



**MoveUP Job Steward Seminar  
March 19-22, 2020**

**COURSE LIST AND DESCRIPTIONS**

	<i><b>Course Description</b></i>
<b>Connecting Job Stewards to OH&amp;S</b>	The connection between job stewards and the OH&S Committee is a critical link. Job stewards and OH&S Committee members have equal responsibilities to ensuring our workplaces are safe and healthy for all workers. This course will help job stewards add a vital tool to their toolbox when facing the employer. Almost every issue we face in a workplace, whether it be workload or musculoskeletal injuries can be tackled by utilizing Health and Safety legislation to make changes and improvements. Don't believe us? Sign up and come see!
<b>Connecting Job Stewards to the Collective Bargaining Process (two classes)</b>	Explore tactics and strategies in mobilizing union members into union activists and connecting them to the bargaining process. In this class you will learn techniques in employer research and power mapping, developing worksite communication networks and leveraging membership solidarity into success at the bargaining table and a more powerful union. As employers continue to evolve tactics to erode workplace rights and power at the bargaining table, we must evolve as well to more effectively communicate with and mobilize our membership.
<b>Facing Management Effectively</b>	Explore ways to deal with evolving employer agendas and management styles that are used to implement new programs in the workplace. You will learn about management's hard-line and soft-line approaches, various workplace strategies for reorganization, team concepts, and employee involvement schemes. It's also designed to teach a critical awareness of the latest management tactics so the union can protect and advance its agenda. We hope to better equip participants with some of the necessary skills to deal with management and win the hearts and minds of your membership at the same time.

<b>Investigating Bullying and Harassment</b>	<p>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 and labour management committees. The course will explore the relationship and differences between legislation covering bullying and harassment and review the new BC legislation put out by WorkSafeBC and the implications of this language for OH&amp;S committees and WorkSafeBC claims.</p>
<b>Job Steward Level 3 (two classes)</b>	<p>This course is designed for advanced job stewards who have been active in writing grievances and doing some presentations to their employers. This course will help build on presentation skills and will discuss and research burden of proof, aid in research and leading cases that are relevant to the issues normally dealt with on a daily basis and learn why we present cases in a certain way that is relevant to the law.</p>
<b>Mental Health First Aid</b>	<p>The Mental Health First Aid 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. 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 job stewards, joint health and safety committee members or anyone who wishes to increase their skills to support their fellow members.</p>

<b>Parliamentary Procedures and Public Speaking</b>	<p>Parliamentary Procedures 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.</p> <p>Public Speaking covers how to speak persuasively to various groups and how different formats are used to speak at conventions, debates and impromptu gatherings.</p>
<b>How the Labour Movement Can Work Toward Allyship on Reconciliation</b>	<p>This workshop will use a holistic approach to learn more about the history of Canada from an Indigenous perspective. You will be asked to think, feel, experience and conduct a personal 'energy' check. Genocide is not an easy conversation, it is a holistic experience, so we must address it holistically. There are currently over 600 calls / recommendations from the Truth and Reconciliation Commission, the Missing and Murdered Indigenous Women's Report, the Red Women Rising Report from the downtown eastside and the United Nations Declaration on the Rights of Indigenous Peoples. We will look at these reports to create both personal and organizational commitments and action plans to build solidarity with Indigenous workers and create better understanding and steps toward decolonization.</p> <p><b>Pre-Workshop Request:</b> Students are asked to visit <a href="https://next150.indianhorse.ca/">https://next150.indianhorse.ca/</a> and choose one or more challenges to begin your personal commitment to the 94 Calls to Action. There are 21 challenges which take several minutes to several days/weeks to complete. We will share these commitments along with an invitation to a smudging ceremony on our final morning together. Your allyship is needed, be curious, visit the website. Reconciliation begins at home and in your heart. hai hai / chi meegwetch / huy ch q'a</p>