



Vancouver & District Labour Council

2018 Labour Education

Anita Yan Memorial Law Series & General Program

Dates at a Glance

Courses	Instructors	Dates
Canada Labour Code (All levels) 	Tamara Ramuscovic * Moore Edgar Lyster	September 26 Wednesday
WCB: Psychological Injuries (Intermediate / Advanced)	Niki Schnurr * Move UP	October 10 Wednesday
Human Rights for Shop Stewards & Union Activists (All levels)	Conni Kilfoil * Consultant	November 7, 8, & 9 Wednesday, Thursday, & Friday
Investigations and Interrogations: Representing Members in Employer Interviews (All levels) 	Craig Bavis * Victory Square Law Office	November 24 Saturday
Effective Grievances (Introductory)	Jennifer Arnold * BCGEU	December 1 Saturday

To register, please visit the Vancouver & District Labour Council website at www.vdlc.ca

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Anita Yan Memorial Law Series

Human Rights for Shop Stewards and Union Activists

(All Levels)

An overview of human rights in the Canadian workplace. Starts by examining the sources of human rights legislation and how unions can use the Charter of Human Rights and Freedoms, human rights legislation, and related contract language to advance workplace fairness, inclusion, and solidarity, and how to challenge workplace policies that have a discriminatory effect.

Matters that will be examined include protecting our members from discrimination while upholding our collective agreement rights; wage equity and representative workplaces; bargaining equality initiatives for all; learning the history and development of Canadian human rights from a union perspective by exploring a number of “Equality Moments “ in our history and mapping the development of human rights struggles and challenges including the role of racism and discrimination, as well as institutional /systemic discrimination. There will be a BRIEF OVERVIEW of workplace human rights harassment and bullying and of the duty to accommodate.

The course will have guest speakers who are union activists from equity-seeking groups speaking on various issues, films, and a guest speaker or musician. The course will result in a visual art piece reflecting the history of human rights and the labour movement that will inspire future action” .

Date: **Wednesday, Thursday, & Friday**
November 7, 8, & 9
9:30 am to 4:00 pm

Registration: **\$150 - VDLC affiliated union / \$180 - other**
Fee includes lunch & materials

Instructor Conni Kilfoil

Conni Kilfoil is a consultant who previously worked as the Equality Representative with CUPE in BC; she has worked as a lawyer with extensive experience as an advocate and educator.

To register, fill out the attached form or online at www.vdlc.ca/education

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Anita Yan Memorial Law Series

Investigations and Interrogations

Representing Members in Employer Interviews

(All Levels)

Picture this. You are a shop steward and you get a request from an HR manager to sit in on an interview of a union member as part of an investigation. They won't tell you or the worker what it's about or let you speak alone. The manager is vague and accusatory and threatens to discipline the member if they do not cooperate. What can you do as a shop steward? How do you best represent the member and reduce the possibility of discipline?

At discipline arbitrations the employer's key evidence is their investigation. This new course will help you, as a worker's advocate, level the playing field by knowing the rights of employees and limits of employers in investigations.

Date: Saturday, November 24
9:30 am to 4:00 pm

Registration: \$70 - VDLC affiliated union / \$90 - other
Fee includes lunch & materials



Instructor Craig Bavis, Victory Square Law

Craig Bavis is a partner at Victory Square Law Office and has been a labour lawyer since 2000 representing a wide range of unions and was counsel for the Saskatchewan Federation of Labour in the 2015 Supreme Court of Canada which recognized the right to strike.

To register, fill out the attached form or online at www.vdvc.ca/education

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Anita Yan Memorial Law Series

Effective Grievances

(Introductory)

This is a course designed for new union activists and stewards, or as a refresher for those with more experience. Learn the difference between a complaint and a grievance, when to start a grievance, how to support and advocate for your members in the grievances and best practices. Participants will learn the fundamentals for successful grievance outcomes.

Date: Saturday, December 1
9:30 am to 4:00 pm

Registration: \$70 VDLC affiliated union / \$90 other
Fee includes lunch & materials

Instructors Jennifer Arnold - BCGEU

Jennifer Arnold has represented BCGEU members for nearly seven years as part of the Union's Advocacy Department. She is committed to the labour movement and has advanced members' interests both at grievance arbitration hearings and through a range of other legal work. After completing her law degree at the University of Ottawa, Jennifer articulated with a union side labour law firm in Ottawa before moving to B.C. to join the BCGEU staff.

To register, fill out the attached form or online at www.vdvc.ca/education

Registration Form

VDLC 2018 Labour Education Series

Name: _____

Union/Organization: _____

Phone: (hm) _____ (mobile) _____

Email: _____

Address: _____

-	Canadian Labour Code (All levels)	September 26 Wednesday	\$70 - Affiliated Union \$90 - Other
	WCB: Psychological Injuries (Advanced)	October 10 Wednesday	\$70 - Affiliated Union \$90 - Other
	Human Rights (All levels)	November 7, 8, & 9 Wednes, Thurs, & Fri	\$150 - Affiliated Union \$180 - Other
	Investigations & Interrogations (All levels)	November 24 Saturday	\$70 - Affiliated Union \$90 - Other
	Effective Grievances (Introductory)	December 1 Saturday	\$70 - Affiliated Union \$90 - Other
TOTAL			\$

Fees include lunch & material - **Please advise of special dietary needs**

Registration fee to be paid:

Registrant

Un- ion

Credit Card

***Any cancellations must be received 3 working days in advance for refund,
exceptions on a case-by-case basis.***

Pre-registration is required. Course space is limited - registration is open - union membership is not necessary. To register you can contact Keziah at 604-254-0703 / office@vdlc.ca or online

Payment can be made in cash or cheque payable to "VDLC", or via credit card (contact the VDLC). Many unions will pay or reimburse tuition. Some financial subsidies are available.

Location - 111 Victoria Dr., in the Maritime Labour Centre. The building is wheelchair accessible and there is free parking at the rear of the building off Pandora Street. If using transit from Powell or Hastings, get off at Victoria Drive - Triumph Street is 1 block south of Powell/ 3 blocks north of Hastings.