

68 YEARS OF LABOUR EDUCATION

2020 AFL/CLC WINTER SCHOOL

JANUARY 12 – 17, 2020

THE FAIRMONT JASPER
PARK LODGE

Register Online:

www.afl.org



**REGISTRATION DEADLINE:
NOVEMBER 29, 2019**

A Path to Reconciliation

Advanced Steward Training

Collective Bargaining

Communications

Facing Management Effectively

Labour Community Advocate

Labour History

Labour Law I

Member Engagement

Mental Health in the Workplace

Occupational Health and Safety

Workers Compensation Essentials

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 2020 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.

Every year, we reiterate the need to fight for our rights and for the public good. But this year in particular, we

A message from Hassan Yussuff, President, Canadian Labour Congress

Greetings,

In recent elections at the provincial and federal levels, Canadians have witnessed an unprecedented rise in far-right extremism, mixing anti-union sentiment with fervent opposition to immigration, climate action, women's rights, and human rights.

Albertans know this all too well, as you fight so valiantly to defend against Premier Jason Kenney's efforts to dismantle four years of gains under the Notley government.

But with hardline Conservative parties now holding government in the majority of Canadian provinces, there has never been a more concerted attack on Canadian democratic values. Led by premiers Kenney and Ford, Canadian Conservatives are seeking to exploit the financial anxieties of average Canadians to sow the seeds of fear and division.

Their goal is to roll back hard-won social gains and tip the scales of power in favour of private and corporate interests.

Unions are not prepared to give up the victories we have won, or the values we hold dear.

Over the last four years, Canada's unions have won an historic expansion of the Canada Pension Plan, new protections for victims of domestic violence, billions in new investments in public infrastructure, a national ban on asbestos, pay equity, and new labour laws that raise the bar for every worker.

will need to work harder to fight against Jason Kenney and his anti-worker UCP government who is 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

And our work is not yet finished. We have made universal pharmacare a household priority, we want to end retirement insecurity, we have plans to build a sustainable economy, and we want to power it with good jobs that allow workers to get ahead.

Labour unions are the key to defending workers' rights in their workplaces, and we also have the power to extend those gains to everyone in Canada through advocacy, lobbying and activism.

The cornerstone of our strategy is labour education.

Challenging the politics of division and championing a fair future requires a legion of activists who are educated, trained and committed to growing our movement. We must share skills and experiences – across affiliates and throughout every region – to build the kind of strength and solidarity that money can't buy.

That is exactly what labour education is designed to do. And that is why I am encouraging you to support your members and your leadership, past and present, in participating in the upcoming AFL/CLC Winter School.

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

In solidarity,
Hassan Yussuff
President, Canadian Labour Congress

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.

Communications

Building a strong union depends on good communication between our members, activists and leadership. Understanding how to use both traditional and new communications tools are critical to the future of the labour movement. Students in this course will learn how to effectively plan their communications activities and gain hands on experience in creating a campaign. Instagram, Facebook, Twitter, YouTube, and mobile video are just some of the tools now available to union activists and leaders. Participants must be willing to open and use social media accounts. 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 smartphone and laptop.

REGISTRATION DEADLINE IS:

Friday, November 29, 2019

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.

Labour Community Advocate

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.

This course is intended for all members.

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 1

The Labour Law 1 course presents an overview of labour rights and laws arising in the context of the Labour Relations Code and related statutes, considering how trade unions are established, how they organize and obtain bargaining rights, how bargaining rights transfer with the sale of a business, unfair labour practices, the duty of fair representation and other related issues. 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. Labour Law 1 and 2 MAY BE TAKEN IN ANY ORDER, you do not have to have Labour Law 1 to take Labour Law 2.

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

Every year in Canada, approximately 1000 people die from being exposed to workplace hazards. Many thousands more people suffer work-related injuries and illnesses.

Employers have a responsibility to provide a safe workplace, but their focus is often on improving productivity and profit, and not on our health and safety. Employers also have the power to continuously introduce new materials and processes that could affect our health. Worker representatives, therefore, need to continuously bargain with employers for improved health and safety conditions.

In short, workers need to become Health and Safety Activists.

This interactive course aims to empower Health and Safety Activists with worker-focused OHS fundamentals. We will explore the 4 basic worker health and safety rights (Right to Know, Right to Participate, Right to Refuse Unsafe Work, Right to be Free from Reprisal), principles of Hazard Identification, Elimination and Control, the impact of workplace hazards on the body, how to read and use OHS Law, tools and resources for Health and Safety Committee members and Representatives, and more.

This course is designed for people with all levels of Health and Safety experience.

Workers' Compensation Essentials

All workers should know their rights related to workers' compensation and how the Workers' Compensation Board (WCB) 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.

REGISTER EARLY!
Course Selection is
First Come, First Serve

SCHOOL DATE

January 12th-17th, 2020

SCHOOL FEES

Single	\$1798
Double	\$1506
Delegate & Partner	\$2752 (additional \$954)
(Partner is not registered in a course)	
Local Resident	\$1030
Youth (ages 6 – 18)	\$541
Children (5 & under)	No charge

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). There may be a 2.2% increase from these fees come 2020.

School 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 accommodation but wish to upgrade to single may do so by enclosing an additional payment of \$292.

EXTEND YOUR STAY

Delegates who wish to extend their stay can access a special rate by calling Jasper Park Lodge directly at 1-866-540-4454.

REGISTRATION DEADLINE

Registrations must be received by the AFL no later than Friday, November 29th, 2019.

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 registration deadline. This rate includes the park entry fee at a \$42.50 value.** Please complete the appropriate section on the registration form

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 29th and January 6th will result in a \$100 cancellation fee.

Cancellations after January 6th are non-refundable.

NO SHOWS are non-refundable.

REGISTRATION TIME AND LOCATION

Registration will occur on: **Sunday, January 12th 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 6th, 2020.**

COURSE SELECTION AND CHANGES – Register Early!

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. 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 9th, 2019**.

COURSE CANCELLATIONS

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

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 can choose from requires access to a Wi-Fi enabled laptop or tablet. Please ensure that you bring your laptop and/or tablet with you to Winter School if you are registered in one of these courses.

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.

WAGES

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

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.**

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, ethnically diverse, indigenous workers, young workers, or LGBTQ+. Caucus meetings may be held 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.*

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.

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.

ON-SITE RECREATION 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 (*fees may apply*). Outdoor activities include cross country skiing, downhill skiing, ice skating, tobogganing and hiking. Outdoor activities will depend on weather conditions.

WHAT TO WEAR

Dress is casual. Outdoor equipment such as skates, snowshoes and 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. 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.

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