

## CUPE BC Education Committee

### Report to Convention – April 2018

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#### General Information

It's an exciting time to be involved in union education. Participating in union education creates stronger activists and leaders. Through the feedback we receive from workshop participants, we are reassured that members recognized the importance of union education to building union strength and solidarity.

Our Union Development will be launching a new and improved Steward Learning Series. A few examples are:

- **Disability and Ableism in the Workplace** replaces Disability Issues for Stewards.
- **Solidarity with Indigenous Workers** replaces Connecting with Aboriginal Workers
- **Introduction to Ally Skills** replaces Being an Ally for Equality
- **Conflict Skills for Stewards** replaces Conflict Resolution

Equally exciting is the new **L.E.T Local Executive Training** course, which was first offered at the 2017 Spring School. It was also offered at the NADC and KDC schools and was an overwhelming success at all areas. This course offers learning opportunities for new activists as well as life-long learners.

By the time you read this report Union Development will have the NEW Member Relationship Management – Education (MRM-ED) up and running. An online program which will allow you to register for all workshops online and no longer be limited to just the Spring and Fall Schools.

#### Week Long Schools

The Spring and Fall Weeklong Schools were a great success. The Spring School “piloted” the NEW Local Executive Training; it was such an overwhelming success we

decided to offer it again at the Fall School which is now being held at the Coast Bastion in Nanaimo.

The 2018 Spring School, May 27 - June 1 will once again be held at the Coast Kamloops and Convention Centre. The workshops being offered this year are **Financial Officers, Human Rights, Introduction to Stewarding and 5 Steward Learning Series Modules, Local Executive Training and Politics in Action.**

Each year, our education department is thrilled at the participation of new activists initiated into the learning environment, and our committee discussed at great length, encouraging locals to send first time participants to our week-long schools. Last year both the Spring and Fall Schools saw a dramatic increase with close to 75% of the participants attending for the first time.

### **Engaging New Members**

Committee members discussed the concerns from around the province of the repetitive nature of the SLS series, and the decision of National to mandate certain courses in the schools. Through the discussion, we learned the core courses are designed to be focusing on first time attendees at schools, encouraging new delegate participation. New delegate participation will lead to member engagement, and ultimately, strong locals. Our ideal goal is to see 75% to 80% new attendees at CUPE education courses. We often see the same attendees at the school, when we could be building capacity within our locals by sending new delegates.

### **Life Long Learning**

CUPE's Union Education is based on Life Long Learning and Core Workshops which contain the training that locals need to be strong, active and effective. It helps locals meet their legal obligations and build a strong foundation.

Our core program includes:

- **Collective Bargaining**
- **Duty to Accommodate**
- **Financial Officers**

- **Health and Safety**
- **Human Rights**
- **Local Executive Training**
- **Steward Learning Series**

All our workshops are developed with an equity and class lens in mind.

### **Scholarships**

Please do take advantage of the scholarship and subsidy opportunities. We have five general scholarships, one young worker and one diversity worker for a total of seven scholarships for both the Spring and Fall Schools; there are also five general scholarships offered for the CLC Pacific Region Winter School. The mandatory requirements are a copy of your current budget and Trustees report.

### **Local Workshops In Your Area**

To sponsor a course in your local, or your area, go to [www.cupe.bc.ca](http://www.cupe.bc.ca), click on the education tab at the top of the page, scroll down to “Request a workshop” and complete the online workshop request form.

Some of the most popular workshops since the last convention:

- **Financial Officers**
- **Introduction to Stewarding and Steward Learning Series Modules**
- **Introduction to Health and Safety and OH&S Modules**
- **Local Executive Training**
- **Preparing for a Successful Strike**
- **Retirement Planning**
- **Strategic Planning for Bargaining**

### **Member Facilitators**

Member Facilitator Training in 2018 was done at the CLC Winter School in Harrison Hot Springs January 21 - 26. We trained 24 new members who are now eager to facilitate

courses in your area. A special thanks to our Member Facilitators who make our program such a success.

### **Labour College**

The Labour College of Canada is back and I'm pleased to report that three (3) of our member facilitators Sister Debbie Mohabir, Brother Alistair Maduray and Brother Aman Cheema were selected and we wish them all the best.

The three in-person/in-residence week-long sessions began at the CLC Pacific Region Winter School February 4 - 9, 2018 and will continue with modular online and residential session over the course of 2018.

### **Fraser Valley District Council**

The Fraser Valley District Council is looking forward to another year of education in the Valley. We were thrilled to hear the great news that the new Fraser Valley Area Office is nearing completion. This opportunity would provide a more reliable and affordable location for establishing a centralized base for CUPE workshops in the valley for all members. Along with the other locals who have graciously offered their facilities to host workshops, we will continue to strive to make education more affordable, readily available and better each year.

### **Kootenay District Council**

The KDC has decided to go back to our roots, by once again holding our All Presidents Meeting in October. This will include putting on a separate education for stewards, as well as a collective agreement review for the Presidents in preparation for bargaining in 2019.

We are looking forward to working on this with the Education Department and our National Representatives.

I have sent out a survey asking what our affiliates would like to see for education in the

Kootenays, and will be bringing recommendations and plan back to our next KDC meeting.

We are excited that we will once again be able to provide valuable CUPE education to the Kootenays.

Respectfully submitted by: Michelle Bennett - Kootenay District Council

### **Metro District Council**

March 15-16, 2018 METRO Labour Council will be hosting a two day Education Conference. The conference will be held at the Maritime Labour Center. We will be providing four workshops:

- Introduction to Stewarding and Being an Ally for Equality
- Political Action: Using our Power at Election Time and Taking on Privatization
- Parliamentary Procedures and Duty of Fair Representation
- OH&S:
  - Making Committees Work/Equality
  - Health and Safety Introduction to Ally Skills
  - Violence in the Workplace/Women and Work Hazards

Fees for the sessions will be \$40.00 and for the Political Action session the first two members from a local will have their fee waived. We are hoping to host up to 100 Union activists.

Respectfully Submitted by: Susan Heard

### **Northern Area District Council**

Northern Area District Council (NADC), is a very large geographical area in northern B.C. ranging from Quesnel to Fort St. John, to Haida Gwaii, with many small locals in between.

With such a large area, NADC holds two schools yearly; Spring and Fall offering four to six courses per school with 50-60 members attending these schools, from many different job classifications.

Our Spring 2018 was held in Smithers March 6 - 9, 2018. We are very privileged to be able offer CUPE education in these remote areas, to not only promote union education, but to promote union solidarity with our fellow brothers and sisters.

Respectfully Submitted by: Lori Pettigrew

### **Okanagan Mainline District Council**

As with many areas, there are an increasing number of new and young members in the Okanagan. We have been focusing on setting up several of the Steward Learning Series modules to get these new activists the training they need to effectively steward. We also have a few new member facilitators in the area to help out.

Spring School in Kamloops was highly successful, as well as the Fall School in Nanaimo. The majority of our participants were attending for the first time. This was also apparent in the social/networking activities with an increased participation and energy.

Respectfully Submitted by: Jeanne Marr

### **Vancouver Island District Council**

The council is organizing a Leadership Conference from June 6 - 9, 2018 at the Vancouver Island University, Nanaimo Campus.

We are looking to offer the following workshops.

- Labour History
- Local Executive Training
- Mental Health First-aid
- Political Action
- Unions in the Community

Several guest speakers are planned for the Conference. Look for the notice, it will be out by the time you read this report.

### **Local 1004**

**Steward Education:** The local holds monthly steward meetings where in-house educationals are provided based on current topics within the local, as well as bi-annual full day educationals where two modules of the steward learning series are provided.

**Retirement Planning Workshop:** This two-day workshop provided by CUPE has been a very big hit within the local. We have organized multiple workshops as well as opened up the course to members from other locals to attend.

**Occupational Health & Safety Training:** The local has organized with CUPE National to provide OH&S training for our worker representatives on employer paid time through the mandated 8-hour requirement in WorkSafe regulations.

**Advanced Training:** The local was delighted with the Vancouver District Labour Council's new three-day course "Initiation to Arbitration" where our advanced stewards and relief business agents were able to learn in depth about grievances from beginning to end.

Respectfully Submitted by: Sarah Carrier

### **National Literacy Report**

#### **Reading opens the door to unlimited knowledge.**

Literacy opens the doors to knowledge and places. Literacy follows us every day, unconsciously: at home, on TV, in shops, restaurants, work, buses, streets. Literacy is everywhere. Therefore, "the more you read, the more places you'll go."

Our agenda for the next term is to build awareness around the need for literacy in our workplace and create partnerships with stakeholders in our community. While offering union education, we need to be cognizant of the issue of providing education opportunity in multiple languages.

We are seeking submission for a learning champion from British Columbia to represent us at the national level. This program focuses on members who have bettered themselves with support from CUPE. To submit a nomination or for more information contact Alistair Maduray at [alistairmaduray@yahoo.com](mailto:alistairmaduray@yahoo.com)

Respectfully Submitted by: Alistair Maduray

### **Closing Comments**

Your Education Committee thanks all Locals and District Councils for their commitment in providing education opportunities for CUPE members, as well as all of our fantastic facilitators and volunteers.

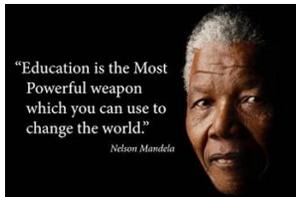
We are so appreciative of the tireless commitment from our National Staff, Greg Burkitt and Vanessa Wolff. Their enthusiasm towards CUPE education, and their wealth of experience and knowledge are invaluable when planning educational opportunities for our members.

With Union Education combined with strong leadership, new member engagement, and multiple education opportunities, we continue to support our members in our workplaces and the communities.

### **Respectfully Submitted by:**

Karen Wong, Chair  
Jeanne Marr, Co-Chair  
Linda Anderson  
Michelle Bennett  
Sarah Carrier  
Tracey Dahlin  
Susan Heard  
Matthew Hubbard

Alexis MacPherson  
Alistair Maduray  
Deborah Mohabir  
Lori Pettigrew  
Amy Smith  
Doug (Dragon) Zoric  
Greg Burkitt – Staff Advisor  
Vanessa Wolff – Staff Advisor



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