



CUPE Vancouver Island District Council

Leadership Conference

June 6 – 9, 2018

Vancouver Island University, Nanaimo



Conference Highlights

- **Showcasing Leadership**
- **Political Action**
- **Celebrating Women & Diversity**
- **Understanding the Past**
- **Dynamic Keynote Speakers**

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Conference Information

Organizing Committee: Amber Leonard, Sarah Fairbrass, Sherrene Ross, Steve Fielden, Karen Garrett, Keith Todd, Martha Higgins, Heather Scarisbrick, Deborah Hopper, Laurie Whyte

Welcome to the 2018 Leadership Conference hosted by CUPE Vancouver Island District Council. We hope you have a wonderful experience learning, participating and growing, both as a union activist and a person!

Who Should Attend:

- Shop Stewards
- Executive Officers
- Any member interested in advanced union education

Benefits of Attending:

- Learning new skills and abilities
- Advance your union knowledge
- Expand your network of union activists
- Energize and Recharge

Conference Includes:

- Exciting Educational Workshops
- Prize draws and conference tote bags
- Evening entertainment
- Reception and social
- Participation in Nanaimo Pride Parade
- Dorm Style Accommodation
- Meals



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Schedule Information

Schedule of Events:

Wednesday June 6th

3:00 pm – 7:00 pm	Registration
7:00 pm – 8:30 pm	Plenary (all delegates to attend) Aboriginal welcome Opening Remarks –Trevor Davies, Secretary Treasurer, CUPE BC Guest Speaker – Joey Hartman Keynote Speaker
8:30 pm – 11 pm	Social

Thursday June 7th

7:30 am – 8:30 am	Breakfast
8:00 am – 8:30 am	Late Registration
9:00 am – 10:00 am	Workshops
10:30 am – 10:45 am	Lifestyle Break
12:00 pm – 1:30 pm	Lunch
1:30 pm – 3:00 pm	Workshops
3:00 pm – 3:15 pm	Lifestyle Break
3:15 pm – 4:30 pm	Workshops
5:00 pm – 6:00 pm	Yoga (pre-registration required)
6:00 pm – 7:30 pm	Dinner (Buffet Style)
7:00 pm – 8:30 pm	Table Talk with Adrienne Smith – Everyone Welcome

This is an awareness-raising workshop on the challenges facing trans workers in communities, workplaces, and unions. How can unions work to end discrimination and support our trans members? This introductory talk includes and overview of appropriate words to use, existing legal protections, and what we as union activists can do to make sure our workplaces and our unions are as inclusive as possible to transgender, non binary and gender non-conforming folx.

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7:00 pm – 9:00 pm

KAIROS Blanket Exercise with VIU Elders

(Sign up at registration – Maximum 25 people)

The KAIROS Blanket Exercise is a reconciliation workshop that uses blankets to represent the lands of what is now called Canada, and the distinct cultures and nations that live on those lands to this day. Participants represent the First Peoples. When they move onto the blankets, they are taken back in time to the arrival of the Europeans. The Narrator and facilitators will work with the participants to read a script while the exercise goes through the history of treaty-making, colonization and resistance that resulted in the nation we today call Canada.

7:30 pm – 10:30 pm

Games Night - Some board games provided

Friday June 8th

7:30 am – 8:30 am

Breakfast

9:00 am – 10:00 am

Workshops

10:30 am – 10:45 am

Lifestyle Break

10:45 am - 12:00 pm

Workshops

12:00 pm – 1:30 pm

Lunch

1:30 pm – 3:00 pm

Workshops

3:00 pm – 3:15 pm

Lifestyle Break

3:15 pm – 4:30 pm

workshops

6:00 pm – 7:00 pm

Dinner

7:00 pm – 9:00 pm

Evening Events

- Tutu Workshop with Sandra Bowes (pre-registration required)
- Bus Decorating/Pride Sign Making (everyone welcome!)

Saturday June 9th

7:30 am – 8:30 am

Breakfast

CHECKOUT PRIOR TO 9 am

9 am – 10:00 am

Closing Plenary

10:15 am

Load on Bus for Pride Parade (Sign up)

11:00 am

Pride Parade

1:00 pm

Bus back to VIU

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Guests



Trevor Davies

Trevor Davies is Secretary-Treasurer of CUPE BC. He was first elected as General Vice President in July of 2010 after serving on the executive board since 2009. He is the former President of CUPE Local 374, representing more than 600 members in six municipalities in the Greater Victoria area.

Davies has been involved in a number of CUPE BC committees including Environment, Municipal, Young Workers, OH & S and Library Committees.

Trevor has been involved in the past with the BC Federation of Labour as a Facilitator for the High School OH & S project, as a volunteer, working on the \$10 minimum wage campaign and speaking at public hearings on the New and Young Worker Regulation reviews with WorkSafe BC.

He is currently alternate Trustee for the Municipal Pension Plan since 2014.

Davies is also an alumnus of the University of Victoria, the Labour College of Canada and the Governor General Leadership Conference.



Joey Hartman

Recently retired, Joey was the first female President of the Vancouver District Labour Council representing 60,000 workers who belong to over 110 affiliated unions in the Vancouver area.

Joey's experience as a labour and community activist began on the picket line during a 14-week Vancouver area civic strike in 1981. That strike resulted in some pay equity redress. She is also keenly interested in labour history, international solidarity and broad based community organizing.

While VDLC president, Joey is on leave from her position as staff representative with the Hospital Employee's Union where she handled grievances, arbitration, negotiations, local building and other matters.

Joey also serves on several boards including:

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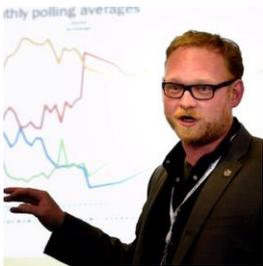
- BC Labour Heritage Centre
- Pacific Northwest Labour History Association
- On-to-Ottawa Historical Society
- SFU Labour Studies Program Advisory Committee
- Metro Vancouver Alliance
- United Way of the Lower Mainland
- BC Employment Standards Coalition

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Facilitators



Nathan Allen

Nathan's work experience includes serving as Ministerial Assistant to Minister Jenny Kwan in the Ministry of Community Development, Co-operatives and Volunteers in the last BC NDP Government; as a fundraiser, organizer, communicator, and manager in a multitude of federal, provincial and municipal elections; as a front line mental health and addictions outreach worker with PHS Community Services Society; and as Manager of Pigeon Park Savings (Vancity branch 48) that continues to provide financial services to low-income residents of Vancouver's Downtown Eastside.

Nathan was also coordinator of the campaign to stop the Harper government from closing InSite, North America's first supervised injection site.

His most recent campaign experience was as the Campaign Manager for the BC NDP's Melanie Mark, successfully elected in 2016 in a by-election in Vancouver-Mount Pleasant, and as the Regional Manager for all Vancouver BC NDP campaigns in the 2017 BC election.

In 2013, Nathan was awarded a Queen's Diamond Jubilee Medal for community service by then Member of Parliament Libby Davies. He currently works as the Community Elections Coordinator for CUPE National in BC



Joey Hartman

Joey's experience as a labour and community activist began on the picket line during a 14-week Vancouver area civic strike in 1981. That strike resulted in some pay equity redress. She is also keenly interested in labour history, international solidarity and broad based community organizing.



Robin Folvik

Robin Folvik is a writer, holds a degree in Women's Studies, and is currently working on a number of projects focusing on the history of work and workers in British Columbia.

Robin is a founding member of the Graphic History Collective. She has a love of learning, a strong background in history and women's studies, with a focus on feminist histories, and British Columbia's working people, labour struggles, and social movements.

Robin has a passion for translating academic knowledge to reach a broader public, and has worked on films, curriculum development, walking tours, and public history installations through her position as Research Director at the BC Labour Heritage Centre, where she has worked since 2008.



Adrienne Smith

Adrienne Smith is a human rights activist and drug policy lawyer. Adrienne currently works as a Regional Representative for the Canadian Labour Congress, where they deliver union education; support the work of regional labour councils; and work to win a Pharmacare plan for everyone.

Adrienne lives and works in the Downtown Eastside where they are working to reduce the harm which law causes on marginalized communities.

Their recent work involves litigation and advocacy on behalf of drug users, prisoners in provincial correctional facilities, and transgender people. They made arguments about the deleterious effects of mandatory minimum sentences on women, aboriginal offenders and drug users at the Supreme Court of Canada and the BC Court of Appeal, in their first two years of call.

They recently settled a BC Supreme Court case which changed provincial prison policy and secured access to opiate replacement therapy for prisoners in BC jails.

They spoke at the Vancouver School Board and Park Board meetings in support of trans inclusion policies. As part of a group of activists they worked to introduce trans inclusion policies in their political party at the provincial and federal levels.

They volunteer in a summary legal advice clinic as part of the Catherine White Holman Wellness Centre, a community health and wellness program organized by and for transgender people. At the centre, they give free human rights, criminal, family, and employment law advice, and notarize name change forms. They also participated in producing the transrightsbc.ca know-your-rights web tool, and they run workshops on this and on other legal issues for service providers and members of their community.



Carlos Carvalho

Starting as a CUPE BC Young Worker Activist 13 years ago and now as a Regional Representative for the Canadian Labour Congress.

Carlos has a passion for communication, community, engagement and education. He currently holds positions both provincially and federally on NDP executives as well as being an executive member of The Union Protein Project and the CLC Representative on the BCFED Education Committee. You can hear more from Carlos on the Labournauts Podcast or by following him on social media @sayhitocarlos



Gayle Nye

Gayle Nye is Labour Coordinator with United Way Greater Victoria.

Previously as a member of the BC Government and Service Employees Union she was an elected officer and Staff fulfilling the positions of Women's Advocate, Equity & Human Rights and Education Officer.

What Gayle enjoys most is working within the labour movement and facilitating for social justice and change. The opportunity to work with CUPE BC is much anticipated and appreciated.



Vanessa Wolff

Vanessa M. Wolff is an Education Representative, working out of the BC Regional Office. Prior to coming on staff, she was a CUPE member from Local 2316, Children's Aid Society of Metropolitan Toronto, the largest Child Welfare Agency in North America. There she worked in a variety of roles and was active in her Union as the chair of the Health & Safety Committee on the Executive Board.

Vanessa has always had a passion for Health & Safety, after receiving her first workshop, which familiarised her with her rights in the workplace. That became the flame which ignited many lights in a world which she had never opened the door too.

As a former foster parent of special needs children, she is very much aware of the struggles that exists in the school systems between services that are needed for the children; lack of proper support systems for mental health issues; and balancing the rights of workers for a safe workplace and a job.

Vanessa, immigrated from the Netherlands in 1987 where she worked with the Ministry of Justice. In Holland, there were various systems in place to protect workers from violence in the workplace, and it was a shock when she arrived here, that there was minimal protection for the workers or that they would not exercise their rights.

She is an advisor for the CMHA (Canadian Mental Health Association) on promoting the CSA National Standard on 'Psychological Healthy & Safe Workplaces'.

Sits on the Board of the BCCLA (BC Civil Liberties Association), where she has some soul-searching moments over the past three years, dealing with issues of solitary confinement, dying with dignity – on doctor assisted suicide, policing issues and second-class citizen issues.

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Sarah Bjorknas

Sarah is a 25 year member of CUPE Local 23 – Burnaby Civic Employees Union, where she represents Library workers as a Vice President. Sarah has been proud to serve on CUPE local, provincial and national committees for the past 14 years. Sarah is also the Recording Secretary for the metro Vancouver District Council.

As one of three CUPE BC Regional Vice Presidents for Metro Vancouver, she is the chair of both the Municipal and Pensions committees.

As a community activist with a broad range of interests, Sarah tries to bring a critical and intersectional lens to the issues at hand. Building bridges and removing barriers in the pursuit of social justice are what inspire her and give her energy.

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Workshop Options

Note: Select one (1) 12 hour workshop OR 1 bundle of four (4) three hour workshops

Workshop # 1: (12 hours)

- Political Action

Workshop # 2: (12 hours)

- Our History As Labour

Workshop # 3 (12 hours) CLC

- Union Engagement Bridging to Community

Workshop # 4 (12 hours) CLC

- Steward Training Level 2

Workshop # 5 (12 hours – 4 modules)

- Understanding Mental Health (3 hours)
- Creating Psychologically Healthy Workplaces (3 hours)
- Understanding Mental Injuries at Work (3 hours)
- Violence Prevention in the Workplace (3 hours)

Workshop Descriptions

Workshop 1: Political Action (12 hours) – Nathan Allen

Workshop participants will learn fundamentals of political action and election campaigns, including:

Why we should be involved in local politics, recruiting and endorsing candidates, campaign communications, working with civic parties and community coalitions, and mobilizing your members to participate in campaigns.

- ✚ Is Your Local ready for the 2018 Municipal Elections?
- ✚ Do you have labour friendly Councillors or Trustees you would like to see elected?
- ✚ Considering running yourself but want to learn more about campaigns?

Workshop 2: Our History As Labour (12 hours) – Joey Hartman & Robin Folvik

Knowing the history of workers and their unions in our region gives context to current struggles and helps us to strategize for the future.

This workshop begins with the indigenous economies that existed long before colonization, and continues through to important events and themes from the 19th and 20th centuries to contemporary issues.

Emphasis will be on Vancouver Island, and in particular the coal mines and martyrdom of Ginger Goodwin in 1918. The often-forgotten significance of racism, women's history and LGBTQ+ issues and influences will also be covered through a variety of informative and creative modules.

Workshop 3: Advanced Steward Training (12 hours) – Adrienne Smith

This is a workshop for experienced activists looking to dive deeper into the legal and practical challenges of stewarding. This course will include:

- ✚ A review of basic stewarding skills
- ✚ Anatomy of a grievance
- ✚ Key legal concepts stewards should know; including Duty to Accommodate and Non Culpable Absenteeism
- ✚ Investigation basics
- ✚ Overview of relevant workplace legislation
- ✚ Research pointers for activists

NOTE: Stewards must have completed Basic Stewarding and should bring a phone or laptop capable of connecting to the internet and a copy of their collective agreement

Workshop Descriptions (cont'd)

Workshop 4: Unions Engagement Bridging to Community (12 hours) – Carlos Carvalho & Gayle Nye

For both new and experienced activists, this workshop is intended to give participants tools to better engage and activate fellow union members

- ✚ Learn new organizing skills, survey techniques and communication tips
- ✚ Gain a better understanding of how to access engagement opportunities within the community
- ✚ Learn from each other by sharing our stories and experience

Workshop 5: (Bundled Workshop) NOTE: Four workshops below are One (1) Bundle

Creating Psychologically Healthy and Safe Workplaces (3 hours) - Steward Learning Series

What is a psychologically healthy and safe workplace? Learn to identify the psychological hazards in the workplaces, and the role of the steward in eliminating psychological hazards.

Understanding Mental Health (3 hours) - Steward Learning Series

Explore the steward's role in supporting and representing members around mental health and mental illness. Learn what to do about stigma, and how to approach a conversation with a member about a possible mental health issue.

Violence Prevention In The Workplace (3 hours) - Health & Safety Learning Series

This module examines the risk factors that lead to violence in the workplace, and the employer's obligations around making sure that proper safeguards are in place to prevent members from being exposed to and injured by violence while at work. We will examine relevant health and safety law, and start to develop strategies to make our workplaces safer.

Solidarity Beyond Borders (3 hours) – Health & Safety Learning Series

Health and safety standards are starkly different around the world. Trade deals signed by our government not only keep workers in other countries down, but can also hurt Canadian workers. This module examines a few of the socioeconomic and political realities of the global workforce to illustrate how poor health and safety laws around the world make it harder for us to bring positive change to workers in Canada.

Optional Workshops (Sign Up at Registration)

NOTE: Pre-Registration for After Hours Sessions Will Be Available upon Check-In

Yoga - Relax, Unwind, Refresh



Date: Thursday June 7, 2018

Time: 5:00 PM – 6:00 PM

Cost: \$5.00

KAIROS Blanket Exercise with VIU Elders – See Description Under Schedule Information



Date: Thursday June 7, 2018

Time: 7:00 PM – 9:00 PM

Table Talk with Adrienne Smith – See Description Under Schedule Information



Date: Thursday June 7, 2018

Time: 7:00 PM – 9:00 PM

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Tutu Making – with Sandra Bowes

Let's Get Together for Some Fun! If you Can Tie Your Shoe, You Can Make a Tutu



Date: Friday June 8, 2018

Time: 7:00 PM – 9:00 PM

Cost: \$15.00

Pride Bus Decorating/Sign Making



Date: Friday June 8, 2018

Time: 7:00 PM – 9:00 PM

Cost: none

VIU Accommodations

Accommodation Information: Vancouver Island University Nanaimo Campus

Accommodation rooms are included as part of your conference registration. On the registration form you will find a place to indicate Quad or Townhouse type accommodation, as well as a place to indicate choice of people to share with if you have a preference

All Accommodations Include:

- Linens & towels
- Complimentary shampoos
- Complimentary tea & coffee
- Free parking at residences
- Breakfast

Townhouses:

- Common area on main floor
- SINGLE rooms with shared bathroom (2 bedrooms share 1 bathroom)
- Each townhouse has a common kitchen and lounge
- Kitchens equipped with stove, microwave & coffee maker
- Lounge has TV/DVD player/basic cable service

Apartment Style Quads:

- Each quad has 4 SINGLE bedrooms and 2 bathrooms
- Each quad has a common lounge and kitchen
- Kitchens equipped with fridge, stove, microwave, dishwasher, toaster, kettle & coffee maker
- Lounge has a TV with basic cable service

Other Features:

- Spectacular views
- On-site laundry
- Ample FREE guest parking
- Internet terminals and Wireless Access
- Outdoor basketball & sand volleyball
- Picnic tables and BBQ's



VIU Campus Map

900 Fifth Street, Nanaimo, BC, Canada V9R 5S5



Building Reference

105 Equipment Storage	190 Gymnasium	345 Faculty of Arts & Humanities Classrooms
108 Trades Discovery Centre	193 Students' Union / Students' Union Pub	350 The High School at Vancouver Island University
110 Heavy Mechanical / Carpentry Shop	200 Student Affairs	355 Arts & Sciences
115 Electrical Technologies Complex	205 Academic & Career Preparation	356 Education / Social Sciences
120 Facilities Services & Campus Dev.	210 Health & Science Centre	359 Offices
130 Welding Shop	250 Faculty of Management Centre	360 Math / Chemistry
140 Storage	255 Centre for International Education	365 Log Cabin
150 Automotive Shop	300 Administration / Cafeteria - Main	370 Environmental Sciences
155 Motorcycle / Marine Shop	305 Library / Campus Store / I.T. / Print Shop	373 Centre for Shellfish Research
164 Hairdressing / Barbering	310 Theatre / University Relations	375 Hatchery / Tank Farm
165 Classrooms	315 Physics	376 Aeration Tower
170 The Gathering Place	320 Music	380 Fisheries & Aquaculture / P.I.A.F.
177 Offices	325 Visual & Applied Arts	385 Soils Lab (A.E.R.L.)
179 Offices	330 VIEW Gallery & Exhibition Centre	390 Header House
180 ASTEC	335 Childcare / Offices	391 Greenhouse
185 Bakery / Cafeteria - Lower	340 Faculty of Arts & Humanities Offices	395 International Centre for Sturgeon Studies

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Conference Registration

1. Complete registration form and submit **with payment** to:



Shareen Witt
#6 – 204 North Island Highway
Courtenay, BC B9N 3P1
P: 250.331.0803
F: 250.331.0868

Registration Fee (with accommodation): \$400 includes all meals

Registration Fee (without accommodation): \$ 200 includes only lunch and dinner

Make Cheque Payable to: CUPE Vancouver Island District Council

Registration Deadline: May 18, 2018

2. Please select your first and second workshop choices. All efforts will be made to place each delegate in their preferred workshop selection, but workshops will be filled on a first come first served basis

Selection 1: Workshop # _____

Selection 2: Workshop # _____

3. Indicate Accommodation required or NOT required : Circle One (1) Required Not Required

4. Accessibility

Please indicate if you have any accessibility requirements Yes No

Please Describe Requirement _____

5. Food Allergies – Please list _____

6. Are you willing to be a First Aid Attendant – If yes please complete first aid registration form and submit at registration Yes No

NAME & LOCAL # _____

VIDC LEADERSHIP CONFERENCE REGISTRATION FORM

Name	Local
Phone (Home)	Phone (Cell)
Email	
Address	Emergency Contact Name
City	Emergency Contact Relationship
Postal Code	Emergency Contact Phone
<p>Accommodation Registration Please check one (1) of the options below *All attempts will be made to fulfill your request but with no guarantees</p>	
Accommodation Required 	Accommodation NOT Required 
<p>Townhouse Accommodation</p> <ul style="list-style-type: none"> ➤ Common area on main floor ➤ SINGLE rooms with shared bathroom (2 bedrooms share 1 bathroom) ➤ Each townhouse has a common kitchen and lounge ➤ Kitchens equipped with stove, microwave & coffee maker ➤ Lounge has TV/DVD player/basic cable service 	<p>Quad Accommodation</p> <ul style="list-style-type: none"> ➤ Each quad has 4 SINGLE bedrooms and 2 bathrooms ➤ Each quad has a common lounge and kitchen ➤ Kitchens equipped with fridge, stove, microwave, dishwasher, toaster, kettle & coffee maker ➤ Lounge has a TV with basic cable service
Townhouse Accommodation – Please check one (1) 	Quad Accommodation – Please check one (1) 
Preferred Room Mate	Preferred Room Mate(s)

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2018 Leadership Conference

First Aid Attendant Volunteer Form

Name _____

Workshop _____

Contact # _____

Building _____

Room # _____

Type of First Aid Certificate Held & Expiry Date

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