**Week 1: January 12 – 17, 2020**

**BCGEU Organizing Academy**
After our successful launch at the 2019 CLC Pacific Region Winter School, the 2020 BCGEU Organizing Academy will bring together workplace-based teams of stewards, activists, and staff to develop comprehensive internal organizing plans. Part rigorous boot camp, part experiential workshop, the Organizing Academy is a deep dive into the practical skills and methods of building worker power! We’ve invited more than 75 members to attend one of the three sessions during the CLC Pacific Region Winter School.

**Building Psychologically Healthy Workplaces**
Current research confirms that mental health issues are prevalent in B.C. workplaces. Workers who experience mental health issues face incredible challenges in the workplace. Many are misunderstood, stigmatized, and under-utilized. From an organizational effectiveness and sustainability perspective, this is a significant business issue and one that requires attention. In a world where shortages of critical skills are, and will continue to be, a priority for many organizations, we cannot afford to allow the situation to continue.

Workplace stress, bullying, harassment, and violence are increasingly the predominant issue for Canadians. Awareness of the staggering economic cost of workplace stress and related issues ($51 billion annually) grows steadily. Research also points to stress as a contributing factor in actual workplace accidents, injuries, and violence, making it a major factor in OH&S.

This course looks at all of the various workplace psychosocial factors and works on developing and implementing an effective plan that will improve the psychological health and safety of a workplace. The course examines strategies that eliminate, minimize, and accommodate psychological health issues.

**Prerequisite: Health & Safety Level 1 recommended**

**Collective Bargaining Level 1**
Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining. This course also 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. Level 1 is aimed at new bargaining committee members and local union officers. You may want to bring a calculator for this course.
Facing Management Effectively
This course will look at economic, political, social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and argument, finding areas of agreement, building solutions, implementing and maintaining solutions. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy and critical thinking.

Labour Arbitration Level 1
This course is designed to introduce participants to the practical skills required to prepare and present a case at an arbitration hearing. Special emphasis is placed on evidence, examination and cross-examination, the opening statement and final argument. You will also discuss current trends and cases dealing with the arbitration process. This course would be useful for grievance committee members or chairpersons, or union staff or officers who have not yet had extensive experience with the arbitration process.

Mental Health First Aid
The Mental Health First Aid (MHFA) training course was developed by the Mental Health Commission of Canada to help people provide initial support to someone who may be developing a mental health problem or experiencing a mental health crisis. MHFA teaches mental health first aid skills. The course does not train people to be therapists, counsellors, or mental health professionals. The philosophy behind MHFA is that a mental health crisis, such as suicidal and self-harming actions, may be avoided through early intervention. If a crisis does arise, an MHFA trained person in the workplace can take action that may reduce the harm that could result. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved. This course is ideal for union stewards or representatives, joint health and safety committee members, business representatives, local staff, first aid attendants, or anyone that wishes to increase their skills to support their fellow members.

Parliamentary Procedure and Public Speaking
This is a two-part course. Parliamentary Procedure covers how to run a meeting effectively, the duties of a chairperson and secretary, and how the rules of order can provide a democratic and fair process to get the business of the union accomplished. Public Speaking covers how to speak persuasively to various groups and how different formats are used to speak at convention, debates, and impromptu gatherings.
Transforming Conflict into Union Activism
Transforming Conflict into Union Activism approaches conflict in a novel way. It recognizes that conflict isn’t always negative but that it is the outcome of the conflict that is negative or positive. The course will teach participants how to listen to people involved in a conflict, get to the root causes of a conflict, and how to coach people involved in a conflict to identify shared interests. Participants will learn how to use those shared interests to help people involved in a conflict find solutions and turn the conflict and shared interests into union activism.

Women in Leadership
This course offers union women an opportunity to develop and enhance their leadership skills and knowledge in a variety of current and emerging labour issues. A major component of this course will cover communication and motivational skills that are important for women activists.

Week 2: January 19 – 24, 2020

Facing Management Effectively
This course will look at economic, political, social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and argument, finding areas of agreement, building solutions, implementing and maintaining solutions. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy and critical thinking.

Human Rights: An Introduction
This course is a good starting point for union activists and leaders looking to build their skills and perspectives to better engage and represent the diversity of their members. It is open to all union activists.

Racism, sexism, homophobia, transphobia, and discrimination against people with disabilities are used to divide workers. Participants will focus on the role unions can play in advancing equity and changing how we address systemic discrimination. Together we will identify what needs to change, how to challenge employers, as well as how to engage and represent workers through an equity lens.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: http://canadianlabour.ca/labour-education.
Introduction to Labour Economics
This course is intended to provide a broad framework in which to understand the economic forces that shape labour today, by examining the history of economics to illustrate important concepts and trends, while providing specific introductory information about basic economic theories, as well as a working understanding of investment methodology and modern implements such as the Consumer Price Index. The course starts with the origin of antichretic loans and compound interest in the historical record at ~3000 BCE, examines the foundations of modern economic theory, and looks at the current implications for union members in the Canadian context.

Return to Work (Duty to Accommodate)
This course is designed to equip participants with tools and strategies for successful work reintegration outcomes. Participants will explore leading research and learn the principles of good work reintegration practices and the duty to accommodate. The course has a strong focus on the analysis and interpretation of human rights obligations and particularly the duty to accommodate. Barriers to successful work reintegration are addressed with a focus on attitudinal barriers and their elimination using the social model of disability and therapeutic return to work principles. An in-depth comparison between older methods of disability management and the newer, progressive disability prevention model is presented and participants learn about the paradigm shift from management to prevention.

Women’s Health & Safety in the Workplace
All workers face health and safety issues at work – injuries and occupational disease, workplace hazards, and stress. Many of these issues have a gender dimension – they affect women’s bodies in particular ways. In this course, participants will discuss and learn how women’s health (including reproductive health) is affected by toxic workplace substances, by work and tools that are often designed to fit men’s bodies, and by workplace stresses such as violence and harassment. The course will provide the opportunity for you to discuss how the traditional gender-neutral approach to health and safety differs from the relatively new principle of the gender-sensitive approach. You can look forward to improving your skills in assessing workplace hazards and recommending appropriate corrective action. You will also learn about key health and safety principles such as: the precautionary principle, worker health and safety rights, and strategies to improve committee effectiveness. This course is intended for women who are health and safety committee members, and for women who want to take a more active role in health and safety at their workplace.

Workers’ Compensation Level 1
This course provides a review of the Workers Compensation Act, how the Board functions, procedures for filing claims, WCB policies for adjudicating claims, and the appeals process. This is a basic course and will interest those union members just starting to handle WCB claims and appeals. This class will observe a hearing presentation to a panel of the Review Division.
Workers’ Compensation Level 2
This course is for union members wanting to improve their WCB advocacy skills. Participants will assist an injured worker in a mock appeal where their injury has been denied by the WCB. The class will review how to seek a doctor’s opinion in support of the injured worker, how to question the worker at an appeal hearing, and how to present argument regarding occupational injury and disability. Participants are encouraged to discuss the specific types of work-related injuries and benefits that their members are having denied or not dealt with properly, and emphasis will be placed on how to apply one’s advocacy skills to those types of cases. At the end of the week, the class will participate in a mock hearing of the Workers’ Compensation Appeal Tribunal.

Week 3: January 26 – 31, 2020

BCGEU Organizing Academy
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Building Psychologically Healthy Workplaces
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This course looks at all of the various workplace psychosocial factors and works on developing and implementing an effective plan that will improve the psychological health and safety of a workplace. The course examines strategies that eliminate, minimize, and accommodate psychological health issues.

Prerequisite: Health & Safety Level 1 recommended

Collective Bargaining Level 1
Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining. This course also 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. Level 1 is aimed at new bargaining committee members and local union officers. You may want to bring a calculator for this course.

**Collective Bargaining Level 2**
Bring a copy of your collective agreement and a calculator as we work with different strategies and tactics for effectively facing today’s challenges at the bargaining table. How do we deal with workplace change – restructuring, automation, or new technology? What language best protects workers against unfairness in drug and alcohol testing or electronic monitoring? How do we prepare our membership and the union to deal with concession demands in pension and health benefits? This is a course for students who have taken Collective Bargaining Level 1 and have some experience on a bargaining committee.

**Facing Management Effectively**
This course will look at economic, political, social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and argument, finding areas of agreement, building solutions, implementing and maintaining solutions. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy and critical thinking.

**Health & Safety Level 2**
The Health & Safety Level 2 course has been designed to empower participants to develop the tools, resources, and strategies necessary to build on successes and to tackle the tough OH&S issues at their workplaces. In this course, participants will discuss barriers facing joint OH&S committees and develop some creative strategies and solutions to deal with them. Learn about the requirements of a violence prevention program and ergonomics program in OH&S legislation and the joint committee’s fundamental role in its development. Participants will also learn how to conduct proper risk assessments and how to increase committee effectiveness.

**Prerequisite:** Health & Safety Level 1
Member Engagement – Member Action
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 members.

This course will train participants on the three-step approach to effective member engagement (Go, Listen, Build) and connect it to a three-step approach for building an active membership (one-on-one communication, taking action on worksite issues, and designing a strategy and plan to win).

This training is particularly helpful for unions with upcoming contract negotiations, a backlog of unresolved grievances, a particularly disengaged membership, or a diverse membership that is not reflected in local leadership.

Each participant will leave the training with a worksite specific plan for creating an engaged and active membership as well as a series of measurable goals to evaluate outcomes.

Parliamentary Procedure and Public Speaking
This is a two-part course. Parliamentary Procedure covers how to run a meeting effectively, the duties of a chairperson and secretary, and how the rules of order can provide a democratic and fair process to get the business of the union accomplished. Public Speaking covers how to speak persuasively to various groups and how different formats are used to speak at convention, debates, and impromptu gatherings.

Week 4: February 2 – 7, 2020

Arbitration: To Go or Not to Go?
Participants will learn the law with respect to duty of fair representation obligations, as well as the standard arbitral legal tests in relation to discipline, contract interpretation, and evidence. There will also be a legal research component, which will focus on locating the law and conducting efficient legal research. Participants will present an overview of a grievance with recommendations on whether to proceed to arbitration.

Taught by both counsel and arbitrators, this course will provide the legal knowledge required for unions to determine what the critical issues are in individual grievances and to make informed decisions regarding the progress of grievances. One of the most difficult issues facing unions is whether to advance grievances to arbitration. It can be a legal minefield.

Participants should have some experience in the arbitral referral process. A basic arbitration course is recommended. This course does not focus on preparation or presentation of a labour arbitration case. Participants wanting arbitration skills should take a Labour Arbitration Level 1 or 2 course.
Facing Management Effectively
This course will look at economic, political, social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and argument, finding areas of agreement, building solutions, implementing and maintaining solutions. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy and critical thinking.

Federal Labour Law
This course presents an overview of the federal 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 learn to do legal research using basic text books, annotated statutes and online research tools. Theory will be put into practice. Using case studies, students will learn how to prepare for grievance hearing or labour management meeting. Students who have access to a laptop are encouraged to bring it.

Investigating Bullying & Harassment
Workplace bullying and harassment can compromise the mental and physical health of workers. To address this health and safety issue, this course will equip participants with the knowledge and confidence to undertake thorough and impartial investigations into allegations of workplace bullying and harassment as defined in health and safety law and policy. Participants’ skills will be developed and practised through role play in planning, research, interviewing techniques, and analysis in order to conduct impartial investigations. Particular attention will be paid to the emotional and sensitive effect that alleged bullying and harassment has on the workplace. Thorough and impartial investigations are necessary to not only resolve the complaint, but also to educate and ensure proper recommendations follow to prevent further incidents from happening.

Prerequisite: Bullying & Harassment recommended

Labour Arbitration Level 1
This course is designed to introduce participants to the practical skills required to prepare and present a case at an arbitration hearing. Special emphasis is placed on evidence, examination and cross-examination, the opening statement and final argument. You will also discuss current trends and cases dealing with the arbitration process. This course would be useful for grievance committee members or chairpersons, or union staff or officers who have not yet had extensive experience with the arbitration process.
**Labour Arbitration Level 2**

As a follow-up course to Labour Arbitration Level 1, this course has an emphasis on necessary verbal and procedural skills. It deals primarily with the conduct of the hearing for example, with the rules of evidence, examination-in-chief, and cross-examination.

**Prerequisite: Labour Arbitration Level 1 or arbitration experience.**

**Labour Community Advocate Level 1**

The Labour Community Advocate (formerly Union Counselling) Program is a Canadian Labour Congress training program delivered by Labour Programs and Services staff and funded through the United Way Centraide. This program provides participants with information about the social issues faced by working people and the resources available in their community.

Participants are trained in communication skills, interviewing and referral techniques so they can assist union members to find the appropriate resources. The Labour Community Advocate Training helps workers to find effective solutions and community support for issues outside the scope of their collective agreements. Labour Community Advocates are often the first contact for co-workers with problems and are a valuable resource within any union.

**Mental Health First Aid**

The Mental Health First Aid (MHFA) training course was developed by the Mental Health Commission of Canada to help people provide initial support to someone who may be developing a mental health problem or experiencing a mental health crisis. MHFA teaches mental health first aid skills. The course does not train people to be therapists, counsellors, or mental health professionals. The philosophy behind MHFA is that a mental health crisis, such as suicidal and self-harming actions, may be avoided through early intervention. If a crisis does arise, an MHFA trained person in the workplace can take action that may reduce the harm that could result. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved. This course is ideal for union stewards or representatives, joint health and safety committee members, business representatives, local staff, first aid attendants, or anyone that wishes to increase their skills to support their fellow members.

**Provincial Labour Law**

This course presents an overview of provincial labour legislation and its impact on the strategies and actions of unions. Among 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 who take this course will attain a good understanding of the basic principles underlying Canadian labour law and the specifics of labour legislation in B.C.
**Week 5: February 9 – 14, 2020**

**A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples**
This course is for all workers, including non-Indigenous activists, 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 labour’s 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.

**BCFED Organizing Institute: Basics of Organizing**
The BCFED Organizing Institute training covers the basics of union organizing to build power within our unions, and to organize new workers into unions. This is an opportunity to learn and practise leading effective organizing conversations with peers and experienced organizers from across our movement. We cover the elements of an organizing campaign, and the provincial and federal labour codes and how they apply to organizing. The course is designed to be an intensive training session that simulates the conditions of union organizing. Evening sessions are part of the core curriculum and participants will be expected to work as a group throughout the course, both inside and outside the classroom – just like in a real organizing campaign. Participation is encouraged from people who represent the diversity of our workforces.

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**Benefits Bargaining**
This course will help you understand how health and welfare benefits are structured and how to prepare for benefits bargaining. The course will include information on new and renewed benefit plans and how to handle a change in benefits carriers. Topics for discussion will include: costing of benefits, employers’ response to increasing costs and changes in coverages, funding methods including trusts, laws pertaining to benefits coverage, privacy issues, collective agreement language ideas, types of benefit plans to avoid and why.
Bullying and Harassment
Responsibility for bullying in the workplace is shared between workers, the employer, and the union. This course will explore different approaches and tools to address bullying in the workplace, from education programs, legislation, workplace policies and procedure, grievances, and other means within the collective agreement language like labour management committees. The course will also explore the relationship and differences between legislation covering bullying and harassment. We will also look at what the rest of Canada is doing on the topic of bullying and pull examples and lessons from their experiences. Finally, we will review the new B.C. Legislation put out by WorkSafe BC and the implications of this language for OH&S committees and WorkSafe BC claims.

Prerequisite: Applicants must be a steward or member of their Joint Occupational Health and Safety (JOSH) Committee, Bargaining Committee, or Union-Management Committee.

Collective Bargaining Level 1
Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining. This course also 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. Level 1 is aimed at new bargaining committee members and local union officers. You may want to bring a calculator for this course.

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Prerequisite: Bullying & Harassment recommended
**Unions in the Community**
The labour movement has always played a strong role in the social change movement. As part of the United Way and CLC Labour Community Advocate Program, the course provides training on community involvement and working with community partners as a board, committee or coalition partner. Participants learn how to organize around and participate in community social service issues, while exploring the ways in which unions and other labour bodies can help build resilient and respectful communities. The tools provided help strengthen labour’s community presence and develop new activists and support for issues based campaigns. Participants are also trained to identify community issues where unions can play a role through collective bargaining or social action.

**Young Workers in Action**
This course is designed to give young union activists the skills they need to be effective in their workplace. The course will cover public speaking, how meetings are run, how to read your contract, grievance handling, and the basic collective bargaining process.

Participants are requested to bring a copy of their collective agreement.

*There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: http://canadianlabour.ca/labour-education.*