

2020 CLC PACIFIC REGION WINTER SCHOOL

January 12 - February 14, 2020
Harrison Hot Springs, B.C.



CANADIAN LABOUR CONGRESS
CONGRÈS DU TRAVAIL DU CANADA



MESSAGE FROM CLC PRESIDENT HASSAN YUSSUFF

Greetings,

In recent elections at the provincial and federal levels, Canadians have witnessed an unprecedented rise in far-right extremism, mixing anti-union sentiment with fervent opposition to immigration, climate action, women's rights, and human rights.

British Columbia has become a vital hold-out for progressive governance in Canada, but without allies in other key provinces, the Horgan government is shouldering an increasingly heavy burden.

With hardline Conservative parties now holding government in the majority of Canadian provinces, there has never been a more concerted attack on Canadian democratic values. Led by premiers Kenney and Ford, Canadian Conservatives are seeking to exploit the financial anxieties of average Canadians to sow the seeds of fear and division.

Their goal is to roll back hard-won social gains and tip the scales of power in favour of private and corporate interests.

Unions are not prepared to give up the victories we have won, or the values we hold dear.

Over the last four years, Canada's unions have won an historic expansion of the Canada Pension Plan, new protections for victims of domestic violence, billions in new investments in public infrastructure, a national ban on asbestos, pay equity, and new labour laws that raise the bar for every worker.

And our work is not yet finished. We have made universal pharmacare a household priority, we want to end retirement insecurity, we have plans to build a sustainable economy, and we want to power it with good jobs that allow workers to get ahead.

Labour unions are the key to defending workers' rights in their workplaces, and we also have the power to extend those gains to everyone in Canada through advocacy, lobbying and activism.

The cornerstone of our strategy is labour education.

Challenging the politics of division and championing a fair future requires a legion of activists who are educated, trained and committed to growing our movement. We must share skills and experiences – across affiliates and throughout every region – to build the kind of strength and solidarity that money can't buy.

That is exactly what labour education is designed to do. And that is why I am encouraging you to support your members and your leadership, past and present, in participating in the upcoming CLC Pacific Winter School.

Together, we are building a rank-and-file movement to fight for a fair Canada for everyone.

In solidarity,

Hassan Yussuff
President, Canadian Labour Congress



Course **SCHEDULE**

Week 1: January 12-17, 2020

1. BCGEU Organizing Academy
2. Building Psychologically Healthy Workplaces
3. Collective Bargaining Level 1
4. Facing Management Effectively
5. Labour Arbitration Level 1
6. Mental Health First Aid
7. MoveUP Strategic Planning Session
8. Parliamentary Procedure and Public Speaking
9. Steward Training Level 1
10. Transforming Conflict into Union Activism
11. Women in Leadership

Week 3: January 26-31, 2020

21. BCGEU Organizing Academy
22. Building Psychologically Healthy Workplaces
23. Collective Bargaining Level 1
24. Collective Bargaining Level 2
25. Facing Management Effectively
26. Health & Safety Level 2
27. ILWU Leadership
28. Member Engagement – Member Action
29. Parliamentary Procedure and Public Speaking
30. Steward Training Level 1
31. Steward Training Level 2

Week 5: February 9-14, 2020

41. A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples
42. BCFED Organizing Institute: Basics of Organizing
43. BCGEU Organizing Academy
44. Benefits Bargaining
45. Bullying and Harassment
46. Collective Bargaining Level 1
47. Facing Management Effectively
48. Health & Safety Level 1
49. Investigating Bullying and Harassment
50. Unions in the Community
51. Young Workers in Action

Week 2: January 19-24, 2020

12. CUPW Advanced Shop Steward
13. Facing Management Effectively
14. Health & Safety Level 1
15. Human Rights: An Introduction
16. Introduction to Labour Economics
17. Return to Work (Duty to Accommodate)
18. Women's Health & Safety in the Workplace
19. Workers' Compensation Level 1
20. Workers' Compensation Level 2

Week 4: February 2-7, 2020

32. Arbitration: To Go or Not to Go?
33. Facing Management Effectively
34. Federal Labour Law
35. Investigating Bullying and Harassment
36. Labour Arbitration Level 1
37. Labour Arbitration Level 2
38. Labour Community Advocate Level 1
39. Mental Health First Aid
40. Provincial Labour Law

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, business and assistant business managers, 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. This course will deal with procedures before the process of arbitration.

Knowledge of the first stages of the grievance process 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

Current research confirms that mental health issues are prevalent in B.C. workplaces. Workers who experience mental health issues face incredible challenges in the workplace. Many are misunderstood, stigmatized, and under-utilized. From an organizational effectiveness and sustainability perspective, this is a significant business issue and one that requires attention. In a world where shortages of critical skills are, and will continue to be, a priority for many organizations, we cannot afford to allow the situation to continue.

Workplace stress, bullying, harassment, and violence are increasingly the predominant issue for Canadians. Awareness of the staggering economic cost of workplace stress and related issues (\$51 billion annually) grows steadily. Research also points to stress as a contributing factor in actual workplace accidents, injuries, and violence, making it a major factor in OH&S.

This course looks at all of the various workplace psychosocial factors and works on developing and implementing an effective plan that will improve the psychological health and safety of a workplace. The course examines strategies that eliminate, minimize, and accommodate psychological health issues.

Prerequisite: Health & Safety Level 1 recommended.

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.

HEALTH & SAFETY LEVEL 2

The Health & Safety Level 2 course has been designed to empower participants to develop the tools, resources, and strategies necessary to build on successes and to tackle the tough OH&S issues at their workplaces. In this course, participants will discuss barriers facing joint OH&S committees and develop some creative strategies and solutions to deal with them. Learn about the requirements of a violence prevention program and ergonomics program in OH&S legislation and the joint committee's fundamental role in its development. Participants will also learn how to conduct proper risk assessments and how to increase committee effectiveness.

Prerequisite: Health & Safety Level 1

INVESTIGATING BULLYING AND HARASSMENT

Workplace bullying and harassment can compromise the mental and physical health of workers. To address this health and safety issue, this course will equip participants with the knowledge and confidence to undertake thorough and impartial investigations into allegations of workplace bullying and harassment as defined in health and safety law and policy. Participants' skills will be developed and practised through role-play in planning, research, interviewing techniques, and analysis in order to conduct impartial investigations. Particular attention will be paid to the emotional and sensitive effect that alleged bullying and harassment has on the workplace. Thorough and impartial investigations are necessary to not only resolve the complaint, but also to educate and ensure proper recommendations follow to prevent further incidents from happening.

Prerequisite: Bullying and Harassment recommended.

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 course is ideal for union stewards or representatives, joint health and safety committee members, business representatives, local staff, first aid attendants, or anyone that wishes to increase their skills to support their fellow members.

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'S HEALTH & SAFETY IN THE WORKPLACE

All workers face health and safety issues at work – injuries and occupational disease, workplace hazards, and stress. Many of these issues have a gender dimension – they affect women's bodies in particular ways. In this course, participants will discuss and learn how women's health (including reproductive health) is affected by toxic workplace substances, by work and tools that are often designed to fit men's bodies, and by workplace stresses such as violence and harassment. The course will provide the opportunity for you to discuss how the traditional gender-neutral approach to health and safety differs from the relatively new principle of the gender-sensitive approach. You can look forward to improving your skills in assessing workplace hazards and recommending appropriate corrective action. You will also learn about key health and safety principles such as: the precautionary principle, worker health and safety rights and strategies to improve committee effectiveness. This course is intended for women who are health and safety committee members, and for women who want to take a more active role in health and safety at their workplace.

CORE PROGRAMS...SPECIALIZED

A PATH TO RECONCILIATION: STANDING IN SOLIDARITY WITH INDIGENOUS PEOPLES

This course is for all workers, 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.

BCFED ORGANIZING INSTITUTE: BASICS OF ORGANIZING

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 leading 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. The course is designed to be an intensive training session that simulates the conditions of union organizing. Evening sessions are part of the core curriculum and participants will be expected to work as a group throughout the course, both inside and outside the classroom – just like in a real organizing campaign. Participation is encouraged from people who represent the diversity of our workforces.

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.

BULLYING AND HARASSMENT

Responsibility for bullying in the workplace is shared between workers, the employer, and the union. This course will explore different approaches and tools to address bullying in the workplace, from education programs, legislation, workplace policies and procedure, grievances, and other means within the collective agreement language like labour management committees. The course will also explore the relationship and differences between legislation covering bullying and harassment. We will also look at what the rest of Canada is doing on the topic of bullying and pull examples and lessons from their experiences. Finally, we will review the new B.C. legislation put out by WorkSafeBC and the implications of this language for OH&S committees and WorkSafeBC claims.

Prerequisite: Applicants must be a steward or member of their Joint Occupational Health and Safety (JOSH) Committee, Bargaining Committee, or Union-Management Committee.

HUMAN RIGHTS: AN INTRODUCTION

This course is a good starting point for union activists and leaders looking to build their skills and perspectives to better engage and represent the diversity of their members. It is open to all union activists.

Racism, sexism, homophobia, transphobia, and discrimination against people with disabilities are used to divide workers. Participants will focus on the role unions can play in advancing equity and changing how we address systemic discrimination. Together we will identify what needs to change, how to challenge employers, as well as how to engage and represent workers through an equity lens.

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: <https://canadianlabour.ca/labour-education>.

INTRODUCTION TO LABOUR ECONOMICS

This course is intended to provide a broad framework in which to understand the economic forces that shape labour today, by examining the history of economics to illustrate important concepts and trends, while providing specific introductory information about basic economic theories, as well as a working understanding of investment methodology and modern implements such as the Consumer Price Index. The course starts with the origin of antichretic loans and compound interest in the historical record at ~3000 BCE, examines the foundations of modern economic theory, and looks at the current implications for union members in the Canadian context.

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.

TRANSFORMING CONFLICT INTO UNION ACTIVISM

Transforming Conflict into Union Activism approaches conflict in a novel way. It recognizes that conflict isn't always negative but that it is the outcome of the conflict that is negative or positive. The course will teach participants how to listen to people involved in a conflict, get to the root causes of a conflict, and how to coach people involved in a conflict to identify shared interests. Participants will learn how to use those shared interests to help people involved in a conflict find solutions and turn the conflict and shared interests into union activism.

WOMEN IN LEADERSHIP

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.

There is a scholarship available from the B.C. Federation of Labour for this course. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: <https://canadianlabour.ca/labour-education>.

YOUNG WORKERS IN ACTION

This course is designed to give young union activists the skills they need to be effective in their workplace. The course will cover public speaking, how meetings are run, how to read your contract, grievance handling, and the basic collective bargaining process.

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

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: <https://canadianlabour.ca/labour-education>.

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.

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.

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.

SPECIFIC UNION COURSES

BCGEU ORGANIZING ACADEMY

After our successful launch at the 2019 CLC Pacific Region Winter School, the 2020 BCGEU Organizing Academy will bring together workplace-based teams of stewards, activists, and staff to develop comprehensive internal organizing plans. Part rigorous boot camp, part experiential workshop, the Organizing Academy is a deep dive into the practical skills and methods of building worker power! We've invited more than 75 members to attend one of the three sessions during the CLC Pacific Region Winter School.

CUPW ADVANCED SHOP STEWARD

This five-day course is for experienced stewards. Participants will look at their strengths and areas they want to improve. They will practise face-to-face communications, including dealing with management. They will collectively examine strategies for shop floor mobilization and recruiting new stewards. They will review grievance investigation basics and process, staffing, and the Short Term Disability Plan (STDP).

Prerequisite: Basic Shop Steward

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.

REGISTRATION INFORMATION

Address all registrations to the Winter School Registrar, CLC Pacific Region, #201-5118 Joyce Street, Vancouver, B.C. V5R 4H1. Copy as many registration forms as you require. Please use a separate form for every student registering. Applicants must have the approval of their union before enrolling. For further information, please contact our office at 604-430-6766 or via email at pacific@clctc.ca.

Payment for all fees must accompany registration forms and cheques should be made payable to: "CLC - Education Account" and mailed to the above address. Payment by credit card is available with online registration.

Online registration is available at: <https://canadianlabour.ca/labour-education>.

Faxed registration forms will not be accepted.

COST AND PAYMENT

Fees include room, board, tax, meal-related gratuities, and Winter School registration fees.

SHARED ACCOMMODATION **\$1,025.00** per delegate

SINGLE ACCOMMODATION **\$1,345.00** per delegate

STUDENT AND SPOUSE/GUEST ***see information on spouses/guests below**

Students are housed on a shared accommodation basis unless otherwise advised. Delegates wishing to upgrade to single accommodation must pay **\$320.00** with their registration payment.

Upgrades will not be made until payment is received.

SPOUSES/GUESTS

Students are welcome to bring spouses or guests if they are registered in single accommodation.

Guests may choose to participate in the optional meal plan for an additional charge of **\$83.13** per day or **\$415.62** per week. Delegate guests must register with the Front Desk and the CLC, whether or not they participate in the meal plan. Guests are entitled to attend all school functions (excluding classes). Payments for guest meal plans are to be paid to the Front Desk.

REGISTRATION

Registration occurs off the East Tower lobby from **2:00 p.m. to 5:00 p.m.** every **Sunday**. You must register at the CLC Registration Desk prior to checking into the hotel. **Check-in time for the hotel is 4:00 p.m.** If you cannot arrive for regular registration, please advise the CLC office (Room #206) at the hotel at 604-796-2606, or contact the hotel's Front Desk at 1-800-663-2266. Please note that attendance at the Opening Plenary on Sunday night at 7:00 p.m. is mandatory.

PRIVACY STATEMENT

The personal information provided on the registration form will only be used for the purposes of session registration and will not be sold, shared, or otherwise provided to a third party. The Canadian Labour Congress may use the contact information you have provided to contact you or provide you with additional information in the future regarding CLC campaigns or educational opportunities.

CANCELLATIONS

If for any reason a student is unable to attend, please inform the registrar by fax or email no later than one week prior to the start of the course. After January 1, 2020, cancellations will result in a **\$225.00** cancellation charge. Delegates who are "no shows" will be assessed a \$225.00 cancellation fee and one night's hotel accommodation at the applicable rate. **Cancellations must be made in writing.**

2020 Winter School Registration Form

Online registration is available at: <https://canadianlabour.ca/labour-education>

Faxed registrations will not be accepted.

Name: _____ Gender: _____
(Required for shared accommodation only)

Address: _____

City/Town: _____ Province: _____ Postal Code: _____

Tel Home: _____ Tel Work: _____ Tel Union: _____

Email Address: _____

Union/Labour Council: _____ Local: _____

Union Address: _____

Course Selection: (one course per week)

1st Choice: _____ Week: _____

2nd Choice: _____ Week: _____

Have you taken the prerequisites? If so, please give details.

Registration Fees:

Shared Accommodation (\$1,025.00)

Single Accommodation (\$1,345.00)

Single and Spouse Accommodation:

Name of Guest/Spouse: _____

With guest meal plan (\$83.13/day)

Without guest meal plan

If shared accommodation is requested, you would like to room with:

Name: _____ Union: _____

Special Needs:

Child Care Required? Yes No If yes, please indicate child's age: _____

Do You Require Bus Transportation? Yes No

Authorization _____

Officer's Name

Signature

Registrants must have the approval of their union before registering. Forms must be signed by a union or labour council officer. Students cannot authorize their own forms. **Registration deadline is Thursday, December 12, 2019. Registrations submitted are considered accepted unless otherwise notified.** Failure to provide written cancellation notice will result in fees. Please make cheques or money orders payable to: "CLC - Education Account" and mail to #201 - 5118 Joyce Street, Vancouver, B.C. V5R 4H1. Payment by credit card is also available for online registration.

For further information, please contact the Pacific Region office at 604-430-6766 or pacific@clcctc.ca.



Registration deadline is Thursday, December 12, 2019

STUDENT INFORMATION

STUDENT BEHAVIOUR

Delegates to the Winter School should understand that a high standard of behaviour is expected of them. The key word is RESPECT – respect for all of the other people at the school. Specifically, rowdiness, harassment, intolerant acts, or derogatory remarks will not be tolerated. The residential setting of the Winter School does not relieve delegates of the obligation for normal behaviour. Past incidents have been dealt with severely and the CLC reserves the right to send delegates home if their conduct does not meet our standards. All students deserve the opportunity to enjoy the Winter School. Quiet time is designated after 11:00 p.m. We thank everyone for your cooperation in this matter.

NAME BADGES

Name badges will be provided to delegates, instructors, and resources. The badges identify you as a person entitled to be part of the CLC Winter School group and are also used for security purposes. Name badges are required to enter the dining room and for all CLC evening activities. Please ensure you have your badge with you **at all times**.

CHILD CARE

Free child care is provided at Winter School for eligible delegates with children aged 12 and under. An eligible delegate is a single parent, a parent **not** accompanied by a spouse/companion, or where **both** parents are delegates. While the CLC will pay the actual child care costs at the school, **students will be responsible for any additional hotel charges for their child**. Delegates having additional child care costs as a result of leaving their children at home should apply for reimbursement from their own union.

Delegates requiring child care must **pre-register** and indicate child care **on their registration form**. In order to determine necessary ECE staffing levels, the deadline for child care registrations is **January 1, 2020**. As a result, we will be unable to accommodate requests for child care received after the deadline. Cancellations are required and must be received 14 days in advance of your attendance at Winter School. **Failure to cancel booked child care space(s) will result in a “no show fee” of \$150.00.**

Please be aware that child care arrangements may not be able to accommodate special needs, but please contact the Pacific Region office for more information.

CHECKING OUT

Please ensure that you check out of the hotel in the usual manner, and pay any extra charges billed to your room. Any disputed charges can be much more easily dealt with at that time.

WHAT TO PACK

On Thursday night there is a social event where many people dress more formally, but this is optional. Otherwise, the dress code is casual or business casual.

ALCOHOL-FREE SOCIAL NETWORKING

A social networking space is available Monday to Thursday (after the General Session) for delegates who wish to socialize with other delegates in an alcohol-free setting. The location of this space will be posted on the corkboard outside the registration area each week. Cards, games, and non-alcoholic beverages are provided.

There is also an Alcoholics Anonymous meeting held nightly in Room 3301.

CLASS SCHEDULES

Classes are held daily from 9:00 a.m. to 4:30 p.m., except Friday when classes end at 11:00 a.m. A New Students' Orientation will be held in the Forum at 4:00 p.m. every Sunday.

There is an Opening Plenary at 7:00 p.m. in the Forum each Sunday. General Sessions are also held in the Forum on Monday and Wednesday evenings at 7:00 p.m. and in the St. Alice Centre on Friday morning at 9:00 a.m. General Sessions are an important part of the Winter School and all delegates are to attend.

TRAVEL SUBSIDIES

Block subsidies will be paid to unions for students travelling from East Kootenays, Northern B.C. and Yukon only. Proof of travel will be required, so please keep receipts. Travel forms will be provided at the Winter School and must be submitted to the CLC Winter School office (Room 206) or payments may be forfeited.

AIR TRANSPORTATION

The following Promotional Flight Codes have been set up with Air Canada for all five weeks:

Week 1 -- AXN28B41
Week 2 -- AYJ7JDW1
Week 3 -- B2FTM4X1
Week 4 -- B336ZAR1
Week 5 -- B69J3HU1

A Winter School shuttle is also available from downtown Vancouver for those participants who require bus transportation. Please see the following page for times and locations. Please note however, that the Winter School shuttle does not pick up from the airport.

FRANK WALL LEADERSHIP DEVELOPMENT SCHOLARSHIP

On page 22 of the Winter School Brochure you can read about an inspirational and visionary leader, Frank Wall. The Frank Wall Leadership Development Scholarship is open to applicants who submit a written application form and accompanying essay of no more than two pages in length (300 to 500 words).

Your essay should be on the following topic: "In your opinion, what challenges will unions face over the next 5-10 years? And, what is one concrete action unions can take to address these challenges?"

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 no later than **November 29, 2019**.

For more information, contact the Canadian Labour Congress at 604-430-6766. Application forms can be downloaded from our website at: <https://canadianlabour.ca/labour-education>. Completed application forms and essays may be submitted via email to: pacific@clctc.ca or mailed to the CLC Pacific Region office at: #201 - 5118 Joyce Street, Vancouver, B.C. V5R 4H1.

Successful candidates will be contacted within five business days of the closing date.

BUS SCHEDULE

The Winter School bus is a chartered Wilson's Transportation Ltd. bus. The bus leaves Pacific Central Station in Vancouver every Sunday, with stops in Coquitlam and Surrey. Please confirm your spot with the CLC office – space is limited.

SUNDAY: Pacific Central Station (1150 Station St., Vancouver) – Arrives: 12:15, Departs: 12:30
(Loads outside terminal, underneath "PACIFIC" sign)

Coquitlam (100 Woolridge Street, near IKEA) – Departs: 13:30
(Loads on Tupper Avenue facing east)

Guildford Library (15105 - 105th Ave, Surrey) – Departs: 14:00
(Loads in front of library)

Arrives in Harrison Hot Springs approximately 15:30

FRIDAY: Harrison Hot Springs Resort – Arrives: 11:45, Departs: 12:00 Noon

Guildford Library – Arrives: 13:30

Coquitlam – Arrives: 14:00

Vancouver International Airport – Arrives: 15:00 for flights departing after 17:00

Pacific Central Station – Arrives: 15:45

Please note all times are approximate. Be sure to arrive at depots early.

LOCATION

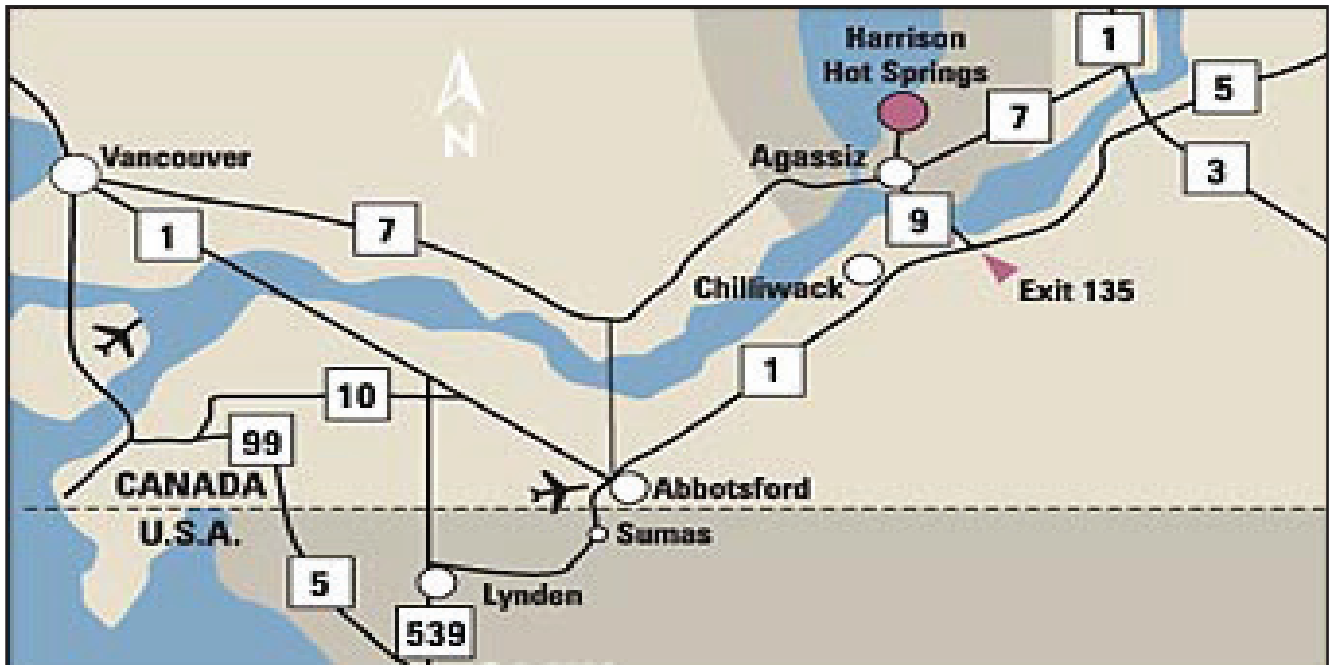
Surrounded by mountains and situated on the southern shore of spectacular Harrison Lake, the Harrison Hot Springs Resort is wholly unionized, with staff members of IUOE Local 882 and UNITE HERE! Local 40. The CLC Pacific Region Winter School has been held at this beautiful location since 1975.

The CLC Pacific Region Winter School is the largest labour school in Canada and we take pride in offering the very best in labour education.



DIRECTIONS

The Harrison Hot Springs Resort is located at **100 Esplanade Avenue, Harrison Hot Springs, B.C.**, a 2 hour (130 km) drive east of Vancouver or 3 hours from the Okanagan. Highway exits are well marked from both Highways 401 and 7.



WINTER SCHOOL OFFICE

The Winter School office is located in Room 206, just off the main lobby. Office hours are Monday to Friday, 8:30 a.m. until 5:00 p.m. The office is closed for lunch from 12:00 to 1:00 p.m. Telephone messages received for students will be posted on the corkboard in the main lobby. The Winter School office can be reached at 604-796-2606.



DINING

All meals are included in the registration fee for Winter School and are taken in the Copper Room. Dinner is served at 5:30 p.m. every night except Thursday when dinner is served at 6:00 p.m. Participants must wear their student name badges for entry to the dining room.

A detailed list of the week's menu is outlined in the Student Guide. Vegetarian and alternative menu items are available for dinner. Students wishing to order an alternative dinner meal must check with the Maître d' during the lunch hour that same day.

ACCOMMODATIONS

Accommodation at the Winter School is either shared or single occupancy. The assignment of rooms is based on a first-come, first-served policy. There are a limited number of single rooms available. Once the CLC's complement of single rooms has been assigned, we will not be able to accept any further single accommodation requests within the Harrison Hot Springs Resort.

We urge you to submit your registration with payment early to ensure you receive your desired accommodation and courses. All rooms are equipped with a hair dryer, iron and ironing board, in-room coffee, and a small fridge.



RECREATION

The pool facilities at the hotel are well known, as is the Healing Springs Spa, which has a full range of spa treatments and services. Brochures are available at the hotel.

Note: Appointments are necessary and can be booked at: harrisonresort.com. Other facilities, including a limited fitness centre, are also available.



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.

REGIONAL DIRECTOR

Orion Irvine

Canadian Labour Congress Pacific Region

#201 - 5118 Joyce Street, Vancouver, B.C. V5R 4H1 pacific@clctc.ca

REGISTRARS

Vivian Dufresne Wood, Alex Kuhlman

75
YEARS



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- We have an unshakeable "BUY UNION" mandate that supports union services and union made products.



Mike Schilling, CSCU CEO speaking at the Union Protein Project AGM



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The International Union of Operating Engineers Local 115 extends best wishes to all at the 2020 CLC Pacific Region Winter School in Harrison.

Brian Cochrane,
Business Manager

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Local 258 IBEW
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phone: 604-520-3305
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Greetings to all the participants of CLC Winter School

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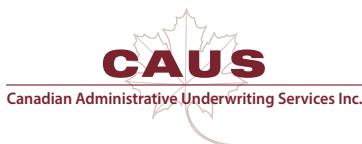


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—Malala Yousafzai

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— BUILD YOUR ABILITY TO —
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Help change lives and strengthen your community by taking one of the following courses offered at the 2020 CLC Pacific Region Winter School:

- Labour Community Advocate Level 1
- Labour Community Advocate Level 2
- Unions in the Community

Develop skills in linking workers with resources in the community, identifying labour’s role in supporting community issues and encouraging community action within labour.

For more information please visit uwlm.ca/labour/lca

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S P O N S O R S

Welcome back to good times

Thanks to you, Harrison Hot Springs Resort has been the proud home of the Canadian Labour Congress and the Pacific Winter School for over 40 years. For 130 years our resort has been the perfect destination for working families to getaway, relax and enjoy a one-of-a-kind experience together. So enjoy your stay, but be sure to come back and enjoy all our resort has to offer. Call today to book your next meeting or family getaway with us.

**To book your next meeting or family getaway,
call 1.800.663.2266 or visit HarrisonResort.com**

Harrison

HOT SPRINGS RESORT

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THE LAW

- ✓ Joint Health and Safety Committees are legally required in workplaces with more than 20 employees. Workplaces with less than 20 employees require a worker-designated Health and Safety Representative.
- ✓ Section 135 of the Workers' Compensation Act (WCA) requires the employer to pay for a committee member or worker-representative's chosen training course as well as provide annual educational leave without loss of pay. (Federal and Mining OHS Legislation has similar requirements)
- ✓ New sections to the WCB Occupational Health and Safety Regulation took effect April 3, 2017:
- ✓ Section 3.27: Establishes mandatory minimum training and education for new joint committee members and worker-representatives. (*This is in addition to the annual eight-hour education entitlement for OHS committee members in Section 135 of the WCA)
- ✓ Section 3.26: Requires an annual evaluation to measure the effectiveness of joint committees by the co-chairs.
- ✓ Section 3.28: Requires worker-representatives to be involved with the gathering, analyzing and identifying of corrective actions in workplace incident investigations.
- ✓ The Centre receives its program funding from WCB. When training is requested the employer must act in a manner consistent with the purpose and intent of section 135. Permission must not be unreasonably denied.

OUR COURSES

- OH&S Committees Part 1 & 2
- Incident Investigations
- Improving Committee Effectiveness
- Supervisor OH&S Responsibilities Part 1 & 2
- Understanding & Conducting Risk Assessments
- Mental Health First Aid
- Mental Health and the CSA Standard
- Workplace Bullying & Harassment
- Improving Return to Work Outcomes
- Ergonomics
- Prevention of Violence in the Workplace
- Introduction to Occupational Health
- Women's Health & Safety in the Workplace

Each 8 hr course satisfies Sec. 135 of the Workers Compensation Act. Provincial, Federal & Mining Regulations reviewed.



BC FED Health & Safety Centre

For schedule and course descriptions:

healthandsafetybc.ca

Toll-free: 1.888.223.5669