

# **2026 CLC PACIFIC REGION WINTER SCHOOL**

**January 11 - February 13, 2026  
Harrison Hot Springs, B.C.**



**CANADIAN LABOUR CONGRESS  
CONGRÈS DU TRAVAIL DU CANADA**

# Course SCHEDULE

## **Week 1: January 11-16, 2026**

1. Collective Bargaining Level 1
2. Facing Management Effectively
3. Labour Arbitration Level 1
4. Member Engagement– Member Action
5. NAUSC/UA Local 170 Shop Steward Certification
6. Parliamentary Procedure & Public Speaking
7. Steward Training Level 1
8. The Role of Unions in Workplace OH&S Advocacy
9. Women in Leadership

## **Week 3: January 25-30, 2026**

19. Arbitration: To Go or Not to Go
20. Debunking Myths & Shifting Power:  
A Worker's Guide to the Economy
21. Facing Management Effectively
22. Federal Labour Law
23. Labour Arbitration Level 1
24. Labour Arbitration Level 2
25. Provincial Labour Law
26. Workers' Compensation Level 1
27. Workers' Compensation Level 2

## **Week 5: February 8-13, 2026**

38. BCFED: Organizing & Campaign Fundamentals
39. Candidate Training
40. CUPW Social Stewards – Supporting Each Other Through Solidarity
41. CUPW Turtle Island – Building Allyship and Understanding
42. Digital Strategies for Member Engagement
43. Facing Management Effectively
44. Steward Training Level 1
45. Unions & Social Change: Community-Based Campaigns
46. Workplace Psychological Health & Safety: Techniques, Tips, & Tangible Tools

## **Week 2: January 18-23, 2026**

10. A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples
11. Benefits Bargaining
12. Facing Management Effectively
13. Mental Health First Aid Certification, Implementation, & Beyond
14. Parliamentary Procedure & Public Speaking
15. Return to Work
16. Steward Training Level 1
17. Steward Training Level 2
18. Young Workers in Action

## **Week 4: February 1-6, 2026**

28. Collective Bargaining Level 1
29. Collective Bargaining Level 2
30. Facing Management Effectively
31. ILWU Leadership
32. Labour Community Advocate Level 1
33. Labour Council Officer Development
34. Organizing for Safer Workplaces
35. Parliamentary Procedure & Public Speaking
36. Transforming Conflict into Union Solidarity
37. Violence & Harassment at Work: Training for Union Representatives

## 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, AI, and other new technology? How do we prepare our membership and the union to deal with concession demands in pension and health benefits, and how do we strategize to manage spikes and trends of inflation and cost of living? 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 arguments, finding areas of agreement, building, implementing and maintaining solutions. We will look at scenarios where stewards face management and navigate conversations to work towards a resolution without involving the grievance process. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy, and critical thinking. Please bring a copy of your collective agreement to class daily.

#### **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 are two scholarship opportunities available for this course:*

*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 20 of this brochure for details.*

*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](http://www.winterschool.ca/registration).*



## 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 experienced 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.**

## CORE PROGRAMS...SPECIALIZED

### A PATH TO RECONCILIATION: STANDING IN SOLIDARITY WITH INDIGENOUS PEOPLES

This course is for allies, including non-Indigenous activists, to learn the history of Indigenous peoples of Turtle Island (North America). Facilitated by Indigenous labour activists, its purpose is to build meaningful, long-term relationships among Indigenous and non-Indigenous peoples inside and outside of our workplaces, with the aim of acknowledging labour's commitment to Truth and Reconciliation. This course supports the decolonization of Indigenous peoples and the increase of Indigenous peoples' representation in our workplaces and in our unions. Participants do not need any previous experience and are encouraged to bring open minds and hearts.

### 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.

## **DEBUNKING MYTHS AND SHIFTING POWER: A WORKER'S GUIDE TO THE ECONOMY**

This is an introductory course focused on debunking some of the most common myths we hear about the economy. In this course, participants will learn the basics of how the economy works, how to push back on economic myths, and how to apply this knowledge to core union work like bargaining, member engagement, and policy advocacy. Many activists know these myths to be untrue but lack the language and confidence to push back against the false narratives that are often taken as fact. We must be able to confront the ideas behind bad economic policies and decades of economic mismanagement so that we can promote our vision of a just economy – one that puts people first. We cannot continue to cede economic expertise to the traditional economists whose ideas have undermined the labour movement, empowered the corporations, and enriched the billionaires. Turning the tide begins with building knowledge and confidence to push back on the dominant narratives and propose an economy that benefits everyone.

Who this course is for: Union members and activists looking to understand the economy and improve their communication skills around this issue.

## **DIGITAL STRATEGIES FOR MEMBER ENGAGEMENT**

Have you been trying to figure out how to use digital to support member engagement? If so, this training is for you. Over the course of five days, we will teach you the basics and offer tips and tricks for seamlessly integrating digital into your union work including:

- Understanding what digital organizing is and the role it can play throughout your entire organization;
- Introduce you to storytelling, digital tactics, managing data, how to leverage email & 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 digital tools you can use to support your engagement strategies and 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](http://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.

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## 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.

## TRANSFORMING CONFLICT INTO UNION SOLIDARITY

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.

## **VIOLENCE AND HARASSMENT AT WORK: TRAINING FOR UNION REPRESENTATIVES**

This training will introduce shop stewards, health and safety representatives, and other union representatives to crucial aspects of violence and harassment in the world of work. The course will closely examine what constitutes violence and harassment, why it happens, and the ways workers experience it, including domestic violence.

Participants will learn how unions and employers can prevent violence and harassment at work by addressing workplace culture, working conditions, and other underlying causes through occupational health and safety and other mechanisms.

Participants will learn about the principles of being trauma-informed and survivor-centred. Participants will also have an opportunity to apply these principles to member support and workplace violence and harassment policies.

## **WOMEN IN LEADERSHIP**

This course offers an opportunity to develop and enhance participants' leadership skills and knowledge around 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 available for this course:*

*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](http://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](http://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 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](http://www.winterschool.ca/registration).*

## 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.*

### MENTAL HEALTH FIRST AID CERTIFICATION, IMPLEMENTATION, AND BEYOND

The Centre will be debuting the freshly updated Mental Health First Aid (MHFA) Certification course at Winter School!

This course covers the essential knowledge and tools to recognize when someone's mental health may be declining, respond with confidence, and care for your own well-being while supporting others.

Through the course, you will:

- Increase mental health awareness
- Understand stigma
- Learn how to use the ALGES framework to support
- Learn reflective self-awareness
- Review mental health supports

Following MHFA training, we'll dive into how to effectively apply these new skills in the real world. We'll explore how MHFA serves as both a proactive and reactive control measure, and how it fits into a comprehensive occupational health and safety (OH&S) program. We will discuss practical and logistical considerations of implementing MHFA in your workplace, with dedicated discussions on OH&S and labour relations.

The goal is to provide you with clear, actionable items that you can present to your safety committee, union, or leadership. You'll leave with the knowledge and confidence to not only respond to mental health challenges, but also to help create a healthier, more supportive work environment for everyone.

This course is ideal for the following audiences:

- all roles in the workplace and labour arenas (e.g., worker, supervisor, safety committee member, general steward, union leadership).
- both provincially- and federally-regulated workplaces.

You'll receive a certification of participation from the Mental Health Commission of Canada. You may choose to pursue the additional assessment, at the end, to receive the Certified Mental Health First Aider title.

**Content Advisory:** This content might bring up emotionality. Prioritize your well-being and communicate with your facilitators.

**\*\*Please note: As the Mental Health Commission of Canada charges a fee for this course, an additional \$65 will be added to the registration cost.**

*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](http://www.winterschool.ca/registration).*



## ORGANIZING 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.

## THE ROLE OF UNIONS IN WORKPLACE OH&S ADVOCACY

This workshop will provide participants with a solid worker-centred foundation in the essential principles of occupational health and safety (OH&S), ensuring the voices of workers remain at the heart of OH&S conversations. It is grounded in both provincial and federal OH&S legislation and is appropriate for members of joint health and safety committees, job stewards, local executives, union staff, and others seeking a solid framework in OH&S.

### Key Learning Objectives:

- **Legislative Leverage:** Understand the application of relevant OH&S legislation to hold employers accountable and strengthen systems of internal responsibility.
- **Committee Excellence:** Analyze and implement the key elements of a high-functioning committee, from running effective meetings to ensuring timely resolution of health and safety issues.
- **Defending the Right to Refuse:** Strengthen the procedure for refusing unsafe work and develop strategies to overcome employer resistance and protect members.
- **Incident Investigation & Inspections:** Hone skills for conducting thorough incident investigations that uncover root causes and perform safety inspections that target systemic risks.
- **Strategic Hazard Control:** Identify workplace hazards, assess risks, and develop, propose, and advocate for advanced, sustainable control measures and solutions.
- **Union Strategies for OH&S:** Determine opportunities where unions can assert their role in protecting their members.

## WORKPLACE PSYCHOLOGICAL HEALTH AND SAFETY: TECHNIQUES, TIPS, AND TANGIBLE TOOLS

The Centre is excited to announce the debut of this beauty!

This course delves into the foundational and occupational health and safety (OH&S) elements of a psychologically safe work environment.

**We set the scene with a brief overview of the Canadian and global standards in psychological health and safety:**

- CAN/CSA-Z1003
- ISO 45003

**We will move to examining critical topics:**

- workplace bullying and harassment,
- violence in the workplace, and
- the impact of other psychosocial hazards.

**We will actively explore strategies for:**

- managing and resolving conflicts,
- addressing challenging behaviours, and
- improving communication.

The goal is to give you the basics of psychological health and safety in the workplace, with an OH&S lens. By the end of the week, you will have developed your own clear list of actionable items to present to your safety committee, union, or leadership. You'll also leave with the knowledge and confidence to help create and advocate for a healthier, more supportive work environment for everyone.

This course is ideal for the following audiences:

- all roles in the workplace and labour arenas (e.g., worker, supervisor, safety committee member, general steward, union leadership).
- both provincially- and federally-regulated workplaces.

**Content Advisory: This content might bring up emotionality. Prioritize your well-being and communicate with your facilitators.**

## 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](http://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](http://www.winterschool.ca/registration).*

### UNIONS & SOCIAL CHANGE: COMMUNITY-BASED CAMPAIGNS

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.

**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.

**FEDERAL LABOUR LAW**

This course presents an overview of federal labour legislation and its impact on the strategies and actions of unions. Among the topics to be explored are: certification and dispute settlement procedures; unfair labour practices; the duty to bargain in good faith; strikes, lockouts, and picketing; the duty of fair representation; management and union rights; and grievance arbitration law.

Students will learn to do legal research using basic text books, annotated statutes, and online research tools. Theory will be put into practice. Using case studies, students will learn how to prepare for a grievance hearing or labour management meeting.

Students who have access to a laptop are asked to bring one.

**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.**



**PROVINCIAL LABOUR LAW**

This course presents an overview of provincial labour legislation and its impact on the strategies and actions of unions. Among topics to be explored are: certification and dispute settlement procedures; unfair labour practices; the duty to bargain in good faith; strikes, lockouts, and picketing; the duty of fair representation; management and union rights; and grievance arbitration law.

Students who take this course will attain a good understanding of the basic principles underlying Canadian labour law and the specifics of labour legislation in B.C.

**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

### **BCFED – ORGANIZING AND CAMPAIGN FUNDAMENTALS**

This BCFED Organizing Institute training will equip participants with the essential skills of union organizing to build power within unions and organize new workers into the labour movement. Participants will learn the theory and practice of powerful communication and storytelling, building authentic trust and relationships, overcoming workplace fear and apathy, and strategic mapping work.

This is an opportunity for participants to learn and practise effective organizing conversations alongside peers and experienced organizers from across our movement. Participants will explore the key elements of successful organizing campaigns, and understand how provincial and federal labour codes work in real organizing situations.

This is an intensive, hands-on course that simulates actual union organizing campaign conditions and is designed for emerging labour activists and those new to organizing who are ready to expand their skills and build worker power. Participants should come prepared for an engaging mix of interactive coursework, collaborative small groups, and real-time practice sessions.

This course is presented by the BC Federation of Labour.

### **CANDIDATE TRAINING**

Candidate Training is an intensive training designed to elevate the presence, communication, and campaign readiness of new and prospective candidates. During the course, participants will sharpen their public-speaking skills, master concise messaging for varied audiences, and learn how to handle challenging questions with confidence. The course also covers essential campaign communications—from assembling a mini media kit to managing cross-platform digital content. Participants will receive feedback on branding, on-camera presence, and visual identity, while also creating practical tools like social media templates and a 30-60-90 day campaign plan.

## SPECIFIC UNION COURSES

### **CUPW: SOCIAL STEWARDS – SUPPORTING EACH OTHER THROUGH SOLIDARITY**

This course equips members with the knowledge and tools to become Social Stewards—trusted, compassionate peers who support co-workers facing personal challenges. Participants will gain a clear understanding of the role and responsibilities of a Social Steward, including how to listen actively, identify member concerns, provide meaningful support, and connect individuals with the right resources. Through hands-on activities and real-life scenarios, members will explore practical strategies for approaching workplace issues with empathy and confidence. If you're passionate about fostering a supportive workplace community, this course is for you.

**Prerequisite: Applicants must be a member of CUPW.**

**Registration is through your CUPW Regional Office.**

### **CUPW: TURTLE ISLAND – BUILDING ALLYSHIP AND UNDERSTANDING**

This transformative course is designed to deepen understanding of Indigenous histories, cultures, and struggles, with the goal of building meaningful, long-term relationships with Indigenous peoples both within and beyond our workplaces. Participants will examine significant moments in Indigenous history in Canada and connect these events to the present-day realities faced by Indigenous communities. The course challenges stereotypes and myths, fostering a space for learning, reflection, and growth. It concludes with a focus on actionable allyship—how to stand in solidarity and support Indigenous-led movements for decolonization in a respectful and effective way.

**Prerequisite: Applicants must be a member of CUPW.**

**Registration is through your CUPW Regional Office.**

### **ILWU LEADERSHIP**

The five-day ILWU Leadership course is part of a long-term education strategy to identify and educate leaders in our Union.

The course will cover some of the basics which include: ILWU history and structure of our Union, public speaking, building blocks of a meeting, arbitration, ethics, and strategies for building worker power from within our Union.

**Prerequisite: Applicants must be a member or casual of ILWU.**

### **NAUSC/UA LOCAL 170 SHOP STEWARD CERTIFICATION**

This certification program is designed to provide consistent training for all stewards across Canada and to emphasize the UA Standard for Excellence and the steward's critical role in its success. Stewards will gain a strong understanding of their responsibilities, including how to effectively engage with management, represent and support members, and uphold the principles and objectives of the union.

**This course is only open to UA Local 170 members and is by invitation only.**