

Naramata 2011 Weeklong School

Week 1 – May 29-June 3, 2011

Workshop Descriptions

1. CAMPAIGN ORGANIZING



Take your campaign skills to the next level. This course is designed for experienced political activists who want to refresh or expand their skills. Participants will be trained on all aspects of an election campaign, including volunteer recruitment, campaign communications, voter contact, fundraising and budgeting and getting out the vote. You will also develop and present a detailed campaign plan for the upcoming community elections, using the skills you have learned throughout this week.

***Special Note: This workshop is
BY INVITATION ONLY***

2. COLLECTIVE BARGAINING AND BARGAINING FOR EQUALITY

REVISED

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.

Learn about current bargaining issues that are important to make yours "a workplace for all". You will get sample bargaining language that has been negotiated by other CUPE locals and bargaining tips on how to achieve it.

3. IT'S OUR RIGHT! LEARNING AT WORK AND CLEAR LANGUAGE

REVISED

Do you want more active and engaged members? Do you want to protect your members' health and safety? Do you want to help members get a promotion? Do you want to make sure your members understand the collective agreement?

If you have answered yes to any of these questions then this two-part workshop is for you. Find out how literacy programs and clear communication can support important union priorities.

Literacy and essential skills programs help workers develop new skills for a changing workplace and society. We live in a world where technology has changed the way people work. Restructuring and privatization can threaten jobs. The need for training and upgrading has never been greater. This workshop will help you create learning opportunities to enable your members to weather the change.

Clear language is an inclusive approach to communication. It helps to make information accessible to everyone. Unions rely heavily on the written word to inform members of their rights and to encourage them to participate in the workplace, the union and the community. But our communications aren't always as effective as we would like. This workshop will help you develop clear writing and design skills to reach more members and make your local stronger.

In this workshop you will:

- Explore why literacy and clear language are union issues

- Find out how CUPE locals are helping members upgrade their literacy and essential skills
- Learn how to set up a literacy and essential skills program in your workplace
- Learn the tools and techniques of clear writing and clear design
- Apply the clear language approach to union communication and contract language

4. POLITICS IN ACTION 2011



Is your Local ready for the 2011 Community Elections? Do you have friendly councilors or trustees you would like to see re-elected? Maybe you have thought about running yourself, but want to learn more about campaigns. Participants will learn the fundamentals of political action and election campaigns, including: why we should be involved in local politics, recruiting and endorsing candidates, campaign communications, working with civic parties and coalitions, and mobilizing our members to participate in campaigns.

5. STEWARD LEARNING SERIES

Calling all stewards! In 2010, CUPE introduced an exciting new education program just for you!

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.

The modules have been recombined in various combinations for weeklong,

weekend and other workshop formats. The design of each module allows for lots of new information to be learned each time the module is taken.

At this weeklong school, we will offer:

- Being an Ally for Equality
- Challenging Homophobia in the Workplace
- Creating Harassment Free Workplaces
- Handling Grievances
- Mobilizing Workers
- Note Taking
- What Stewards Need to Know About Arbitration
- What's Our Duty

NOTE PREREQUISITES - "Introduction to Stewarding" workshop and some practical experience as a steward.

Please bring Your Collective Agreement

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.

Naramata 2011 Weeklong School
Week 2 – June 5-10, 2011
Workshop Descriptions

1. BASIC 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 kind of research that must be done before an arbitration hearing. Your Local and your members will benefit from your new skills.

NOTE PREREQUISITE - "Advanced Effective Stewarding" or completion of "Steward Learning Series"

2. BASIC HEALTH AND SAFETY

REVISED

This is a basic weeklong health and safety workshop. It is intended for health and safety committee members, local union officers and members interested in becoming more active and effective in health and safety. Participants will gain an understanding of health and safety regulations. Emphasis will also be placed on discussing ways to build an effective joint health and safety committee in your workplace.

This workshop is designed to give members the tools they need to begin working for a healthier and safer workplace.

3. FINANCIAL OFFICERS

This workshop is for secretary-treasurers and trustees. You will practice:

- Keeping a monthly ledger

- Filling out the per capita tax form
- Preparing a budget
- Auditing the books

4. SISTERS SPEAKING UP AND ASSERTING OUR RIGHTS!



Come out and learn some very practical and useful skills in a woman friendly space from a woman's point of view. This workshop focuses on both assertiveness skills and public speaking skills.

Here is what we'll cover:

- What makes a speech or presentation effective
- Learn and practice tips for dealing with nervousness
- Prepare an outline for a speech or presentation
- Gain experience speaking in front of a support group
- Why traditional approaches to assertiveness training don't always work
- Effective communication skills
- Differences in how we communicate
- Strategies for practicing assertive communication

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6. STRESS IN THE WORKPLACE

When you complain about stress on the job, does your employer tell you to take a deep breath, relax and get some exercise...after work? This work-shop looks at what causes stress at work and how it affects your health. Find out how to create a healthier work environment and lasting solutions.