



HEALTH SCIENCES ASSOCIATION  
The union delivering modern health care

## 2017 Canadian Labour Congress Winter School - INFORMATION SHEET -

<b>Week One:</b>	<b>January 15 – 20, 2017</b>
<b>Week Two:</b>	<b>January 22 – 27, 2017</b>
<b>Week Three:</b>	<b>January 29 – February 3, 2017</b>
<b>Week Four:</b>	<b>February 5 – 10, 2017</b>
<b>Week Five:</b>	<b>February 14 – 17, 2017*</b>

\* Professional Development Week – runs Tuesday – Friday

### ALL MEMBERS ARE ELIGIBLE FOR SCHOLARSHIPS TO ATTEND THE FOLLOWING COURSES:

#### 1. **Facing Management Effectively** (weeks one, two, three, four)

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.

#### 2. **Parliamentary Procedure and Public Speaking** (weeks one and three)

This is a two-part course. Parliamentary Procedure covers how to run a meeting effectively, the duties of 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.

#### 3. **Building Health and Safety Activism** (week three)

Union health and safety activists will share and learn the proven strategies to initiate and conduct a fully effective health and safety campaign in their workplaces and larger communities. Participants will learn how to use their OH&S committees to drive a safety agenda in their workplace. Setting up the proper messaging and communications infrastructure as well as gaining capacity and building allies both internal and external to the workplace will be discussed. Fostering worker participation and building momentum on these issues is some of the most important work that we do in the labour movement.

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**4. Building Psychologically Healthy Workplaces** (weeks one and three)

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.

**5. Bullying & Harassment** (week two)

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.

**6. Transforming Conflict into Union Activism** (week three)

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.

**7. Women in Leadership Level 1** (week one)

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 the course will cover communication and motivational skills that are important for women activists.

**8. Young Workers in Action** (week four)

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

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**9. Critical Incident Stress** (week two)

Although we hope that incidents and accidents in the workplace never occur, quite often they do and the union is challenged to help its members deal with the impacts and aftermath. This course develops an understanding of critical incident stress and how it can affect people. From there, the course helps unions develop a critical incident response system which can be implemented in the workplace. Participants will examine key elements of critical incident response systems, including a review of collective agreement language covering emergency responders and other workers. Finally, the course will look at what challenges exist within the health and WCB systems which requires our advocacy action, to make change happen.

**10. Women's Health and Safety in the Workplace** (week five)

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.

**This course meets the criteria for the eight-hour annual educational leave that OH&S committee members and worker representatives are entitled to under the Workers Compensation Act.**

**11. Labour and Climate Change: Taking Action Now!** (week five)

As a society we need to take collective action to lower greenhouse gas emissions enough to hold back further catastrophic damages from climate change. Both the provincial and federal governments are in the process of setting in motion their climate action plans. It is critical that the labour movement is at the centre of the discussion and development of BC and Canada's response to climate change.

This course will: -- Provide an overview of the 2015 Paris Agreement on Climate Change - what did countries around the world agree to do to lower greenhouse gas emissions? -- Examine and critique the provincial and federal climate action plans and discuss how labour can insert itself in the development and implementation of the plans. -- Discuss how existing workplaces and jobs can be "greened" and help shift us to a low carbon economy. -- Discuss Just Transition principles - what programs and resources do workplaces, workers and communities need to move towards a low carbon economy? -- Examine what unions are doing to address climate change and discuss how we can take part in the action.

**12. Candidate Development for Women** (week five)

Are you a woman who has been elected in your local union, provincial, or community organization? Are you looking to increase your support base and engage a wider audience? Have you run or considered running in a municipal, provincial, or federal campaign? If you answered yes to any of these questions, then this course is for you!

This course is a next step for women leaders, designed to address the day to day challenges in the face of high stress campaigns. Participants will take away new ways of campaigning, strategic planning, and framing our message. By building on communications and presentation skills, participants will leave with the tools to best communicate their message in on camera interviews, face to face debates, and with new media.

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### **13. Unions in the Community (week four)**

The labour movement has always played a strong role in the social change movement. This course will teach participants how to work with community partners and to organize around, and participate in community social service issues.

Participants will develop skills on working with coalitions, developing community campaigns and creating networks of labour and community activists.

The tools provided will help strengthen labour's community presence and develop new activists.

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