

AFL/CLC WINTER SCHOOL

ALBERTA FEDERATION OF LABOUR
& CANADIAN LABOUR CONGRESS



JANUARY 9-13
FAIRMONT
JASPER PARK
LODGE 2023

71 YEARS OF LABOUR EDUCATION

A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples

Collective Bargaining

Communications for Union Activists

Conflict Management

Introduction to Digital Organizing

Building Strong, Inclusive Locals that Prioritize Human Rights

Labour History

Member Engagement

Mental Health in the Workplace

Occupational Health & Safety

Political Action for Union Activists

Shop Steward I

Young Workers in Action

Registration Deadline:
Monday, November 28, 2022

WWW.AFL.ORG



**ALBERTA
FEDERATION OF
LABOUR**

COURSE DESCRIPTIONS

A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples

This course is for all workers 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 labours' 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.**

Basic Steward Training

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.

This course is intended for members who have not taken steward training previously but are interested in becoming or are already a steward for their local.

Please bring a copy of your collective agreement, constitution, and union bylaws.

Building Strong, Inclusive Locals that Prioritize Human Rights

Throughout history, women have always needed to organize for change, and as Union Sisters in all our diversity, we have learned that creating change and shifting behaviours in our workplaces have always been more successful when we build solidarity, engage our diverse communities, and create more inclusive workspaces and movements that prioritize human rights.

In the Prairies, we work hard addressing barriers for all women on a daily basis, and this committed work has strengthened our roots in both the labour and women's movement.

Solidarity, diversity, inclusivity, community organizing, and social activism are the tools we can use for mobilizing our diverse communities. As employers and movements continue to divide us, often using racism, sexism, trans/homophobia, and ableism, we will focus on the roles that we can play as leaders and activists to counter these tactics and work stronger together to advance equity, diversity and inclusivity.

In this course, we will:

- Explore the foundations of solidarity, activism, and building safer & more inclusive spaces;
- Develop the tools needed to create change in our Locals and in our movement; and
- Be ready to return to our communities to implement structures that empower all women in order to become an Ally for Equality

This course is intended for all members.

COURSE DESCRIPTIONS

Collective Bargaining

This course 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. Participants will learn how to choose a bargaining committee, prepare and present proposals, communicate during bargaining meetings, make strategic decisions when negotiating concessions, and build membership buy in. Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining.

This course is intended for members and officers.

Please bring a copy of your collective agreement, constitution and union bylaws.

Communications for Union Activists

Building a strong union depends on good communication between our members, activists and leadership. Understanding how to use both traditional and new communications tools are critical to the future of the labour movement. Students in this course will learn how to effectively plan their communications activities and gain hands on experience in creating a campaign. Instagram, Facebook, Twitter, YouTube, and mobile video are just some of the tools now available to union activists and leaders. Participants must be willing to open and use social media accounts. While online communication will never replace face to face communication with members it does provide us with new and immediate ways of connecting with our members, sharing information and promoting the union on an ongoing basis. Whether you already know your way around these tech tools or are brand new to them, this course will provide you with the hands-on practical experience you need to use the technology effectively to build activism and solidarity on union issues.

This course is intended for any member who wants to improve their knowledge around communications.

Please bring your smartphone and laptop.

Conflict Management

This course will provide participants with a tool kit of strategies, tactics and skills to resolve specific disputes as well as conflict in the workplace. The course focuses on mastering coaching and communication skills, investigative techniques, documenting facts, utilizing frameworks for analyzing disputes, problem solving strategies, evaluating options and identifying techniques to deal with systemic conflict.

This course is intended for all members.

**REGISTRATION DEADLINE IS:
Monday, November 28, 2022**

COURSE DESCRIPTIONS

Introduction to Digital Organizing

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

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

This course is intended for all members.

Labour History

The *real* history of Canada has more to do with the daily struggle of workers and their families than with prime ministers, politicians or the wealthy few. Find out what you never learned in school about the triumphs, sacrifices and tragedies that built the Canadian labour movement. Learn how union activists in the past dealt with hostile employers, media and governments. Appreciate your inheritance so that you can preserve it and improve it. Understand where we are going by knowing where we have been!

This course is intended for all members.

Course requires reading and critical analysis.

Labour Law 2

The Labour Law course is presented in two parts, with Labour Law 1 focusing on rights set out in the Labour Relations Code and related statutes and Labour Law 2 focusing on grievance and arbitration law, human rights, privacy rights and other related areas. Both, Labour Law 1 and 2, will also teach hands on internet legal research skills related to the areas of law covered. These courses may be taken in any order, you do not have to have Labour Law 1 to take Labour Law 2.

Labour Law 2 presents an overview of labour rights and laws arising in the context of a collective agreement. Among the topics to be explored are the law relating to grievances, arbitration, human rights, privacy rights, the duty of fair representation and other rights and obligations of unions representing members during the term of a collective agreement. Students will learn and practice internet based legal research skills throughout the week to enable them to utilize the knowledge learned in their work on an ongoing basis.

This course is intended for all members.

Students will need to bring their Wi-Fi enabled laptop and/or tablet and have the basic ability to access the internet on their device.

COURSE DESCRIPTIONS

Member Engagement

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 their members. This course will train participants on the three-step approach to effective member engagement (Go, Listen, Build) and connect it to organizing approaches for building an active membership. Participants will leave with new skills and ideas for building and measuring a member engagement strategy.

This course is especially suited for members who are active in their union locals, district councils, political election campaigns, and general social activism.

Mental Health in the Workplace

This introductory survey course will help raise awareness for participants about mental health issues facing workers in today's workplace. Participants will develop a range of strategies to specifically support, accommodate and represent members with mental health challenges at work. The course will look at the myths around mental health issues and illnesses including addiction, challenging stigma and misinformation, and focusing on how to change the conversation about mental wellness. Participants will look at how their workplaces and unions sometime play a role in negatively impacting our mental wellness and explore what role unions can play in making our workplaces and unions healthier, as well as, to be more supportive and inclusive of members with psychological disabilities and mental health concerns. Participants will develop action plans to take on systemic factors affecting mental health through advocacy, bargaining and political action.

This course is intended for all members who have an interest in mental health. No formal mental health or addictions training is required.

REGISTER EARLY!

**Course Selection is
First Come, First Serve**

COURSE DESCRIPTIONS

Occupational Health & Safety

Every year in Canada, approximately 1000 people die from being exposed to workplace hazards. Many thousands more people suffer work-related injuries and illnesses.

Employers have a responsibility to provide a safe workplace, but their focus is often on improving productivity and profit, and not on our health and safety. Employers also have the power to continuously introduce new materials and processes that could affect our health. Worker representatives, therefore, need to continuously bargain with employers for improved health and safety conditions. In short, workers need to become Health and Safety Activists.

This interactive course aims to empower Health and Safety Activists with worker-focused OHS fundamentals. We will explore the 4 basic worker health and safety rights (Right to Know, Right to Participate, Right to Refuse Unsafe Work, Right to be Free from Reprisal), principles of Hazard Identification, Elimination and Control, the impact of workplace hazards on the body, how to read and use OHS Law, tools and resources for Health and Safety Committee members and Representatives, and more.

This course is designed for people with all levels of Health and Safety experience.

Political Action for Union Activists

This week-long course will provide an overview of electoral campaigns and the essential tools needed for labour activists wanting to get involved in a labour-friendly candidate's municipal, provincial or federal election campaign. The course will begin with examining the core fundamentals of a successful election campaign, learning in-depth campaign planning, and provide an overview of the various roles needed for a successful campaign: Including campaign manager, volunteer coordinators, voter contact and get out the vote organizers. This is an introductory level course ideal for local leaders, stewards, organizers and labour activists.

Students are encouraged to bring their Wi-Fi enabled laptop and/or tablet and have the basic ability to access the internet on their device for full participation in this course.

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.

Students must be 35 years old or younger.

**REGISTRATION DEADLINE IS:
Monday, November 28, 2022**

DELEGATE INFORMATION

SCHOOL DATE

January 9th-13th, 2023 (Registration Sunday evening, January 8th, 2023)

SCHOOL FEES

Single	\$1992
Double	\$1668
Delegate & Partner	\$3049 (additional \$1057)
(Partner is not registered in a course)	
Local Resident	\$1142
Youth (ages 6 – 18)	\$599
Children (5 & under)	No charge

Note: Annual Park passes are \$72.25 per individual or group rate of \$145.25 per car (up to 7 individuals). Daily passes are \$10.50/adult and \$21.00/Family/Group.

School fees include accommodation (except for local resident), applicable taxes, meals, refreshment breaks, gratuities, banquet and dance, course materials and kit.

Fees do NOT include incidentals.

UPGRADES

Delegates whose local union pays for double accommodation but wish to upgrade to single may do so by enclosing an additional payment of \$324.

EXTEND YOUR STAY

Delegates who wish to extend their stay (3 days prior and 3 day after the even) can access a special rate by calling Jasper Park Lodge directly AFTER December 19 (once the AFL rooming list has been release to the hotel) at 1-866-540-4454.

REGISTRATION DEADLINE

Registrations must be received by the AFL no later than Monday, November 28th, 2022.

PAYMENT

Payment for all fees must be received in order to complete the registration. Cheques should be made payable to the *Alberta Federation of Labour* and forwarded to:

#300, 10408 – 124 Street

Edmonton, AB

T5N 1R5

If you wish you may also pay by credit card over the phone, please call our office: 780-483-3021 or 1-800-661-3995 and ask for Maria.

DELEGATE INFORMATION

CANCELLATION FEE

Cancellations between November 28th and January 3rd will result in a \$100 cancellation fee.

Cancellations after January 3rd are non-refundable.

NO SHOWS are non-refundable.

REGISTRATION TIME AND LOCATION

Registration will occur on: **Sunday, January 8th from 4:00 p.m. to 6:00 p.m. in the main lobby of the Fairmont Jasper Park Lodge.** If you will not arrive in time for registration, please **notify the AFL office no later than noon on Monday, January 2nd, 2023.**

COURSE SELECTION AND CHANGES – Register Early!

Delegates shall make their selections from the list of courses outlined in the brochure. Delegates will be registered in their first choice on a first-come, first-serve basis and only placed in their second choice once the class size limit has been reached or their first-choice course is cancelled. If you wish to change courses you must notify the AFL after receipt of the confirmation letter which will be mailed the week of **December 12th, 2022.**

COURSE CANCELLATIONS

Should a course be cancelled due to low enrollment you will be placed in your second choice. If this is not possible you will be notified of any cancellation.

SUBSIDIES

Two AFL subsidies are available to assist **affiliated locals with 75 members or less.** Registration fees for double occupancy will be waived for delegates who's local meet these criteria. **A maximum of one subsidy each year, per local union will be granted, and accepted on a first-come, first-serve basis.** If a second local does not apply for a subsidy by November 29th, 2022, then the local who applied for a subsidy can apply for both of the subsidies. Locals will be notified the third week in December if their request for a subsidy was successful.

LAPTOPS NEEDED

Many of the courses you can choose from requires access to a Wi-Fi enabled laptop or tablet. Please ensure that you bring your laptop and/or tablet with you to Winter School if you are registered in one of these courses.

DELEGATE INFORMATION

DELEGATE CONDUCT

The AFL and CLC work to provide a supportive working and learning environment that gives equal opportunity to all students. This atmosphere is based on the principle that union members are equal and deserve mutual respect. Behaviour that undermines the dignity or self-esteem of any individual, or creates an intimidating, hostile, or offensive environment, whether it be sexual, racial or any other form of personal harassment, will not be tolerated, nor condoned, and may result in the delegate being sent home and a letter forwarded to their local union.

WAGES

The union is responsible for paying lost wages, if applicable.

CHILD CARE

Due to COVID-19, we will not be providing group child care for this event. You can contact My Jasper Nanny to get information for child care. Here's the link to the website

<https://myjaspernanny.ca/childcare/>.

*The AFL will reimburse up to \$50.00/day with receipts. You can contact our office to request reimbursement after the event.

EQUITY-SEEKING GROUPS

The policy of the AFL and CLC is one of affirmative action and equity. Locals are encouraged to consider members who identify as Ethnically Diverse, Indigenous, 2SLGBTQIA+, Women, or Young Workers (35 years old or less). Caucus meetings may be held throughout the week.

COVID-19 VACCINATION REQUIREMENTS & GUIDELINES

COVID-19 protocols will be reviewed closer to the start of the event and will be communicated with all facilitators and attendees, regardless of the government requirements.

ACCESSIBILITY

The Jasper Park Lodge presents some challenges to those with limited mobility. Delegates are to indicate any special needs on the registration form. *Every effort will be made to provide access and specified services.*

JASPER PARK LODGE LOCATION

The Fairmont Jasper Park Lodge, a unionized facility, is located five kilometers east of the Town of Jasper on the south side of the Athabasca River in Jasper National Park. 1 Old Lodge Road, Jasper, Alberta, T0E 1E0. Google Maps link: <https://goo.gl/maps/edttUBED95ZRaPXf7>

DELEGATE INFORMATION

HOSPITALITY AND FELLOWSHIP ROOMS

A Hospitality Room and a Fellowship Room (*no alcohol*) are provided for delegates to use in the evenings. These rooms are provided to encourage delegates to socialize. Bring your musical instruments, games, playing cards, etc.

ON-SITE RECREATION FACILITIES

The Lodge is a full-service hotel with an outdoor heated pool, sauna, hot tub, games and weight rooms located on the lower level of the hotel. Delegates will have access to these facilities (*fees may apply*). Outdoor activities include cross country skiing, downhill skiing, ice skating, tobogganing and hiking. Outdoor activities will depend on weather conditions. Call Jasper Park Lodge ahead of time to see which activities will be available during your stay.

WHAT TO WEAR

Dress is casual. Outdoor equipment such as skates, snowshoes and skis can be handy for use in the evenings. Please bring warm clothing and boots for outdoor activities. There may be a banquet and dance held on the last evening of the school. You may wish to bring something dressier to wear to the banquet. Each class will be required to prepare a skit or song that reflects their course and present it as part of the closing banquet program. There will be additional restrictions this year due to COVID-19; we will communicate these very clearly with everyone closer to the start of the event.

QUESTIONS?

FOR FURTHER INFORMATION, PLEASE CONTACT:

REGISTRAR: MARIA RAMIREZ

PHONE: 780-483-3021 OR 1-800-661-3995

FAX: 780-484-5928

E-MAIL: AFL@AFL.ORG