

2017 AFL/CLC Winter School

"65 years of Labour Education"

January 15 – 20, 2017

The Fairmont Jasper Park Lodge
Jasper, Alberta



courses offered

Advanced Steward Training

Collective Bargaining

Communication for Union Activists

Labour Community Advocacy

Labour History

Labour Law

Mental Health

Occupational Health & Safety

Pride Inside and Out

Transforming Conflict

Workers' Compensation Essentials

Register Online at
www.afl.org

Registration Deadline: Friday, December 2, 2016

Alberta
Federation
of Labour



Canadian Labour Congress

Congrès du travail du Canada

Building a Movement through Education

A message from Gil McGowan, President, Alberta Federation of Labour

Dear Sisters and Brothers,

On behalf of the Executive Council, Officers and staff of the Alberta Federation of Labour, welcome to the 2017 AFL/CLC School.

For 65 years, this school has been a foundational element of the progressive movement in Alberta.

The students who have been a part of the learning experiences here have gone on to win victories for equality, they have forged bonds that built a movement, they have defended the rights of working people.

The achievements of the people who have participated in this school are not just the sorts of distant tales you read about in dusty history books. It's a living legacy that keeps growing every year as Alberta's labour movement continues to make the province a better place.

This is a legacy of progress that has been made manifest in the election of a provincial government that is aligned with our vision of a better, more prosperous, fairer province in which all people's rights are respected.

In 2017, we live in a province that recognizes that agricultural workers can no longer be denied basic workplace health and safety. We live in a province that is leading the country on providing decent wages to low-income workers. We live in a province that doesn't

unnecessarily deny public-sector workers the right to strike.

In working in this new Alberta, what we learn in these classrooms will help us be effective advocates for the best interests of working people. The ideas we develop together help inspire the best in this new government. And the bonds forged in these halls will help us defend positive progressive policies from attacks by right-wing reactionaries.

Last year, I told this school that the province was a different one than any previous graduating class had known. This year, I'll re-iterate that sentiment, and add that we will need to work harder than ever to ensure that this progress continues, and to defeat those who would turn back the clock on workers' rights.

This is why we're so pleased to see so many dedicated, talented, and motivated people at this school. You are part of a generation of activists that will help make these possibilities reality.

We are proud to call you our union brothers and sisters. Let's get to work.

Yours in Solidarity,
Gil McGowan, President
Siobhan Vipond, Secretary Treasurer
Alberta Federation of Labour

A message from Hassan Yussuff, President, Canadian Labour Congress

Sisters and Brothers,

Over the past few years, Canada's unions have faced some extraordinary challenges – and won. We pushed back against attacks from a Conservative government and Conservative politicians who tried to weaken our movement and turn the public against us. We did this by working together.

Unions started talking to working people about how they make a difference, and to Canadians about how unions stand for fairness. The results were powerful. Those politicians were defeated and in the last federal election, we replaced them with a new government.

We have also taken on some important issues and won real change that will make a difference in the lives of so many working people. We won the first-ever expansion of Canada Pension Plan benefits. We're on the verge of winning a comprehensive ban on asbestos. The Supreme Court of Canada agreed with us that Canadians have the constitutional right to unionize and to go on strike, if they need to.

These victories were only possible because of the training, the knowledge and the solidarity built across the labour movement at schools like this.

Labour education is how the next generation of union activists develop the skills and acquire the knowledge to take their unions into the future. It is where we learn how to make our unions better: more inclusive, more understanding of our members' needs, and more effective at representing them. Labour education creates stronger advocates for the needs of working people everywhere.

I encourage you to support the participation of your members and your leadership, present and future, in our upcoming Winter School. Let's make our unions, our labour councils, our federations and our movement stronger together. Because, when we work together, nothing can stop us from building the more equal, more generous, and more inclusive country we all want.

In Solidarity,
Hassan Yussuff, President
Canadian Labour Congress

Course

Descriptions

Advanced Steward Training

Have you already taken the Basic Steward Training course and know there's more to learn? If you have acted in the position of Steward and have fundamental knowledge of what a Steward's job is and want to kick it up a notch, this is the course for you! A steward's job has many roles. Encouraging membership to become activist and to attend union education to develop skills and confidence is an important factor. As well, Stewards need to gain the knowledge to deal with workplace issues such as Duty to Accommodate, addressing discrimination and resolution, grievance investigation and preparation and effectively building your local union. This course will give you the tools and background to be more confident in this position. Definitely a course worth checking out! ***Please bring a copy of your collective agreement, constitution and union bylaws.***

Collective Bargaining

This course develops a solid understanding of the bargaining process and the factors that affect collective bargaining. It provides opportunities to practice preparing for and negotiating parts of a collective agreement. You will gain a working knowledge of the laws and rules that structure the bargaining process. This material will be of interest to new bargaining committee members and local union officers.

Communication for Union Activists

Building a strong union depends on good communication between members, activists and leadership. Twitter, Facebook, YouTube, Google groups, Union Book, Linked In and texting are just some of the tech tools now available to union activists and leaders. While on-line communication will never replace face to face communication with members it does provide us with new and immediate ways of connecting with our members, sharing information and promoting the union on an ongoing basis. Whether you already know your way around these tech tools or are brand new to them, this course will provide you with the hands-on practical experience you need to use the technology effectively to build activism and solidarity on union issues.

Labour Community Advocacy

This course is for trade union members interested in becoming union counsellors. The participants will be equipped to refer union members to services and agencies in the community, develop communication skills, discuss stress as it relates to the workplace, and deal with myths and realities relating to chemical dependency with a focus on alcoholism. In this course we also discuss what involvements, if any, unions should have with Employee Assistance Programs and Work & Wellness Programs.

Labour History

The *real* history of Canada has more to do with the daily struggle of workers and their families than with prime ministers, politicians or the wealthy few. Find out what you never learned in school about the triumphs, sacrifices and tragedies that built the Canadian labour movement. Learn how union activists in the past dealt with hostile employers, media and governments. Appreciate your inheritance so that you can preserve it and improve it. Understand where we are going by knowing where we have been!

Labour Law

Course requires extensive reading and preparation at the school.

This course presents an overview of labour legislation and its impact on the strategies and actions of unions. Among the 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 will attain a good understanding of the basic principles underlying Canadian labour law and the specifics of labour legislation.

**Course Descriptions continue
on next page.**

Mental Health in the Workplace

This introductory survey course will help raise awareness for participants about mental health issues facing workers in today's workplace. Activists will develop a range of strategies to specifically support, accommodate & represent members with mental health challenges at work.

We will look at the myths around mental illness, challenging stigma and what role the union can play in making our workplaces & unions more inclusive of members with psychological disabilities. We will develop action plans to take on systemic factors affecting mental health through advocacy, bargaining & political action.

Occupational Health & Safety

Through the program, participants learn and practice skills needed to promote and achieve prevention in the workplace. The program trains worker representatives to identify and fight off behavioural-based management approaches and establish real prevention programs that identify, assess and control hazards. Like collective agreement bargaining, there is a profound need to get information, communicate with members, build proposals and apply leverage. However, when it comes to health and safety, there is no multi-year contract that defines the conditions of work. In all workplaces, hazards change regularly-even daily-and these changes to the conditions of work usually take place without any consultation with workers. Because the employer can continuously and unilaterally change the hazards of work, worker representatives need to continuously bargain with employers for improved prevention. The program trains worker representatives to carry out this continuous bargaining mission. To accomplish this the following issues will be addressed: staying alive while earning a living; the body in the workplace; toxic substances; principles of control; it's the law; the myth of worker carelessness and making work fit the worker.

Pride Inside and Out

Participants in this course will have the rich opportunity to gain understanding on a few issues:

- Heterosexism – oppression based on the belief that heterosexuality is the norm and is therefore superior; and
- Homophobia – fear of homosexuals(ity). Some of the issues surrounding the lives of individuals who are transgender and also of our Aboriginal brothers and sisters who are two-spirited will be addressed.

While this course is primarily designed to educate individuals who are **not** homosexual, all participants are welcome regardless of sexual orientation or gender identity. It is also important to note that disclosure of one's sexual orientation or gender identity is not a prerequisite. Participants can expect some humour being used throughout the course, while learning in a respectful, safe and confidential environment.

Transforming Conflict

This course will provide participants with a tool kit of strategies, tactics and skills to resolve specific disputes as well as conflict in the workplace. The course focuses on mastering coaching and communication skills, investigative techniques, documenting facts, utilizing frameworks for analyzing disputes, problem solving strategies, evaluating options and identifying techniques to deal with systemic conflict.

Workers' Compensation Essentials

All workers should know their rights related to workers' compensation and how the Board functions to provide financial, medical and rehabilitative help for workers with work-related injuries or diseases. This course provides a review of the Workers' Compensation Act, procedures for filing claims, WCB policies for adjudicating claims and the appeals process.

**DEADLINE
FOR REGISTRATION:
DECEMBER 2, 2016**

Delegate Information

Jasper Park Lodge Location & Park Passes

The Fairmont Jasper Park Lodge, a unionized facility, is located five kilometers east of the Town of Jasper on the south side of the Athabasca River in Jasper National Park. **Note: As part of the celebration of Canada's 150th birthday in 2017, there will be no park fees!**

Hotel Check-in & Check-out Times

Check-in begins at 4:00 p.m. Early arrival may result in delays in registering for rooms. Check-out time is noon.

Costs NOT covered by Registration Fee

The registration fee covers course materials, meals, gratuities, refreshment breaks and accommodations. **Delegates are responsible for their own incidentals (telephone, internet, room service, laundry, etc.).**

Union merchandise is also sold at the school and raffles and donations occur throughout the week.

Accessibility

The Jasper Park Lodge presents some challenges to those with limited mobility. Delegates are to indicate any special needs on the registration form. **Every effort will be made to provide access and specified services.**

What to Wear

Dress is casual. Outdoor equipment such as skates, snowshoes and cross country skis can be handy for use in the evenings. We will try to have a friendly hockey game one evening. Please bring warm clothing and boots for outdoor activities. There is a banquet and dance held on the last evening of the school (Thursday, January 19th). You may wish to bring something dressier to wear to the banquet.

PLEASE NOTE:

Each class will be required to prepare a skit or song that reflects their course and present it as part of the closing banquet program.

On-site Recreational Facilities

An outdoor heated pool, sauna, hot tub, games and weight rooms are located on the lower level of the hotel. Delegates will have access to these facilities (some fees may apply). Outdoor activities include cross country skiing, downhill skiing, ice skating, tobogganing and hiking. Outdoor activities will depend on weather conditions.

Hospitality and Fellowship Rooms

A Hospitality Room and a Fellowship Room (no alcohol) are provided for delegates to use in the evenings. These rooms are provided to encourage delegates to socialize. Bring your musical instruments, games, playing cards, etc.

Child Care

Child care will be provided as per the AFL Constitution. Refer to the registration form for child care provisions. **In order to qualify, indicate your child care requirements on the registration form and submit it to the AFL by the deadline. Delegates failing to register prior to the December 2, 2016 deadline will not qualify.**

Registration Time & Location

Registration will occur on **Sunday, January 15th from 4:00 p.m. to 6:00 p.m. in the main lobby of the Fairmont Jasper Park Lodge.** If you will not arrive in time for registration please **notify the AFL office no later than noon on Monday, January 9th, 2017.**

Delegate Cancellation

If you are **unable to attend** the course you have been registered in, it is your responsibility to **notify the AFL office no later than January 9th, 2016. Cancellations after that date will result in a \$100 cancellation fee.**

Course Changes

If you wish to change courses you must notify the AFL after receipt of the confirmation letter which will be mailed the week of **December 11th, 2016.**

Course Cancellations

Should a course be cancelled due to low enrollment (less than 10 participants) you will be placed in your second choice. If this is not possible you will be notified of any cancellation.

Timetable

Dinner follows registration at 6:00 p.m. on the opening night followed by a group activity.

Classes are held daily usually from 9:00 a.m. to 4:30 p.m. On the last day of school, classes run from 9:00 a.m. to 11:30 a.m., followed by a closing session until noon.

Plenary Session

There will be a compulsory afternoon group plenary session.

Meal Time Attendance

It is critical to attend meal times as important notices will be announced.

Caucus Meetings

Caucus meetings for Women, Young Workers, Workers of Colour and Aboriginal Workers and Pride and Solidarity Workers may be held throughout the week. Bring ideas and information to share. Caucuses serve as a union building and networking tool and are usually held upon adjournment or over lunch or dinner.

Delegate Conduct

The AFL and CLC try to provide a supportive working and learning environment that gives equal opportunity to all students. This atmosphere is based on the principle that union members are equal and deserve mutual respect. Behaviour that undermines the dignity or self-esteem of any individual, or creates an intimidating, hostile, or offensive environment, whether it be sexual, racial or any other form of personal harassment, will not be tolerated nor condoned and may result in the delegate being sent home and a letter forwarded to the local union.

Information for the Union

School Fees

Single	\$1695
Double	\$1420
Delegate & Partner (Partner is not registered in a course)	\$2595
Local Resident	\$990
Youth (ages 6 – 18)	\$520
Children (5 & under)	No charge

Fees include accommodation (except for local resident), applicable taxes, meals, refreshment breaks, gratuities, banquet and dance, child care, course materials and kit.

Fees do **NOT** include incidentals

Upgrades

Delegates whose local union pays for double but wish to upgrade to single may do so by enclosing an additional payment of \$275.

Wages

The union is responsible for paying lost wages, if applicable.

Park Fees

As part of the celebration of Canada's 150th birthday in 2017, there will be no park fees!

Back by popular demand...

Transportation – AFL Chartered Bus Services

AFL Chartered bus services from Edmonton, Calgary and Red Deer. Cost for a round-trip is \$85, payable to the AFL, and must be received by the December 2nd, 2016 deadline. Please complete the appropriate section on the registration form.

Subsidies

Two AFL subsidies are available to assist **affiliated locals with 75 members or less**. Registration fees for double occupancy will be waived for delegates whose local meet this criteria. **A maximum of one subsidy each year, per local union will be granted, and accepted on a first-come, first-serve basis.** Locals will be notified the third week in December if their request for a subsidy was successful.

Payment

Payment for all fees must be received in order to complete the registration. Cheques should be made payable to the *Alberta Federation of Labour* and forwarded to:

#300, 10408 – 124 Street, Edmonton, AB T5N 1R5

Cancellation Fee

A cancellation fee of \$100 will be assessed to any delegate who fails to notify the AFL prior to January 9th, 2016 if they are unable to attend the course in which they were registered.

Registration Deadline

Registrations must be received by the AFL no later than Friday, December 2nd, 2016. Register early to obtain your first choice, as course selection is on a first-come, first-serve basis. Class size is limited to 20 participants.

REGISTER EARLY! Courses that go ahead each year are based on the registrations received by the deadline date.

Course Selection

Delegates shall make their selections from the list of courses outlined in the brochure. Delegates will be registered in their first choice on a first-come, first-serve basis and only placed in their second choice once the class size limit has been reached or their first choice course is cancelled.

Equity Seeking Groups

The policy of the AFL and CLC is one of affirmative action and equity. Locals are encouraged to consider women, young workers, workers of colour, aboriginal workers and gay, lesbian, bisexual and transgender members when selecting their delegates.

Questions?

For further information, please contact:

Registrar: Maria Ramirez, AFL
Phone: 780.483.3021 or 1.800.661.3995
Fax: 780.484.5928
E-mail: afl@afl.org
Web: www.afl.org

