

# 2019 CUPE ATLANTIC WEEKLONG SCHOOL

**Sunday, October 27<sup>th</sup>  
to  
Friday, November 1<sup>st</sup>, 2019.**

This is a school for activists new and old, who want to take-on austerity, tackle #metoo, and strengthen their bargaining power.

Grow your local's ability to mobilize, learn how to be an effective leader; stop harassment and gendered violence in the workplace.



**The Wilds Resort  
299 Salmonier Line  
Holyrood, NL A0A 2R0  
709-229-5444**

<https://thewilds.ca/>

## Who Can Attend?

The school is open to all CUPE members.  
Please register online at:

<http://cupe.ca/union-education>

Class sizes will be limited to approximately 15-20 participants. Participants will be registered on a first-come – first choice basis.

## Code of Conduct

All participants are advised that a high standard of trade union behaviour is expected of them. All forms of harassment are unacceptable. Incidents will be dealt with in a fair and quick fashion and in accordance with the CUPE Code of Conduct. The CUPE Education Representative has the right to send participants home without refund for inappropriate behaviour.

## Scent-Free

Facilitators and participants are asked to refrain from using scented products while attending our workshops and meetings.

## Accommodation

Accommodation will be assigned on a first come basis. We have double and single occupancy hotel rooms booked for participant use. Please indicate your preference on the registration form.

## Meals

Please note on the registration form any special dietary needs you have. The registration fee includes all meals, accommodations and workshops. **All meals will be provided at The Wilds**

## 2019 CUPE ATLANTIC REGION WEEKLONG SCHOOL:

**REGISTRATION DEADLINE:  
September 23, 2019**

**FEES DEADLINE:  
October 4<sup>th</sup>, 2019**

## HOTEL ROOMS

\$1,000 - double occupancy  
\$1,300 - single occupancy

Please make cheque payable to:

**CUPE**

## MAIL PAYMENT TO:

2019 Atlantic Region Weeklong School  
CUPE Atlantic Regional Office  
271 Brownlow Avenue  
Dartmouth, NS B3B 1W6

## General Information

All participants are expected to attend the Opening and Closing Plenary.

We suggest that participants time their arrival on Sunday, October 27<sup>th</sup>, between 3:00 p.m. and 4:30 p.m.

**REGISTRATION for the 2019 Atlantic Region Weeklong School begins at 4:30 pm**

# WORKSHOP DESCRIPTIONS

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Please select one program.

Program 1:

## COMBATTING HARASSMENT, BULLYING, AND VIOLENCE AT WORK AND IN THE UNION.

All workers have a right to respect at work. Employers have a legal obligation to maintain safe and respectful workplaces. Everyone can participate to create a healthy environment - at work and in the union.

Combatting harassment, bullying and violence at work and in the union will help us to:

- define respect at work
- recognize harassment, bullying and violence
- identify the impact
- know how to get support and file complaints
- exercise the power of our collective agreements, policies and procedures and the law
- feel empowered to stop and prevent it

Please Bring...

- ✓ a copy of your employer's harassment/respectful workplace policy/procedures/program, if it exists

Program 2:

## LEADERSHIP ESSENTIALS, ESSENTIALS FOR INCLUSIVE UNIONS, BY-LAW ESSENTIALS AND PARLIAMENTARY PROCEDURES

Who am I as a leader? Who are we as a local union? How do we fit into the broader movement? Learn how to use the power of your elected position to build power and strengthen solidarity in the union, in the labour movement and in our communities.

Good bylaws are an essential component of a well-functioning local. In this workshop, participants will learn the principals of good bylaws and how to make sure the bylaws are in compliance with CUPE's national constitution. We'll also look at how clear language bylaws help our members get involved in the work of the union.

And, acquire the nitty-gritty of parliamentary procedures: the rules of order when chairing union meetings. Learn about the role of the chair and the different elements (motions, amendments, points of order, etc.). Get a chance to put the learning into practice.

Program 3:

## BARGAINING SOLIDARITY

This workshop uses an intensive roleplay to help union activists develop the skills they need to build and maintain solidarity throughout the bargaining process.

Discussions include analyzing internal and external forces that influence collective bargaining, identifying effective strategies

and tactics for engaging members, and thinking about ways to reach marginalized members.

Please Bring...

- ✓ a copy of your collective agreement
- ✓ a rain coat, umbrella and a heavy sweater or jacket
- ✓ personal sports gear i.e. hiking boots
- ✓ If you play a **musical instrument** – please bring it!



MC/js  
cope491



## CUPE NEWFOUNDLAND & LABRADOR SCHOLARSHIP

CUPE Newfoundland & Labrador is offering one **\$1200.00 scholarship** to Local Unions who wish to send a member to the 2019 Atlantic Region Weeklong School. This scholarship is offered to Locals with a small membership who would not normally send a participant due to costs involved in sending a Brother or Sister to the Summer school. **To be eligible, Locals must be affiliated with CUPE Newfoundland & Labrador and cannot be past recipients.**

Letters of application for the CUPE Newfoundland & Labrador Scholarship should be submitted through your Local Union Executive, no later than September 23, 2019 and faxed to the CUPE Atlantic Regional office (902) 455-5915 (Attn: Michelle Cohen) or mailed to:

Michelle Cohen  
Union Development Representative  
CUPE Atlantic Regional Office  
271 Brownlow Avenue  
Dartmouth, NS B3B 1W6

**PLEASE NOTE** any additional expenses incurred above the scholarship amount will be the responsibility of the individual and/or their Local Union.

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**Applicants of the above-noted scholarship will be notified** two (2) weeks prior to the 2019 Atlantic Region Weeklong School.



**CUPE NOVA SCOTIA**  
**MIKE MCNEIL**  
**WEEKLONG SCHOOL SCHOLARSHIP 2019**

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The CUPE Nova Scotia Mike McNeil Weeklong School Scholarship is awarded by CUPE Nova Scotia annually. The Scholarship will cover the cost of the registration fee for a single room for the purpose of attending the CUPE Atlantic Weeklong School.

**ELIGIBILITY:**

Nova Scotia CUPE Union Locals may submit the name of a member for this scholarship. The member must be in good standing with their local and the submitting local must be affiliated to CUPE Nova Scotia. Preference will be given to a local and member who has not previously received a scholarship for the weeklong school, and who would otherwise be unable to send a member to the weeklong school due to finances.

**DECISIONS:**

The decisions of the CUPE Nova Scotia Awards Committee will be final. CUPE Nova Scotia assumes no responsibility for applications or supporting documents lost, misdirected, or otherwise not received by the deadline. It is the applicant's sole responsibility to ensure that the application is made correctly, legibly and in a timely manner. **Late submissions will not be considered.**

**CONFIDENTIALITY:**

Member data is highly confidential and must be treated as such. CUPE Nova Scotia will always keep confidential the affairs of the membership. The names of the successful applicant may be published in official publications and/or the web site of CUPE Nova Scotia.

Applications **MUST** be received no later than the revised date of **September 23, 2019** and sent to:

**CUPE Nova Scotia Awards Committee**  
**271 Brownlow Avenue**  
**Dartmouth, NS B3B 1W6**  
**Fax: 902-455-5915**

**All inquiries regarding the scholarship should be directed to:**

Dianne Frittenburg  
CUPE Nova Scotia Award Committee Chair  
Email: [dfritt@icloud.com](mailto:dfritt@icloud.com)  
Phone: 902-521-7782



## CUPE NOVA SCOTIA

Mike McNeil

Weeklong School Scholarship 2019

### APPLICATION FORM

1. Name of Submitting Local:

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2. Name of Member Registered to attend the Weeklong School:

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Last Name	First Name	Middle Initial
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3. Address:

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Street and Number	City/Town	Province	Postal Code
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4. Telephone Number:

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Home	Work	Other
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5. Has your local attended the Atlantic Region Weeklong School in the past?

YES       NO

6. Have you or your local received the Atlantic Region Weeklong School scholarship in the past?

YES       NO

7. What benefit would be gained by your member and your local in participating in the 2019 Atlantic Region Weeklong School?

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8. Please submit the financial documents outlining the financial position of your local.

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I certify that the foregoing statements and information is complete to the best of my knowledge and hereby give authorization to CUPE Nova Scotia to verify any information given on this application.

Signature of Local President: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_