

CUPE WORKSHOPS AT UVIC

February to April 2012

We're bringing an ambitious series of workshops to the University of Victoria in a unionized facility to benefit CUPE members in the Victoria area and beyond.

Avoid disappointment! Register at least two weeks prior to the course – space is limited so get your names in now! Waiting too long to register can also result in cancellations due to low numbers as we are required to have a minimum of 10 and a maximum of 25 participants. You must register ahead of time and not just show up at the workshop.

Please bring your Collective Agreement and your Steward Handbook (if your Local has one) to the workshops.

Mon, Feb. 13 ~ Steward's Learning Series

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.

Resolving Grievances Without Going to Arbitration

The union wins most grievances without going to arbitration. In this module, stewards discuss the pros and cons of going to arbitration and develop strategies and skills to settle grievances.

Mon, Feb. 27 ~ Steward's Learning Series

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.

What's Our Duty

Stewards' roles and responsibilities are covered by various labour laws. Where do stewards get their authority in the workplace? What is the duty of Fair Representation? What other legislation covers the workplace?

Mon, Mar. 12 ~ Steward's Learning Series

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?

Green Action for Stewards

How will greening our workplaces impact workers? What does a green workplace look like? What action can we take to address important environmental issues? This workshop will explore answers to these questions and more, all from a steward's perspective

Tue, Mar. 27 ~ Steward's Learning Series

Handling Discipline & Discharge

For many stewards, discipline and discharge cases are the hardest grievances to handle.

Learn about:

- Key legal concepts and terms
- The role of a steward during the employer's investigation; when discipline is given; and during grievances meetings.
- How to develop effective arguments

What Stewards Need to Know about Arbitration

Although most grievances get settled, some do go to arbitration. In this module, stewards become familiar with the arbitration process, arbitration terms, mediated settlements, and the steward's role before and during arbitration.

Mon, April 2 ~ Steward's Learning Series

Creating Gender Equality

How do you know sexism is happening in your workplace? What does it look like? This workshop provides facts and figures on women's inequality and ideas how stewards can challenge sexism in the workplace.

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.

Mon, April 16 – Steward's Learning Series

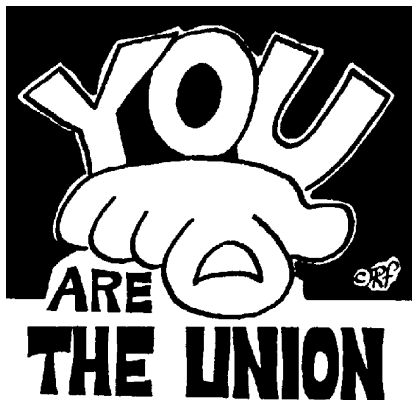
Creating an Accommodation Friendly Workplace

Human rights laws require our employers to accommodate workers who face barriers to employment. This module covers:

- The legal framework for the Duty to Accommodate
- What a good accommodation process and plan look like
- What to do if the employer is not willing to provide reasonable accommodation

Disability Issues for Stewards

Disabilities can be physical or mental, visible or invisible, permanent or temporary. There are workers with disabilities in every workplace. In this module, stewards learn about different kinds of disabilities and what they can do to create accessible workplaces.



All workshops are at the University Club
University of Victoria
<http://www.uvic.ca/maps/2dmap.html>
map location 3A ~ parking lot 9

9:00-4:00 each day

1-day workshops \$45, 2-day workshops \$80

Registration cost covers room rental in unionized facility, tea, coffee and lunches

Breakfast not included!

Outside food not permitted by the facility except personal snacks for dietary reasons

Payment of fees to:
CUPE Local 951

University of Victoria, TEF Room 221
PO Box 1700 STN CSC
Victoria, B.C. V8W 2Y2

Registration contact: Eileen Gormley
cupe951@uvic.ca 250-853-3658

Please do not use any products with fragrances on days you are attending workshops as many people have chemical sensitivities and allergies to perfumes, hand creams etc.