



Facing Management Effectively

Explore ways to deal with evolving employer agendas and management styles at play between union and management. The course curriculum is based on providing stewards the tools and confidence, for them to feel better equipped when dealing with management. Through effective communication while focusing on problem solving participants will gain a better understanding of the issues, develop strategies, find and present facts for arguments, find potential areas of agreement, and build solutions while implementing and maintaining solutions. Participants should be prepared to participate in group discussions and roleplay along with learning practical skills and tools for communication, analysis, strategy, and critical thinking.

Job Steward - Level 3

This course is for stewards with considerable experience handling grievances wanting to learn 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 roleplaying. 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.



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 one in three. The impact to our economy is a cost of more than \$51 billion.

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

Basics of Organizing and Campaigns

This 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 practice 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. This is a hands-on course that simulates the conditions of a union organizing campaign and is designed for new labour activists interested in expanding their skills to build worker power. Participants should be prepared for a mix of course work, small groups, and real time practice.



Young Workers in Action

Are you a young worker 35 years old and under? This might be course for you! Sign up to learn more about the benefits of unions, Canadian labour history and MoveUP's history, and how to organize a campaign and useful communication skills. We will discuss issues facing young workers and what we can do about them. You will learn about the bargaining process from start to finish, and how we can continue to engage our co workers and recruit new stewards.

Introduction to Union Counselling Course

Members are the backbone of the labour movement. One of the responsibilities of a union is to be an advocate for the well-being of its members. This course will provide Job Stewards with skills and resources to assist members who may be facing personal problems outside the scope of collective agreement management.

The goal of this course is not for a Job Steward to be a therapist but to be a resource person who will listen to members, help them identify their concerns and find solutions, and then refer them to appropriate resources or services. Within this course, the Job Steward will learn the three main aspects of union counselling:

1. Listening
2. Referral
3. Union action

Navigating the WCB - From Prevention to Compensation

This is an introductory course for Job Stewards needing a refresher or wanting to learn about the basic principles of workplace health and safety and the WCB compensation system. Participants will learn about the role of the joint occupational health and safety committee in the workplace, roles and responsibilities of workers and employers, and workers' rights under Part 2 of the Workers' Compensation Act. This course will also include an introduction to the compensation system under Part 3 of the Workers' Compensation Act including policies and procedures involved in filing, adjudicating and appealing claims.



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 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.

Pre-Workshop Request: Students are asked to visit 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.