

Labour Relations the Bargaining Process to Job action

Explore tactics and strategies in mobilizing union members into union activists. In this class you will learn techniques in employer research and power mapping, developing worksite communication networks and leveraging membership solidarity to help and support those at the bargaining table and how to become a collective voice and a more powerful union. As employers continue to evolve tactics to erode workplace rights, we must evolve as well to effectively communicate and mobilize our membership, through engagement and potential job action. This course will help stewards support the bargaining committee by engaging and educating members on the bargaining process and what job action means.

Facing Management Effectively

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.

Labour Community Advocacy

This course provides participants with information on how to support members who are experiencing personal challenges that might not be covered by your collective agreement by outlining how to access programs accessible in community. Members will be trained in interviewing and referral techniques so they can assist union members to find the appropriate resources. Labour Community Advocates often become the first contact for co-workers experiencing personal challenges, and are an valuable resource within any union and at every worksite.

Job Steward – Level 3

This course is for stewards with considerable experience handling grievances anting to glean additional information on the technical skills to process Stage 1 and Stage 2 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 Stage 3. Please bring a copy of your collective agreement with you. Knowledge of the first stages of the grievance procedure will be assumed.

How the Labour Movement Can Work Toward Allyship on Reconciliation

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 east side 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.

Pre-Workshop Request: Students are asked to visit <https://next150.indianhorse.ca/> 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.

Psychologically Healthy and Safe Workplaces through the CSA Standard

Each year in Canada one in five people will experience a mental health problem or illness. Over a lifetime that number increases to 1 in 3. The impact to our economy is a cost of more than 51 billion dollars.

The objective of this workshop is to provide participants with the tools to create strategies that will support workers with mental health issues, individually and collectively.

A Psychological Health and Safety Management System can help an organization identify hazards that can contribute to psychological harm to the worker. It is a preventive approach that assesses your workplace practices and identifies areas for improvement. A voluntary CSA Standard (Psychological Health and Safety in the Workplace) has been developed to help organizations work towards this vision as part of a process of continual improvement.

In this course participants will:

- Identify organizational factors that contribute to mental illness
- Learn how to apply the CSA standard for Psychological Health and Safety in the workplace as an effective strategy to create a workplace environment supportive of mental health
- Learn about other resources available to workplaces

Member Journalism

Interested in becoming a member journalist? This course will train you to report, write, make videos of things happening for members in their workplaces, at events and conferences. As a member journalist you can help us to engage members and help us tell our story from a member's perspective.

Labour History

In this course, we will examine the nature of work and class in Canada. We begin by looking at the concept of class and what it means to be working class. Then we move onto examining the history of working-class organization in Canada and an examination of the current state of the labour movement and working-class politics.

Solidarity Includes Everyone

This is an awareness-raising workshop about the challenges facing transgender and gender non-conforming people and how can trade unions work to end discrimination. This introductory workshop includes an overview of appropriate language to use, existing legal protections, and what we as activists can do to make sure our workplaces and our unions are as inclusive as possible to two-spirit, transgender, non-binary folks.

The workshop covers:

Vocabulary- who are trans people, and how do we talk about them respectfully? What words to use, words not to use, and invasive questions;

Barriers trans people face in the workplace and in the world;

Existing legal protections for trans people;

The human rights obligations of employers and advocates

Equity vs equality

What activists can do to make our workplaces and our unions more inclusive.

Pronoun activity