

ANNUAL REPORT – EDUCATION

Greetings,

What a whirlwind year! When I stepped into the final year of a 2 year term, I had no idea what a rollercoaster I was getting on board. It has been exciting and I am honoured to have been able to serve. I have worked hard to assist in stream lining the staff development application process but there is still work to be done. The online application process was launched with success as well as the monthly email reminder for applications. If you prefer to send hard copy applications you are always welcome: c/o CUPE SD HR. The guidelines attached to the form detail the steps to follow and should assist in answering some questions.

An important change: *duplicate applications no longer need to be sent to the Union office.*

Members are better served when they keep copies of applications and receipts for themselves. This has helped avoid any potential loss of important documents. Additionally, there isn't the room to store all those applications for +600 members! With any new process there have been challenges. If you have any comments or concerns about emailing your application, please let me know. Feedback helps make sure our community is served in the best way.

We have processed more than 600 applications for CUPE SD this year! This is up 10% from last year. Did you know our \$2000.00 allotment was negotiated in lieu of wages? This is a benefit that so many people enjoy. If you have any questions about the application process, need guidance prior to submitting a request or just have a question-give me a call or email me. I am always happy to help. We rebooted our *Lunch and Learn Workshops* starting with Staff Development and JAJEC (job evaluation). It is my goal to continue these much appreciated sessions. Is there something else that would interest you? If so, let me know! CUPE also participated and provided partial funding for *Leading Effective Teams*. This workshop was well attended and the feedback was positive. We will be providing this opportunity again in late spring 2016. A *Mindfulness-Based Stress Reduction* workshop will also begin registration soon. Our good friends in the Centre for Learning and Development will provide supports for registration. Additionally, I have been invited to form a *Learning and Development Working* group with CCFA and HR. We are looking for learning opportunities, too collaborate when possible and develop new workshops in the future. As well, we continue to research ways to bring workshops and learning opportunities in-house. This is a work in progress but I am excited about the potential.



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The education portfolio has been rewarding but not without its challenges. In order to better understand what opportunities you would like, we need to know what you wish to see. A simple and short survey will be coming out this spring. Please take the time to complete it. Your feedback is helpful and will guide our decision making in the year to come. Also, there will continue to be targeted union training for members that request it. This education helps build a strong understanding of the importance of trade unionism. It supports members in the workplace, provides tools that assist in conflict resolution and leadership and teaches new members of the importance of unions and community service. Union meetings are when we bring forward opportunities for education - so come out when you can.

Thank you for allowing me the opportunity to participate and I look forward to continuing to serve our local into the future.

Sincerely,

Erynne Grant