WRITTEN REPORT for CONFERENCES and EDUCATION COURSES

CUPE Local 973

The CUPE Education policy states that members funded to participate in conferences or education courses are to provide a written report of the program they attended and must do so before being reimbursed for their expenses. Please complete this form and forward to the Recording Secretary. Also include it with your Expense Reimbursement and Mileage forms (if applicable) and forward to theTreasurer-Secretary, for processing.

Conference/Course Name: Fall School, Leadership Essentials

Course Date: October 27 - November 1, 2026

Location: Sheraton Centre, Toronto

Member Name: William Turman ☑ City ☐ County

Phone Number: 647-822-3739

Email Address: president@cupe973.ca

Summary Report:

this course covered several important topics for effective leaders ovre the day. The topics included:
- Duty of Fair Representation: We learned about the Union's legal responsibility as member's sole representation ,and how we can ensure that we are not acting in an arbitrary, discriminatory, and bad-faith manner
- Leading as a Team: we learned about the different strengths of teammembers (Doer, Visionary, Nurturer, Analyst), and how to make sure that everyone is able to contribute.
- Essentials for an inclusive Union: We learned about privilege, unconscious bias, and how we can work to overcome barriers to ensure that everyone has a seat and a voice at the table.
- Leadership Essentials: We learned about burnout, how we can use our social, positional and personal power, and to identify other leaders in the Union.
- Good Meetings: this workshop went over how to lead good meetings of all kinds, including by sending out an agenda, following procedure, ensuring that everyone has a chance to contribute, having the right people in the room, and how to reach a comfortable consensus with disagreement
- Conflict-ready Executives: all teams have conflict, and that's not always a bad things. It's important to work through conflict to build trust and be more effective as a team.

Member Signature: William Turman _____ Date: November 19, 2026