

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.



"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

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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

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