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PLEASE POST – EB09-11

DATE October 29, 2009

2010 Canadian Labour Congress WINTER SCHOOL

*One of Canada's best labour schools, held at
Harrison Hot Springs, in January and February 2010*

The CLC Winter School offers a wide variety of week-long, quality labour orientated courses. Past HSA participants have rated the courses and the experience highly. The school offers an opportunity to meet people from other unions and workplaces across BC. 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., Tuesday, November 24, 2009, to be considered.** Please contact Leila Lolua for further information.

Application Deadline: 4:00 p.m., November 24, 2009

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

2010 Canadian Labour Congress Winter School

- INFORMATION SHEET -

Week One:	January 17 – 22, 2010
Week Two:	January 24 – 29, 2010
Week Three:	January 31 – February 5, 2010
Week Four:	February 7 – 12, 2010

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

- 1. Facing Management (Weeks One, Two, Three, and Four)**
You will learn to analyze Management's hard-line and soft-line approaches, various workplace strategies for reorganization, team concepts, and employee involvement schemes to determine the impact on union members and the collective agreement. This course is designed to teach critical awareness of the latest management tactics so that the union can protect and advance its agenda.
- 2. Parliamentary Procedure and Public Speaking (Weeks One and Four)**
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.
- 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 Four)**
This course is for experienced union women who aspire to do greater things.

Women in this course will examine the unique challenges which face women leaders due to economic realities, societal views, and political structures. The course will emphasize the importance of identifying allies and being a mentor, while building an action plan for success. Women will complete this course with enhanced campaign, presentation, and communication skills, and an increased level of confidence to deal with any challenge.
- 5. Pensions – a Union Perspective (Week Four)**
Pensions are an important part of worker wages and benefit packages. Their future importance may increase as government commitments to social programs continue to decline. This course will assist you in evaluating your own pension arrangement, give you ideas to improve an existing plan or give you enough information to know what needs to be done to establish a plan. The course will address pension issues from a private and a public pension perspective. The course will enable workers to make more valuable contributions to their union's pension policy or pension committees. Participants should bring any information pertaining to their current pension plan to the course.

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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 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 Four)

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 exposure 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 – hour annual educational leave that OH&S Committee members and worker representatives are entitled to under the Workers Compensation Act.

8. Human Rights, Issues & Advocacy (Week Three)

This course will help participants recognize discrimination in ourselves, our unions, workplaces and society. Our goal is to promote union remedies for the advancement of human rights through changes in collective agreements, internal policies, education, lobbying and social change. Participants will learn practical skills to recognize human rights issues, understand their impacts and respond appropriately as a local union activist.

9. Young Workers in Action (Week Four)

This course is designed to give young 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. Labour Council Leadership (Basic) (Week Two) – For HSA Labour Council Delegates Only

This is a basic course for new labour council officers, interested delegates, or affiliate representatives. Skills developed include basic media awareness, strategic planning, lobbying, campaign planning, and relationship building with politicians. It is intended to help build capacity in our local labour councils, and help them to put forward a labour agenda in their communities.