



WEEKLONG SCHOOL FALL 2026

Nov 15 - 20, 2026

The Coast Bastion Hotel in Nanaimo, BC

Located on the traditional and unceded territory of the Snuneymuxw Nation

REGISTRATION AND INFORMATION

FALL SCHOOL REGISTRAR

David Fleming, Education Representative
Canadian Union of Public Employees
BC Regional Office
6222 Willingdon Avenue, Burnaby, BC V5H 0G3
Phone: 604-291-1940 / Fax: 604-291-1194
Email: dfleming@cupe.ca

COST

All accommodation will be booked as single occupancy only.

The cost per participant will include the following: weeklong workshop, single accommodation, and all meals (Sunday evening to Friday afternoon).

We will also be offering a minimum number of spots to Local members who do not require a hotel stay but would like to join a workshop. Sunday evening dinner and plenary along with daily lunches and snacks will be provided.

- Full Participant cost - \$2,200.00 (workshops, accommodation & meals)
- Local Participant cost - \$700.00 (workshops, lunch & snacks only)

Participants wishing to bring a spouse/partner and or child will have to pay an additional amount on top of the \$2,200.00 for them to participate in the meal option. The cost will be for the full week meal plan.

SPOUSE/PARTNER AND/OR CHILDREN

Spouse/Partner or child 14 years+ - additional \$700.00 for the week. Child 3 to 13 years old - additional \$350.00 for the week.

If you are bringing a spouse/partner or child when booking, please choose double occupancy and note in reason whom and full name of who you are bringing. If you are bringing up a child, please indicate their age.

REGISTRATION LINK

Click [here](#) to register for the CUPE 2026 Fall Weeklong School, November 15 - 20, 2026.

REGISTRATION DEADLINE - OCTOBER 9, 2026

Registration fees must be paid within seven days of registration. Please make the cheque payable to "Canadian Union of Public Employees" or "CUPE" (NOT CUPE BC).

REGISTER EARLY - LIMITED SPACE AVAILABLE

Registrations will be processed on a first-come, first-serve basis. Some classes fill up weeks before the registration deadline. Class size is limited.

We reserve the right to limit the number of participants from the same local in any workshop. Should there be an inadequate number of registrations for a workshop, it may be subject to cancellation at the registrar's discretion.

LOCAL UNIONS REGISTERING MEMBERS

Please provide the personal contact information for each individual member being registered for the school. We require this information to communicate with them about the school and to follow up with them about their dietary and accessibility needs. We also use this information to ensure their participation in education is noted and to provide them with the applicable certificates.

ARRIVAL TIME

Hotel check-in & school registration table will commence on Sunday, November 15th from 3:00 pm to 5:00 pm. Dinner will be served at 6:00 pm. The opening plenary will commence at 7:00 pm.

LOCATION

Coast Bastion Hotel
11 Bastion Street
Nanaimo, BC, V9R 6E4
250-753-6601

FOR YOUR INFORMATION

- Useful items to bring: Your collective agreement and local bylaws.
- All participants are expected to attend the opening and closing sessions as well as the daily workshops.
- Smoking is not permitted except in designated areas of the hotel.
- Pets are NOT permitted due to lack of pet friendly hotels rooms in block.

PARTICIPANTS BEHAVIOUR

All delegates to the Fall 2026 Weeklong School are advised that a high standard of behaviour is expected of them. The key word is RESPECT - respect for all participants, staff, and other people at the school and at the hotel. At CUPE's Weeklong Schools, all forms of harassment are unacceptable and will not be tolerated.

See CUPE's Code of Conduct [HERE](#).

The CUPE Weeklong School Registrar will deal with incidents in a fair and quick fashion and reserves the right to send participants home for inappropriate behaviour without a refund.

PRIVACY STATEMENT

To run our services, we need to collect personal information.

We acknowledge that this is important, personal information and we acknowledge the responsibility that comes with it. We take your privacy seriously. We will never sell, trade, rent or donate any information you provide us with. We honour all unsubscribe requests, whether automatically or by e-mail to webmaster@cupe.ca. We will not display your e-mail address publicly. We may contact you by e-mail about CUPE initiatives, as well as social justice and political action campaigns.

REFUND POLICY

There will be NO REFUNDS for registration cancellations as of October 21, 2026.

Please notify us prior to October 21, 2026, if a participant cannot attend.

After this date the registration cost is 100% non-refundable - no exceptions. If a participant will be coming late on Sunday evening, please contact the Registrar.

HEALTH REMINDERS

- Please stay home if you experience any cold or flu-like symptoms.
- Wash your hands for at least 20 seconds.
- Be respectful of others and their choices to wear a mask based on their own comfort level.
- Stay Healthy! Engage in responsible health practices such as avoiding touching eyes/nose/mouth with unwashed hands.

FALL 2026 WEEKLONG SCHOOL - WORKSHOP STREAMS

OCCUPATIONAL HEALTH AND SAFETY

The Union Education Department is excited to announce that the BC Federation of Labour Health & Safety Centre will offer an occupational health and safety workshop at this year's Fall School. More information about the BC Federation of Labour Health & Safety Centre and other workshops they offer can be found [here](#).

The Role of Unions in Workplace OH&S Advocacy

This workshop will provide participants with a solid worker-centred foundation in the essential principles of occupational health and safety (OH&S), ensuring the voices of workers remain at the heart of OH&S conversations. It is grounded in both provincial and federal OH&S legislation and is appropriate for members of joint health and safety committees, job stewards, local executives, and others seeking a solid framework in OH&S.

Key Learning Objectives:

- **Legislative Leverage:** Understand the application of relevant OH&S legislation to hold employers accountable and strengthen systems of internal responsibility.
- **Committee Excellence:** Analyze and implement the key elements of a high-functioning committee, from running effective meetings to ensuring timely resolution of health and safety issues.
- **Defending the Right to Refuse:** Strengthen the procedure for refusing unsafe work and develop strategies to overcome employer resistance and protect members.
- **Strategic Hazard Control:** Identify workplace hazards, assess risks, and develop, propose, and advocate for advanced, sustainable control measures and solutions.
- **Union Strategies for OH&S:** Determine opportunities where unions can assert their role in protecting their members

Participants will receive certificates for the following courses:

1. OH&S Committees Part 1
2. Risk Assessments
3. Hazard Identification & Controls
4. Committee Effectiveness

NOTE: This course is provincially accredited and qualifies for mandated employer provided OH&S training.

ADVANCED GRIEVANCE HANDLING: BUILDING THE BEST CASE FROM GRIEVANCE TO ARBITRATION

Here is a little-known fact about grievance arbitrations: they are sometimes won or lost even before any hearing dates are set. How a grievance is investigated, processed, and organized can have a huge impact. This workshop will teach participants about how to best prepare grievances to increase their locals' chances of success at arbitration.

Topics include: grievance investigation and witness interviews, with a focus on issues that arise in allegations of member-on-member harassment, advanced note-taking, duty of fair representation, grievance file management and what a file should include, the grievance procedure, timelines and corresponding with the employers, basic evidence and select advanced evidence topics, including surveillance and medical information, and an overview of the arbitration procedure including preliminary objections and hearings.

This advanced workshop is geared to experienced stewards, Lead Shop Stewards, and Local Executive members. Please bring your collective agreement and local bylaws. *NOTE: Participants will not learn how to present arbitrations.*

YOUNG & NEW LEADERS

This workshop is designed to equip young and new activists in the Union movement with the essential skills and knowledge to be an effective leader. Regardless of your level of experience in the labour movement, we are confident that you will gain valuable insights as we explore crucial topics such as workplace advocacy, bystander intervention, labour history, leadership essentials, organizing, bargaining, effective meetings, and local and global labour issues.

Delve into the strategic aspects of collective bargaining, where you'll learn to leverage union power for fair working conditions. You will discover your leadership potential and strategies to foster solidarity within your local union and community. You will learn the art of conducting efficient and inclusive meetings using parliamentary procedures. And lastly, we will explore the global impact of workers' solidarity and the interconnectedness of local and international labour issues.

Join us as we empower, educate, and lead towards a stronger union and improved working conditions for all.

EXECUTIVE LEADERSHIP

Strong, capable, and well-run local executives are the essential foundation for the success of our work as a union. This workshop stream will help you build the skills and knowledge you need to develop your local executive's capacity to work together and function effectively to connect with your members and build your local's power to address the challenges facing CUPE members.

Leadership Essentials

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.

Conflict Ready Executives

In this workshop, participants will explore:

- The value of conflict for effective groups
- How our beliefs about conflict shape how we respond
- The kinds of conflict executives struggle with
- Productive ways to resolve conflict on an executive

Planning for Member Engagement

Learn principles and processes to plan member engagement in your local.

Good Meetings

Have you ever sat through a meeting, either as a participant or a facilitator that you knew could be more focused, efficient, inclusive, or effective? We use Bourinot's rules of parliamentary procedure to make important decisions in a way that is fair. But sometimes a different kind of conversation is needed to be inclusive and build our movement. In this workshop, executive members learn how to find and lead the right process for the work that needs to get done.

Parliamentary procedure is an important part of our democratic process in CUPE. Some conversations are better had using other approaches. How do you decide when parli-pro is needed and when another approach could help? Build your facilitation skills for supporting effective and inclusive discussions, learn and practice some processes that you can use in your day-to-day work.

STEWARD LEARNING SERIES - INTRODUCTION

This is for NEW Shop Stewards, Introduction to Stewarding is included in this stream. Please bring your Collective Agreement.

Introduction to Stewarding

What does a CUPE steward do? If you are a new steward and want to learn how to help CUPE members solve workplace problems, this introductory workshop is for you! In this workshop, you will learn, investigating workplace problems, filing grievances, meeting with management, and dealing with workplace complaints.

SLS - Ally Skills for Stewards

Effective stewards are champions for human rights and equality. Explore what it means to be an ally, and ways that stewards can step up as allies in the workplace and the union.

SLS - Duty of Fair Representation

Learn about where stewards get their authority in the workplace, the duty of fair representation, and other labour laws that cover the workplace.

SLS - Handling Discipline & Discharge

Learn about key legal concepts and terms, and the role of stewards during an employer's investigation, when discipline is given, and during grievance meetings.

SLS - Notetaking

Why do I have to take notes? What kind of notes should I take? Are my notes private? Learn answers to important questions like these and practice notetaking.

SLS - What Stewards Need to Know About Arbitration

Although most grievances get settled, some go to arbitration. Learn about the arbitration process, terms, mediated settlements, and the role of the steward before and during arbitration.

STEWARD LEARNING SERIES - ADVANCED

This is for NEW Shop Stewards, however Introduction to Stewarding MUST be completed prior to the start of school. Please bring your Collective Agreement and Stewards Passport.

SLS - Handling Discipline and Discharge

Learn about key legal concepts and terms, and the role of stewards during an employer's investigation, when discipline is given, and during grievance meetings.

SLS - Conflict Skills for Stewards

Unresolved workplace conflict is stressful and weakens the union. Learn about the sources of workplace conflicts and how to choose a response that fits the situation. Practice conflict communication skills that will help you resolve conflict at work and in the union.

SLS - Duty of Fair Representation

Learn about where stewards get their authority in the workplace, the duty of fair representation, and other labour laws that cover the workplace.

SLS - Ally Skills for Stewards

Effective stewards are champions for human rights and equality. Explore what it means to be an ally, and ways that stewards can step up as allies in the workplace and the union.

SLS - Disability and Ableism in the Workplace

Explore what ableism is, how to recognize it, and ways to address it. Learn about how to make your workplace and union accessible to workers with visible and invisible disabilities.

SLS - Creating Accommodation-friendly Workplaces

Learn the legal framework for the duty to accommodate, what a good accommodation process and plan look like, and what to do if the employer is not willing to provide reasonable accommodation.

SLS - Representing Members in Front of Management

This module equips stewards to be proactive when meeting with management. Learn tips for effective meetings and build confidence by practicing meeting solutions.

SLS - Growing Our Mobilizing Power

Stewards can play a key role when the union needs to mobilize our members - whether it's to support the bargaining committee or stop the employer's attempt to contract out our work. Learn basic mobilization theory and explore how stewards can tackle workplace problems in ways that engage more members and build the union's power.