

Alberta  
Federation  
of Labour



**2022**  
**AFL/CLC**  
**WINTER**  
**SCHOOL**

REGISTRATION  
DEADLINE:  
NOVEMBER 26, 2021

[www.afl.org](http://www.afl.org)

*January 9-14*

# 70 Years of Labour Education

*The Fairmont Jasper Park Lodge*

A PATH TO RECONCILIATION  
COLLECTIVE BARGAINING  
COMMUNICATIONS  
CONFLICT MANAGEMENT  
FACILITATOR TRAINING  
LABOUR HISTORY

LABOUR LAW 1  
MEMBER ENGAGEMENT  
MENTAL HEALTH IN THE WORKPLACE  
OCCUPATIONAL HEALTH & SAFETY  
POLITICAL ACTION FOR UNION ACTIVISTS  
SHOP STEWARD TRAINING

# *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 2022 AFL/CLC Winter School.

This school has a long, proud history in our province. For 70 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 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**  
**Karen Kuprys, Secretary Treasurer**  
**Alberta Federation of Labour**

## *A message from Bea Bruske, President, Canadian Labour Congress*

Greetings,

The past two years have been a time of major upheaval, for Canada and for the world. The COVID-19 pandemic has shone a light on existing inequality in our communities and the serious cracks in our social safety net.

In the recent federal election, workers were targeted by politicians like never before. I can't remember a time when political leaders were so focused on winning workers' votes. They've begun to realize the collective power workers hold, and how strong we can be when we work together to advance our priorities.

We're currently dealing with the worst public health crisis in a century and the worst economy since the Great Depression. And some provincial governments continue to put profits over people. Albertans know this all too well, as you continue to fight against Premier Jason Kenney's efforts to dismantle four years of gains made under the Notley government as well as to protect your communities from the fourth wave of COVID-19.

It is up to us in the labour movement to continue to fight for what we know is right, which is why Canada's unions have been calling for a worker-centered pandemic recovery plan.

We must be tireless in our efforts, and work together to urge governments at every level to put workers and their families first in their recovery plans.

The recovery must strengthen public health care, including taking better care of our seniors by removing profit from our long-term care, and actually implement pharmacare so affordable medicine is within reach for everyone. The recovery must replace millions of lost jobs with better ones and permanently improve our EI system, so workers aren't left behind in the tough times. We must invest in education, affordable housing, just transition and affordable, high quality child care.

My friends, we don't know when the next crisis will hit, or whether it will be health or climate related, but we must act today so that we are ready for tomorrow. 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. And the cornerstone of our strategy is labour education.

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.

In solidarity,

**Bea Bruske, 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.**

## **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.*

## **Conflict Management**

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.

**This course is intended for all members.**

## **Facilitator Training**

Introduces participants to adult and popular education practices and facilitation techniques that focus on learning, action and inclusive movement building. This course will guide participants through gaining self-knowledge to enhance facilitation skills. It will enhance participants' understanding about how to engage and make course materials personally meaningful, how to reach out to participants who are not eager to take part.

Participants will learn skills and knowledge required to facilitate short courses or workshops and adapt materials for a diversity of learning needs and styles.

**This course is intended for members who have some experience leading or facilitating sessions. It is the prerequisite to the Advanced Facilitator Training course.**

## COURSE DESCRIPTIONS

### 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 shop 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.**

**REGISTRATION DEADLINE IS:**

**Friday, November 26, 2021**

## COURSE DESCRIPTIONS

### 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.**

### Political Action for Union Activists

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.**

### Shop 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.*

---

# REGISTER EARLY!

## Course Selection is First Come, First Serve

## DELEGATE INFORMATION

### SCHOOL DATE

January 10<sup>th</sup>-14<sup>th</sup>, 2022

### SCHOOL FEES

Single	\$1888
Double	\$1581
Delegate & Partner	\$2890 (additional \$1002)
(Partner is <b>not</b> registered in a course)	
Local Resident	\$1082
Youth (ages 6 – 18)	\$568
Children (5 & under)	No charge

*Note: Annual Park passes are \$69.19 per individual or group rate of \$139.40 per car (up to 7 individuals). Daily passes are \$10.00/adult and \$20.00/Family/Group.*

**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 \$307.**

### 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 26<sup>th</sup>, 2021.**

### TRANSPORTATION - AFL CHARTERED BUS SERVICES

AFL Chartered bus services from Edmonton, Calgary and Red Deer. **Cost for a round-trip is \$138/person, payable to the AFL, and must be received by the registration deadline. This rate includes the park entry fee at a \$42.00 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 credit card over the phone, please call our office: 780.483.3021 or 1.800.661.3995 and ask for Maria.

### CANCELLATION FEE

Cancellations between November 26<sup>th</sup> and January 3<sup>rd</sup> will result in a \$100 cancellation fee.

Cancellations after January 3<sup>rd</sup> are non-refundable.

**NO SHOWS are non-refundable.**

### REGISTRATION TIME AND LOCATION

Registration will occur on: **Sunday, January 9<sup>th</sup> 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 3<sup>rd</sup>, 2022.**

# DELEGATE INFORMATION

## **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 13<sup>th</sup>, 2021**.

## **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 who's local meet these criteria. **A maximum of one subsidy each year, per local union will be granted, and accepted on a first-come, first-serve basis.** If a second local does not apply for a subsidy by November 26<sup>th</sup>, 2021, then the local who applied for a subsidy can apply for both of the subsidies. 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**

Due to COVID-19, we will not be providing group child care for this event. You can contact My Jasper Nanny to get information for child care. Here's the link to the website <https://myjaspernanny.ca/childcare/>.

\*The AFL will reimburse up to \$50.00/day with receipts. You can contact our office to request reimbursement after the retreat.

## **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 Ethnically Diverse, Indigenous, LGBTQ2SI+ (Pride), Women, or Young Workers (30 years old or under). Caucus meetings may be held throughout the week.

## DELEGATE INFORMATION

### COVID-19 VACCINATION REQUIREMENTS & GUIDELINES

Fairmont Jasper Park Lodge has taken part in the Exemptions Program therefore **all attendees for our Winter School will need to provide proof of double vaccination or provide a negative PCR COVID Test to attend.**

Upon arrival to the hotel each guest will need to show **proof of vaccination and Government ID** to get a vaccination card that they will need to keep on them to show our colleagues when accessing restaurants, meetings or any facilities i.e., Pool or Spa.

Here is the link to their website providing more information: <https://www.jasper-park-lodge.com/safety-information/restrictions-exemptions-program/>

Currently, for in person gatherings, if all persons are vaccinated there is no limit on how many people can attend. **They require everyone to wear masks when in the room and not socially distanced** i.e., in the classrooms, hospitality rooms, etc.

### 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

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. 1 Old Lodge Road, Jasper, Alberta, T0E 1E0. Google Maps link: <https://goo.gl/maps/edttUBED95ZRaPXf7>

### 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. Call Jasper Park Lodge ahead of time to see if which activities will be available during your stay.

### WHAT TO WEAR

Dress is casual. Outdoor equipment such as skates, snowshoes and skis can be handy for use in the evenings. 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. There will be additional restrictions this year due to COVID-19. Please refer to the COVID-19 Vaccination Requirements & Guidelines above.

### 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](mailto:AFL@AFL.ORG)**