

**CORRECTED
DATE**

PRESENTS

REVISED

EDUCATION WORKSHOPS

SEPTEMBER 26 – SEPTEMBER 30, 2011

9:00 AM – 4:00 PM

NORTHERN AREA DISTRICT COUNCIL FALL SCHOOL

❖ **Advanced CUPE Leadership → *SEPTEMBER 26-30***

CUPE members learn and practice essential leadership skills including public speaking, facing management, strategic planning, effective communications, how to expand membership participation and much more. Participants will explore some important legal, equality, global and local challenges facing our members.

We will explore how different leadership styles and skills are the cornerstones to creating effective local leaders and strong dynamic local unions. Participants will also learn how to use strategic planning and other mobilizing skills to carry out succession planning so that CUPE locals continue to have strong and effective leaders.

(REGISTRATION FEE: \$100 AFFILIATES / \$130 NON-AFFILIATES)

❖ **Bullying and Personal Harassment → *SEPTEMBER 30***

This workshop will help participants to recognize and identify bullying and harassing behaviour and to learn how to protect themselves from bullying and personal harassment in the workplace. Disciplinary as well as rehabilitative responses to bullying and harassing behaviour will be discussed.

Finally, this workshop will focus on preventing workplace bullying and harassment by examining ways to create a respectful workplace including implementation of a bullying and personal harassment policy and program.

(REGISTRATION FEE: \$15)

❖ **Facing Management → *SEPTEMBER 29-30***

The goals of this workshop are to help you understand how managers think and act, and how to use that knowledge to the union's advantage. Your group will discuss the history of work and then tactics unions have used with management. Solidarity within the union begins here!

(REGISTRATION FEE: \$30 AFFILIATES / \$60 NON-AFFILIATES)

...over ⇨

SEPTEMBER 26-30, 2011

9:00 AM – 4:00 PM

❖ **Occupational Health & Safety → *SEPTEMBER 29-30***

Module 1: What's it all about?

Module 2: Occupational & Environmental Disease

Module 3: Workplace injury prevention

Module 4: Workers' Health & Safety Rights

Module 5: Putting your Health & Safety right to work (committees/violations)

This is a basic health and safety workshop. It is intended for health and safety committee members, local union officers and members interested in becoming more active and effective in health and safety. It is designed to introduce you to the issues in health and safety, and to give you the tools you need to begin working for a healthier and safer workplace.

(REGISTRATION FEE: \$30 AFFILIATES / \$60 NON-AFFILIATES)

❖ **Steward Learning Series → *SEPTEMBER 28-30***

- Being an Ally for Equality
 - Championing human rights in the workplace and the union is an important role for stewards. But what does it really mean to be a good ally?
- Challenging Homophobia in the Workplace
 - Letting homophobia go unchallenged leads to a toxic workplace. This module will explore what it is like for lesbian, gay, bisexual and transgender people to live in a world that is geared towards straight people.
- Creating Harassment Free Workplaces
 - It is the employers' responsibility to ensure a harassment-free workplace but the union also has a role to play. Learn how to recognize harassment, educate the members about harassment, and represent members who are involved in harassment complaints.
- Mobilizing Workers
 - Stewards can play a key role when the union needs to mobilize its members, whether it's to support the bargaining committee, or stop the employer's attempt to contract out union work. Learn basic mobilization theory and practice new skills by working with current CUPE campaigns.
- Note Taking
 - Why do I have to take notes? What kind of notes should I take? What happens to my notes if a grievance goes to arbitration? Are my notes private? Is it better to take notes on a computer or by hand? What happens to the notes I take when the case is finished? This module answers important questions about notes, and provides practice time to work on note taking skills.

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Steward Learning Series (cont):

- Representing Members in Front of Management
 - Stewards and supervisors are equals when they meet about labour relations. This module equips stewards to be proactive when meeting with management. Learn tips for effective meetings, and build confidence by practicing meeting situations.

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

*****Please bring your Collective Agreement*****

(REGISTRATION FEE: \$35 AFFILIATES / \$70 NON-AFFILIATES)

❖ **Worksite Harassment** → ~~SEPTEMBER 30~~ *** **SEPTEMBER 29** *** **Corrected Date**

This workshop will help participants understand and discuss issues surrounding harassment in the workplace. Members will gain the skills they need to deal with harassment if it should take place.

Participants will discuss the roles and responsibilities of the union, the process for dealing with complaints, investigation, filing grievances and complaints under a policy. Co-worker harassment and duty of fair representation will also be discussed.

(REGISTRATION FEE: \$15)

Location:

Ramada Hotel
444 George Street
Prince George, BC V2L 1R6

Registrar:

Sandra Lenuik – CUPE Terrace Area Office
Phone: 250-635-6410 / Fax: 250-635-4629
or
Connie Taylor – CUPE Prince George Area Office
Phone: 250-563-6914 / Fax: 250-563-1673

REGISTRATION DEADLINE: September 12, 2011
Registration Fee Includes: Snacks and Refreshments

SPONSORED BY:

CUPE Union Development and
CUPE Northern Area District Council

REGISTRATION FORM

NADC Fall School - Prince George - September 26-30, 2011

<i>NAME</i>	<i>PHONE NO.</i>	<i>LOCAL</i>

PLEASE MAKE CHEQUE PAYABLE TO "NADC" AND RETURN WITH THIS PORTION TO:

- ◆ **Sandra Lenuik**, CUPE Terrace Area Office
3210 Emerson Street, Terrace, BC V8G 2R8
Ph: 250.635.6410 / Fax: 250.635.4629
- ◆ **Connie Taylor**, CUPE Prince George Area Office
Unit 214, Parkhill Centre, 556 North Nechako Road, Prince George, BC V2K 1A1
Ph: 250.563.6914 / Fax: 250.563.1673

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