

Course **SCHEDULE**

Week 1: January 14-19, 2024

- 1.
2. Building Conflict Capacity in Union Work
3. Collective Bargaining Level 1
4. Facing Management Effectively
5. Health and Safety Level 1
6. Mental Health First Aid
7. Parliamentary Procedure and Public Speaking
8. Steward Training Level 1
9. Unions in the Community
10. Women in Leadership

Week 3: January 28-February 2, 2024

19. Arbitration: To Go or Not to Go
20. Building Psychologically Healthy Workplaces
21. Facing Management Effectively
- 22.
- 23.
24. Labour Arbitration Level 1
25. Labour Arbitration Level 2
26. Parliamentary Procedure and Public Speaking
- 27.

Week 5: February 11-16, 2024

38. Candidate Development for Women
39. Facing Management Effectively
40. Labour Arbitration Level 1
41. Parliamentary Procedure and Public Speaking
42. Return to Work
43. Steward Training Level 1
44. Steward Training Level 2
45. Workers Compensation Level 1
46. Workers Compensation Level 2
47. Young Workers in Action

Week 2: January 21-26, 2024

11. Collective Bargaining Level 1
12. Collective Bargaining Level 2
13. Domestic Violence and Gender-Based Violence and Harassment at Work: Training for Union Representatives
14. Facing Management Effectively
15. Labour Community Advocate Level 1
16. Levelling Up Your Campaign Skills
17. Steward Training Level 1
18. Steward Training Level 2

Week 4: February 4-9, 2024

28. Basics of Organizing and Campaigns
29. Benefits Bargaining
- 30.
- 31.
32. Facing Management Effectively
33. Intro to Digital Organizing
34. Labour Council Officer Development
35. Member Engagement – Member Action
36. Organizing for Safer Workplaces
37. Steward Training Level 1

COURSE DESCRIPTIONS

CORE PROGRAMS

COLLECTIVE BARGAINING LEVEL 1

Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining. This course also introduces some of the laws and rules that structure the bargaining process and provides opportunities for hands-on practice and skills development in preparing for and negotiating parts of a collective agreement. Level 1 is aimed at new bargaining committee members and local union officers. You may want to bring a calculator for this course.

COLLECTIVE BARGAINING LEVEL 2

Bring a copy of your collective agreement and a calculator as we work with different strategies and tactics for effectively facing today's challenges at the bargaining table. How do we deal with workplace change – restructuring, automation, or new technology? What language best protects workers against unfairness in drug and alcohol testing or electronic monitoring? How do we prepare our membership and the union to deal with concession demands in pension and health benefits? This is a course for students who have taken Collective Bargaining Level 1 and have some experience on a bargaining committee.

FACING MANAGEMENT EFFECTIVELY

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 AND PUBLIC SPEAKING

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.

There is a scholarship available for this course through the CLC Pacific Region office. Please see the Frank Wall Leadership Development Scholarship information on page 18 of this brochure for details.

STEWARD TRAINING LEVEL 1

The steward is often the main point of contact between the union, its members, management, and the larger labour movement. This course builds the skills, confidence, and knowledge a steward needs to represent their members. Participants will learn the roles and responsibilities of their position as stewards, the handling of grievances and complaints, problem-solving skills, protecting contractual provisions in the collective agreement, and current issues for stewards.

STEWARD TRAINING LEVEL 2

This course is for chief stewards, committee chairpersons, local officers, and stewards with considerable experience handling grievances. You will practise more advanced grievance-handling skills using real life case studies and role plays. Participants will discuss discipline grievances, harassment, drug and alcohol issues, and different styles of management. The course will deal with procedures before the process of arbitration. Please bring your collective agreement with you. Knowledge of the first stages of the grievance procedure will be assumed.

Prerequisite: Steward Training Level 1 or equivalent union course.

OCCUPATIONAL HEALTH AND SAFETY

**The following courses are coordinated through the BCFED OH&S Centre and meet 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. For more information about these courses, please contact the BCFED OH&S Centre at 1-888-223-5669.*

BUILDING PSYCHOLOGICALLY HEALTHY WORKPLACES

Each year in Canada, one in five people will experience a mental health problem or illness. Over a lifetime, that number increases to one in three. The impact to our economy is a cost of more than 51 billion dollars.

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 (provincial regs), then continue with a full day of Prevention of Violence in the Workplace (provincial regs). 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.

In this course participants will:

- Learn about what constitutes Bullying & Harassment and Prevention of Violence (in provincially-regulated workplaces), and how these impact the workplace;
- Identify organizational factors that contribute to mental illness;
- Learn how to apply the CSA Standard for Psychological Health and Safety in the Workplace as an effective strategy to create a workplace environment supportive of mental health;
- Learn about other resources available to workplaces.

HEALTH & SAFETY LEVEL 1

This introductory Occupational Health and Safety (OH&S) course will introduce committee members and worker representatives to the basic principles of workplace health and safety. This also serves as a great 'Back to Basics' course for those OH&S committee members who desire refresher training. In this course, participants will learn the responsibilities and duties of the Joint OH&S Committee, OH&S legislation (provincial and federal), key elements of having an effective committee, workers' OH&S rights and the procedure for refusing unsafe work, how to conduct effective incident investigations and safety inspections, identify OH&S hazards in the workplace, and ways of finding solutions.

MENTAL HEALTH FIRST AID

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.

This evidence-based MHFA Basic course will cover substance-related disorders, mood-related disorders, anxiety and trauma-related disorders, and psychotic disorders.

In this course participants will gain:

- Increased awareness of signs and symptoms of the most common mental health problems;
- Decreased stigma related to mental health;
- Confidence interacting with individuals experiencing a mental health problem or crisis;
- Increased knowledge to help individuals in crisis or experiencing a mental health problem.

ORGANIZING FOR SAFER WORKPLACES

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.

CORE PROGRAMS...SPECIALIZED

BENEFITS BARGAINING

This course will help you understand how health and welfare benefits are structured and how to prepare for benefits bargaining. The course will include information on new and renewed benefit plans and how to handle a change in benefits carriers. Topics for discussion will include: costing of benefits, employers' response to increasing costs and changes in coverages, funding methods including trusts, laws pertaining to benefits coverage, privacy issues, collective agreement language ideas, types of benefit plans to avoid and why.

It is recommended that students bring with them a copy of the benefits booklet for a benefit plan they work on, and a copy of the Collective Agreement associated with that booklet, if possible.

BUILDING CONFLICT CAPACITY IN UNION WORK

(formerly Transforming Conflict into Union Activism)

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.

CANDIDATE DEVELOPMENT FOR WOMEN

Are you a woman or someone who identifies as gender diverse who has been elected in your local union, provincial, or community organization? Do you aim to expand your influence and connect with a larger audience? Perhaps you've considered or have already run in municipal, provincial, or federal campaigns? If any of these resonate with you, this course awaits you!

This course is designed as the next step for leaders confronting the daily challenges that come with high-pressure campaigns. Dive deep into innovative campaigning, strategic planning, and honing your message. Through enhancing communication and presentation skills, participants will depart with the necessary tools to confidently convey their message, whether it's on camera, in face-to-face debates, or on new media platforms.

DOMESTIC VIOLENCE AND GENDER-BASED VIOLENCE AND HARASSMENT AT WORK: TRAINING FOR UNION REPRESENTATIVES

This training will introduce shop stewards, health and safety representatives, and other union representatives to gender-based violence and harassment in the world of work. The course will explore the issue of building a consent culture in the workplace and union, examine the ways in which workers experience gender-based harassment and violence at work, and understand the role of unions and employers in preventing and addressing it. Participants will gain a deeper understanding of the dynamics of domestic violence at work and learn ways to best support members who may be experiencing domestic violence, including how to recognize and respond to the warning signs and risk factors, and how to connect members to support and services in the community. Union representatives will also leave with tools to build awareness in the workplace about domestic violence at work.

INTRO TO DIGITAL ORGANIZING

Have you been trying to figure out how best to weave digital organizing strategies and tactics into your union's work? If so, this training is for you. Over the course of five days, we teach you the basics and offer tips and tricks for seamlessly integrating digital into your union work including:

- The role digital organizing can play throughout your entire organization;
- Introduce you to some of the basic strategies of digital tactics, managing an email list, email writing, social media, and more;
- Teach you about building an offline and online strategy that works together and how to then measure the results;
- Introduce you to some digital tools you can use to make your work more efficient.

There is a scholarship available from One Movement Threads for this course. Interested applicants should contact One Movement Threads or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

MEMBER ENGAGEMENT – MEMBER ACTION

This course is designed for experienced shop 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.

There is a scholarship available from One Movement Threads for this course. Interested applicants should contact One Movement Threads or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

RETURN TO WORK (DUTY TO ACCOMMODATE)

This course is designed to equip participants with tools and strategies for successful work reintegration outcomes. Participants will explore leading research and learn the principles of good work reintegration practices and the duty to accommodate. The course has a strong focus on the analysis and interpretation of human rights obligations and particularly the duty to accommodate. Barriers to successful work reintegration are addressed with a focus on attitudinal barriers and their elimination using the social model of disability and therapeutic return to work principles. An in-depth comparison between older methods of disability management and the newer, progressive disability prevention model is presented and participants learn about the paradigm shift from management to prevention.

WOMEN IN LEADERSHIP

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.

There are two scholarship opportunities for this course available through the B.C. Federation of Labour:

CUPE 402 has established a scholarship for this course through the B.C. Federation of Labour. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

There is a scholarship available for this course through the B.C. Federation of Labour, in partnership with the Victoria Labour Council. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

YOUNG WORKERS IN ACTION

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.

There are two scholarship opportunities available for this course.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

There is a scholarship available from One Movement Threads for this course. Interested applicants should contact One Movement Threads or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

COMMUNITY COURSES

LABOUR COMMUNITY ADVOCATE LEVEL 1

The Labour Community Advocate (formerly Union Counselling) Program is a Canadian Labour Congress training program delivered by Labour Programs and Services staff and funded through the United Way Centraide. This program provides participants with information about the social issues faced by working people and the resources available in their community.

Participants are trained in communication skills, interviewing, and referral techniques so they can assist union members to find the appropriate resources. The Labour Community Advocate Training helps workers to find effective solutions and community support for issues outside the scope of their collective agreements. Labour Community Advocates are often the first contact for co-workers with problems and are a valuable resource within any union.

There are two scholarship opportunities available for this course.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

There is a scholarship available for this course through the B.C. Federation of Labour, in partnership with the Victoria Labour Council. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

UNIONS IN THE COMMUNITY *REVISED

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.

LEGAL COURSES

ARBITRATION: TO GO OR NOT TO GO?

Participants will learn the law with respect to duty of fair representation obligations, as well as the standard arbitral legal tests in relation to discipline, contract interpretation, and evidence. There will also be a legal research component, which will focus on locating the law and conducting efficient legal research. Participants will present an overview of a grievance with recommendations on whether to proceed to arbitration.

Taught by both counsel and arbitrators, this course will provide the legal knowledge required for unions to determine what the critical issues are in individual grievances and to make informed decisions regarding the progress of grievances. One of the most difficult issues facing unions is whether to advance grievances to arbitration. It can be a legal minefield.

Participants should have some experience in the arbitral referral process. A basic arbitration course is recommended. This course does not focus on preparation or presentation of a labour arbitration case. Participants wanting arbitration skills should take a Labour Arbitration Level 1 or 2 course.

LABOUR ARBITRATION LEVEL 1

This course is designed to introduce participants to the practical skills required to prepare and present a case at an arbitration hearing. Special emphasis is placed on evidence, examination and cross-examination, the opening statement, and final argument. You will also discuss current trends and cases dealing with the arbitration process. This course would be useful for grievance committee members or chairpersons, or union staff or officers who have not yet had extensive experience with the arbitration process.

LABOUR ARBITRATION LEVEL 2

As a follow-up course to Labour Arbitration Level 1, this course has an emphasis on necessary verbal and procedural skills. It deals primarily with the conduct of the hearing for example, with the rules of evidence, examination-in-chief, and cross-examination.

Prerequisite: Labour Arbitration Level 1 or arbitration experience.

WORKERS' COMPENSATION LEVEL 1

This course provides a review of the *Workers Compensation Act*, how the Board functions, procedures for filing claims, WCB policies for adjudicating claims, and the appeals process. This is a basic course and will interest those union members just starting to handle WCB claims and appeals. This class will observe a hearing presentation to a panel of the Review Division.

WORKERS' COMPENSATION LEVEL 2

This course is for union members wanting to improve their WCB advocacy skills. Participants will assist an injured worker in a mock appeal where their injury has been denied by the WCB. The class will review how to seek a doctor's opinion in support of the injured worker, how to question the worker at an appeal hearing, and how to present argument regarding occupational injury and disability. Participants are encouraged to discuss the specific types of work-related injuries and benefits that their members are having denied or not dealt with properly, and emphasis will be placed on how to apply one's advocacy skills to those types of cases. At the end of the week, the class will participate in a mock hearing of the Workers' Compensation Appeal Tribunal.

ORGANIZING AND CAMPAIGN SKILLS

BASICS OF ORGANIZING AND CAMPAIGNS

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 practise 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 course work, small groups, and real time practice.

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

LEVELLING UP YOUR CAMPAIGN SKILLS

Are you interested in taking your campaign skills to the next level? This course will help you learn the skills required to take on a bigger role in effective member to member and political campaigns. You'll learn how to design a winning strategy, speak effectively to your audience, track your progress, and motivate your supporters when it counts, and more. You will receive advice from experienced campaigners, candidates, and technical experts who know what it takes to be successful. The course will combine theory in addition to idea sharing and hands-on practice. The content will be applicable to political and issue-based campaigns at the municipal, provincial and federal level.



Frank Wall Leadership Development Scholarship Application

The Frank Wall Leadership Development Scholarship is open to applicants who complete this application form with an accompanying essay of no more than two pages in length (300 - 500 words). Your essay should be on **one** of the following topics:

1. With the rise of remote work due to recent global circumstances, how do you envision the future of unions in shaping equitable workplace practices?
2. Discuss the implications of automation and artificial intelligence on the labour market. How can unions play a role in ensuring job security and workers' rights?
3. Considering the ongoing discussions about the gig economy and workers' rights, what role can unions play in advocating for gig workers?

The Frank Wall Leadership Development Scholarship is a full scholarship for the **Parliamentary Procedure and Public Speaking** course which covers the cost of registration, single room accommodation, meals, travel costs (to be arranged through the CLC office), and wage loss.

Applications should be addressed to the Pacific Region Director and must be received by no later than December 1, 2023. Completed application forms and essays may be submitted via email to: pacific@clctc.ca or mailed to the CLC Pacific Region office at: #120-4259 Canada Way, Burnaby, BC V5G 1H1.

_____		_____	
First Name		Last Name	
_____		_____	_____
Street Address		City	Prov./Ty
_____		_____	_____
Postal Code	Daytime Phone #	Email address	
_____	_____	_____	
Union	Local		
_____	_____	_____	

Please list any special needs

Please select the week in which you would like to enroll:

_____ **Week 1: January 14-19, 2024**

_____ **Week 5: February 11-16, 2024**

_____ **Week 3: January 28-February 2, 2024**

Signature of Authorizing Officer

Print Name of Authorizing Officer

Applicants must have authorization from their union. Attach your essay!



FRANCIS XAVIER WALL

In Memory of Frank Wall - Inspirational and Visionary



The union family lost an inspirational advocate of union education when Frank Wall passed away on December 27, 2011, but students at the Canadian Labour Congress (CLC) Pacific Region Winter School have a lasting legacy event each week to remember our great friend.

Frank Wall was a respected trade union leader, who had a passion for union education. He believed in the power created when working people gain the skills and knowledge to be effective union activists.

Born in Dublin, Ireland in 1927, Frank held a number of leadership positions in various unions. He was President of Local 5529 of the United Steelworkers of America, President of the Edmonton Labour Council, Education Director of the International Woodworkers of America, and he served as a Staff Representative for the Canadian Labour Congress.

For many years, Frank served as an instructor at the CLC Winter School. Students who had Frank as an instructor learned quickly how he could touch those he met. Frank was known for his exceptionally quick wit. A quick turn of phrase or light-hearted joke could bring a smile or outright laughter when it was needed most.

Frank's legacy to the CLC Winter School lies in a tradition that students always remember as part of their Winter School experience – Choir Night. One year, he challenged each class to write a song and perform it as a choir. And, being the choir judge, Frank also coined the judging category of “perspicacity” – a term that will be familiar to returning students, and one new students will very quickly learn. From that point, there was no turning back and Choir Night has been a tradition at Winter School ever since.

Each Wednesday evening, the school gathers together. We are entertained by the class songs and even those with the most stage fright have some fun. Win or lose, it is always a night that people remember as part of their Winter School experience.

Whether remembering his great commitment to social justice and this labour movement, his exceptional instructor skills, or his ability to bring people together in song, Frank Wall will always be an enduring part of the CLC Winter School.



October 2023

RE: COMMUNITY SAVINGS SCHOLARSHIPS FOR THE CLC PACIFIC REGION WINTER SCHOOL

Dear Friends:

Community Savings Credit Union is offering two scholarships to assist union members in attending the 2024 Canadian Labour Congress Winter School. We are pleased to solicit applications from BC CLC Affiliates for two members in the following fields of study:

- **Young Workers in Action**
- **Labour Community Advocate Level 1**

The scholarship will cover the costs of tuition.

To apply for one of these scholarships applicants must:

- Be a member of a union, lodge or chapel affiliated to the Canadian Labour Congress
- Be endorsed and recommended by their union
- Submit the attached form
- Write a brief letter outlining their union activities and describe what they hope to learn from this area of interest and how it will assist them in their union work or in the broader labour movement.

Submit applications to:

Community Savings Union Development

union@comsavings.com

Applications must be received in our office no later than 5:00 pm (PST) December 1, 2023.

All applicants will be evaluated and the scholarships awarded by Friday afternoon December 8, 2023.

Please include your phone number so that you can be notified quickly of the decision.

In solidarity,

Community Savings
the unions' credit union

Lisa Langan
Union Liaison Officer
604-637-5015 Encl: 2





We exist to unite
working people
to build a just world.

Community Savings CLC Pacific Region Winter School Scholarships

Community Savings Credit Union is a purpose-led co-operative financial institution committed to building a better BC for all workers. Our mission is to financially empower our members and communities with best-in-class personal and business banking services, while supporting economic inclusivity.

We exist to unite working people to build a just world. This is our guiding principle above and beyond the products and services we provide daily.

We believe that empowerment of union members is an effective way to strengthen and engage unions' collective understanding of their purpose and the skills necessary to achieve their goals. It is with this understanding that we support the work of the Canadian Labour Congress and its ongoing labour education.

As BC's largest fully unionized credit union, we offer these scholarships in the spirit of the union workers who were Community Savings founders; visionaries who brought their values from the shop floor to the financial sector. These founders asked for the fair treatment of the working community in all aspects of life and that remains our commitment to this day.

We believe these scholarships will help bring enhanced understanding, a sense of greater purpose and practical skills to the members of CLC affiliate unions throughout the province of British Columbia.

Community Savings
the unions' credit union

Comsavings.com 1-888-963-2000

COMMUNITY SAVINGS SCHOLARSHIP APPLICATION – 2024 CLC WINTER SCHOOL

First Name: _____ Surname: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Phone (Home): _____ (Work) _____ (Cell) _____

Affiliate Union: _____ Local: _____

Email: _____

COURSE: (Please register me for the following – ONE only please)

Young Workers in Action – February 11 – 16, 2024

Labour Community Advocate Level 1 – January 21 – 26, 2024

SIGNATURE & POSITION OF UNION OFFICER _____

Union Officer Name (printed) _____ Phone: _____

Email: _____

Please note:

Candidates must be members of a CLC affiliate.

Applications must be received by Community Savings no later than 5:00pm (PST) December 1, 2023

The applicant's union will be advised of the successful candidate following the decision.

Don't forget to include your brief letter outlining your union activities and describe what you hope to learn from this area of interest and how it will assist you in your union work or in the broader labour movement.

Submit applications to:

Community Savings Union Development

union@comsavings.com

Privacy Statement: The personal information provided in this registration form will only be used for the purposes of session registration and will not be sold, shared or otherwise provided to any third party other than the Canadian Labour Congress. Community Savings may use the contact information that you have provided to contact you, or provide you with additional information in the future.



200 - 5118 Joyce Street
Vancouver, BC
V5R 4H1
t 604.430.1421
e bcfed@bcfed.ca
bcfed.ca

October 4, 2023

To: All Affiliates
Re: The Donna Sheaves Memorial Scholarship

Hi friends,

The Canadian Union of Public Employees Union (CUPE) Local 402 has established, through the BC Federation of Labour, a Donna Sheaves Memorial Scholarship for a union woman to attend the "Women in Leadership" course at the Canadian Labour Congress (CLC) Winter School. The Scholarship will cover the cost of the tuition for this event. The Scholarship does not include wage loss.

Applicants must write a letter outlining their union activities and must briefly describe what they hope to learn from the school, and how the experience will assist them in their work, in their union or in the broader labour movement.

Applicants must also submit a letter of recommendation from their union and be available to attend the Women in Leadership course, which is offered in week one, January 14-19, 2024.

Applications for the Scholarship should be addressed to the "Donna Sheaves Memorial Scholarship", c/o the BC Federation of Labour, and be emailed to Marisha McGowan at sectreas@bcfed.ca.

The DEADLINE for submitting applications is Monday, December 4, 2023, at 5:00 pm.

All applicants will be evaluated, and the Scholarship will be awarded by Tuesday, December 12, 2023.

Please include your phone number and email address within your application, so you can be quickly notified.

In solidarity,

SUSSANNE SKIDMORE

President

Enclosure

HERMENDER SINGH KAILLEY

Secretary-Treasurer

cc: *Canadian Labour Congress*

cc: *Accounting*

0140-23let-SS-Donna Sheaves Scholarship 2023 /mm 

DONNA SHEAVES MEMORIAL SCHOLARSHIP

In 1997, the Canadian Union of Public Employees (CUPE), Local 402 suffered a great loss with the untimely death of Donna Sheaves. The Executive Board of CUPE, Local 402 wanted to pay tribute to this very special woman and to carry on her crusade to survive with dignity in an ever-changing workplace.

The Donna Sheaves Memorial Scholarship was established by CUPE, Local 402, through the BC Federation of Labour, for a union woman to attend the Women in Leadership course at the Canadian Labour Congress Harrison Winter School.

Donna Sheaves was a fighter. She fought for Human Rights, injustice and equality for all. She stood up for the average working person at all costs.

Donna had a lot of ideas on how to make the world a better place to live in for minorities and humanity in general. She insisted that women had rights the same as men and disagreed adamantly with anyone who thought differently.

She was a dedicated union activist and worked tirelessly during the strike and drafting layoffs as well as the daily business of the CUPE office. She was a source of warmth and comfort for those affected during the drafting layoffs and they always knew they had a shoulder to lean on when the stress was too much to bear.

Donna never wavered during the strike; she worked diligently through long days and nights until her job was done. She was never too busy to talk out your problems, even though she herself was stressed.

All those that knew Donna will miss her words of encouragement, her undaunting spirit, quick wit and optimism.



200 - 5118 Joyce Street
Vancouver, BC
V5R 4H1
t 604.430.1421
e bcfed@bcfed.ca
bcfed.ca

October 4, 2023

To: All Affiliates
Re: Kim Manton Memorial Scholarship

Hi friends,

The BC Federation of Labour in partnership with the Victoria Labour Council, have partnered to honour Kim Manton's memory with a scholarship to support Women, Trans and Non-Binary people to attend one of the following courses at the Harrison Winter School; "Women in Leadership" or "Labour Community Advocate Level 1". The scholarship will cover the cost of the tuition for this event. The scholarship may include wage loss if the applicant is unable to secure this from their union.

Applicants must write a letter outlining their union and community activities and must briefly describe what they hope to learn from the course, and how the experience will assist them in their community, and in the role in the labour movement (preference for this scholarship will be given to people from Vancouver Island).

Applicants must also submit a letter of recommendation from their union and be available to attend either the "Labour Community Advocate Level 1" course, which is offered in week 2 (January 21-26, 2024) or the "Women in Leadership", which is offered in week 1 (January 14-19, 2024).

Applications for the scholarship should be addressed to the "Kim Manton Memorial Scholarship", c/o the BC Federation of Labour, and be emailed to the attention of Marisha McGowan at sectreas@bcfed.ca.

The DEADLINE for submitting applications is Monday, December 4, 2023, at 5:00 pm.

All applicants will be evaluated, and the scholarship will be awarded by Tuesday, December 12, 2023.

Please include your phone number and email address within your application, so you can be quickly notified.

In solidarity,

SUSSANNE SKIDMORE
President

DARLENE GALLANT
Victoria Labour Council, President

Enclosure

cc: Canadian Labour Congress
cc: Accounting

0140-23let SS Kim Manton Memorial Scholarship 2024 /mm

KIM MANTON MEMORIAL SCHOLARSHIP

On June 26th, 2020, the Labour Movement Across BC suffered a heartbreaking loss with the passing of Kim Manton. The BC Federation of Labour in partnership with the Victoria Labour Council, wish to honour and pay tribute to Kim for her contribution to the Labour Movement, the BC NDP and the broader community.

The Kim Manton Memorial Scholarship was established and supported by affiliates of the BC Federation of Labour, New Democrats, friends, and family, to honour Kim's legacy. This scholarship will support a woman, trans or nonbinary person in attending one of the following courses offered at the Harrison Winter School; "Women in Leadership" or "Labour Community Advocate Level 1."

As a union activist Kim became a delegate to the Victoria Labour Council for her CUPE Local 1979, with later becoming a member of the executive, a position which she held for many years. Following that, Kim accepted a position of Labour Coordinator with the United Way of Greater Victoria, as an active CUPE Local 50 member.

From her long service with CUPE Local 50 to her four years as Labour Coordinator with the Greater Victoria United Way, Kim lived her values as a believer in the strength and power of community. Kim continued her work for the people of British Columbia when she accepted a role within the BC NDP government.

Kim was just as at home at a municipal meeting, in her long successful campaign to obtain sewage treatment for Victoria, as she was in the halls of the BC Legislature, helping to deliver on a progressive agenda province wide.

As a social justice warrior and a trade union activist, Kim was a femtor to many with her infectious smile and boundless energy. Anyone who ever walked a picket line with Kim, knows the remarkable energy she brought to everything she did – and how she could see the good and hope in everything and everyone.

Her trademark jazz hands and cries of "WOOT WOOT" were more than just enthusiasm in the moment; they came from the deepest places in her heart, and they were irresistibly contagious.

All those who knew Kim miss her deeply, but her spirit lives on in all of us as we continue her work making the world a better place.



October 2023

RE: **One Movement Threads “Movement Builder” Scholarship for the CLC Pacific Region Winter School**

Dear Friends:

One Movement is thrilled to unveil our "Movement Builder" Scholarship for the upcoming 2024 season. This initiative is open to a dedicated union member from unions affiliated to the CLC. It's more than just financial support; it's about fostering the future and building the capacity of our labour movement. We are now pleased to accept applications for one member to attend one of the following courses at the 2024 Pacific Region Winter School.

- **Young Workers in Action**
- **Member Engagement – Member Action**
- **Intro to Digital Organizing**

*The scholarship will cover the registration costs for Winter School.

To apply for the scholarship applicants must:

- Be a member of a union, local, or lodge affiliated to the Canadian Labour Congress
- Be endorsed and recommended by their union
- **Submit the attached form by December 11, 2023**
- Write a brief letter or essay outlining their union activism and describe what they hope to learn from the course they would like to attend.

Submit applications to:

info@onemvmt.com (subject line: MOVEMENT BUILDER SCHOLARSHIP)

Or

Unit 411, 2020 East Kent Ave. South

Vancouver, BC V5P 4X1 Canada

Applications must be received in our email/office no later than 5:00 pm (PST) December 11, 2023.

All applicants will be evaluated, and the scholarships awarded by Friday, December 15, 2023. Please include your phone number so that you can be notified quickly of the decision.

In solidarity,
One Movement Threads





One Movement is a purpose-driven organization dedicated to harnessing and amplifying the collective power of union workers across Canada. We deeply believe in the transformative moments that unfold when unions and their members connect and engage meaningfully.

Unions have powerful stories waiting to be shared, and sometimes they just need the right tools and platforms to voice them. That's where we step in! Looking for a distinctive logo that captures your union's spirit? We've got you covered. Need a website that feels inviting and familiar to your members? Count on us. And if it's standout swag like shirts, hoodies, or stickers you're after? We're ready to deliver and ready to help amplify your union's voice.

One Movement epitomizes the endless opportunities that come to light when workers band together with clarity, purpose, and the right resources in their hands. Through every project or campaign, we're guided by a singular vision: to cultivate a world where every union member feels not just represented, but also empowered and part of an unstoppable movement.

At the core of 'movement building' is education and empowerment. By investing in the growth of union members, we aim to ignite more than individual potential; we aspire to fan the flames that propel the entire labour movement. This scholarship represents one of the many ways One Movement Threads seeks to make a lasting impact.

In solidarity,

The One Movement Team

Proud members of RWU local 580

oneMVMT.com | @oneMVMT





One Movement Threads “Movement Builder” Scholarship Application Form
2024 CLC PACIFIC REGION WINTER SCHOOL

First Name: _____ Surname: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Phone (Home): _____ (Work) _____ (Cell): _____

Affiliate Union: _____ Local: _____

Email: _____

COURSE: (Please register me for the following – ONE only please)

- **Young Workers in Action**
- **Member Engagement – Member Action**
- **Intro to Digital Organizing**

Name & Signature of Union Officer: _____

Phone: _____ Email: _____

Please note:

Candidates must be members of a CLC affiliate.

Applications must be received by One Movement no later than 5:00pm (PST) December 11, 2023.

The successful applicant and their union will be advised by December 15, 2023.

Submit applications to:

Info@onemvmt.com

Or

Unit 411, 2020 East Kent Ave. South

Vancouver, BC V5P 4X1 Canada

