

Spring School

The Saskatchewan Federation of Labour • The Canadian Labour Congress



55th Annual • April 22 – April 27, 2012

Humboldt Saskatchewan

Register by March 19, 2012 to take advantage of early bird prices



Canadian Labour Congress

Congrès du travail du Canada

2012 SPRING SCHOOL

IMPORTANT DEADLINE: Closing date for early bird registrations is March 19, 2012. Courses that go ahead each year are based on the registrations received by this deadline date.

1

Building Workplace Harmony

Many locals have internal problems at their work-site. Problems such as clashes between age groups, cultural tensions and/or little tolerance for those co-workers with accommodations stemming from physical or mental illness.

We all want to work in a harmonious environment, but how do we get there? We can start by recognizing why the problem exists and then by equipping ourselves with the knowledge we need to become part of the solution.

Generational Diversity? Differences in generational perspectives can create conflicts at work and in our unions. The participants will explore the impact multi-generational issues and values have on work life and the world around them.

Intercultural Awareness? In this workshop we will explore how differences in culture impact our workplace.

Accommodating the Disabled? Employers and unions have an obligation to ensure that the needs of injured or disabled employees are being met. This workshop will cover the legal framework of duty to accommodate and how Human Rights Legislation applies.

2

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 practice 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. Knowledge of the first stages of the grievance process will be assumed.

Prerequisite: Steward Training 1 or equivalent union course.

3

Taking Unions into the Next Generation

Unions Crossing Generations – Now More than Ever

Is your local struggling with member apathy, on how to reach the different generations in your union and workplace? Do you want to build your skills to represent and defend the union message?

This course deals with the very important issue of recruiting and maintaining local union activists. It will increase your awareness of the needs and realities of the members of different generations in the union and workplace. It will build your level of comfort and provide you with the skills for engaging in meaningful cross-generational dialogue. We invite you to explore how the union might respond to the values of all our members and share perspectives on how union culture can continue to adapt to meet the needs of each generation. You will gain insight and experience in talking about and even debating principle union positions of everyday issues — from seniority versus merit, to public-private partnerships, and equality rights.

4

Labour History, Culture and Song

Murder, intrigue, struggle and progress — labour's past has all of these and more. The working men and women of Canada have a proud history of successes which have shaped the labour movement and changed society. You will compare strategies and tactics used by working people in the past and present to bring about positive change.

Through the extensive use of music, film, stories and discussion, this course will explore the rich "cultural" identity of labour. Union activists with a keen interest in "labour history with a difference" should register to take this course. Participants are encouraged to bring along any labour stories, poetry, films, music and musical instruments they may have. You will leave the session with a better understanding of the labour movement and an increased sense of pride in being a union member.

COURSE DESCRIPTIONS

5

Young Workers in Action

(Must be 29 years of age or under to register)

Young workers are some of the most vulnerable workers in society so it is essential to explore issues that matter to young workers. This course is designed to help develop young labour activists in both the workplace and the community; to provide youth the opportunity to build skills, gain knowledge about social justice movements and confidence in their rights as young workers. We will provide youth with labour education and activist skills. We will build on basic leadership skills, public speaking, effective communication, group building and out-reach skills. We will make linkages to the larger labour movement, including labour history, social justice and activist issues. We will strategize on how to increase awareness among young workers in their unions and workplaces.

6

Labour Law - Labour College of Canada

This course uses hands on and real cases/live issues in your workplaces to develop and understand the tools available to union activists to defend/promote/protect the interests of the working class. These tools include collective agreements, statutes, regulations, human rights codes, Charter of Rights and international laws (like Trade Union Acts, Labour Standards Acts, etc.).

We examine the various legal forums available in the use of these tools: arbitration; labour relations boards; courts and other tribunals as well as their use in collective bargaining, grievance meetings and union education.

We learn how to find and understand case law (arbitration awards, labour board and other tribunal decisions and court decisions) as well as other accepted authorities like journals, articles and books.

We explore labour history, past and present — and encourage group discussions on various issues, theories and strategies as part of the decision on how, when or why to use these tools and forums.

NOTE: The Labour Law course is a credit course for the Labour College of Canada. There is no additional fee for the Labour College of Canada.

7

Collective Bargaining

This course provides an opportunity to analyze union and management tactics at the bargaining table through “mock bargaining” sessions. In addition, there will be sessions on preparations for bargaining analysis of key contract clauses, introduction to costing, and a review of new bargaining developments.

Through practical exercises, participants will develop new skills on how to use bargaining process to build a stronger local. The more involved the membership is, the better positioned the local will be for bargaining and the more likely it is to make gains at the table.

This course should be of special interest to new bargaining committee members and local union officers who are involved or anticipate becoming involved in actual bargaining. Bring a copy of your collective agreement and a calculator with you for this course.

8

Union Counselling

Union Counselling is a joint program between local United Ways, the Canadian Labour Congress and local Labour Councils. One aspect of the program is to train union members to offer support, referrals and information to their co-workers about personal and family problems on and/or off the job. You will develop skills to support and refer your co-workers to community services in times of need. Topics include: unions and communities working together, community services, principles of communication, interviewing and referral skills, stress, alcohol and drug addiction, understanding violence and bullying.

You will be equipped to assist members and their families in a confidential and appropriate manner and it is hoped that participants will maintain an ongoing interest in this area. The course will also cover the role of the union counsellor and the union with an employer assistance program.

Graduates of the course receive a certificate, a union counsellor pin and follow up support and resources from a labour staff member at the United Way.

REGISTRATION DETAILS

ACCOMMODATIONS

The school will be held in the community of Humboldt. ****We encourage our delegates to register as double occupancy – however we have limited single accommodations at a higher registration rate. These single rooms are available on a first come, first serve basis and delegates must ensure that extra payment is included at the time of initial registration. If you cannot be accommodated as per your single request we will notify you prior to the event taking place.** All rooms (single or double) are equipped with a microwave and a small refrigerator for your convenience. As well, both hotels have indoor swimming facilities. Your assigned accommodation information will be given to you when you register at the Bella Vista Inn. Registration takes place from 3:00 to 5:00 p.m. on Sunday, April 22.

CLASSROOM LOCATION

Classrooms will be housed within the hotel(s) and the Humboldt Uniplex. All three establishments are within reasonable walking distance; as well, a passenger van will be running between hotels and the Uniplex providing transportation for those who require it. There is ample parking at all facilities for delegates.

MEALS

Meals are provided for all delegates as follows:

Breakfast: Monday through Friday at the Bella Vista Inn – poolside lounge

Lunch: Monday through Thursday – Uniplex Jubilee Hall (Friday bagged lunches 'to go')

Dinner/Supper: Sunday, April 22 at 5:00 p.m. and Thursday, April 26 at 6:00 p.m. – Bella Vista Inn

Please note on your registration form any special **medical dietary needs** you may have so that we can provide advance notice to the catering staff.

Delegates are advised that dinners Monday through Wednesday ARE NOT INCLUDED. The City of Humboldt has a wide array of restaurants, many in the near vicinity as well as a restaurant on site at the one hotel. For more information you may go to the following website – www.cityofhumboldt.ca

CONFIRMATION

Participants will be sent an information package in early April confirming registration and providing a map and more detailed information about the school.

EQUITY AND YOUTH PARTICIPATION

Locals are encouraged to ensure participation of members from designated equity groups; women, visible minorities, Aboriginals, persons with disabilities, solidarity and pride members (gay and lesbian) and from young members under 30.

CHILDCARE – DEADLINE MARCH 19, 2012

Childcare will be provided to children aged 12 and under by professional childcare workers. This is intended for delegates who do not have regular or alternate care available to them. Only pre-registered children will be accepted at the school so please make your request no later than March 19 — space is limited. All delegates requesting childcare will be contacted prior to the school.

REGISTRATION FEES

Registration fees are based on either double occupancy (sharing with another delegate) or single occupancy. Please refer to "Accommodations" heading for clarification of rooming options(**). The Registration Fees include course and kit materials, accommodations and meals as set out under "Meals" heading.

Early Bird – Prior to March 19, 2012

Double Occupancy – \$775.00
Single Occupancy – \$1,100.00

After March 19, 2012

Double Occupancy – \$875.00
Single Occupancy – \$1,200.00

Non-Affiliates of the CLC or SFL, as well as out of province delegates are welcome to register provided an additional \$50 is included with your registration fee.

CANCELLATION POLICY

Full refund if cancellation received by April 9, 2012. After that date a \$100 cancellation fee will apply. No refunds will be available if cancellation is received on or after April 16, 2012.



Self Identification Questionnaire (COMPLETION OF THIS IS OPTIONAL)

The SFL and CLC are committed to ensuring that our conference is accessible to all. The information requested here will assist the education committee in assessing its success in reaching workers of colour, Aboriginal workers, persons with disabilities and lesbians and gays. All information will be kept confidential.

- I am an indigenous (Aboriginal) person of North America
- I am, by virtue of my race or colour, a visible minority in Canada
- I have a disability
- I am Lesbian Gay Bisexual Transgender

Scholarship Offer (FOR ABORIGINAL WORKERS/WORKERS OF COLOUR)

Please complete ONLY if applying for a scholarship.

We are able to offer a scholarship for a participant who is an Aboriginal worker or worker of colour. You will be given preference if you have never attended an SFL/CLC Spring School before. The scholarship will cover the registration fees.

Deadline for application is March 19, 2012.

Name _____

Union _____

Yes, I want to apply for the Equity Scholarship

I am a worker of colour

I am an Aboriginal worker

In regards to my past Spring School attendance:

This is my first Spring School.

I have attended Spring School before, in the year(s) of:
