

2020 CLC Pacific Region Winter School – Courses Offered

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

Week 1: January 12 - 17

Week 2: January 19 - 24

Week 3: January 26 - 31

Week 4: February 2 - 7

Week 5: February 9 – 14

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 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

Health & Safety Level 2 (Week 3)

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 practiced 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 1 and 4)

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.

Women's Health & Safety in the Workplace (Week 2)

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

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.

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.

Human Rights: An Introduction (Week 2 and 3)

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.

Introduction to Labour Economics (Week 2)

This course is intended to provide a broad framework in which to understand the economic forces that shape labour today, by examining the history of economics to illustrate important concepts and trends, while providing specific introductory information about basic economic theories as well as working understanding of investment methodology and modern implements such as the Consumer Price Index. The course starts with the origin of antichretic loans and compound interest in the historical record ~3000 BCE, examines the foundations of modern economic theory, and looks at the current implications for union members in the Canadian context.

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 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 (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.