

Parksville 2011 Weeklong School November 13-18, 2011 Workshop Descriptions

1. ADVANCED COLLECTIVE BARGAINING

Bargaining is more complex and challenging than ever before. We are facing employer and legislative initiatives that threaten existing rights and benefits. This weeklong workshop provides an opportunity for participants with previous bargaining experience to delve more deeply into strategies and tactics for successful negotiations. Group discussion and simulated bargaining will create a lively and provocative learning experience.

(NOTE: Prerequisites: "Preparing for Bargaining", "Bargaining Skills" or "CUPE Weeklong Bargaining")

2. ADVANCED OCCUPATIONAL HEALTH AND SAFETY

This weeklong workshop will provide any health and safety activist, Joint Health and Safety Committee Member or executive member with a better understanding of how the overall environment affects CUPE members' health and safety.

Participants will learn more about the role and responsibilities of being a Health and Safety Committee Member, in particular:

- Occupational and Environmental Diseases
- How to prevent injuries in the workplace
- Rights and responsibilities are under the Legislation
- Dealing with prevention appeals
- Accident/incident investigations
- Chemical and biological exposures
- How to communicate health and safety issues to your membership

3. CREATING SOCIAL JUSTICE

What is meant by discrimination, harassment, diversity and social justice? Why is social justice a union issue? Through a variety of guest instructors, we will examine race, aboriginal, disability and gay, lesbian, bisexual and transgendered related discrimination, accommodation and harassment issues and how it relates to all members in the workplace. This workshop is for all members.

4. FACING MANAGEMENT

This workshop deals with the ways that management approaches and techniques are used to undermine and destroy the effectiveness of the union. You will learn about management's hard-line and soft-line approaches and techniques of union busting. Participants will also discuss new work methods and technologies that increase productivity and reduce the job security of union members. This workshop will assist local union officers and representatives in developing effective union strategies to counter these anti-union tactics.

5. STEWARD LEARNING SERIES

Calling all stewards!

CUPE is proud to continue with our exciting education program - the Steward Learning Series. This series recognizes that the steward has an important role to play in a number of areas in the workplace and the union. It provides an opportunity for stewards to explore a number of topics - all from a steward's point of view. At this workshop we will offer:

- **Challenging Racism in the Workplace**

Is there racism in your workplace? This workshop covers what racism looks like in the workplace, and your role as a steward in stopping racism.

- **Creating an Accommodation Friendly Workplace**

Human rights laws require our employers to accommodate workers who face barriers to employment. This module covers:

- The legal framework for the duty to accommodate
- What a good accommodation process and plan look like
- What to do if the employer is not willing to provide reasonable accommodation

- **Creating Gender Equality**

How do you know sexism is happening in your workplace? What does it look like? This workshop provides facts and figures on women's inequality and ideas for how stewards can challenge sexism in the workplace.

▪ **Handling Discipline and Discharge**

For many stewards, discipline and discharge cases are the hardest grievances to handle. Learn about:

- Key legal concepts and terms
- The role of a steward during the employer's investigation; when discipline is given; and during grievance meetings
- How to develop effective arguments

▪ **Hot Topics/Current Issues**

An opportunity for stewards to learn more about current CUPE campaigns and issues, such as the upcoming civic elections.

▪ **Mediating Member-to-Member Conflict**

Helping members resolve day-to-day conflicts builds solidarity in the union. In this module, stewards practice coaching members who are in conflict with other members, and working with a four-step approach to basic mediation techniques.

▪ **Resolving Grievances Without Going to Arbitration**

The union wins most grievances without going to arbitration. In this module, stewards discuss the pros and cons of going to arbitration and develop strategies and skills to settle grievances.

NOTE: Prerequisites - "Introduction to Stewarding" workshop and some practical experience as a steward.

Please bring your Collective Agreement