

HSA 2019 Pre-Convention Workshops

Workshops will be held on Wednesday, April 3
Registration @ 8:00 am, workshops @ 9:00 am

The deadline to register for pre-convention workshops is Sunday, February 24 @ midnight

ADVANCED STEWARD TRAINING – EFFECTIVE MEETINGS & DEALING WITH CONFLICT

This one-day workshop will assist stewards to develop the tools they need to run effective chapter and steward meetings. It will also focus developing skills to manage conflict effectively, as stewards may find themselves in conflict with their employer, HR departments, and sometimes members.

MOVING FORWARD IN THE LABOUR MOVEMENT – DAVID DURNING

This workshop will review history of the labour movement and examine how that history impacts us today. Participants will explore how to continue to capitalize on the strengths of the movement into the future, and to ensure the labour movement remains relevant to future generations. The workshop aims to develop strategies for engaging the principles of solidarity participants' workplaces and the larger union movement.

ISSUES TO ACTION

We all have issues that we care deeply about, like addressing income inequality, protecting the environment, or strengthening public health care and community social services. Tackling such large, complex issues as an individual can seem daunting, but HSA members can make a real difference in advancing social justice by working with each other, and with other labour and community allies. Back by popular demand, this workshop will discuss some of the many opportunities where HSA members can make a positive impact on the issues that matter to you - no matter how little or how much time you can commit to "the cause". Members will learn how to build successful campaigns, how you can use your time and talent to contribute most effectively, and how HSA can support you in this work.

BULLYING & HARASSMENT – LAURA FALCONE, OH & S SAFETY CENTRE – BC FED

Back by popular demand, this workshop will review the tools available to workers and stewards in addressing bullying and harassment in the workplace. Participants will learn how bullying and harassment is defined; how to investigate bullying and harassment concerns; and make recommendations for change for the individuals affected. We will review the employer's obligations to create a harassment-free workplace under the *Worker's Compensation Act* and the claims process. Participants will also gain an understanding of other policy and collective agreement procedures that provide protection for members, including OH & S committees.

THE ACTIVE WITNESS: BREAKING BYSTANDER SILENCE – NATASHA ARULIAH

As workplaces become increasingly diverse with people of differing genders, abilities, ages, social backgrounds, sexual orientations and racial, religious and cultural backgrounds, to name a few, interactions become potentially riddled with intentional and unintentional acts of discrimination, harassment, and exclusion. Microaggressions, biases, discrimination, and harassment are frequent in the workplace and our society, and most incidents are witnessed. Yet witnesses rarely step up. Story after story in the media speaks to how witnesses failed to stop the perpetrator or interrupt the discrimination when it was occurring. If we are going to be effective in creating welcoming, inclusive, equitable and diverse workplaces, to challenge oppression and to prevent discrimination and harassment, then we all have a role to play. It is all our responsibility.

This workshop will:

- Equip participants to understand what discrimination and harassment are, recognize when it is happening and the impact on victims
- Provide of a range of possible responses and actions to interrupt and prevent discriminatory and harassing behaviour, and
- Improve skills and effectiveness in responding when witnessing discriminatory behaviours.