



## CUPE David Saunders Memorial Week Long School

April 22 to 27, 2012

**Located at the: [White Oaks Resort and Spa, Niagara on the Lake, Ontario](#)**

Voted as one of the Top 7 Conference Facilities in Canada by the readers of Meetings & Incentive Travel Magazine. The Resort is within 15 minutes from the Shaw Festival Theatre(s), the Old Town of Niagara On The Lake, Fallsview Casino, Casino Niagara and Niagara Falls. Click [here](#) for more information.

### **Registration Details**

Registration fee is \$1,450 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 fee. Registration deadline: February 15, 2012. [Register On-Line Here](#). You can also register by visiting [www.ontarioeducation.cupe.ca](http://www.ontarioeducation.cupe.ca).

## **Workshops**

### **Labour Law**

The week begins with a refresher on Note Taking and then gets down to business with an examination of various aspects of labour law including an overview of the Labour Relations Act and other helpful workplace related statutes. Learn more about Discipline and Discharge and lock in your knowledge of how to investigate, file and argue grievances. Get the fundamentals so you can face down the employer on Last chance Agreements and Duty to Accommodate, and there is also a trip to Cyber Space with a section on e-mails, blogging and Face book. We will also explore some contract interpretation issues such as estoppels, past practice, work of the bargaining unit and types of job promotion languages. Please bring your collective agreement(s) and Local By-laws with you.

### **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. Prerequisites are Effective Stewarding or Introduction to Stewarding, Advanced Stewarding or a number of the Steward Learning Series modules, and experience presenting a grievance.

### **Collective Bargaining**

The focus of this workshop is a multi-day role-play that helps build high-level bargaining skills. If you are a bargaining committee member, here's your chance to work with real bargaining information and gain the experience you need when facing management. You'll also explore current issues like interest-based bargaining and bargaining for equality.

### **Building Strong Local Unions**

How can we build union strength? How do we get more members -- and more diverse members - - to be more active in the local? What are the leadership skills that can really make a difference? What kind of local unions are needed for the times we're in...and the times that are coming? Come and strategize with members from around the province to find answers to the important questions facing our locals.

### **New Steward Learning Series**

Calling all stewards! CUPE has an exciting new education program just for you! The new 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 the week long school, we will offer:

- Handling Discipline and Discharge
- Representing Members in Front of Management
- Challenging Racism in the Workplace
- Creating Gender Equality
- Building your Case
- Mobilizing Workers
- Disability Issues for Stewards

Please note that Introduction to Stewarding or Effective Stewarding is prerequisite for this workshop.

### **Public Speaking**

Public speaking is one of the most important skills you can have. This workshop will help you gain the confidence you need to speak up at a meeting, public event or public presentation. Take the opportunity to practice speaking on various issues and resolutions. This is a hands on, practice based workshop that will help you learn ways to deal with nervousness and prepare and present both a short and long speech in front of a supportive group.

### **WSIB Medical Orientation**

This is a comprehensive program designed to break down the barrier of communicating in "medicalese". It will enable participants to understand the contents of medical reports and apply them to resolve entitlement issues for injured workers. Specific work related injuries will be discussed with an in-depth look at occupational diseases and how to prove a casual relationship.

The health care profession will be demystified along with an insight into diagnostic testing and surgical procedures. Participants will also gain practical experience in calculating various pensions contained in the Act. The basics of ergonomics will also be touched upon in this course. Levels I and II and either Level III Appeals or Return to Work are prerequisites to taking the Medical Orientation.

**REGISTER ON LINE**

**Or visit us at: [www.ontarioeducation.cupe.ca](http://www.ontarioeducation.cupe.ca)**