

DAVID SAUNDERS MEMORIAL WEEKLONG SCHOOL

MAY 8 – 13, 2011

David Saunders (1957 – 2007) was a former employee of the Metropolitan Toronto Zoo and a long time dedicated member and employee of CUPE.



"If we quit trying, we will never succeed"

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.



We are excited about this year's Dave Saunders weeklong school with new dates, new location and greater selection of weeklong workshops for 2011.

WHITE OAKS RESORT

Located on 13 acres in the heart of Niagara on the Lake and along the Niagara Escarpment and at the centre of [Niagara area attractions](#) including Niagara Wine Country, Niagara on the Lake, and Niagara Falls - White Oaks Conference Resort and Spa offers a Boutique hotel atmosphere with the services and amenities of a 5 Star Resort. White Oaks is Ontario's only combined 4 Diamond, 5 Star Resort boasting a truly modern, chic atmosphere with facilities that include LIV Restaurant – an urban dining experience featuring [Niagara Regional cuisine](#) and award winning Niagara Wines, a world class Fitness Facility with [Wellness and Fitness programs](#) included in the Resort Experience, luxury Full Service Spa and more.

Voted as one of the Top 7 Conference Facilities in Canada by the readers of *Meetings & Incentive Travel Magazine* for seven consecutive years, this [Niagara Conference](#) Resort has played a key role in the Niagara Region's evolution into an international travel destination. White Oaks is minutes away from Niagara attractions such as the Shaw Festival Theatre, The Niagara Wine route, Casino Niagara, The Welland Canal, and many more world class [Niagara area attractions](#).

WORKSHOPS AVAILABLE

- ❖ Labour Law
- ❖ Building a Strong Local Union
- ❖ Arbitration
- ❖ Collective Bargaining
- ❖ WSIB III (Appeals & Dispute Resolutions)
- ❖ Stewarding Learning Series
- ❖ Social Media in the Union

Workshops Available

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 languages. Please bring your collective agreement 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. Pre-requisites are Effective and Advanced Stewarding and experience presenting a grievance. Please indicate your involvement in presenting grievances when registering for this workshop.**

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

WSIB Level III – Appeals & Dispute Resolutions

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.

NOTE: Levels I and II are pre-requisites

Building a Strong Local Union

With the right vision, your local can be stronger. This workshop covers issues, problems and solutions that are relevant to your local strategies for making your local more inclusive and an action plan to strengthen your local.

Social Media in the Union

Facebook, Twitter, Youtube and Blogs – these forms of “social media”, or “social networking” are not just passing fads that are used by our kids. They have changed the way we communicate with each other and they are here to stay.

Unions are beginning to understand and harness the power of social media to engage with members. Locals beginning to explore these forms of communication need to understand their power, how they can be used to our advantage and also what some of the potential dangers might be.

Come and be introduced to the future of union communication in an interactive and fun environment!

Familiarity with basic computer applications like the internet, email programs, will be helpful. A limited number of laptop computers will be available. When registering please let us know if you have a lap top that you can bring for your own use.

New Steward Learning Series

Calling all stewards! CUPE has an exciting new education program just for you! As part of the *Year of the Steward*, CUPE is proud to launch our Steward Learning Series. This 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 weeklong schools, we will offer:

- What’s our Duty
- Being an Ally for Equality
- Creating an Accommodation Friendly workplace
- Challenging Homophobia in the Workplace
- Creating Harassment Free Workplaces
- Mediating Member to Member Conflict
- Note Taking

AGENDA FOR THE WEEK

Sunday	Arrival & Registration	3:00 p.m. – 5:00 p.m.
	Dinner & Opening Assembly	6:00 p.m. – 9:00 p.m.
Monday to Thursday	Workshops	9:00 a.m. – 4:30 p.m.
	Lunch	12:15 p.m. – 1:15 p.m.
Thursday	Banquet & Social	Starting at 6:30 p.m.
Friday	Workshops	9:00 a.m. – 12:00 p.m.
	Departure- Lunch to go	12:00 p.m.

REGISTRATION DETAILS

Registration fee is \$1,425 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. 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: March 11, 2011

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.

- School Director – Ann Lennarson
- School Director – Denis Regimbald
- School Director – Joe Matasic
- School Registrar – Gisèle Reed

- Canadian Union of Public Employees
- 180 Shirreff Avenue, Suite 260
- 705-474-9765 – phone
- 705-476-0652 – fax
- greed@cupe.ca

• **Participants Behaviour**

• All delegates to the 2011 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 2011 David Saunders Memorial weeklong school directors will deal with incidents in a fair and quick fashion and reserve the right to send participants home for inappropriate behaviour without refund.

DAVID SAUNDERS MEMORIAL WEEKLONG SCHOOL

1. LABOUR LAW
2. ARBITRATION
3. COLLECTIVE BARGAINING
4. WSIB LEVEL III (APPEALS & DISPUTE RESOLUTIONS)
5. STEWARDING LEARNING SERIES
6. SOCIAL MEDIA IN THE UNION
7. BUILDING A STRONG LOCAL UNION



(Indicate choice by course #)

NAME AND <u>FULL</u> ADDRESS	CONTACT NUMBERS	LOCAL	1 ST	2 ND
	Phone:			
	E-mail:			
	Phone:			
	E-mail:			
	Phone:			
	E-mail:			
	Phone:			
	E-mail:			
	Phone:			
	E-mail:			

NOTE: Cheque MUST accompany registration form to secure placement

•Registration cut-off is March 11, 2011 Late registrations will only be accepted if space is available.
•No refunds after March 11, 2011 Class sizes are limited and registration is on a first-come, first-service basis.

Make cheque payable to: *David Saunders Memorial Weeklong School*
 Forward registration to: Gisèle Reed, CUPE
 180 Shirreff Avenue, Suite 260
 North Bay, ON P1B 7K9

Please indicate if you have any of the following:

- Allergies _____
- Dietary Requirements _____
- Mobility Issues _____
- Other Requirements _____

February 2011

MESSAGE FROM THE NATIONAL PRESIDENT

Sisters and Brothers:

I want to take this opportunity to encourage all Ontario locals to send as many members as possible to the 2011 David Saunders Memorial Weeklong School.

Brother Saunders was an Education Representative who believed that the key to building strong union activists, strong leadership and strong locals is union education. His commitment to union education can be seen in the many activists he worked with over the years.



The skills you will learn at CUPE's annual weeklong school will help provide the leadership your members need to face the challenges ahead. In the fall of 2011, Ontario will face a provincial election. You will find the opportunity during this week to equip yourself with tools to ensure you and your members are ready for the election.

The very first day of this weeklong school is May 8, Mother's Day. I want to take the opportunity to thank working moms and their families for sharing their lives with CUPE.

Enjoy your week!

In solidarity,

A handwritten signature in black ink that reads "Paul Moist". The signature is written in a cursive, flowing style.

PAUL MOIST
National President

rks/cope 491