

CUPE Local 973

Conference/Education Course Written Report

The CUPE Local 973 Education Policy states that members funded to participate in conferences/education are to provide a written report of the program they attended and to do so before being reimbursed for expenses.

Course/Conference Name: CUPE Ontario Fall School 2018

Course Date: Nov 13-18, 2018 Location: Sheraton Centre, Toronto

Participant Name: Jane Reble City County

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Narrative (or attach report):

The Local Executive Leadership training covered 5 topics:

- ① Leadership Essentials (with reference to preparing local by-laws)
- ② Leading as a Team
- ③ Financial Essentials
- ④ Parliamentary Procedure
- ⑤ Duty to Fair Representation

Key foci/reminders/learnings:

- transparency + accountability builds trust
- identifying and utilizing differences is important in building a team + facilitating discussion at meetings
- disagreement is a positive and discussion about disagreements is encouraged in building towards good decisions
- providing members with a budget builds understanding + helps in articulating purpose + goals (over)

Attendee Signature: Jane Reble

Date: Nov 30/18

<https://973.cupe.ca/>

Considerations in reviewing by-laws & processes:

- CRA is extra sticky about T4's being generated for amounts over \$500
- monetary gifts to members are not appropriate (and a contravention of CRA rules)
- consider including a clause about remuneration for needed caregiver remuneration to encourage participation in union events (+ fair treatment)
- specify how + for what union credit card is used
- consider by-law on how interest from investments can be used
- having attendance at meetings as requirement for running for ~~election~~ office is now considered a barrier - reconsideration of the rule is recommended