

CUPE 2081 Education Coordinator Report

Sept 3rd 2015

I am happy to report the revival of our CUPE SD and JAJEC lunchtime workshops! They were a big success. We will offer these workshops again in the fall so don't worry if you were not able to attend. There will be many more to come. We are always interested in what you think about the format, content etc. Feel free to share any ideas you have for other workshops via email: cupe2081@camosun.ca OR grante@camosun.ca

I am currently working on a *Handbook* for members that will serve as a more detailed FAQ regarding Staff Development application Do's and Don'ts. There are complexities with SD that are still presenting problems and providing more guidance on this multifaceted topic is important. Something to consider-CUPE's stance is, and always will be, if the employer benefits directly from the training/conference/convention such as coming back with tools to help you do your job in a more efficient manner, and those duties are listed directly in your job description, then the employer should pay for this training. This means supporting members by providing paid time off, 50% department participation or covering the cost of a course in its entirety. Remember, our SD money was bargained for in good faith in lieu of a pay raise and is intended to be used by the membership not the employer. It is not intended to be used to train the workforce. Please keep this in mind when you review possible learning opportunities. As always, feel free to contact me before you submit an application or seek pre-approval of your application if possible. This will help alleviate the potential financial hardship that may occur if we wind up in disagreement with the employer about an activity.

Unfortunately, several members were denied access to the staff development fund for a variety of reasons over the last few months. Some denials are reasonable and others are not. Your executive is working to resolve these issues but we have to acknowledge it is going to be a bumpy laborious road to resolution. We understand this has created hardship for some, frustration for others and unfortunately not all negotiations on this topic with the employer are fast and easily resolved. If you have any questions or concerns please feel free to contact me or the CUPE office. It has been my honour to continue to support the membership in gaining access to learning opportunities and I look forward to bringing you more events in the months to come.

Erynne Grant

Education Coordinator CUPE 2081

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