



REPORT

REPORT – EDUCATION

Nov 20, 2018

Staff Development

Application Requests: (based on 50% cut to SD Fund)

April	May	Jun	July	Aug	Sept
\$11,058	\$14,904	\$6,186	\$12,869	\$7,596	\$14,470
Oct	Nov	Dec	Jan	Feb	
\$7,310					

Average monthly request: \$10,627

Total Deficit (bring forward): **-\$29,930**

Total Requested April-Oct: **-\$74,392 (estimated)**

Total SD Contributions April – Oct: **+\$94,106 (estimated)**

Deficit + Request – SD Contribution = **-\$10,215 (As of Oct 30, 2018) – Estimated Balance**

I estimate that we will continue to be in a deficit based before year end. As such there is a proposal to cut off the fund as of Feb 28, 2019, or if the funds are exhausted before that date.

Discussion Item: Proposed Changes to Staff Development Fund

Change: Add the following definitions to the CUPE SD website for information.

- **Educational and Career Development Courses/Workshops:** Activity that generally contributes to an employee's ability to explore and/or advance in career and/or education goal(s) of their choice.
- **Recreation and Personal Interest Courses/Workshops:** Activity that generally contributes to an employee's physical and mental well-being. Activities are for enjoyment, amusement, or pleasure.
- **Convention/Conference:** A meeting of delegates to discuss or engage in a common interest or issue. It generally includes a keynote speaker(s), workshops, and vendor displays.
- **Official Receipt:** A receipt that includes the business name, address, phone/email, activity; shows received from the CUPE member's name, and shows as paid.

Rationale:

To provide more clarity and reduce confusion for members on which category is most reflective of the type of activity they are requesting funding for.

Change: On the Staff Development form check the checkboxes as follows:

From:

- Please Check One
- Course/Project/Workshop
 - Convention/Conference - **Max. reimbursement is 50% of total cost**
 - Recreation – **Max. reimbursement is \$250 per fiscal year (temporary reduction)**

To:

- Please Check One
- Educational and Career Development Courses/Workshops
 - Recreation and Personal Interest Courses/Workshops – **Max. reimbursement is \$250 per fiscal year. (temporary reduction)**
 - Convention/Conference – **Max. reimbursement is 50% of total cost**

Rationale:

To provide more clarity and reduce confusion for members on which category is most reflective of the type of activity they are requesting funding for.

Educational Workshops

- **CLC Winter School** – Jan/Feb 2019
- **Retirement Planning** – Spring 2019
- **Intro to Stewarding** – Spring 2019

Shop Steward Campaign

The Education Team met to strategize for a Shop Steward Campaign. We made the decision use Oct 2018 to Mar 2019 to develop materials for the campaign with a launch in Spring 2019.

Thank You.

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