



CUPE BC Education Committee Report to Convention

CUPE education is the foundation for developing effective activists and leaders. As our workplaces become more challenging, we must continually educate ourselves, develop succession plans, build a strong steward base and encourage new activists to ensure the strength of our locals. We attend CUPE education opportunities to develop strategies, network with members with common goals and concerns. We leave our CUPE schools energized, enthusiastic and with the positive energy needed to move forward in our locals.

General Information from CUPE National

A lot has happened in Union Education since our last Convention. We have had a name change from Union Development Department to the Union Education Branch. With the name change we have a New Branch Director Sister Cathy Remus a long time Union Activist and Workshop Developer who replaces Brother Bill Robb who took a well-deserved retirement.

October 15th, 2018 saw the release of the Steward Learning Series 2.0 where several modules have been revised some renamed. Building your Case and Resolving Grievances without going to Arbitration have been archived.

The NEW Member Relationship Management – Education (MRM-ED) is up and running. All workshops requested by Locals and District Councils are to be done online and its Mandatory now for ALL Registrations to be done online.

Week Long Schools

The Spring and Fall Weeklong Schools were once again a great success. The Fall School “piloted” the NEW Conflict Resolution Workshop and a NEW Local Executive Training Module call Essentials for Inclusive Unions.

First time participants at both schools were over 90%! This bodes well for building capacity in our locals. The 2019 Spring School, May 26 – May 31 will once again be held at the Coast Kamloops and Convention Centre. The workshops being offered this year are Human Rights, Introduction to Stewarding and five Steward Learning Series Modules, Introduction to Health and Safety and five OH & S Modules, Local Executive Training and Taking on Privatization.

The Fall School will be held October 20 – 25, 2019 @ the Coast Bastion Hotel in Nanaimo.

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 three general scholarships, one young worker and one diversity worker, one precarious worker who identifies as a woman and one for a precarious 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. Scholarship applications are included with the school packages that are distributed to all locals. The mandatory requirements are a copy of your current budget and Trustees report.

District Council/Local Workshops In Your Area

To sponsor for your District Council or Local, in your area, go to 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. We require a six to eight week notice for workshops.

Some of the most popular workshops since the last convention:

- Bargaining Workshops for sectors currently in Negotiations
- 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

A letter to all BC Region CUPE Local and District Councils was sent out February 2019 that outlines the procedures of workshop requests. Copies of this letter are available at our Education booth in the hall.

Local and District Council reports:

Local 703

SLS Training: March 26-29, 2019 (second week of spring break to facilitate book off)

- Introduction to Stewarding
- Duty of fair representation
- Grievance Handling
- Handling Discipline and Discharge
- Mediating Member to Member Conflict
- Note Taking
- Stewards and Health & Safety
- Solidarity with Indigenous Workers
- Creating Harassment Free Workplace

LET Training April 15-18, 2019

- Conflict Ready Executives
- Leading as a Team
- Leadership Essentials
- Essentials for Inclusive Unions

Currently we have eleven shop stewards, for now we have these workshops closed to outside locals but may open them up closer to the dates.

National Literacy Report

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”.

We focus on building 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 opportunities in multiple languages.

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

CUPE Local 1004

Steward training: All new stewards get signed up for intro to stewarding and we see anywhere from 5-10 new stewards each year. The local runs full day steward training sessions twice per year. During each session two modules of the Steward learning series are provided. Additionally, the Local holds monthly steward meetings where past course materials are reviewed.

Retirement planning: The retirement planning workshop is a popular course at the Local that regularly fills up. The Local opens this course to members from other Locals.

CLC winter school: Six delegates were sent to the CLC winter school.

Executive board training

The group took a full day educational with Touchstone Training to develop their theatrical approach to public speaking and was well received and hope that CUPE can introduce this approach into their public speaking workshop. New executive members are being signed up for L.E.T. training as they are elected.

Elections are currently ongoing so might have a number of new executives to be trained.

Local 3742

We fully support the Northern Area District Council and make every effort to send a new group of stewards to each training. We continue to reach our 80% new attendee target at each school.

Our members who attended the LET series presented in Quesnel on March 2019 brought amazing reviews back to our local. We also enjoy the NADC schools, as our delegates have the comfort of individual rooms and their own selection of venues at meal times.

Our local continues to host the Introduction to Stewarding using the Prince George area office facilities. A full class with waiting list was held in August 2018, and another course is being offered May 30-31, 2019.

Fraser Valley District Council

The Fraser Valley District Council has been putting together workshops that affiliated locals, as well as non-affiliated locals, need or simply just want to take.

We've been striving to organize a regular workshop program and are getting closer to some of our goals. Recently, and in the upcoming months, emails will be sent out asking all area locals to send us top five desired workshops. From those lists, we can

put together workshops that are in demand and will hopefully be filled with members eager to learn.

We welcome all locals to come and participate in workshops being hosted by the Fraser Valley District Council.

Metro District Council

November 21-22, 2018 courses were held at CUPE BC's new location. Introduction to Stewarding and Being an Ally were run. Unfortunately the OH&S Courses were cancelled for lack of registrations. There were a few glitches with the website and notification to locals regarding these courses. We are hoping to offer courses in the spring and fall of 2019. There was an interest in trustee courses however, CUPE no longer offers it. Instead those interested should look to the financial officer course.

Vancouver Island District Council

The Leadership Conference held from June 6-9, 2018 at the Vancouver Island University, Nanaimo Campus was an overwhelming success.

The keynote speakers were fabulous and their inspirational remarks set the tone for the conference.

We have been running workshops once again at the University Club at the University of Victoria and look forward to running more in the future.

The area offices in Courtenay and Nanaimo have held workshops as well. Several locals have requested and ran courses for their own members.

Northern Area District Council

Northern Area District Council is located in northern B.C. As this is a very large geographical area NADC members meet twice a year for a week long school and a bi yearly meeting. The weeklong schools are sponsored by one or two of the CUPE locals from the area.

In the fall of 2018 we met October 2-5 in Dawson Creek offering three courses, Steward Learning Series modules, Health and Safety, and Local executive training. We had approximately 40 members attended from our NADC area, even with the snow and cold. The scheduled spring school was a great success with over 60 members attending in Quesnel March 5-8 2019. Steward Learning Series modules, Financial Officers, Local Executive Training and Bargaining were offered.

Kootenay District Council

The KDC covers the East and West Kootenays, we meet four times per year. For many years in October we have held our All Presidents' Meeting. This year we held a stewarding workshop for new stewards and executive members.

While we had all of our new activists in Steward Learning, we held a collective agreement review with the Presidents and Vice Presidents. I was told that those who attended had a wonderful time while they learned of the new responsibilities and the how to file a grievance. There was a sense of excitement from the new activists.

The Presidents met together and went over many collective agreements with language that may have been "borrowed" for bargaining proposals. The All Presidents was a success once again, with the new activists and the "Old Dogs" spending two days together having a wonderful time, learning in class and out.

We have had a survey sent out and had a decent response. We have a plan as to which education we will be bringing to the KDC. The KDC has decided to have an education attached to each of our four meetings.

The first of these was held in February and the response from the attendees was almost gleeful. There will be two workshops for the May meeting - Financial Officers and Parliamentary Procedures. I can enthusiastically say the executive and membership are looking forward to the education that is coming into the Kootenays. Thank you so much for this truly rewarding experience.

Closing comments

We encourage all delegates to advise your locals and education committees to access the CUPE BC website to review the Education Calendar or Request a Workshop.

Your education committee thanks all locals and District Councils for their commitment to CUPE education for our members. With the support of union education, we can and will make a difference in our locals.

Thank you to CUPE National and CUPE BC in their ongoing support of union development and education.

Respectfully submitted:

Karen Wong, Chair
Alistair Maudray, Co-Chair
Susan Heard, Recording Secretary, Metro
Linda Anderson, CUPE 3742
Michelle Bennett, KDC
Sarah Carrier, Local 1004
Tracey Dahlin, Local 703
Deborah Mohabir, Local 15
Alexis MacPherson, Local 1091
Lori Pettigrew, NADC
Amy Smith, Local 1123
Dragan (Doug) Zoric, FVDC
Greg Burkitt - Staff Advisor
Vanessa Wolff - Staff Advisor

May 2019



“Let us think of education as the means of developing out greatest abilities, because in each of us there is a private hope and dream which, fulfilled, can be translated into benefit for everyone and greater strength of the nation.”

- John F. Kennedy