

2026 CLC PACIFIC REGION WINTER SCHOOL

**January 11 - February 13, 2026
Harrison Hot Springs, B.C.**



**CANADIAN LABOUR CONGRESS
CONGRÈS DU TRAVAIL DU CANADA**



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A message from Bea Bruske, President, Canadian Labour Congress

Greetings,

Workers in Canada have won incredible gains thanks to unions and activists like you. Together we've helped win dental care, childcare, anti-scab legislation, stronger pensions, workplace protections, and free birth control and diabetes medications. These victories remind us of a simple truth: unions never stop fighting to make life better for everyone.

But we also know the challenges we face. When I speak with workers across the country, I hear the same worries repeated. People are struggling to pay their bills, keep up with housing costs, and secure a brighter future for their kids. Workers are angry that in one of the richest countries in the world, too many families are falling behind while corporate profits soar.



Worst of all, most politicians don't get it. They've built a system that works for the wealthy and well-connected instead of the working class. They talk about austerity, tax cuts for the rich, and deregulation while ignoring the real-life struggles of ordinary people. And the far right is trying to exploit that anger with division and resentment, offering scapegoats instead of solutions.

That's why our work is so important. Unions offer solidarity, hope, and community. We are the ones who bring people together, who fight for fairness, and who refuse to let workers be divided against each other.

Now more than ever, Canada needs a strong labour movement leading the fight for good jobs, strong public services, and real respect for working people. We can't sit back and hope others will fight for us. We must lead.

This also means rebuilding our political arm. The federal NDP, the party of workers, faces a challenge – and an opportunity. The last federal election showed us we can't take anything for granted. It also showed us what's at stake: protecting public services, building affordable homes, investing in climate jobs, and ensuring working people – not Bay Street – shape Canada's future. Labour founded the federal NDP, and it's up to us to rebuild it into the workers' party our country needs.

That's where you come in. Labour education, like this union school, prepares activists for the work ahead. We need leaders who are trained, engaged, and ready to take on employers and governments alike. These challenges are too big to face alone.

This is our moment. Our chance to organize, fight, and win – not just for our three million members, but for every worker across Canada. Every gain we make raises the bar for everyone.

I encourage you to participate in the upcoming CLC Pacific Winter School. It's a great opportunity to learn, build connections with fellow activists, and leave ready to strengthen our movement. Because when workers fight together, we win.

In solidarity,

Bea Bruske
President

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Course SCHEDULE

Week 1: January 11-16, 2026

1. Collective Bargaining Level 1
2. Facing Management Effectively
3. Labour Arbitration Level 1
4. Member Engagement– Member Action
5. NAUSC/UA Local 170 Shop Steward Certification
6. Parliamentary Procedure & Public Speaking
7. Show Up for Safer Workplaces
8. Steward Training Level 1
9. The Role of Unions in Workplace OH&S Advocacy
10. Women in Leadership

Week 3: January 25-30, 2026

20. Arbitration: To Go or Not to Go
21. Debunking Myths & Shifting Power:
A Worker's Guide to the Economy
22. Facing Management Effectively
23. Federal Labour Law
24. Labour Arbitration Level 1
25. Labour Arbitration Level 2
26. Provincial Labour Law
27. Workers' Compensation Level 1
28. Workers' Compensation Level 2

Week 5: February 8-13, 2026

39. BCFED: Organizing & Campaign Fundamentals
40. Candidate Training
41. CUPW Social Stewards – Supporting Each Other Through Solidarity
42. CUPW Turtle Island – Building Allyship and Understanding
43. Digital Strategies for Member Engagement
44. Facing Management Effectively
45. Steward Training Level 1
46. Unions & Social Change: Community-Based Campaigns
47. Workplace Psychological Health & Safety: Techniques, Tips, & Tangible Tools

Week 2: January 18-23, 2026

11. A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples
12. Benefits Bargaining
13. Facing Management Effectively
14. Mental Health First Aid Certification, Implementation, & Beyond
15. Parliamentary Procedure & Public Speaking
16. Return to Work
17. Steward Training Level 1
18. Steward Training Level 2
19. Young Workers in Action

Week 4: February 1-6, 2026

29. Collective Bargaining Level 1
30. Collective Bargaining Level 2
31. Facing Management Effectively
32. ILWU Leadership
33. Labour Community Advocate Level 1
34. Labour Council Officer Development
35. Organizing for Safer Workplaces
36. Parliamentary Procedure & Public Speaking
37. Transforming Conflict into Union Solidarity
38. Violence & Harassment at Work: Training for Union Representatives

COURSE DESCRIPTIONS

CORE PROGRAMS

COLLECTIVE BARGAINING LEVEL 1

Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining. This course also 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. Level 1 is aimed at new bargaining committee members and local union officers. You may want to bring a calculator for this course.

COLLECTIVE BARGAINING LEVEL 2

Bring a copy of your collective agreement and a calculator as we work with different strategies and tactics for effectively facing today's challenges at the bargaining table. How do we deal with workplace change – restructuring, automation, AI, and other new technology? How do we prepare our membership and the union to deal with concession demands in pension and health benefits, and how do we strategize to manage spikes and trends of inflation and cost of living? This is a course for students who have taken Collective Bargaining Level 1 and have some experience on a bargaining committee.

FACING MANAGEMENT EFFECTIVELY

This course will look at economic, political, and social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and arguments, finding areas of agreement, building, implementing and maintaining solutions. We will look at scenarios where stewards face management and navigate conversations to work towards a resolution without involving the grievance process. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy, and critical thinking. Please bring a copy of your collective agreement to class daily.

PARLIAMENTARY PROCEDURE AND PUBLIC SPEAKING

This is a two-part course. Parliamentary Procedure 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. Public Speaking covers how to speak persuasively to various groups and how different formats are used to speak at convention, debates, and impromptu gatherings.

There are two scholarship opportunities available for this course:

There is a scholarship available for this course through the CLC Pacific Region office. Please see the Frank Wall Leadership Development Scholarship information on page 20 of this brochure for details.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

STEWARD TRAINING LEVEL 1

The steward is often the main point of contact between the union, its members, management, and the larger labour movement. 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.

STEWARD TRAINING LEVEL 2

This course is for experienced stewards, committee chairpersons, local officers, and stewards with considerable experience handling grievances. You will practise 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. Please bring your collective agreement with you. Knowledge of the first stages of the grievance procedure will be assumed.

Prerequisite: Steward Training Level 1 or equivalent union course.

CORE PROGRAMS...SPECIALIZED

A PATH TO RECONCILIATION: STANDING IN SOLIDARITY WITH INDIGENOUS PEOPLES

This course is for allies, including non-Indigenous activists, 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 labour's 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.

BENEFITS BARGAINING

This course will help you understand how health and welfare benefits are structured and how to prepare for benefits bargaining. The course will include information on new and renewed benefit plans and how to handle a change in benefits carriers. Topics for discussion will include: costing of benefits, employers' response to increasing costs and changes in coverages, funding methods including trusts, laws pertaining to benefits coverage, privacy issues, collective agreement language ideas, types of benefit plans to avoid and why.

It is recommended that students bring with them a copy of the benefits booklet for a benefit plan they work on, and a copy of the Collective Agreement associated with that booklet, if possible.

DEBUNKING MYTHS AND SHIFTING POWER: A WORKER'S GUIDE TO THE ECONOMY

This is an introductory course focused on debunking some of the most common myths we hear about the economy. In this course, participants will learn the basics of how the economy works, how to push back on economic myths, and how to apply this knowledge to core union work like bargaining, member engagement, and policy advocacy. Many activists know these myths to be untrue but lack the language and confidence to push back against the false narratives that are often taken as fact. We must be able to confront the ideas behind bad economic policies and decades of economic mismanagement so that we can promote our vision of a just economy – one that puts people first. We cannot continue to cede economic expertise to the traditional economists whose ideas have undermined the labour movement, empowered the corporations, and enriched the billionaires. Turning the tide begins with building knowledge and confidence to push back on the dominant narratives and propose an economy that benefits everyone.

Who this course is for: Union members and activists looking to understand the economy and improve their communication skills around this issue.

DIGITAL STRATEGIES FOR MEMBER ENGAGEMENT

Have you been trying to figure out how to use digital to support member engagement? If so, this training is for you. Over the course of five days, we will teach you the basics and offer tips and tricks for seamlessly integrating digital into your union work including:

- Understanding what digital organizing is and the role it can play throughout your entire organization;
- Introduce you to storytelling, digital tactics, managing data, how to leverage email & 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 digital tools you can use to support your engagement strategies and to make your work more efficient.

There is a scholarship available from One Movement Threads for this course. Interested applicants should contact One Movement Threads or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

MEMBER ENGAGEMENT – MEMBER ACTION

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 members.

This course will train participants on the three-step approach to effective member engagement (Go, Listen, Build) and connect it to a three-step approach for building an active membership (one-on-one communication, taking action on worksite issues, and designing a strategy and plan to win).

This training is particularly helpful for unions with upcoming contract negotiations, a backlog of unresolved grievances, a particularly disengaged membership, or a diverse membership that is not reflected in local leadership.

Each participant will leave the training with a worksite specific plan for creating an engaged and active membership, as well as a series of measurable goals to evaluate outcomes.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

There is a scholarship available from One Movement Threads for this course. Interested applicants should contact One Movement Threads or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

RETURN TO WORK (DUTY TO ACCOMMODATE)

This course is designed to equip participants with tools and strategies for successful work reintegration outcomes. Participants will explore leading research and learn the principles of good work reintegration practices and the duty to accommodate. The course has a strong focus on the analysis and interpretation of human rights obligations and particularly the duty to accommodate. Barriers to successful work reintegration are addressed with a focus on attitudinal barriers and their elimination using the social model of disability and therapeutic return to work principles. An in-depth comparison between older methods of disability management and the newer, progressive disability prevention model is presented and participants learn about the paradigm shift from management to prevention.

TRANSFORMING CONFLICT INTO UNION SOLIDARITY

This course is designed to help you see conflict through a transformative lens. While many view disputes as challenges, this course teaches you to recognize them as opportunities. Delve into the nuanced world of conflict, understanding that its nature isn't inherently negative – it's the outcomes we craft that define the experience. Explore your personal conflict style, the nuances of power and privilege, and the intricate dynamics that arise in group confrontations.

Through immersive exercises, learn the art of deep listening, the strategy behind pinpointing root causes, and the finesse of coaching individuals to unearth shared interests. Move beyond mere conflict resolution and empower yourself to transform disagreements into proactive union activism, using shared passions as a catalyst.

VIOLENCE AND HARASSMENT AT WORK: TRAINING FOR UNION REPRESENTATIVES

This training will introduce shop stewards, health and safety representatives, and other union representatives to crucial aspects of violence and harassment in the world of work. The course will closely examine what constitutes violence and harassment, why it happens, and the ways workers experience it, including domestic violence.

Participants will learn how unions and employers can prevent violence and harassment at work by addressing workplace culture, working conditions, and other underlying causes through occupational health and safety and other mechanisms.

Participants will learn about the principles of being trauma-informed and survivor-centred. Participants will also have an opportunity to apply these principles to member support and workplace violence and harassment policies.

WOMEN IN LEADERSHIP

This course offers an opportunity to develop and enhance participants' leadership skills and knowledge around a variety of current and emerging labour issues. A major component of the course will cover communication and motivational skills that are important for women activists. Participants will explore ways of building on their skills and drawing on their experiences as they advance along the path to leadership and consider running for an elected position or supporting others who run. Whether you're thinking of leadership within your union, your community, or in politics, this course is for you.

There are two scholarship opportunities available for this course:

CUPE 402 has established a scholarship for this course through the B.C. Federation of Labour. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

There is a scholarship available for this course through the B.C. Federation of Labour, in partnership with the Victoria Labour Council. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

YOUNG WORKERS IN ACTION

This course is designed to give young union activists (aged 30 and under) 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.

Participants are requested to bring a copy of their collective agreement.

There is a scholarship available from One Movement Threads for this course. Interested applicants should contact One Movement Threads or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

OCCUPATIONAL HEALTH AND SAFETY

**The following courses are coordinated through the BCFED OH&S Centre and meet the criteria for the eight-hour annual educational leave that OH&S committee members and worker representatives are entitled to under the Workers Compensation Act. For more information about these courses, please contact the BCFED OH&S Centre at 1-888-223-5669.*

MENTAL HEALTH FIRST AID CERTIFICATION, IMPLEMENTATION, AND BEYOND

The Centre will be debuting the freshly updated Mental Health First Aid (MHFA) Certification course at Winter School!

This course covers the essential knowledge and tools to recognize when someone's mental health may be declining, respond with confidence, and care for your own well-being while supporting others.

Through the course, you will:

- Increase mental health awareness
- Understand stigma
- Learn how to use the ALGES framework to support
- Learn reflective self-awareness
- Review mental health supports

Following MHFA training, we'll dive into how to effectively apply these new skills in the real world. We'll explore how MHFA serves as both a proactive and reactive control measure, and how it fits into a comprehensive occupational health and safety (OH&S) program. We will discuss practical and logistical considerations of implementing MHFA in your workplace, with dedicated discussions on OH&S and labour relations.

The goal is to provide you with clear, actionable items that you can present to your safety committee, union, or leadership. You'll leave with the knowledge and confidence to not only respond to mental health challenges, but also to help create a healthier, more supportive work environment for everyone.

This course is ideal for the following audiences:

- all roles in the workplace and labour arenas (e.g., worker, supervisor, safety committee member, general steward, union leadership).
- both provincially- and federally-regulated workplaces.

You'll receive a certification of participation from the Mental Health Commission of Canada. You may choose to pursue the additional assessment, at the end, to receive the Certified Mental Health First Aider title.

Content Advisory: This content might bring up emotionality. Prioritize your well-being and communicate with your facilitators.

****Please note: As the Mental Health Commission of Canada charges a fee for this course, an additional \$65 will be added to the registration cost.**

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

ORGANIZING SAFER WORKPLACES

This workshop explores what organizing can look like in the context of health and safety using proven strategies and workers' stories that have improved and advanced health and safety in workplaces.

Participants in this workshop will:

Develop strategies to build solidarity and engagement around health and safety issues within the union, including the local executive, stewards, joint committee(s), equity-deserving members, and precarious workers.

Gain confidence in utilizing OH&S legislation, resources, and tools as health and safety activists to affect change in the workplace through direct action, campaigns, and collective bargaining.

THE ROLE OF UNIONS IN WORKPLACE OH&S ADVOCACY

This workshop will provide participants with a solid worker-centred foundation in the essential principles of occupational health and safety (OH&S), ensuring the voices of workers remain at the heart of OH&S conversations. It is grounded in both provincial and federal OH&S legislation and is appropriate for members of joint health and safety committees, job stewards, local executives, union staff, and others seeking a solid framework in OH&S.

Key Learning Objectives:

- **Legislative Leverage:** Understand the application of relevant OH&S legislation to hold employers accountable and strengthen systems of internal responsibility.
- **Committee Excellence:** Analyze and implement the key elements of a high-functioning committee, from running effective meetings to ensuring timely resolution of health and safety issues.
- **Defending the Right to Refuse:** Strengthen the procedure for refusing unsafe work and develop strategies to overcome employer resistance and protect members.
- **Incident Investigation & Inspections:** Hone skills for conducting thorough incident investigations that uncover root causes and perform safety inspections that target systemic risks.
- **Strategic Hazard Control:** Identify workplace hazards, assess risks, and develop, propose, and advocate for advanced, sustainable control measures and solutions.
- **Union Strategies for OH&S:** Determine opportunities where unions can assert their role in protecting their members.

WORKPLACE PSYCHOLOGICAL HEALTH AND SAFETY: TECHNIQUES, TIPS, AND TANGIBLE TOOLS

The Centre is excited to announce the debut of this beauty!

This course delves into the foundational and occupational health and safety (OH&S) elements of a psychologically safe work environment.

We set the scene with a brief overview of the Canadian and global standards in psychological health and safety:

- CAN/CSA-Z1003
- ISO 45003

We will move to examining critical topics:

- workplace bullying and harassment,
- violence in the workplace, and
- the impact of other psychosocial hazards.

We will actively explore strategies for:

- managing and resolving conflicts,
- addressing challenging behaviours, and
- improving communication.

The goal is to give you the basics of psychological health and safety in the workplace, with an OH&S lens. By the end of the week, you will have developed your own clear list of actionable items to present to your safety committee, union, or leadership. You'll also leave with the knowledge and confidence to help create and advocate for a healthier, more supportive work environment for everyone.

This course is ideal for the following audiences:

- all roles in the workplace and labour arenas (e.g., worker, supervisor, safety committee member, general steward, union leadership).
- both provincially- and federally-regulated workplaces.

Content Advisory: This content might bring up emotionality. Prioritize your well-being and communicate with your facilitators.

COMMUNITY COURSES

LABOUR COMMUNITY ADVOCATE LEVEL 1

The Labour Community Advocate (formerly Union Counselling) Program is a Canadian Labour Congress training program delivered by Labour Programs and Services staff and funded through the United Way Centraide. This program provides participants with information about the social issues faced by working people and the resources available in their community.

Participants are trained in communication skills, interviewing, and referral techniques so they can assist union members to find the appropriate resources. The Labour Community Advocate Training helps workers to find effective solutions and community support for issues outside the scope of their collective agreements. Labour Community Advocates are often the first contact for co-workers with problems and are a valuable resource within any union.

There are two scholarship opportunities available for this course:

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

There is a scholarship available for this course through the B.C. Federation of Labour, in partnership with the Victoria Labour Council. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

UNIONS & SOCIAL CHANGE: COMMUNITY-BASED CAMPAIGNS

The labour movement has always played a strong role in the social change movement. As part of the United Way and CLC Labour Community Advocate Program, the course provides training on community involvement and working with community partners as a board, committee, or coalition partner. Participants learn how to organize around and participate in community social service issues, while exploring the ways in which unions and other labour bodies can help build resilient and respectful communities. The tools provided help strengthen labour's community presence and develop new activists and support for issues-based campaigns. Participants are also trained to identify community issues where unions can play a role through collective bargaining or social action.

ARBITRATION: TO GO OR NOT TO GO?

Participants will learn the law with respect to duty of fair representation obligations, as well as the standard arbitral legal tests in relation to discipline, contract interpretation, and evidence. There will also be a legal research component, which will focus on locating the law and conducting efficient legal research. Participants will present an overview of a grievance with recommendations on whether to proceed to arbitration.

Taught by both counsel and arbitrators, this course will provide the legal knowledge required for unions to determine what the critical issues are in individual grievances and to make informed decisions regarding the progress of grievances. One of the most difficult issues facing unions is whether to advance grievances to arbitration. It can be a legal minefield.

Participants should have some experience in the arbitral referral process. A basic arbitration course is recommended. This course does not focus on preparation or presentation of a labour arbitration case. Participants wanting arbitration skills should take a Labour Arbitration Level 1 or 2 course.

FEDERAL LABOUR LAW

This course presents an overview of federal labour legislation and its impact on the strategies and actions of unions. Among the topics to be explored are: certification and dispute settlement procedures; unfair labour practices; the duty to bargain in good faith; strikes, lockouts, and picketing; the duty of fair representation; management and union rights; and grievance arbitration law.

Students will learn to do legal research using basic text books, annotated statutes, and online research tools. Theory will be put into practice. Using case studies, students will learn how to prepare for a grievance hearing or labour management meeting.

Students who have access to a laptop are asked to bring one.

LABOUR ARBITRATION LEVEL 1

This course is designed to introduce participants to the practical skills required to prepare and present a case at an arbitration hearing. Special emphasis is placed on evidence, examination and cross-examination, the opening statement, and final argument. You will also discuss current trends and cases dealing with the arbitration process. This course would be useful for grievance committee members or chairpersons, or union staff or officers who have not yet had extensive experience with the arbitration process.

LABOUR ARBITRATION LEVEL 2

As a follow-up course to Labour Arbitration Level 1, this course has an emphasis on necessary verbal and procedural skills. It deals primarily with the conduct of the hearing for example, with the rules of evidence, examination-in-chief, and cross-examination.

Prerequisite: Labour Arbitration Level 1 or arbitration experience.

PROVINCIAL LABOUR LAW

This course presents an overview of provincial labour legislation and its impact on the strategies and actions of unions. Among topics to be explored are: certification and dispute settlement procedures; unfair labour practices; the duty to bargain in good faith; strikes, lockouts, and picketing; the duty of fair representation; management and union rights; and grievance arbitration law.

Students who take this course will attain a good understanding of the basic principles underlying Canadian labour law and the specifics of labour legislation in B.C.

WORKERS' COMPENSATION LEVEL 1

This course provides a review of the *Workers Compensation Act*, how the Board functions, procedures for filing claims, WCB policies for adjudicating claims, and the appeals process. This is a basic course and will interest those union members just starting to handle WCB claims and appeals. This class will observe a hearing presentation to a panel of the Review Division.

WORKERS' COMPENSATION LEVEL 2

This course is for union members wanting to improve their WCB advocacy skills. Participants will assist an injured worker in a mock appeal where their injury has been denied by the WCB. The class will review how to seek a doctor's opinion in support of the injured worker, how to question the worker at an appeal hearing, and how to present argument regarding occupational injury and disability. Participants are encouraged to discuss the specific types of work-related injuries and benefits that their members are having denied or not dealt with properly, and emphasis will be placed on how to apply one's advocacy skills to those types of cases. At the end of the week, the class will participate in a mock hearing of the Workers' Compensation Appeal Tribunal.

ORGANIZING AND CAMPAIGN SKILLS

BCFED – ORGANIZING AND CAMPAIGN FUNDAMENTALS

This BCFED Organizing Institute training will equip participants with the essential skills of union organizing to build power within unions and organize new workers into the labour movement. Participants will learn the theory and practice of powerful communication and storytelling, building authentic trust and relationships, overcoming workplace fear and apathy, and strategic mapping work.

This is an opportunity for participants to learn and practise effective organizing conversations alongside peers and experienced organizers from across our movement. Participants will explore the key elements of successful organizing campaigns, and understand how provincial and federal labour codes work in real organizing situations.

This is an intensive, hands-on course that simulates actual union organizing campaign conditions and is designed for emerging labour activists and those new to organizing who are ready to expand their skills and build worker power. Participants should come prepared for an engaging mix of interactive coursework, collaborative small groups, and real-time practice sessions.

This course is presented by the BC Federation of Labour.

CANDIDATE TRAINING

Candidate Training is an intensive training designed to elevate the presence, communication, and campaign readiness of new and prospective candidates. During the course, participants will sharpen their public-speaking skills, master concise messaging for varied audiences, and learn how to handle challenging questions with confidence. The course also covers essential campaign communications—from assembling a mini media kit to managing cross-platform digital content. Participants will receive feedback on branding, on-camera presence, and visual identity, while also creating practical tools like social media templates and a 30-60-90 day campaign plan.

OTHER COURSES

SHOW UP FOR SAFER WORKPLACES

Show Up for Safer Workplaces is an innovative new program that will create safer, healthier, and more productive workplaces throughout the construction sector, by giving workers and employers the tools to address urgent psychological safety hazards that have impacted too many workers, employers, and communities, for too long.

Show Up is a four-day train-the-trainer program that can help people:

- Recognize and support mental health and substance use concerns,
- Prevent toxic workplace culture, and
- Become active partners in creating healthier and more stable work environments.

Designed for people working in construction, trades, or in OHS roles that overlap with these sectors, Show Up uses interactive scenarios, discussions, and skill-based learning to empower and prepare participants to transfer their skills back into the workplace. It provides the soon-to-be leaders and trainers with presentations, short “toolbox talks” content, and other resources they can share or deliver in their workplaces, organizations, training institutes, unions, and communities.

Completion of this course includes a 2-3 hour online prerequisite and full attendance for all four days. Topics covered will include psychological safety, mental health first aid and suicide awareness, substance use and the toxic drug crisis, and bullying, harassment, and discrimination—including strategies on how to build more respectful, stable, and healthier workplaces. In addition to the more fulsome psychological safety training recognition and take-away tools, participants will also get a certificate of participation after they complete the one day Mental Health First Aid Essentials course, as developed by the Mental Health Commission of Canada.

Show Up for Safer Workplaces has been developed as a partnership between the BC Centre for Women in the Trades (BCCWITT) and the BCFED Health and Safety Centre, and has been designed using a trauma informed approach that applies a justice, equity, diversity, and inclusion lens to the occupational health and safety issues the program addresses.

SPECIFIC UNION COURSES

CUPW: SOCIAL STEWARDS – SUPPORTING EACH OTHER THROUGH SOLIDARITY

This course equips members with the knowledge and tools to become Social Stewards—trusted, compassionate peers who support co-workers facing personal challenges. Participants will gain a clear understanding of the role and responsibilities of a Social Steward, including how to listen actively, identify member concerns, provide meaningful support, and connect individuals with the right resources. Through hands-on activities and real-life scenarios, members will explore practical strategies for approaching workplace issues with empathy and confidence. If you're passionate about fostering a supportive workplace community, this course is for you.

Prerequisite: Applicants must be a member of CUPW.

Registration is through your CUPW Regional Office.

CUPW: TURTLE ISLAND – BUILDING ALLYSHIP AND UNDERSTANDING

This transformative course is designed to deepen understanding of Indigenous histories, cultures, and struggles, with the goal of building meaningful, long-term relationships with Indigenous peoples both within and beyond our workplaces. Participants will examine significant moments in Indigenous history in Canada and connect these events to the present-day realities faced by Indigenous communities. The course challenges stereotypes and myths, fostering a space for learning, reflection, and growth. It concludes with a focus on actionable allyship—how to stand in solidarity and support Indigenous-led movements for decolonization in a respectful and effective way.

Prerequisite: Applicants must be a member of CUPW.

Registration is through your CUPW Regional Office.

ILWU LEADERSHIP

The five-day ILWU Leadership course is part of a long-term education strategy to identify and educate leaders in our Union.

The course will cover some of the basics which include: ILWU history and structure of our Union, public speaking, building blocks of a meeting, arbitration, ethics, and strategies for building worker power from within our Union.

Prerequisite: Applicants must be a member or casual of ILWU.

NAUSC/UA LOCAL 170 SHOP STEWARD CERTIFICATION

This certification program is designed to provide consistent training for all stewards across Canada and to emphasize the UA Standard for Excellence and the steward's critical role in its success. Stewards will gain a strong understanding of their responsibilities, including how to effectively engage with management, represent and support members, and uphold the principles and objectives of the union.

This course is only open to UA Local 170 members and is by invitation only.

REGISTRATION INFORMATION

Registration for the 2026 CLC Pacific Region Winter School is available via hard copy registration form or via the online system at: www.winterschool.ca. **The registration deadline is December 17, 2025.**

Please note, registration is on a first-come, first-served basis. Due to limited course availability and in consideration of all students, please do not hold spots. **Applicants must have the approval of their union before enrolling.** Payment for all fees must be made at the time of registration and can be made via credit card or cheque. Cheques should be made payable to: "CLC - Education Account" and mailed to: Winter School Registrar, CLC Pacific Region, #120-4259 Canada Way, Burnaby, B.C. V5G 1H1. Payment by credit card is available with online registration.

COST AND PAYMENT

Registration fees are due at the time of registration. Registrations are considered accepted unless otherwise notified; however, after January 1, 2026, unpaid registrations may be cancelled without notice and a cancellation fee will be billed. Fees include room, board, tax, meal-related gratuities, and Winter School registration fees.

SINGLE ACCOMMODATION	\$2,315.00 per delegate
STUDENT AND SPOUSE/GUEST	*see information on spouses/guests below

***Please note, Shared Accommodation will not be offered at the 2026 Winter School.**

SPOUSES/GUESTS

Students are welcome to bring spouses/guests. Guests may choose to participate in the optional meal plan for an additional charge of **\$117.89/day** or **\$ 589.45/week**. Delegate guests must register with the Front Desk and the CLC, whether or not they participate in the meal plan. Guests are entitled to attend all school functions (excluding classes). Payments for guest meal plans are to be paid to the Front Desk.

REGISTRATION

Registration occurs off the East Tower lobby from **2:00 p.m. to 5:00 p.m.** every **Sunday**. You must register at the CLC Registration Desk prior to checking into the hotel. **Check-in time for the hotel is 4:00 p.m.** If you cannot arrive for regular registration, please advise the CLC office (Room #206) at the hotel at 604-430-6766, ext. 700 or contact the hotel's Front Desk at 1-800-663-2266. Please note that attendance at the Opening Plenary on Sunday night at 7:00 p.m. is mandatory. More details regarding Sunday registration will be included in the Student Guide.

CANCELLATIONS

If for any reason a student is unable to attend, please inform the registrar in writing as early as possible. After January 1, 2026, a cancellation fee of **\$350.00** per student, per course will apply. **Cancellations must be written to be accepted. We do not accept cancellations over the phone.** Delegates who are "no-shows", who cancel after the start of the course, or fail to provide written cancellation notice will be assessed a fee not less than 50% of the registration fee.

PRIVACY STATEMENT

The personal information provided on the registration form will only be used for the purposes of session registration and will not be sold, shared, or otherwise provided to a third party outside of the Canadian Labour Congress's (CLC) structure. However, attendance information may be sent to the organization that registered the participant. The CLC and its chartered bodies may use the contact information you have provided to contact you or provide you with additional information in the future regarding CLC campaigns or educational opportunities.

2026 Winter School Registration Form

Please use a separate form for every student registering. Online registration is available at: www.winterschool.ca.

Name: _____

Address: _____

City/Town: _____ Province: _____ Postal Code: _____

Cell Phone: _____ Email Address: _____
(Required) (*Required)

Union/Labour Council: _____ Local: _____

Union Address: _____ Union Phone: _____

Course Selection: (one course per week)

1st Choice: _____ Week: _____

2nd Choice: _____ Week: _____

Have you taken the prerequisites? If so, please give details: _____

Registration Fees:

☐ Single Accommodation (\$2,315.00)

☐ Single and Spouse Accommodation:

Name of Guest/Spouse: _____

☐ With guest meal plan (\$117.89/day)

☐ Without guest meal plan

Special Needs: _____

Child Care Required? ☐ Yes ☐ No If yes, please indicate child's age: _____

(*Please note, selecting this option does not automatically confirm space in the child care program. Deadline for child care requests is December 4, 2025.)

Do You Require Bus Transportation? (\$30 fee each way) ☐ Yes *After Jan. 1, 2026, the bus fee is non-refundable.
☐ No

Authorization _____

Officer's Name

Signature

*We require the student's email to send updates about the school.

Registrants must have the approval of their union before registering. Forms must be signed by a union or labour council officer. Students cannot authorize their own forms. **Registration deadline is Wednesday, December 17, 2025.** Registrations submitted are considered accepted unless otherwise notified; however, unpaid registrations may be cancelled without notice and a cancellation fee will be billed. **After January 1, 2026, a cancellation fee of \$350.00 per student, per course will apply. Cancellations must be made in writing. We do not accept cancellations over the phone.** Failure to provide written cancellation notice will result in fees. Due to limited course availability and in consideration of all students, please do not hold spots. **Payment:** Please make cheques or money orders payable to: "CLC - Education Account" and mail to #120-4259 Canada Way, Burnaby, B.C. V5G 1H1. Payment by credit card is available with online registration.

For further information, please contact the Pacific Region office at 604-430-6766 or pacific@clcctc.ca.



STUDENT INFORMATION

STUDENT BEHAVIOUR

Delegates to the Winter School should understand that a high standard of behaviour is expected of them. The key word is RESPECT – respect for all of the other people at the school. Specifically, rowdiness, harassment, intolerant acts, or derogatory remarks will not be tolerated. The residential setting of the Winter School does not relieve delegates of the obligation for normal behaviour. Past incidents have been dealt with severely and the CLC reserves the right to send delegates home if their conduct does not meet our standards. All students deserve the opportunity to enjoy the Winter School. Quiet time is designated after 11:00 p.m. We thank everyone for your cooperation in this matter.

NAME BADGES

Name badges will be provided to delegates, instructors, and resources. The badges identify you as a person entitled to be part of the CLC Winter School group and are also used for security purposes. Name badges are required to enter the dining room and for all CLC evening activities. Please ensure you have your badge(s) with you **at all times**.

CHILD CARE

Free child care is provided at Winter School for eligible delegates with children ages 12 months to 12 years. An eligible delegate is a single parent, a parent **not** accompanied by a spouse/companion, or where **both** parents are delegates. While the CLC will pay the actual childcare costs at the school, **students will be responsible for any additional hotel charges for their child**. Delegates having additional childcare costs as a result of leaving their children at home should apply for reimbursement from their own union.

There is a limited number of spots available in the childcare program. Spots will be assigned on a first-come, first-served basis. Delegates requiring child care must **pre-register** and indicate child care **on their registration form**. **Requests for child care do not constitute guaranteed spots in the childcare program**. The deadline for childcare registrations is **December 4, 2025**. Requests received after this deadline will only be accommodated if there is room in the childcare program. Cancellations are required and must be received 14 days in advance of your attendance at Winter School. **Failure to cancel booked childcare space(s) will result in a “no-show fee” of \$300.00.**

*Childcare arrangements may not be able to accommodate special needs, but please contact the Pacific Region office for more information.

Please be aware that should unforeseen circumstances arise due to staffing issues, there is the possibility that childcare coverage may be cancelled without advance notice. Participants wishing to utilize the childcare program should keep alternate arrangements in mind, just in case.

CHECKING OUT

Please ensure that you check out of the hotel in the usual manner, and pay any extra charges billed to your room. Any disputed charges can be much more easily dealt with at that time.

WHAT TO PACK

On Thursday night there is a social event where many people dress more formally, but this is optional. Otherwise, the dress code is casual or business casual.

ALCOHOL-FREE SOCIAL NETWORKING

A social networking space is available Monday to Thursday after the General Session for delegates who wish to socialize with other delegates in an alcohol-free setting. The location of this space will be posted on the corkboard outside the registration area each week. Cards, games, and non-alcoholic beverages are provided.

There is also an Alcoholics Anonymous meeting held nightly. The location will be posted on the corkboard in the lobby of the East Tower each week.

CLASS SCHEDULES

Classes are held daily from 9:00 a.m. to 5:00 p.m. (as determined by the facilitators), except Friday when classes end at 11:00 a.m. Many classes have homework in the evenings.

There is an Opening Plenary at 7:00 p.m. in the Forum each Sunday. General Sessions are also held in the Forum on Monday, Tuesday, and Wednesday evenings at 7:00 p.m. General Sessions are an important part of the Winter School and all delegates are to attend.

FRANK WALL LEADERSHIP DEVELOPMENT SCHOLARSHIP

On page 24 of the Winter School Brochure you can read about an inspirational and visionary leader, Frank Wall. The Frank Wall Leadership Development Scholarship is open to applicants who submit a written application form and accompanying essay of no more than two pages in length (300 to 500 words).

Your essay should be on **one** of the following topics:

- 1. Artificial Intelligence and Algorithmic Management:** As AI, automation, and algorithmic management become more widespread, how can unions proactively shape the future of work so that innovation enhances worker dignity, safety, and agency, not just productivity or cost savings?
- 2. Remote & Hybrid Work and Union Engagement:** With remote and hybrid work models expanding across Canada, how can unions strengthen connections with their members and effectively reach out to non-union workers in dispersed and digital workplaces?
- 3. Climate Change and Labour Tensions:** Climate change is accelerating changes in supply chains, energy use, and workplace demands. How should the union movement balance the tensions between protecting workers in industries facing job losses and supporting the climate advocacy work being done by workers outside of those sectors?

The Frank Wall Leadership Development Scholarship is a full scholarship for the Parliamentary Procedure and Public Speaking course, which covers the cost of registration, single room accommodation, meals, travel costs (to be arranged through the CLC office), and wage loss. Applications should be addressed to the Pacific Region Director and must be received no later than **December 5, 2025**.

For more information, contact the Canadian Labour Congress at 604-430-6766. Application forms can be downloaded from our website at: www.winterschool.ca/registration. Completed application forms and essays may be submitted via email to: pacific@clcctc.ca.

Successful candidates will be contacted within five business days of the closing date.

BUS SCHEDULE

The Winter School bus is a chartered Wilson's Transportation Ltd. bus. The bus leaves Pacific Central Station in Vancouver every Sunday, with stops in Coquitlam and Surrey. **A fee of \$30/ per trip is payable in advance and reservations are required. After January 1, 2026, bus fees are non-refundable.**

****We will be following provincial health and safety guidelines. Masks may be required and capacity may be limited.**

SUNDAY: Pacific Central Station (1150 Station St., Vancouver) – Arrives: 12:15, Departs: 12:30
(Loads outside terminal, underneath "PACIFIC" sign)

Coquitlam (100 Woolridge St., near IKEA) – Departs: 13:30
(Loads on Tupper Avenue facing east)

Guildford Library/Rec Centre (15105 - 105th Ave., Surrey) – Departs: 14:00
(Loads in front of main entrance of library/recreation centre)

Arrives in Harrison Hot Springs approximately 15:45

FRIDAY: Harrison Hot Springs Resort & Spa – Arrives: 11:45, Departs: 12:00 Noon

Guildford Library – Arrives: 13:30

Coquitlam – Arrives: 14:00

Vancouver International Airport – Arrives: 15:00 for flights departing after 17:00

Pacific Central Station – Arrives: 15:45

Please note all times are approximate. Be sure to arrive at depots early.

AIR TRANSPORTATION

The following Promotional Flight Codes have been set up with Air Canada for all five weeks:

Week 1 -- V4EGAHR1

Week 2 -- V4EGEJF1

Week 3 -- V4EHVNP1

Week 4 -- V4EHXNQ1

Week 5 -- V4EJ7HD1

***Please note that the Winter School shuttle does not pick up from the airport. See the above bus schedule for times and locations.**

LOCATION

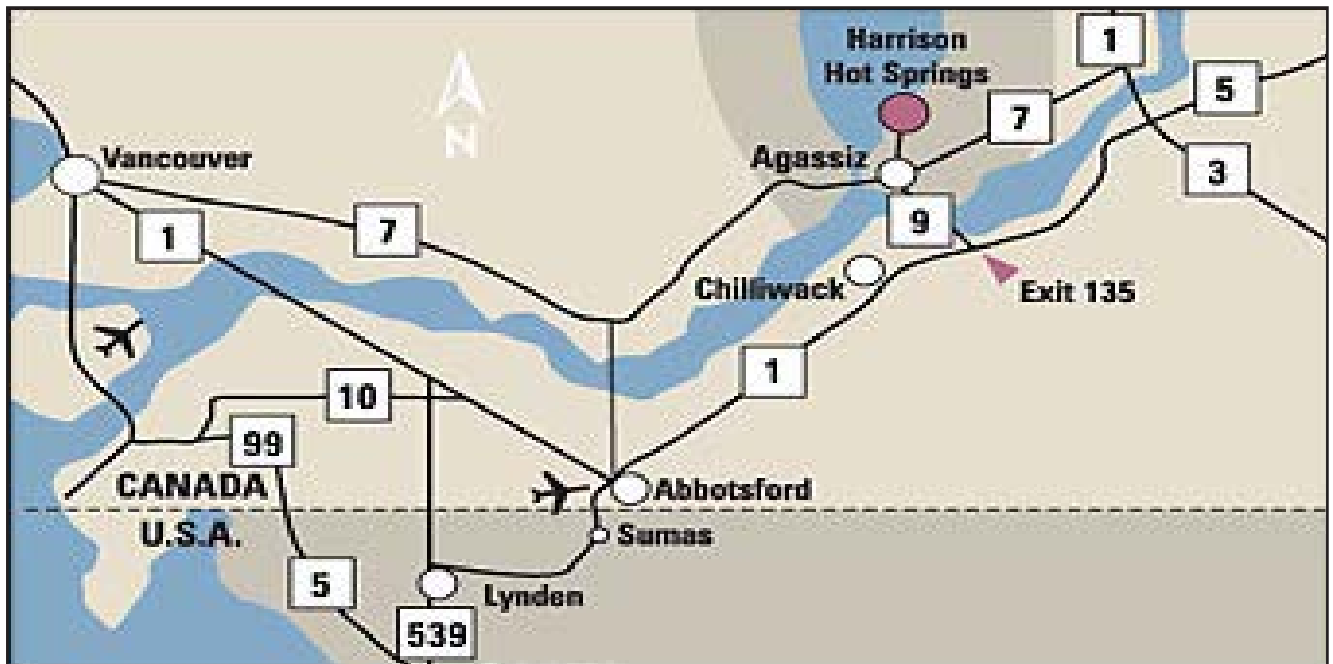
Surrounded by mountains and situated on the southern shore of spectacular Harrison Lake, the Harrison Hot Springs Resort & Spa is wholly unionized, with staff members of IUOE Local 882 and UNITE HERE! Local 40. The CLC Pacific Region Winter School has been held at this beautiful location since 1975.

The CLC Pacific Region Winter School is the largest labour school in Canada and we take pride in offering the very best in labour education.



DIRECTIONS

The Harrison Hot Springs Resort & Spa is located at **100 Esplanade Avenue, Harrison Hot Springs, B.C.**, a 2-hour (130 km) drive east of Vancouver or 3 hours from the Okanagan. Highway exits are well marked from both Highways 401 and 7.



WINTER SCHOOL OFFICE

The Winter School office is located in Room 206, just off the main lobby. Office hours are Monday to Friday, 8:30 a.m. until 5:00 p.m. The office is closed for lunch from 12:00 to 1:00 p.m. The Winter School office can be reached at 604-430-6766, ext. 700.

Out of respect for staff health and safety, please limit your trips to the CLC Winter School office.



DINING

All meals are included in the registration fee for Winter School and are taken in the Copper Room. A buffet dinner is served at 5:30 p.m. every night except Thursday, when a plated dinner is served at 6:00 p.m. Participants must wear their student name badges for entry to the dining room.

A detailed list of the week's menu is outlined in the Student Guide. All meals, except Thursday dinner, are buffet-style and should accommodate most dietary needs. Students with dietary restrictions should check with the Maître d' during the lunch hour that same day. Alternative meal options may be arranged at that time.

The Student Guide can be downloaded at: www.winterschool.ca/studentguide.

ACCOMMODATIONS

Accommodation at the Winter School is single occupancy only.

The assignment of rooms is based on a first-come, first-served policy. The Harrison Hot Springs Resort & Spa offers a variety of guestroom options. However, we are unable to fulfill specific room-type requests.

All rooms are equipped with a hair dryer, iron and ironing board, in-room coffee, and a small fridge.

Smoking is prohibited in all guestrooms and on balconies.



RECREATION

The pool facilities at the hotel are well known, as is the Healing Springs Spa, which has a full range of spa treatments and services. Brochures are available at the hotel.

Note: Appointments are necessary and can be booked at harrisonresort.com. Other facilities, including a limited fitness centre, are also available.



FRANCIS XAVIER WALL



In Memory of Frank Wall - Inspirational and Visionary

The union family lost an inspirational advocate of union education when Frank Wall passed away on December 27, 2011, but students at the Canadian Labour Congress (CLC) Pacific Region Winter School have a lasting legacy event each week to remember our great friend.

Frank Wall was a respected trade union leader, who had a passion for union education. He believed in the power created when working people gain the skills and knowledge to be effective union activists.

Born in Dublin, Ireland in 1927, Frank held a number of leadership positions in various unions. He was President of Local 5529 of the United Steelworkers of America, President of the Edmonton Labour Council, Education Director of the International Woodworkers of America, and he served as a Staff Representative for the Canadian Labour Congress.

For many years, Frank served as an instructor at the CLC Winter School. Students who had Frank as an instructor learned quickly how he could touch those he met. Frank was known for his exceptionally quick wit. A quick turn of phrase or light-hearted joke could bring a smile or outright laughter when it was needed most.

Frank's legacy to the CLC Winter School lies in a tradition that students always remember as part of their Winter School experience – Choir Night. One year, he challenged each class to write a song and perform it as a choir. And, being the choir judge, Frank also coined the judging category of “perspicacity” – a term that will be familiar to returning students, and one new students will very quickly learn. From that point, there was no turning back and Choir Night has been a tradition at Winter School ever since.

Each Wednesday evening, the school gathers together. We are entertained by the class songs and even those with the most stage fright have some fun. Win or lose, it is always a night that people remember as part of their Winter School experience.

Whether remembering his great commitment to social justice and this labour movement, his exceptional instructor skills, or his ability to bring people together in song, Frank Wall will always be an enduring part of the CLC Winter School.

REGIONAL DIRECTOR

Orion Irvine

Canadian Labour Congress Pacific Region

#120 - 4259 Canada Way, Burnaby, B.C. V5G 1H1 pacific@clcctc.ca

REGISTRARS

Vivian Dufresne Wood, Rob Leickner

Cover photo courtesy of students in the Union Communications course, Winter School 2008.

September 11, 2025

CUPE BC 2026 CANADIAN LABOUR CONGRESS WINTER SCHOOL SCHOLARSHIP

The CUPE BC Division awards the *CLC Winter School Scholarship* to affiliated CUPE members to attend a CLC Winter School course endorsed by their CUPE Local or District Council.

Five (5) scholarships valued at \$2,000 each are awarded to CUPE BC affiliates with consideration given to:

1. Active Affiliation Status
2. Local Size
3. Local Finances
4. Whether the Local has previously sent delegates to the CLC Winter School

Locals and District Councils are also required to provide:

1. Copies of their current Annual Budget and Trustees Report.
2. An estimate of the total cost of sending a delegate to the CLC Winter School. This should include transportation, lost wages, registration, childcare, etc.

CUPE BC will collect scholarship applications by online form. All applications and accompanying documents must be received by **October 19, 2025 (11:59 pm PST)**.

Application Link: <https://cupebc.ca/forms/clc-winter-school-scholarship/>

Application Deadline: Sunday, October 19, 2025 (11:59 pm PST)

Please note that this scholarship is only available to affiliated CUPE members. Selected recipients will be notified by **October 24, 2025** and will be required to register themselves separately for Winter School and accommodations.

Should you have any questions, please email info@cupe.bc.ca for further assistance.

In solidarity,



Karen Ranalletta
President, CUPE BC



Tony Rebelo
Secretary-Treasurer, CUPE BC

move**up**



September 11, 2025

CUPE BC 2026 YOUNG WORKERS CANADIAN LABOUR CONGRESS WINTER SCHOOL SCHOLARSHIP

The CUPE BC Division awards the *CLC Winter School Young Worker Scholarship* to affiliated CUPE members aged 30 and under to attend a CLC Winter School course endorsed by their CUPE Local or District Council.

Six (6) scholarships are available as follows:

1. One general scholarship in the amount of \$2,000 per applicant for each region.
2. An additional \$500 maximum travel allowance per applicant for each region. Selected recipients are required to submit proof of travel expenses for reimbursement.

Scholarships are awarded based on the following considerations:

- | | |
|--|--|
| 1. Active Affiliation Status | 3. Local Size |
| 2. Applicant must be a Young Worker under the age of 30 (ID verification required) | 4. Whether the applicant has previously attended the CLC Winter School |
| | 5. Regional Representation |

Locals and District Councils must also provide:

1. A description of the applicant's prior union involvement.
2. The title and dates of the education program the applicant would like to attend.

CUPE BC will collect scholarship applications by online form. All applications and accompanying documents must be received by **October 19, 2025 (11:59 pm PST)**.

Application Link: <https://cupebc.ca/forms/young-workers-clc-winter-school-scholarship/>

Application Deadline: October 19, 2025 (11:59 pm PST)

Please note that this scholarship is only available to affiliated CUPE members. Selected recipients will be notified by **October 24, 2025** and will be required to register themselves separately for Winter School and accommodations.

Should you have any questions, please email info@cupe.bc.ca for further assistance.

In solidarity,

Karen Ranalletta
President, CUPE BC

Tony Rebelo
Secretary-Treasurer, CUPE BC

moveup



September 2025

RE: COMMUNITY SAVINGS SCHOLARSHIPS FOR THE CLC PACIFIC REGION WINTER SCHOOL

Dear Friends:

Community Savings Credit Union is offering four scholarships to assist union members in attending the 2026 Canadian Labour Congress Winter School. We are pleased to solicit applications from BC CLC Affiliates for the following courses.

- **Parliamentary Procedure & Public Speaking**
- **Member Engagement - Member Action**
- **Mental Health First Aid Certification, Implementation and Beyond**
- **Labour Community Advocate Level 1**

The scholarship will cover the costs of tuition. Transportation is not included.

To apply for one of these scholarships applicants must:

- Be a member of a union, lodge or chapel affiliated to the Canadian Labour Congress
- Be endorsed and recommended by their union
- Submit the attached form
- Write a brief letter outlining their union activities and describe what they hope to learn from this area of interest and how it will assist them in their union work or in the broader labour movement.

Submit applications to:

Community Savings Union Development

union@comsavings.com

Applications must be received in our office no later than 5:00 pm (PST) Friday, November 21, 2025.

All applicants will be evaluated and the scholarships awarded by Friday afternoon, November 28, 2025.

Please include your phone number so that you can be notified quickly of the decision.

In solidarity,

Community Savings
the unions' credit union

Kristi Bounegru
Union Liaison Officer
604-637-5018 Encl: 2



September 2025

RE: **One Movement Threads "Movement Builder" Scholarship for the CLC Pacific Region Winter School**

Dear Friends:

One Movement is thrilled to unveil our "Movement Builder" Scholarship for the upcoming 2026 season. This initiative is open to a dedicated union member from unions affiliated to the CLC. It's more than just financial support; it's about fostering the future and building the capacity of our labour movement. We are now pleased to accept applications for one member to attend one of the following courses at the 2026 Pacific Region Winter School.

- ***Digital Strategies for Member Engagement***
- ***Member Engagement – Member Action***
- ***Young Workers in Action***

*The scholarship will cover the registration costs for Winter School.

To apply for the scholarship applicants must:

- Be a member of a union, local, or lodge affiliated to the Canadian Labour Congress
- Be endorsed and recommended by their union
- Submit the attached form by December 11, 2025
- *Write a brief letter or essay outlining their union activism and describe what they hope to learn from the course they would like to attend.*

Submit applications to:

info@onemvmt.com (subject line: MOVEMENT BUILDER SCHOLARSHIP)

Or

Unit 411, 2020 East Kent Ave. South
Vancouver, BC V5P 4X1 Canada

Applications must be received in our email/office no later than 5:00 pm (PST) December 11, 2025.

All applicants will be evaluated, and the scholarships awarded by Tuesday, December 17, 2024. Please include your phone number so that you can be notified quickly of the decision.

In solidarity,
One Movement Threads





#110-4259 Canada Way
Burnaby, BC V5G 1H1
t 604.430.1421
e bcfed@bcfed.ca

October 3, 2025

To: All Affiliates
Re: The Donna Sheaves Memorial Scholarship

Dear friends,

The Canadian Union of Public Employees Union (CUPE) Local 402 has established, through the BC Federation of Labour, a Donna Sheaves Memorial Scholarship for a union woman to attend the "Women in Leadership" course at the Canadian Labour Congress (CLC) Winter School. The Scholarship will cover the cost of the tuition for this event. The Scholarship does not include wage loss.

Applicants must write a letter outlining their union activities and must briefly describe what they hope to learn from the school, and how the experience will assist them in their work, in their union or in the broader labour movement.

Applicants must also submit a letter of recommendation from their union and **be available** to attend the "Women in Leadership" course, which is offered in week 1, January 11-16, 2026.

Applications for the Scholarship should be addressed to the "Donna Sheaves Memorial Scholarship", c/o the BC Federation of Labour, and be emailed to the attention of Sylvia Brow at sectreas@bcfed.ca.

The DEADLINE for submitting applications is Monday, December 1, 2025, at 5:00 pm.

All applicants will be evaluated, and the Scholarship will be awarded by Tuesday, December 9, 2025.

Please include your phone number and email address within your application, so you can be quickly notified.

In solidarity,

SUSSANNE SKIDMORE
President
Enclosure

HERMENDER SINGH KAILLEY
Secretary-Treasurer

cc: Canadian Labour Congress
cc: Accounting

0140-25let SS Donna Sheaves Scholarship-2026 /sb



#110-4259 Canada Way
Burnaby, BC V5G 1H1
t 604.430.1421
e bcfed@bcfed.ca

October 3, 2025

To: All Affiliates

Re: Kim Manton Memorial Scholarship

Dear friends,

The BC Federation of Labour in partnership with the Victoria Labour Council, have partnered to honour Kim Manton's memory with a scholarship to support Women, Trans and Non-Binary people to attend one of the following courses at the Harrison Winter School; "*Women in Leadership*" or "*Labour Community Advocate Level 1*". The scholarship will cover the cost of the tuition for this event. The scholarship may include wage loss if the applicant is unable to secure this from their union.

Applicants must write a letter outlining their union and community activities and must briefly describe what they hope to learn from the course, and how the experience will assist them in their community, and in the role in the labour movement (preference for this scholarship will be given to people from Vancouver Island).

Applicants must also submit a letter of recommendation from their union and be available to attend either the "*Women in Leadership*" course, which is offered in week 1 (January 11-16, 2026) or the "*Labour Community Advocate Level 1*" course, which is offered in week 4 (February 1-6, 2026).

Applications for the scholarship should be addressed to the "Kim Manton Memorial Scholarship", c/o the BC Federation of Labour, and be emailed to the attention of Sylvia Brow at sectreas@bcfed.ca.

The DEADLINE for submitting applications is Monday, December 1, 2025, at 5:00 pm.

All applicants will be evaluated, and the scholarship will be awarded by Tuesday, December 9, 2025.

Please include your phone number and email address within your application, so you can be quickly notified.

In solidarity,

SUSSANNE SKIDMORE
President

KIRK MERCER
Victoria Labour Council, President

Enclosure

cc: Canadian Labour Congress
cc: Accounting

0140-25let SS Kim Manton Memorial Scholarship-2026 /sb



The union's credit union



Community Savings was proudly built by the labour movement in 1944. Since then, we have remained pro-union and steadfast in our commitment to union values and the working community.

Community Savings is the union's credit union for a reason. It's not only about our history, it's about our guiding principles and values that shape our purpose and direction.

- On the line supporting striking workers
- The largest fully unionized credit union in BC
- Free financial training courses for apprentices and union workers
- An annual disaster relief fund for union workers impacted by climate change emergencies

Banking Union Matters

As a proud union supporter, **where you bank does matter.** Your choice to bank with a credit union that shares the same union values, and supports the same union causes can positively benefit the labour movement and the working community.

Bank somewhere worthy. Bank where union values and principles matter. Bank with Community Savings.

Community Savings
the unions' credit union

Union Organizations
Kristi Bounegru 604-637-5018

Personal Banking
604-654-2000



Find out more about
banking union

Proud to support union education



CUPE BC is a strong supporter of the learning and skill building within the labour movement, and is proud to support the 2026 CLC Winter School.

— BUILD YOUR ABILITY TO — IMPROVE YOUR COMMUNITY.

Make social change possible and empower your community to help people in need by taking a course facilitated by the Labour Participation Department of United Way British Columbia:

- Labour Community Advocate Level 1
- Labour Community Advocate Level 2
- Unions & Social Change: Community-Based Campaigns

Strengthen your communication skills, link workers with resources in the community, identify labour's potential in supporting fellow workers, and encourage community action within your union.

UNITED
for people in need

**LABOUR &
UNITED WAY
PARTNERSHIP**



For more information please visit uwbc.ca/labour

7088-0824



IT TAKES A TEAM

We're the Hospital Employees' Union —
**we're making
healthcare stronger**



heu.org [/hospitalemployeesunion](https://www.facebook.com/hospitalemployeesunion) [@heu_in_bc](https://www.instagram.com/heu_in_bc)
[@HospEmpUnion](https://www.x.com/HospEmpUnion) [hospital_employees_union](https://www.youtube.com/channel/UC...)

WITHOUT LABOUR NOTHING PROSPERS



Best wishes to all attendees at CLC
Pacific Region Winter School!

iuoe 
LOCAL 115

International Union of Operating Engineers Local 115
Bryan Railton, Business Manager
Phone: 604-291-8831 Toll Free: 1-888-486-3115
iuoe115.ca

SPONSORS



IATSE 891 artists and technicians proudly support the **2026 CLC Winter School**

PROTECT PUBLIC SERVICES

ForYouCanada.ca



Canada's public services are at risk.

Public Service workers deliver programs like childcare, education, housing, health care, and pay equity that make life affordable for everyone. Instead of supporting these vital services and the workers who provide them, public services are facing cuts. Join us in helping to protect public services and support the workers who deliver them.



@psacbc

SPONSORS



From fighting for workers' rights to
mobilizing around social justice issues...

**Together we're building
a strong future for
the people of
British Columbia.**



Find us on social media



Better Benefits Through Education



Metro Vancouver: **604-941-7430**
BC Interior: **250-861-5200**
Ontario: **289-768-4200**
Alberta: **403-681-5276**
All Provinces: **1-855-894-8111**

Call today! **WE** actually pick up the phone!

All staff are members of either USW 1937 or UFCW 1518

Visit our website:
www.weconsultants.ca
info@weconsultants.ca

Services we offer:

- Benefits Bargaining Training
- Plan Comparison Reports
(do you intend to change benefit providers?)
- Contract & Pricing Negotiations
- Trust Management & Administration
- Claims Services
- Education Services, Bargaining Benefits Courses
- Advice Before & During Bargaining
- Stand-Alone Long Term Disability Plans
- Disability Claims Appeal Guidance
- Retiree Health, Dental & Travel Medical
- Third Party Administration Services

WE Consulting & Benefits Services Ltd.

Div. of CAUS Canadian Administrative Underwriting Services Inc.

**Be UNION,
Buy UNION**

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"UPP's high protein items, such as peanut butter and canned salmon, are distributed locally in emergency food hampers to low income households."

Paul Bertrand, Society of Saint Vincent de Paul of Vancouver Island



❤ WHO is UPP?

The Union Protein Project is a community partnership to address the shortages of protein at BC's food banks and the shortages of an economy that leaves people vulnerable.

We are working to ensure that no child, family or community needs food banks. People need real choices and good jobs that feed them, their families and their community.

The Union Protein Project

105-3920 Norland Ave
Burnaby, B.C., V5G 4K7

📞 604-339-1649
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To all of you learning new skills and sharpening old ones at the CLC Winter School, thank you. Now let's turn them into victories for working people.

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