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PLEASE POST – EB10-08

DATE November 8, 2010

2011 Canadian Labour Congress WINTER SCHOOL

*One of Canada's best labour schools, held at
Harrison Hot Springs, in January and February 2011*

The CLC Winter School offers a wide variety of week-long, quality labour oriented courses. To support HSA's ability to represent HSA members effectively and to help build a stronger union, members and/or stewards can apply to take courses chosen to meet these objectives.

HSA offers a number of scholarships which cover full reimbursement for wages, travel, registration, accommodation (twin), meals and dependant care. In addition, HSA provides one Ann Hallman Scholarship.

HSA members can apply for an HSA Scholarship or the Ann Hallman Scholarship by completing an application form.

Application forms are available from www.hsabc.org. Please note that HSA CLC Winter School Scholarships are popular, and more applications are usually received than can be accommodated. **Application forms must be fully completed and received at HSA's office by 4:00 p.m., Monday, November 29, 2010, to be considered.** Please contact Leila Lolua for further information.

Child care will be available at the CLC Winterschool for the first time, provided by experienced Early Childhood Educators. If you are approved for any of the above scholarships, you will be contacted by HSA with further details on the child care.

Community Savings is also offering a scholarship to attend the Human Rights, Issues and Advocacy course for week one: January 16 – 21, 2011. Please follow this [link](#) to receive more information.

The BC Federation of Labour is offering two scholarships as well, please see the attached information.

Application Deadline: 4:00 p.m., November 29, 2010

For dates and course information, please see attached information sheet.

2011 Canadian Labour Congress Winter School

- INFORMATION SHEET -

Week One:	January 16 – 21, 2011
Week Two:	January 23 – 28, 2011
Week Three:	January 30 – February 4, 2011
Week Four:	February 6 – 11, 2011
Week Five:	February 13 – 18, 2011

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

- 1. Facing Management** (Weeks One, Two, Three, Four and Five)
This course offers an opportunity to learn new skills, tactics, and strategies for unions to use in joint labour-management committees. This is a perfect course for newer activists that want to learn more about union-management relations, traditional and modern management theories and systems, and the history of work organization. Communication skills, group dynamics training, and conflict resolution skills will be emphasized. The course offers hands-on practice sessions in skill-building techniques so that you will be as comfortable in the boardroom as you are at a union meeting.
- 2. Human Rights, Issues & Advocacy** (Week One)
Discrimination harms our workplaces, unions, and society. It pits worker against worker, divides people, and diminishes our collective power. This course will show participants the power that unions can have to effect change. By pushing for changes to our collective agreements and internal policies, and through education, lobbying and social change, union activists can advance human rights. Participants will learn how to recognize human rights issues and understand the impact that human rights have, as well as learn strategies for tackling these issues head-on.
- 3. 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.
- 4. Women in Leadership Level 2** (Week Five)
In this course we will examine the unique challenges women face with a perspective on today's economy and political climate. The course is for experienced union women who want to learn new skills and take on new challenges. Learn new techniques in public speaking, develop dynamic campaigns, and build a new level of confidence to take on any role in your union or community. We will examine the evolution of women in their unions and communities and be inspired by the real life stories of women today who are making a difference.
- 5. Parliamentary Procedure and Public Speaking** (Weeks One, Four and Five)
This is a two-part course. Parliamentary Procedure covers how to run a meeting effectively, the duties of a chairperson and secretary, and how 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.

6. **Duty to Accommodate** (Weeks Two and Three)

Recent human rights decisions from the Supreme Court of Canada have expanded the duty of employers and unions to accommodate workers on the basis of gender, race, disability, and religious beliefs with both positive and negative implications for unions. It can be difficult to understand the extent of the duty and the point at which accommodation becomes an undue hardship. Participants will gain an understanding of human rights law and skills in identifying appropriate accommodations and implementing strategies to reduce the potential for negative impact on the bargaining unit.

7. **Health & Safety Level 2** (Week Two)

This advanced OH&S course has been designed to develop tools, resources, and strategies to tackle more complex issues at the workplace. The issues covered include: ergonomics, indoor air quality, violence prevention, exposure to infectious disease, and exposures to chemical hazards. The course will focus on hazards that contribute to incidents and how to ensure that an effective investigation takes place. We will be discussing the barriers facing joint committees regarding participation, the type of investigation, and access to information required to ensure an effective investigation transpires.

This course meets the criteria for the 8-hr annual educational leave that OH&S Committee members and worker representatives are entitled to under the Workers Compensation Act.

8. **Health & Safety Level 3** (Week Five)

This new third level OH&S will be a pilot course utilizing hazard specific material from the Workers Health & Safety Centre (WHSC). This is the first time this course has been offered in British Columbia. Topics that will be covered: Asbestos, Dust & Fibers, Hours of Work, EMF & Dirty Electricity, Indoor Air Quality, Office Bio Hazards and Mold, Infectious Diseases, and Multiple Chemical Sensitivity.

9. **Young Workers in Action** (Week Five)

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

10. **Critical Incident Stress** (Week Four)

Our experience is that people in a variety of jobs can, at one time or another, be exposed to critical incident stress (CIS), not just emergency responders. The course will cover a detailed explanation of stress and stressors, policies and guidelines, communication skills, the recovery process from CIS and practical sessions. The end result is to provide awareness of what CIS is, how to recognize it, and how to best deal with those exposed to it.

Prerequisite: Union Counselling 1

11. **Union Counselling Level 1** (Weeks One and Five)

This course is for trade union members interested in becoming union counsellors. Participants will be equipped to refer union members to services and agencies in the community, develop communication skills, discuss stress as it relates to the workplace, and deal with myths and realities relating to chemical dependency with a focus on alcoholism. In this course we also discuss what involvement, if any, unions should have with Employee Assistance Programs and Work & Wellness Programs.