

2019 CLC Pacific Region Winter School – Courses Offered

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

Week 1: January 13 - 18

Week 2: January 20 - 25

Week 3: January 27 - February 1

Week 4: February 3 - 8

Week 5: February 10 – 15

CORE PROGRAMS

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

This course will look at economic, political, 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 and Public Speaking (Week 1 and 3)

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 & SAFETY

Building Psychologically Healthy Workplaces (Week 5)

Current research confirms that mental health issues are prevalent in B.C. workplaces. Workers who experience mental health issues face incredible challenges in the workplace. Many are misunderstood, stigmatized, and under-utilized. From an organizational effectiveness and sustainability perspective, this is a significant business issue and one that requires attention. In a world where shortages of critical skills are, and will continue to be, a priority for many organizations, we cannot afford to allow the situation to continue. Workplace stress, bullying, harassment, and violence are increasingly the predominant issue for Canadians. Awareness of the staggering economic cost of workplace stress and related issues (\$51 billion annually) grows steadily. Research also points to stress as a contributing factor in actual workplace accidents, injuries, and violence, making it a major factor in OH&S. This course looks at all of the various workplace psychosocial factors and works on developing and implementing an effective plan that will improve the psychological health and safety of a workplace. The course examines strategies that eliminate, minimize, and accommodate psychological health issues. Prerequisite: Health & Safety Level 1 recommended

Health & Safety Level 2 (Week 2)

The Health & Safety Level 2 course has been designed to empower participants to develop the tools, resources, and strategies necessary to build on successes and to tackle the tough OH&S issues at their workplaces. In this course, participants will discuss barriers facing joint OH&S committees and develop some creative strategies and solutions to deal with them. Learn about the requirements of a violence prevention program and ergonomics program in OH&S legislation and the joint committee's fundamental role in its development. Participants will also learn how to conduct proper risk assessments and how to increase committee effectiveness. Prerequisite: Health & Safety Level 1

Investigating Bullying and Harassment (*New) (Week 4 and 5)

Workplace bullying and harassment can compromise the mental and physical health of workers. To address this health and safety issue, this course will equip participants with the knowledge and confidence to undertake thorough and impartial investigations into allegations of workplace bullying and harassment as defined in health and safety law and policy. Participants' skills will be developed and practised through role play in planning, research, interviewing techniques, and analysis in order to conduct impartial investigations. Particular attention will be paid to the emotional and sensitive effect that alleged bullying and harassment has on the workplace. Thorough and impartial investigations are necessary to not only resolve the complaint, but also to educate and ensure proper recommendations follow to prevent further incidents from happening. Prerequisite: Bullying & Harassment recommended

Mental Health First Aid (Week 2 and 5)

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 or representatives, joint health and safety committee members, business representatives, local staff, first aid attendants, or anyone that wishes to increase their skills to support their fellow members.

Return to Work (Duty to Accommodate) (Week 1 and 2)

This course is designed to equip participants with tools and strategies for successful work reintegration outcomes. Participants will explore leading research and learn the principles of good work reintegration practices and the duty to accommodate. The course has a strong focus on the analysis and interpretation of human rights obligations and particularly the duty to accommodate. Barriers to successful work reintegration are addressed with a focus on attitudinal barriers and their elimination using the social model of disability and therapeutic return to work principles. An in-depth comparison between older methods of disability management and the newer, progressive disability prevention model is presented and participants learn about the paradigm shift from management to prevention.

Women's Health & Safety in the Workplace (Week 3)

All workers face health and safety issues at work - injuries and occupational disease, workplace hazards, and stress. Many of these issues have a gender dimension - they affect women's bodies in particular ways. In this course, participants will discuss and learn how women's health (including reproductive health) is affected by toxic workplace substances, by work and tools that are often designed to fit men's bodies, and by workplace stresses such as violence and harassment. The course will provide the opportunity for you to discuss how the traditional gender-neutral approach to health and safety differs from the relatively new principle of the gender-sensitive approach. You can look forward to improving your skills in assessing workplace hazards and recommending appropriate corrective action. You will also learn about key health and safety principles such as: the precautionary principle, worker health and safety rights and strategies to improve committee effectiveness. This course is intended for women who are health and safety committee members, and for women who want to take a more active role in health and safety at their workplace. This course meets the criteria for the eight-hour annual educational leave that OH&S committee members and worker representatives are entitled to under the Workers Compensation Act.

CORE PROGRAMS...SPECIALIZED

BC FED Organizing Institute: Basics of Organizing (Week 5)

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 practise 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. The course is designed to be an intensive training session that simulates the conditions of union organizing. Evening sessions are part of the core curriculum and participants will be expected to work as a group throughout the course, both inside and outside the classroom - just like in a real organizing campaign. Participation is encouraged from people who represent the diversity of our workforces.

Bullying and Harassment (Week 2)

Responsibility for bullying in the workplace is shared between workers, the employer, and the union. This course will explore different approaches and tools to address bullying in the workplace, from education programs, legislation, workplace policies and procedure, grievances, and other means within the collective agreement language like labour management committees. The course will also explore the relationship and differences between legislation covering bullying and harassment. We will also look at what the rest of Canada is doing on the topic of bullying and pull examples and lessons from their experiences. Finally, we will review the new B.C. Legislation put out by WorkSafe BC and the implications of this language for OH&S committees and WorkSafe BC claims. Prerequisite: Applicants must be a steward or member of their Joint Occupational Health and Safety (JOSH) Committee, Bargaining Committee, or Union-Management Committee.

Candidate Development for Women (Week 5)

Are you a woman who has been elected in your local union, provincial, or community organization? Are you looking to increase your support base and engage a wider audience? Have you run or considered running in a municipal, provincial, or federal campaign? If you answered yes to any of these questions, then this course is for you! This course is a next step for women leaders, designed to address the day to day challenges in the face of high stress campaigns. Participants will take away new ways of campaigning, strategic planning, and framing our message. By building on communications and presentation skills, participants will leave with the tools to best communicate their message in on camera interviews, face to face debates, and with new med

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. 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 4)

This course is designed for experienced shop 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.

Using Modern Tools to Talk with your Members (Week 4)

Beginning with an internal union communications audit, this course will teach participants how to use a variety of communications tools in order to reach union members with the union's message and culminate with a custom internal communications plan. The course will take a look at websites, newsletter/bulletin design and writing skills, crafting effective emails, starting and managing email lists, and basic poster design. Participants will also learn the basics of taking great photos and producing short, engaging videos to better communicate with their union members.

Women in Leadership Level 1 (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 5)

This course is designed to give young union activists 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 (Revised*) (Week 3)**

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

LEGAL COURSES

Provincial Labour Law (Week 4)

This course presents an overview of provincial labour legislation and its impact on the strategies and actions of unions. Among topics to be explored are: certification and dispute settlement procedures; unfair labour practices; the duty to bargain in good faith; strikes, lockouts, and picketing; the duty of fair representation; management and union rights; and grievance arbitration law. Students who take this course will attain a good understanding of the basic principles underlying Canadian labour law and the specifics of labour legislation in B.C.