

2024 CLC Pacific Region Winter School

Courses Eligible for HSA Scholarship

This year, the Pacific Region Winter School will fall on the following dates:

Week 1: January 14 – 19, 2024

Week 2: January 21 – 26, 2024

Week 3: January 28 – February 2, 2024

Week 4: February 4 – 9, 2024

Week 5: February 11 – 16, 2024

CORE PROGRAMS

Facing Management Effectively (Week 1, 2, 3, 4 and 5)

This course will look at economic, political, and 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.

Parliamentary Procedure & Public Speaking (Week 1, 3 and 5)

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.

OCCUPATIONAL HEALTH AND SAFETY

Building Psychologically Healthy Workplaces (Week 3)

The objective of this workshop is to provide participants with the tools to create strategies that will support workers with mental health issues, individually and collectively. We will start with a full day discussion of Workplace Bullying & Harassment, then continue with a full day of Prevention of Violence in the Workplace. These two days will lay the foundation to delve deeper into the Psychological Health & Safety Management System.

A Psychological Health and Safety Management System can help an organization identify hazards that can contribute to psychological harm to the worker. It is a preventive approach that assesses your workplace practices and identifies areas for improvement. A voluntary CSA Standard (Psychological Health and Safety in the Workplace) has been developed to help organizations work towards this vision as part of a process of continual improvement.

Mental Health First Aid (Week 1)

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.

Organizing for Safer Workplaces (Week 4)

This workshop explores what organizing can look like in the context of health and safety using proven strategies and workers' stories that have improved and advanced health and safety in workplaces.

Participants in this workshop will:

- Develop strategies to build solidarity and engagement around health and safety issues within the union, including the Local Executive, Stewards, Joint Committee(s), equity-deserving members, and precarious workers.
- Gain confidence in utilizing OH&S legislation, resources, and tools as health and safety activists to affect change in the workplace through direct action, campaigns, and collective bargaining.

ORGANIZING AND CAMPAIGN SKILLS

Basics of Organizing & Campaigns (Week 4)

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 practice 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.

This is a hands-on course that simulates the conditions of a union organizing campaign and is designed for new labour activists interested in expanding their skills to build worker power. Participants should be prepared for a mix of coursework, small groups, and real time practice.

This course is being presented by the BC Federation of Labour.

Member Engagement – Member Action (Week 4)

This course is designed for experienced 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.

Building Conflict Capacity in Union Work (formerly Transforming Conflict into Union Activism) Week 1

This course is designed to help you see conflict through a transformative lens. While many view disputes as challenges, this course teaches you to recognize them as opportunities. Delve into the nuanced world of conflict, understanding that its nature isn't inherently negative – it's the outcomes we craft that define the experience. Explore your personal conflict style, the nuances of

power and privilege, and the intricate dynamics that arise in group confrontations. Through immersive exercises, learn the art of deep listening, the strategy behind pinpointing root causes, and the finesse of coaching individuals to unearth shared interests. Move beyond mere conflict resolution and empower yourself to transform disagreements into proactive union activism, using shared passions as a catalyst.

Women in Leadership (Week 1)

This course is open to any leaders who identify as women or who are gender diverse, including non-binary, gender fluid, gender-nonconforming, or genderqueer leaders. This course offers an opportunity to develop and enhance their leadership skills and knowledge in a variety of current and emerging labour issues. A major component of the course will cover communication and motivational skills that are important for women activists. Participants will explore ways of building on their skills and drawing on their experiences as they advance along the path to leadership and consider running for an elected position or supporting others who run. Whether you're thinking of leadership within your union, your community, or in politics, this course is for you.

Young Workers in Action (Week 5)

This course is designed to give young union activists (aged 30 and under) 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.

COMMUNITY COURSES

Unions in the Community (Week 1)

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.