, Navigating Interpersonal Group Conflict or Public Speaking & Parliamentary Procedures, just check that box.

If you are registering for the Steward Learning Series, you will be registered in all of the modules.

Other information:

The issue of consent has been pushed to the forefront due to numerous reports of sexual assault in Canada. Union Education has made the commitment to start this dialogue. We will be providing a PowerPoint to better understand "what does consent mean".



ANNUAL ALBERTA WEEKLONG SCHOOL
RED DEER, ALBERTA

**APPLICATION FOR REIMBURSEMENT MAY 24 – May 29, 2020
FOR LOCALS WITH 100 MEMBERS OR LESS**

LOCAL NUMBER: _____ TYPE OF LOCAL: _____

MAILING ADDRESS: _____

NUMBER OF MEMBERS: _____

DATE: _____

In accordance with Article 17 – Section 3 of the Alberta Division Constitution:

This is to certify that Local No. _____ will be applying to the Alberta Division for reimbursement for one (1) Delegate to attend the Alberta Weeklong School held at Red Deer College, Red Deer, Alberta.

To be eligible for Small Local Assistance to a Division function, the Local must be in good standing.

SIGNED ON BEHALF OF THE LOCAL:

PRESIDENT

SECRETARY/TREASURER

ALL EXPENSES WILL BE PAID TO THE LOCAL

NAME OF DELEGATE: _____

WAGES LOST: _____ HOURS AT \$ _____ x 75% \$ _____

REGISTRATION AND ACCOMMODATION: \$ _____ x 75% \$ _____

TRAVEL: _____ KMS. @ .55 \$ _____ x 75% \$ _____

BUS: \$ _____ AIRFARE: _____ \$ _____ x 75% \$ _____

TOTAL REIMBURSEMENT: \$ _____

Cheque Received by: _____
Delegate Signature

Cheque Number

PLEASE return this form along with appropriate receipt(s) to the following:

TREASURER
CUPE ALBERTA DIVISION
125 Simcoe Way
Fort McMurray, AB T9H 3B4



ANNUAL ALBERTA WEEKLONG SCHOOL
RED DEER, ALBERTA

APPLICATION FOR AT HOME CHILD CARE SUBSIDY

DELEGATE NAME: _____

Please indicate the dates for which at-home child care expenses were incurred, other than those normally incurred had the delegate been performing her/his normal work shift.

Upon submission of a receipt, your Local Union will be reimbursed to the maximum of \$75.00 per day per child.

Table with 4 columns: LOCAL NUMBER, DATE, COST, NAME OF CHILDREN. Multiple rows for data entry.

MAILING ADDRESS: _____

Signature of Delegate Signature of Local Treasurer

ALBERTA DIVISION CONSTITUTION

Article 16 – CHILD CARE AND EXPENSES

Section 2

The Division may reimburse delegates for off-site child/dependent care expenses, unless such expenses would have been normally incurred had the employee been performing their regular work shift.

Within one (1) month of the close of a Division sponsored function, delegates, through their Local Unions, may apply to the Canadian Union of Public Employees Alberta Division for reimbursement of receipted child/dependent care expenses to a maximum of \$75.00 per day per child/dependent.

Original receipts of payment from the caregiver/facility must be provided with an accompanying letter from the Local Union verifying the costs, in addition to the "Child/Dependent Care" expense form provided by the Division Treasurer.

To be eligible for Child Care Expenses, the Local must be in good standing.

PLEASE return this form along with appropriate receipt(s) to:

Treasurer
CUPE ALBERTA DIVISION
125 Simcoe Way
Fort McMurray, AB T9H 3B4