

Naramata 2010 Weeklong School

Week 1 – May 2-7, 2010

Workshop Descriptions

1. **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.

2. **BUILDING STRONG LOCAL UNIONS**

This weeklong version of this workshop is designed for activists to find innovative ways to make stronger local unions. This workshop provides a user friendly approach to planning for a stronger union.

In this workshop you will:

- Have an opportunity to identify where your local union is now; where you would like it to be in the future
- Develop a road map for identifying what your local union needs to get to where you would like it to be in the future
- Discover constructive ideas for setting goals and developing a planning process for your local union
- Strategize and network to identify new and innovative ways to involve more members in your union

- Engage in discussions on consensus building techniques in your local
- Identify how and where to attract membership support for union activities

3. **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 this weeklong school, we will offer:

- Grievance Handling
- Discipline and Discharge
- Being An Ally
- Mediating Member to Member Conflict
- Building Your Case
- Gender Equality
- Creating Racial Justice

Please Note: Prerequisites - "Introduction to Stewarding" workshop and some practical experience as a steward. Please bring your Collective Agreement.

4. **INTRODUCTION TO JOB EVALUATION**

This workshop will interest you if your Local is thinking about a Joint Job

Evaluation or Pay Equity Program, or if you have new Job Evaluation Committee members. The workshop provides a basic understanding of CUPE's approach to job evaluation. It covers topics such as job description writing, job analysis, rating jobs and Collective Agreement language for a joint program.

5. PARLIAMENTARY PROCEDURE AND PUBLIC SPEAKING

If you have ever wondered what a "point of order" is, this workshop is for you! Understanding the basics of parliamentary procedure will help you to navigate your local meeting, learn how the union's business is done and have the confidence to play a more active role in union meetings and conventions. Participants will also learn how to become a more effective public speaker whether it's speaking to motions at a membership meeting, advocating on behalf of a member in a meeting with management or preparing and delivering a keynote speech. There will be ample opportunity for practice because, as we all know, practice makes perfect!

6. NOTE TAKING / REPRESENTING MEMBERS AT INVESTIGATIVE AND DISCIPLINARY MEETINGS

How often are stewards and officers called into meetings with management without any notice or chance to prepare? This happens a lot and it affects how well we are able to represent our members. As the Union's representative, officers and stewards have rights that assist them in carrying out their responsibilities. Participants will learn more about these rights, how to stop the Employer's fishing expeditions,

how to ask the right questions and how to protect their member's rights.

This weeklong workshop will enable participants to gain more in-depth knowledge with hands-on practice on how to effectively represent members in meetings with management as well as keeping accurate records of meetings with management. You will get the chance to improve your listening skills, practice taking notes that capture the important points raised at meetings and learn how to take different styles of notes, whether it's a disciplinary, grievance or bargaining meeting.