

# **CUPE Summer School 2025**



**Waskesiu, Saskatchewan  
May 25 - 30, 2025**

# Welcome to the 44<sup>th</sup> Annual CUPE Saskatchewan Summer School

## Who Can Attend?

The school is open to all CUPE members.

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

In order to provide the best learning environment, the Education Representative reserves the right to:

- cancel any course
- transfer or assign participants to any course
- limit the number of members any one local may send to a course

## Location

The School is in the resort of Waskesiu Lake located in Prince Albert National Park, north of Prince Albert.

## 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.

## Scholarship Program (see pages 7, 8 & 9 for details and application forms)

The following scholarships are available for CUPE members to attend the upcoming Summer School, **May 25 - 30, 2025.**

1. **CUPE SK - Glen Makahonuk Memorial Scholarship**
2. **L. 600 - Bruno Friebe Scholarship**
3. **CUPE SK – Equity-Seeking Groups Scholarship**

For information phone: 1-306-382-8262

**Send scholarship applications by e-mail to:**

Kim Draeger, Registrar  
CUPE Saskatoon Area Office  
250 Cardinal Crescent  
Saskatoon, SK S7L 6H8

E-mail: [kdraeger@cupe.ca](mailto:kdraeger@cupe.ca)

**Scholarship application deadline is  
Monday, April 21, 2025.**

# CUPE 2025 Summer School INFORMATION

## Accommodation

We have hotel rooms and cabins booked for participant use. Cabins have two separate bedrooms, a living and kitchen area with a private bathroom. Please indicate your preference on the registration form. No pets are allowed.

Accommodation will be assigned on a first come basis. If we are advised in advance, we will attempt to room non-smokers together, and also try to match you up with someone who shares the same personal schedule (i.e., those who like to socialize and those who prefer to retire early).

## Meals

Please note on the registration form any special dietary needs you have. Meals will be provided at the Hawood Inn.

**Please note, the registration fee includes ONLY the following meals:**

Breakfast:	Monday-Friday
Lunch:	Monday-Thursday
Supper/Banquet:	Thursday

## School Safety

CUPE National has a vaccine policy and you can read it [here](#). All staff and members are encouraged to complete daily self-screening before attending any CUPE event, and to stay home if they are exhibiting symptoms related to COVID-19, or any other infectious disease, including the flu, common cold, respiratory syncytial virus (RSV), etc.

Masking and physical distancing of six feet is encouraged, but no longer mandatory.

In registering for this event, it is understood that you agree to comply with any protocols that may be established.

## General Information

All participants are expected to attend the Opening and Closing Plenary Sessions at the Hawood Inn on Lakeview Drive. We suggest that participants time their arrival on Sunday, May 25, between 3:00 p.m. and 4:30 p.m.

## Scents and Fragrances

In response to the health concerns of our members and staff, CUPE has implemented a Scent-Free Policy at all of our workshops. Scented products such as hair spray, perfume and deodorant can trigger reactions such as respiratory distress and headaches. Facilitators and participants are asked to refrain from using scented products while attending our workshops and meetings. Thank you for your cooperation. Those failing to follow this policy may be removed from their class until they can comply.

## National Park Fee

As the location of the school is in the Prince Albert National Park, vehicles for all attendees will require a Park Pass. The cost is approximately \$45/person. Check the website for exact costs - <http://www.pc.gc.ca>

## Please Bring

- ◆ masks
- ◆ a copy of your collective agreement
- ◆ a rain coat, umbrella and a heavy sweater or jacket
- ◆ personal sports gear i.e., golf clubs, tennis racquet, etc.
- ◆ If you play a musical instrument – please bring it!

# CUPE 2025 Summer School

## SCHOOL AGENDA

### Sunday, May 25 – Hawood Inn (851 Lakeview Drive)

**School Registration** **3:00 – 5:00 p.m.**  
**(Just outside of the Kingsmere room, Hawood Inn)**

Check In	4:00 – on
Opening Session	5:00 – 6:30 p.m.

### Monday – Wednesday (May 26-28)

Breakfast	7:30 – 8:45 a.m.
Course Workshops	9:00 – 12:00 noon
Lunch	12:00 – 1:00 p.m.
Course Workshops	1:00 – 4:30 p.m.

### Thursday, May 29

Breakfast	7:30 – 8:45 a.m.
Course Workshops	9:00 – 12:00 noon
Lunch	12:00 – 1:00 p.m.
Course Workshops	1:00 – 4:30 p.m.

#### ***Banquet***

*Refreshments*

*Dinner*

*6:00 p.m.*

*7:00 p.m.*

### Friday, May 30

Breakfast	7:30 – 8:45 a.m.
Course Workshops	9:00 – 11:00 a.m.
Closing Session (Kingsmere Hall)	11:00 – 11:30 a.m.



# CUPE 2025 Summer School COURSE DESCRIPTIONS

Choose one course from the following four sessions.

## SESSION #1

### MITIGATION OF DISCIPLINE AND ACCOMMODATION CLINIC/BOOTCAMP

*Mira Lewis,  
CUPE Human Rights Representative  
&  
Andrew Restall,  
CUPE Legal and Legislative Representative*

Join Mira Lewis, Human Rights Representative, and Andrew Restall, Legal and Legislative Representative, in an intensive bootcamp that will work on two areas of work with your union: namely disciplinary mitigation and accommodations.

Part one of this summer school stream of work is the union's strategic use of "mitigating" circumstances – whether in discipline, grievance, or arbitration. The standards for mitigation will be considered and analyzed with a view to making them accessible, clear, and useful. Mitigation brings focus to those characteristics and circumstances, around a grievance or grievor, that can reduce or eliminate discipline. Knowledge of it is an essential element of grievance handling and having grievance meetings with an employer.

The Duty to Accommodate will be examined, and accommodations, both successful and flawed, will be reviewed.

**Pre-requisite:  
Introduction to Stewarding.**

## SESSION #2

### COMMUNICATIONS – WHEN YOU HAVE SOMETHING TO SAY OR HAVE TO SAY SOMETHING

*Tria Donaldson,  
CUPE Communications Representative  
&  
Katherine Norton,  
CUPE Research Representative*

Communications Representative Tria Donaldson, and Research Representative Katherine Norton will facilitate workshops aimed at improving your verbal communications, maximizing your chance of speaking in public and actually making sense!

Being required to provide quick responses based on reasoned thought and preparedness while still being clear and understood is one of our greatest fears. Presenting a knowledgeable and relaxed exterior while "speaking off the cuff" will be workshopped in various contexts, including media interviews speaking at a rally, meeting with your employer, and meeting with the government.

# CUPE 2025 Summer School COURSE DESCRIPTIONS

## SESSION #3

### LEADERSHIP IN LOCALS AND BETWEEN LOCALS

*Lori Sutherland,  
CUPE Regional Director, SK  
&  
Rebecca Noble,  
CUPE National Representative*

Lori Sutherland, Saskatchewan CUPE Regional Director, will join Rebecca Noble, National Representative, in offering a series of leadership courses designed to bring your local's needs and goals into focus. Consideration of how leadership needs change when working outside of CUPE, whether with other unions or in tandem with employers of government bodies, will be looked at.

The recognition of individual and group responsibilities, and the steps to bringing out the best in your union local teams will be the center of this important week.

## SESSION #4

### FUNDAMENTALS OF LABOUR LAW

*Dawid Werminski,  
CUPE Legal and Legislative Representative  
&  
Linda Dennis,  
CUPE Legal and Legislative Representative  
(retired)*

In this workshop, participants will learn the fundamentals of labour law as they apply to unionized workplaces in Saskatchewan.

Topics will include what locals and activists need to know about *The Saskatchewan Employment Act*, the union and employer's duty to accommodate, and the duty of fair representation.

Law, case decisions, and other jurisprudence will be discussed and reviewed, so participants can begin to understand more deeply their roles in the union legal framework and landscape.

**Pre-requisite:  
Introduction to Stewarding.**

# CUPE 2025 Summer School REGISTRATION DETAILS

**To register,  
please click on the button**



## **Summer School Fees:**

**“Early bird” registrations/cheques must be received by **March 24/25****

**Hotel Room – double occupancy - \$1,373 (“Early bird”); after Mar. 24/25 - \$1,499**

**Hotel Room – single occupancy - \$2,003 (“Early bird”); after Mar. 24/25 - \$2,192**

**Cabin – double occupancy - \$1,625 (“Early bird”); after Mar. 24/25 - \$1,814**

**No single occupancy is available in cabins.**

**Make cheque payable to: **CUPE****

## **Mail payment to:**

CUPE Summer School 2025  
c/o CUPE Saskatoon Area Office  
250 Cardinal Crescent  
Saskatoon, SK S7L 6H8

**Registration Deadline: **Monday, April 21, 2025.****

**NOTE: Your registration is not complete until payment is received. Payment must be received by **Monday, April 21, 2025** or your seat will be released.**

## **Refund Policy**

- ◆ up to Apr. 21: full refund
- ◆ after Apr. 21: no refund

**If you have any questions or issues with registration, please contact:**

Kim Draeger

CUPE Saskatoon Area Office

Phone: 306-385-3980

Email: [kdraeger@cupe.ca](mailto:kdraeger@cupe.ca)

# SASKATCHEWAN 2025 SUMMER SCHOOL



## APPLICATION FOR GLEN MAKAHONUK MEMORIAL SCHOLARSHIP

### CUPE SASKATCHEWAN DIVISION SCHOLARSHIP Glen Makahonuk Memorial Scholarship

- ◆ Covers the cost of registration, travel allowance, accommodation, per diem and lost wages.
- ◆ Local must be affiliated and in good standing with CUPE Saskatchewan.
- ◆ **If you have previously received a CUPE Saskatchewan Division funded scholarship, you are ineligible to apply again.**
- ◆ **Applicants must provide the committee with an essay of about 1,000 words on one of the following topics:**
  - Labour history of Saskatchewan.
  - Why aboriginal members should be active in the labour movement.
  - Why youth (age 29 and under) should be active in their union.
  - Why women should be active in their union.
  - Why gay, lesbian, bisexual, transgender or 2SLGBTQIA+ members should be active in their union.

**Local #:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**E-mail:** \_\_\_\_\_

**Home Phone:** \_\_\_\_\_ **Work Phone:** \_\_\_\_\_

### DETAILS

**Course Selection:** \_\_\_\_\_

**Scholarship deadline is Monday, April 21, 2025.**



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# SASKATCHEWAN 2025 SUMMER SCHOOL

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## APPLICATION FOR BRUNO FRIEBE SCHOLARSHIP

SPONSORED BY CUPE LOCAL 600-3  
Bruno Friebe Scholarship

- ◆ Available to CUPE locals that were not awarded this scholarship at Saskatchewan Summer School 2024.
- ◆ Offered by Local 600-3.
- ◆ The scholarship provides up to \$2,000.00. This amount is to help cover the cost of registration, lost wages (must submit proof to L. 600-3 Treasurer) and mileage (not to exceed L. 600-3 rates).
- ◆ Applicants must submit an essay of at least 250 words explaining which course/educational opportunity they want to attend and rationale on how it will benefit their local.
- ◆ **Available to CUPE locals with UP TO 50 full-time equivalent members.**
- ◆ A copy of your local's last **per capita payment** sent to National Office **must accompany your application.**

Local #: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

E-mail: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

### DETAILS

Course Selection: \_\_\_\_\_

**Scholarship deadline is Monday, April 21, 2025.**

# SASKATCHEWAN 2025 SUMMER SCHOOL



## APPLICATION FOR EQUITY-SEEKING GROUPS SCHOLARSHIP

### CUPE SASKATCHEWAN DIVISION SCHOLARSHIP Equity-Seeking Groups Scholarship

- ◆ Covers the cost of registration, travel allowance, accommodation, per diem and lost wages.
- ◆ Scholarship available to CUPE members of an equity-seeking group (you must self-identify).
- ◆ Equity seeking members are women, aboriginal and first nations peoples, members with a disability, workers of colour, and 2SLGBTQIA+ members.
- ◆ Local must be affiliated and in good standing with CUPE Saskatchewan.
- ◆ **If you have previously received a CUPE Saskatchewan Division funded scholarship, you are ineligible to apply again.**
- ◆ Applicants must submit a written letter outlining why they believe their participation in the course would benefit the local union and their development as an activist.

Local #: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Equity Group: \_\_\_\_\_

E-mail: \_\_\_\_\_

Home/Cell Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

### DETAILS

Course Selection: \_\_\_\_\_

**Scholarship deadline is Monday, April 21, 2025.**