



JANUARY 13-18, 2019 2019 AFL/CLC WINTER SCHOOL

Courses Offered

- ⚙️ A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples
- ⚙️ Advanced Steward Training
- ⚙️ Collective Bargaining
- ⚙️ Communication for Union Activists
- ⚙️ Facing Management Effectively
- ⚙️ Introduction to Political Action and Election Campaigns
- ⚙️ Labour History
- ⚙️ Labour Law 2
- ⚙️ Member Engagement
- ⚙️ Mental Health in the Workplace
- ⚙️ Occupational Health & Safety
- ⚙️ Workers' Compensation Essentials

"67 years of Labour Education"

Building a Movement through Education

Solidarity!

The Fairmont Jasper Park Lodge

Nightly Activities!

REGISTER ONLINE:

www.afl.org

REGISTRATION

DEADLINE:

November 30, 2018

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 Union Family,

On behalf of the Executive Council, Officers and staff of the Alberta Federation of Labour, we are pleased to welcome you to the 2019 AFL/CLC Winter School.

This school has a long, proud history in our province. For 67 years, our Winter School has been a cornerstone of Alberta's progressive movement. Our past students and instructors have achieved great victories for both the labour movement and for more just and equitable communities – and just as importantly, they've forged bonds that fuel our drive to achieve more, together. This living legacy is at the heart of what we do.

In 2019, we live in a province that's leading the country on minimum wage, following three progressive minimum wage hikes since 2015 that have given 300,000 workers a pay raise. We live in a province that has a modernized occupational health and safety code that keeps workers safer than ever before. We live in a province that has a plan to diversify our economy and get more value from our resources, protecting our economic future for generations to come. And we live in a province that's expanding our childcare pilot program to over 100 new communities, a program that will make all the difference for working families.

But entering into an election year, we cannot and will not be satisfied to rest on our laurels. All that we've achieved together – the culmination of so many years of hard work by so many generations of labour activists – is at risk. If we elect a right-wing reactionary government, we know that these hard-fought changes could disappear overnight. We've seen these

A message from Hassan Yussuff, President, Canadian Labour Congress

Greetings,

The AFL/CLC 2019 Winter School kicks off a pivotal electoral year for your province. When nearly 4,000 delegates from affiliates like yours assembled in 2017, they did so under the theme "Together for a #FairFuture". They did so with belief that labour education is the backbone of our movement.

The labour movement in Alberta proved this in 2015 through a concerted electoral campaign that helped break 44 years of Conservative governance by installing Alberta's first NDP Government and paving the way for the incredible gains that you have been making ever since.

But together we have been winning victories at the federal level as well. Building on the CLC's successes in expanding the Canada Pension Plan, banning asbestos and repealing federal anti-union legislation, we continue to accomplish some incredible things:

Pharmacare that leaves no one behind

In the first year of the CLC's campaign for universal pharmacare, over 70,000 people signed our petition; thousands more sent emails and showed up to 23 community town halls. But we haven't won yet.

Canadian pharmaceutical and insurance industry lobbyists have launched an all-out attack on our pharmacare plan. We must double-down on our campaign to demand pharmacare that is public and universal.

#DoneWaiting for Gender Equity

The CLC launched a national campaign on International Women's Day 2018 to declare that workers are "done waiting" for affordable child care and an end to wage discrimination, sexual harassment and violence. To date, the labour movement has won paid domestic violence leave in Manitoba, Ontario, New Brunswick, as well as for federally regulated workers across the country. Momentum continues to build in other provinces. Federal action on pay equity is expected

disasters play out over and over again in other jurisdictions, with Ontario as the most recent example.

That's why this year, the Alberta Federation of Labour is running an aggressive campaign leading up to the next provincial election. Our Next Alberta campaign has engaged hundreds of thousands of Albertans to fight for our province's economic future in the face of a global energy transformation. The global energy transformation will fundamentally change Alberta's economy, and our government needs to be right there next to us, helping us prepare for a future that will be very different than our past while protecting the public services we hold near and dear. And we need your help to make sure this message reaches every household in the province.

Every year, we reiterate the need to fight for our rights and for the public good. But this year in particular, we will need to work harder than ever to ensure that progressive change continues, and to defeat the right-wing reactionaries who are working hard to turn back the clock on workers' rights.

That's why we're so happy to see all the brilliant, motivated labour activists at this school. Your commitment to our shared values, your energy, and your vitality will help make our progressive future possible.

We are so proud of our union family, and we're excited to roll up our sleeves and get to work alongside you.

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

this fall, but the #DoneWaiting campaign will continue to press for women's safety, equity and economic justice.

A Just Transition for Coal Workers

When the Canadian government announced plans to phase out coal-fired electricity by 2030, the CLC called for a "just transition" plan for coal workers and their communities. In April, a government task force was struck and since then, it has travelled to four provinces and met with thousands of workers and community members who will be impacted by the coal phase-out. As Co-chair of this task force, I expect to set an international standard for worker-centered climate policy.

Labour's Success Depends on Rank-and-File Education and Activism

There's still a lot more to do, but the challenges we face are significant. The rise of right-wing populism has coupled anti-unionism with a regressive return to anti-equity, anti-Indigenous and anti-immigrant policies. It threatens to close the door to our collective future and roll back recent social and economic gains.

There is no doubt that these trends will raise the stakes in the upcoming federal and Alberta elections in 2019.

Challenging this agenda and championing a fair future will require a legion of activists who are educated, trained and committed to growing our movement. In short: it requires strong labour education.

That is why I am encouraging you to support the participation of your members and your leadership, past and present, in the upcoming AFL/CLC Winter School.

Together, we are building a rank-and-file movement to fight for a better Canada for everyone.

In solidarity,
Hassan Yussuff, President
Canadian Labour Congress

Course Descriptions

A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples

This course is for all workers 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 labours' 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.

Advanced Steward Training

This course is for chief stewards, business and assistant business managers, local officers, and stewards with considerable experience handling grievances. You will practice more advanced grievance handling skills using real life case studies and role plays. Participants will discuss discipline grievances, harassment and different styles of management. The course will deal with procedures before the process of arbitration. Knowledge of the first stages of the grievance process will be assumed.

This course is intended for members who have taken basic steward training previously and/or have filled steward positions in their unions.

Please bring a copy of your collective agreement, constitution and union bylaws.

Collective Bargaining

This course introduces some of the laws and rules that structure the bargaining process and provides opportunities for hands on practice and skills development in preparing for and negotiating parts of a collective agreement.

Participants will learn how to choose a bargaining committee, prepare and present proposals, communicate during bargaining meetings, make strategic decisions when negotiating concessions, and build membership buy in.

Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining.

This course is intended for members and officers.

Please bring a copy of your collective agreement, constitution and union bylaws.

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 online 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.

This course is intended for any member who wants to improve their knowledge around communications.

Please bring your laptop.

Facing Management Effectively

Facing Management Effectively examines the economic, political and social forces at play between union and management. This includes how to build and maintain respectful relationships while maintaining appropriate boundaries and dealing promptly with issues and concerns. It will also address what to do when the relationship with managers breaks down or is unhealthy, including how to make and communicate decisions about taking strike action. Participants can expect participation, interaction and roleplays along with practical skills and tools for communication, analysis, strategy and critical thinking.

This course is intended for members who have taken steward training or have equivalent experience.

Introduction to Political Action and Election Campaigns

This week-long course will provide an overview of electoral campaigns and the essential tools needed for labour activists wanting to get involved in a labour-friendly candidate's municipal, provincial or federal election campaign. The course will begin with examining the core fundamentals of a successful election campaign, learning in-depth campaign planning, and provide an overview of the various roles needed for a successful campaign: Including campaign manager, volunteer coordinators, voter contact and get out the vote organizers. This is an introductory level course ideal for local leaders, stewards, organizers and labour activists.

Students are encouraged to bring their Wi-Fi enabled laptop and/or tablet and have the basic ability to access the internet on their device for full participation in this course.

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!

This course is intended for all members.

Course requires reading and critical analysis.

Labour Law 2

The Labour Law course is presented in two parts, with Labour Law 1 focusing on rights set out in the Labour Relations Code and related statutes and Labour Law 2 focusing on grievance and arbitration law, human rights, privacy rights and other related areas. Both, Labour Law 1 and 2, will also teach hands on internet legal research skills related to the areas of law covered. These courses may be taken in any order, you do not have to have Labour Law 1 to take Labour Law 2.

Labour Law 2 presents an overview of labour rights and laws arising in the context of a collective agreement. Among the topics to be explored are the law relating to grievances, arbitration, human rights, privacy rights, the duty of fair representation and other rights and obligations of unions representing members during the term of a collective agreement. Students will learn and practice internet based legal research skills throughout the week to enable them to utilize the knowledge learned in their work on an ongoing basis.

This course is intended for members who have taken steward training.

Students will need to bring their Wi-Fi enabled laptop and/or tablet and have the basic ability to access the internet on their device.

Member Engagement

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 their members. This course will train participants on the three-step approach to effective member engagement (Go, Listen, Build) and connect it to organizing approaches for building an active membership. Participants will leave with new skills and ideas for building and measuring a member engagement strategy.

This course is especially suited for members who are active in their union locals, district councils, political election campaigns, and general social activism.

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. Participants will develop a range of strategies to specifically support, accommodate and represent members with mental health challenges at work. The course will look at the myths around mental health issues and illnesses including addiction, challenging stigma and misinformation, and focusing on how to change the conversation about mental wellness. Participants will look at how their workplaces and unions sometime play a role in negatively impacting our mental wellness and explore what role unions can play in making our workplaces and unions healthier, as well as, to be more supportive and inclusive of members with psychological disabilities and mental health concerns. Participants will develop action plans to take on systemic factors affecting mental health through advocacy, bargaining and political action.

This course is intended for all members who have an interest in mental health. No formal mental health or addictions training is required.

Occupational Health & Safety

It is estimated that in Canada, someone gets hurt at work every seven seconds. Unsafe workplaces expose people to hazards that are both visible and invisible, causing short term and long-lasting injuries and illnesses that can have profound impacts on our lives. Every year in this country, workplace hazards kill over 1000 people.

Creating safer and healthier workplaces is an ongoing struggle for union reps and activists. Reps need to get information, communicate with members, build proposals and apply leverage – similar skills to collective agreement bargaining. 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 changing work conditions usually take place without 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.

This interactive course trains worker representatives to carry out this continuous bargaining mission. To accomplish this, we will explore some key issues: staying alive while earning a living; types of hazards and their impact on the human body; principles of hazard control; health and safety law; the myth of worker carelessness; and making work fit the worker.

This course is intended for members with interest in OH&S and who have some experience. This includes physical, psychological and emotional safety.

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.

This course is intended for members with interest in WCB processes and policies.

DEADLINE FOR REGISTRATION:

November 30, 2018

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: Annual Park passes are \$67.70 per individual or group rate of \$136.40 per car (up to 7 individuals). Daily passes are \$9.80 (individual) and \$19.60 (car).

Other 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.

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.

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 17th). You may wish to bring something dressier to wear to the banquet.

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

The Lodge is a full service hotel with an outdoor heated pool, sauna, hot tub, games and weight rooms 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 November 30, 2018 deadline will not qualify.**

Registration Time & Location

Registration will occur on: **Sunday, January 13th 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 7th, 2019.**

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 7th, 2019. Cancellations between November 30th and January 7th will result in a \$100 cancellation fee.**

Cancellations after January 7th are non-refundable.

NO SHOWS are non-refundable.

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 10th, 2018.**

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 5:30 p.m. on the opening night followed by a group session.

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.

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 work 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 their local union.

Information for the Union

School Fees

Single	\$1746
Double	\$1462
Delegate & Partner (Partner is not registered in a course)	\$2672 (additional \$926)
Local Resident	\$1000
Youth (ages 6 – 18)	\$535
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 \$285.

Wages

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

Park Fees

Annual Park passes are \$67.70 per individual or group rate of \$136.40 per car (up to 7 individuals). Daily passes are \$9.80 (individual) and \$19.60 (car).

Transportation – AFL Chartered Bus Services

AFL Chartered bus services from Edmonton, Calgary and Red Deer. Cost for a round-trip is \$130, payable to the AFL, and must be received by the November 30, 2018 deadline. This rate includes the park entry fee at a \$40 value. 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.

Laptops Needed

Many of the courses you choose require access to a Wi-Fi enabled laptop or tablet. Please ensure that you bring your laptop and/or tablet with you to Winter School.

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

If you wish you may also pay by debit at our office, please call ahead if you are coming in to pay.

Cancellation Fee

Cancellations between November 30th and January 7th will result in a \$100 cancellation fee.

Cancellations after January 7th are non-refundable. NO SHOWS are non-refundable.

Registration Deadline

Registrations must be received by the AFL no later than **Friday, November 30th, 2018**. 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 members who identify as women, young workers, workers of colour, aboriginal workers or LGBTQ+.

Questions?

For further information, please contact:

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

