



## PRE-CONVENTION WORKSHOPS 2020

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**Registration to pre-convention workshops is changing for 2020.** There will be a separate registration process on the HSA Event Management System. Workshop participants must be registered convention delegates and must register for Convention AND for Education separately.

Registration for pre-convention workshops will be open from January 20 to February 17, 2020. Once an applicant for pre-convention education has been confirmed as a delegate to convention, their application to attend a pre-convention workshop will be considered.

***PLEASE NOTE that due to the high demand for attendance at pre-convention workshops, not all applicants will be accepted.***

### HSA IS OFFERING THE FOLLOWING FIVE WORKSHOPS AT THE 2020 ANNUAL CONVENTION

#### **ADVANCED STEWARD TRAINING – PROGRESSIVE DISCIPLINE – HSA Labour Relations and Education staff**

This one-day workshop will assist stewards to understand the continuum of progressive discipline and the role of the steward at each step.

As discipline can have serious consequences for members. It is vital that we ensure they have representation and that the employer is not proceeding too quickly. Through this workshop, stewards will learn to be able to identify discipline, provide informed representation to members undergoing discipline, and navigate disciplinary grievances.

#### **PRIVACY AND HUMAN RIGHTS – Jessica Derynck and Adam Picotte, HSA Legal Counsel**

In this workshop participants will learn how to protect members' privacy rights as protected under the *Personal Information Protection Act*. Participants will also learn how to recognize human rights issues in the workplace, including the need for accommodation for disabilities, family status, religion and other grounds, and how to recognize when harassment is connected to a ground of discrimination such as sex, sexual orientation, gender identity or gender expression.

#### **CAMPAIGN SCHOOL – Jaime Matten, HSA Campaign Director and Strategist**

Campaigns are a critical tool for raising awareness, shifting public opinion and inspiring action. For the labour movement, campaigns help shape the public policies that protect working people, elect progressive leaders, and draw attention to issues of environmental, social, racial, and economic injustice. Campaigns are an important part of how we develop leadership skills and grow our movement. This workshop will explore what makes a strong campaign, and how to move from goal setting, to strategy, to tactics in order to see success. It will also explore how to foster leadership opportunities, particularly for women and other under-represented groups.

## **MIGRANT RIGHTS – Byron Cruz, Sanctuary Health Collective and Migrant Rights Network**

It is estimated that there are now 70,000 people working under the Temporary Foreign Worker program in British Columbia, with an additional estimated 6,000 labouring under the Seasonal Agricultural Workers Program. Many of these workers experience exploitative conditions and exposures to a great number of occupational hazards without proper education or training to deal with them.

Sanctuary Health and other groups work collaboratively to reduce barriers to access to education, health care, Legal Aid and other supports for migrant workers with precarious immigration status.

This workshop will explore the Sanctuary City Principles and the importance of incorporating them into our communities, including our unions. The workshop will also explore the different stages of support for migrant workers, increasing the capacity to respond to their needs and demands.

### Facilitator biography

Byron Cruz arrived in Canada 26 years ago, fleeing persecution for resisting inequality and state violence in Guatemala. He works as an Organizing and Outreach Coordinator for the BC Federation of Labour's Occupational Health and Safety Centre's Migrant Worker Program in Vancouver, and is an active member of the Sanctuary Health Collective and Migrant Rights Network, a grassroots collective advocating universal access to healthcare, education, and social services. His passion to build a society rooted in equality, human rights, dignified working conditions, and high quality of life has led him to organize grassroots community efforts to ensure that people's essential needs are met.

## **RECONCILIATION – Rhiannon Bennett and Andrea Hilder, Hummingbirds Rising Consulting**

This workshop is designed to take participants on a personal journey of decolonization leading to Reconciliation. Learning the true history of these lands, place-based understanding and looking at history through an Indigenous lens will allow self-reflection and a deeper understanding of the ongoing trauma and harm from colonization. By the end of the workshop, participants will be better able to demonstrate cultural literacy and discover ways to better serve the populations with whom they work. Participants should bring with them an open mind and an open heart to get the most out of what is sure to be an enlightening workshop.

### Facilitator Biographies

Rhiannon Bennett (she/her) is Musqueam and a much-sought-after speaker who is well known for asking tough questions in a manner that encourages engagement and dialogue. She is actively working to create a more equitable world for all. She has been working with children, youth and families for over 20 years in a variety of roles. Professionally, she has worked with Indigenous youth and families with overarching themes of her work being Decolonization and Reconciliation.

Andrea Hilder (she/her) is an education professional, former foster parent and non-Indigenous parent of an Indigenous child. She has been a family support worker and a child and family advocate for two decades. Andrea also has her Provincial Instructor's Diploma from Vancouver Community College. Reconciliation is the lens through which she learns, lives, and teaches.