

Naramata 2010 Weeklong School

Week 2 – May 9-14, 2010

Workshop Descriptions

1. **WOMEN BREAKING BARRIERS**

This workshop looks 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 developing the skills to get at the roots of gender inequality and why it persists. You will also develop strategies and action plans for bringing down barriers, and personal skills to fight sexism, argue a point of view and speak in public.

2. **WEEKLONG COLLECTIVE BARGAINING: GETTING WHAT WE NEED**

CUPE Locals are facing new challenges at the bargaining table. Budget cuts, government restructuring, privatization and uncertain economic times are forcing us to develop new strategies to achieve our bargaining goals and to get the best possible Collective Agreement for our members.

This workshop looks at current issues such as interest based bargaining, equality rights, improved job security protection and bargaining legislated rights like Health and Safety.

As well, you will get a chance to try your hand in a "real life" round of collective bargaining. See what it feels like to be in negotiations and learn strategies for success at the bargaining table that you can take

back to help your members achieve their bargaining goals.

Please Note: Prerequisite – "Preparing for Bargaining" and "Bargaining Skills"

3. **COMMUNICATING CUPE – HANDS-ON COMMUNICATION TOOLS**

Communicating with members is at the heart of everything that we do as a union, whether it's supporting workers to stand up for their rights, building solidarity or educating a new generation of union activists for the future. This will be a hands on workshop as we learn and practice developing the following communication tools:

- a website for your local using CUPE's simple hosting system
- membership bulletins
- newsletters
- setting up electronic mailing lists to keep in touch with your members
- various social media tools such as Facebook and Twitter

Please bring your laptop for this hands-on workshop

4. **(REVISED) FINANCIAL OFFICERS**

This workshop will provide secretary-treasurers, trustees and signing officers with in-depth training about the financial operation of a local union and also CUPE National. In this weeklong setting, participants will have ample time for a "hands-on" opportunity to perform all tasks that treasurers and trustees are responsible for, including receiving funds, writing cheques, maintaining a

general ledger, reconciling bank statements, calculating per capita tax, completing an audit of the books, preparing a budget and making financial recommendations.

Please bring a calculator if possible.

5. RESOLVING CONFLICT

This in-depth training will give participants the opportunity to learn about the many aspects of conflict – what it is, where it comes from and how to respond to it. This workshop will demonstrate the communication skills that are key elements in resolving conflict. Participatory activities will help members learn constructive ways to work through disputes and conflict including a four-stage model that involves coaching, negotiation and mediation.

6. TAKING ON PRIVATIZATION

This workshop examines the biggest threat to CUPE jobs and public services in the last 15 years.

Find out how to respond to privatization and contracting out by seeing what has worked for other Locals and learning about the newest employer strategies. This workshop will give you ideas and energy to take back to your Local.