

**MNU Education Conference 2019
Course Descriptions**

1-Day Courses- select 2

**1. MNU 101: Being an Active MNU Member
October 9th only**

The 30 first-time participants will attend this course on October 9th and select another 1-day course for October 10th.

In this course you will be introduced to activism in the Manitoba Nurses Union. Topics include unionism, leadership, health and safety advocacy, addressing nursing workload issues and an introduction to the MNU Collective Agreement. Being an informed and active union member can make a difference in your workplace, both for nurses and those in your care.

Limited to 30 **first-time** participants

**2. Workplace Safety and Health- Addressing Violence and Abuse
October 10th only.**

This course is suitable for all MNU members. Violence and abuse towards health care workers is on the rise. In this course we will discuss some case studies and provide members with knowledge and tools to promote and advocate for safe and healthy work environments for nurses. The role of Workplace Health and Safety Committees and responsibilities of employers will also be explained.

Limited to 30 participants.

3. The What, When and How of Workload Staffing Reports (WSRs)

Nurses are concerned about increasing workloads and their ability to provide quality care to their patients/residents/clients in the midst of budget restraints and a changing health care system. This course will focus on using MNU Workload Staffing Reports to advocate for change. We will explain the Collective Agreement language, how to complete and process WSRs. Facilitators will share case scenarios and strategies to demonstrate the importance and effectiveness of documenting nursing workload concerns with this valuable tool. The role of Nursing Advisory Committees (NAC),

guidelines for effective meetings and strategies when issues remain unresolved will also be discussed.

Limited to 30 participants each day.

4. Speaking Up Effectively

Nurses in Manitoba are the most trusted spokespeople in healthcare. Yet how to talk about the issues in an effective way may seem daunting to many of us. In this workshop you will learn ways to increase your confidence and strengthen your communication impact in everyday situations with colleagues and coworkers. Tips for getting your message across effectively with the general public, employers (management) and politicians are some of the subjects to be discussed. We will also discuss and provide guidance on risk management when speaking out (eg social media).

Limited to 35 participants each day.

5. Understanding Grievances & the Grievance Investigation Process (GIP)

This is a core labour course for Workplace Leaders and any union member. You will learn about basic union principles, the duty of fair representation and the dispute resolution processes within your Collective Agreements. You will examine what constitutes a grievance, the steps of the Grievance Procedure and the Grievance Investigation Process (GIP). The Arbitration process will also be explained. In this interactive course, participants will have the opportunity to discuss actual situations.

Limited to 30 participants.

6. Conflict Resolution: The Art of Standing Your Ground

Gerard Murphy Barefoot Facilitation

We all experience conflict at work and in our role as union activists. It is expected and normal. However, the word *conflict* has a negative connotation for many people. If properly understood and managed, interpersonal conflict may have constructive and positive outcomes for you and your colleagues.

This highly practical and interactive workshop will help you to prevent destructive conflict more effectively as you continue to voice concerns about issues that affect your profession. You will leave confidently with new strategies and tips to help you speak up or advocate for yourself and your patients.

Note: This course does not explore skills related to mediation.

Learning Outcomes:

1. Differentiate between constructive and destructive conflict.
2. Describe the 5 most commonly used conflict resolution styles.
3. Determine your typical conflict resolution style by completing the *Thomas-Kilmann Conflict Mode Instrument (TKI)*.
4. Identify the characteristics of an interest based approach to conflict resolution.
5. Understand the sources of power dynamics in health care.
6. Discuss how to effectively and courageously deal with common power dynamics.

Limited to 40 participants each day.

2-Day Course 7. Review and Interpretation of Collective Agreement Articles

In this program you will learn about the principles of the Collective Agreement between MNU members and their employer. This course will be of benefit to Local/Worksite Presidents, Executive and other Local/Worksite leaders. Some common Collective Agreement Articles that are consistent for most Locals or Worksites will be reviewed and explained; Management Rights, Union Security & Representation; Hours of Work, Shift Schedules, Overtime, Vacation, Income security, Seniority, Vacancies, term positions & new positions, Part-time nurses; Academic Allowance. This will not be a full Contract Interpretation session, as not all articles and individual Collective Agreements will be explained or interpreted. Participants should bring their own Collective Agreement to the session.

Limited to 40 participants.