

2023 CLC Pacific Region Winter School

Courses Eligible for HSA Scholarship

This year, the Pacific Region Winter School will fall on the following dates:

Week 1: January 15 – 20, 2023

Week 2: January 22 – 27, 2023

Week 3: January 29 – February 3, 2023

Week 4: February 5 – 10, 2023

Week 5: February 12 – 17, 2023

CORE PROGRAMS

Facing Management Effectively (Week 1, 2, 3, 4 and 5)

This course will look at economic, political, and social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and argument, finding areas of agreement, building solutions, implementing and maintaining solutions. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy, and critical thinking.

Parliamentary Procedure & Public Speaking (Week 1 and 4)

This is a two-part course. Parliamentary Procedure covers how to run a meeting effectively, the duties of a chairperson and secretary, and how the rules of order can provide a democratic and fair process to get the business of the union accomplished. Public Speaking covers how to speak persuasively to various groups and how different formats are used to speak at convention, debates, and impromptu gatherings.

OCCUPATIONAL HEALTH AND SAFETY

Psychologically Healthy Workplaces (Week 4)

The objective of this workshop is to provide participants with the tools to create strategies that will support worker with mental health issues, individually and collectively. We will start with a full day discussion of Workplace Bullying & Harassment, then continue with a full day of Prevention of Violence in the Workplace. These two days will lay the foundation to delve deeper into the Psychological Health & Safety Management System.

A Psychological Health and Safety Management System can help an organization identify hazards that can contribute to psychological harm to the worker. It is a preventive approach that assesses your workplace practices and identifies areas for improvement. A voluntary CSA Standard (Psychological Health and Safety in the Workplace) has been developed to help organizations work towards this vision as part of a process of continual improvement.

Mental Health First Aid (Week 3)

The Mental Health First Aid (MHFA) training course was developed by the Mental Health Commission of Canada to help people provide initial support to someone who may be developing a mental health problem or experiencing a mental health crisis. MHFA teaches mental health first aid skills. The course does not train people to be therapists, counsellors, or mental health professionals. The philosophy behind MHFA is that a mental health crisis, such as suicidal and self-harming actions, may be avoided through early intervention. If a crisis does arise, an MHFA

trained person in the workplace can take action that may reduce the harm that could result. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved.

This course is ideal for union stewards, joint health and safety committee members, local staff, first aid attendants, or anyone that wishes to increase their skills to support their fellow members.

CORE PROGRAMS...SPECIALIZED

☐ A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples (Week 5)

This course is for all workers, including non-Indigenous activists, to learn the history of Indigenous peoples of Turtle Island (North America) facilitated by Indigenous labour activists. Its purpose is to build meaningful, long-term relationships among Indigenous and non-Indigenous peoples inside and outside of our workplaces, with the aim of acknowledging labour's commitment to Truth and Reconciliation. This course supports the decolonization of Indigenous peoples and the increase of Indigenous peoples' representation in our workplaces and in our unions. Participants do not need any previous experience and are encouraged to bring open minds and hearts.

☐ BCFED Organizing Institute: Basics of Organizing & Campaigns (Week 2)

The BCFED Organizing Institute training covers the basics of union organizing to build power within our unions, and to organize new workers into unions. This is an opportunity to learn and practice leading effective organizing conversations with peers and experienced organizers from across our movement. We cover the elements of an organizing campaign, and the provincial and federal labour codes and how they apply to organizing.

This is a hands-on course that simulates the conditions of a non-union organizing campaign and is designed for new labour activists interested in expanding their skills to build worker power. Participants should be prepared for a mix of coursework, small groups, and real time practice.

This course is being presented by the BC Federation of Labour and Union Cooperative Initiative.

☐ Human Rights: An Introduction (Week 5)

This course is a good starting point for union activists and leaders looking to build their skills and perspectives to better engage and represent the diversity of their members. It is open to all union activists. Racism, sexism, homophobia, transphobia, and discrimination against people with disabilities are used to divide workers. Participants will focus on the role unions can play in advancing equity and changing how we address systemic discrimination. Together we will identify what needs to change, how to challenge employers, as well as how to engage and represent workers through an equity lens.

☐ Member Engagement – Member Action (Week 1)

This course is designed for experienced stewards, local union leaders, and union staff who want to transform how members engage with their union and how their union engages with members.

This course will train participants on the three-step approach to effective member engagement (Go, Listen, Build) and connect it to a three-step approach for building an active membership (one-on-one communication, taking action on worksite issues, and designing a strategy and plan to win).

This training is particularly helpful for unions with upcoming contract negotiations, a backlog of unresolved grievances, a particularly disengaged membership, or a diverse membership that is not reflected in local leadership. Each participant will leave the training with a worksite-specific

plan for creating an engaged and active membership as well as a series of measurable goals to evaluate outcomes.

Transforming Conflict into Union Activism (Week 1)

Transforming Conflict into Union Activism approaches conflict in a novel way. It recognizes that conflict isn't always negative but that it is the outcome of the conflict that is negative or positive. The course will teach participants how to listen to people involved in a conflict, get to the root causes of a conflict, and how to coach people involved in a conflict to identify shared interests. Participants will learn how to use those shared interests to help people involved in a conflict find solutions and turn the conflict and shared interests into union activism.

Women in Leadership (Week 1)

This course offers union women an opportunity to develop and enhance their leadership skills and knowledge in a variety of current and emerging labour issues. A major component of the course will cover communication and motivational skills that are important for women activists.

Young Workers in Action (Week 1)

This course is designed to give young union activists (aged 30 and under) the skills they need to be effective in their workplace. The course will cover public speaking, how meetings are run, how to read your contract, grievance handling, and the basic collective bargaining process. Participants are requested to bring a copy of their collective agreement.

COMMUNITY COURSES

Unions in the Community (Week 5)

The labour movement has always played a strong role in the social change movement. As part of the United Way and CLC Labour Community Advocate Program, the course provides training on community involvement and working with community partners as a board, committee, or coalition partner. Participants learn how to organize around and participate in community social service issues, while exploring the ways in which unions and other labour bodies can help build resilient and respectful communities. The tools provided help strengthen labour's community presence and develop new activists and support for issues-based campaigns. Participants are also trained to identify community issues where unions can play a role through collective bargaining or social action.