

# Spring School

The Saskatchewan Federation of Labour ■ The Canadian Labour Congress



**53rd Annual • May 9-14, 2010**

**Athabasca Hall**

**University of Saskatchewan**

**Saskatoon, Saskatchewan**

**Register by March 19, 2010 to take advantage of early bird prices**



Canadian Labour Congress

Congrès du travail du Canada

# 2010 SPRING SCHOOL

**IMPORTANT DEADLINE:** Closing date for early bird registrations is March 19, 2010. Courses that go ahead each year are based on the registrations received by this deadline date.

1

## Building a Greener World

Making sound environmental decisions is both a personal and a political action. This course will explore the ecological impact of our personal (and workplace) practices, and of corporate globalization, on our lives. Participants will learn how they can help stop the erosion of our environment and will conduct an environmental impact assessment of our own Union School. We will also explore ways to resist corporate globalization that are good for the health of individuals, communities and the planet.

2

## Transforming Conflict into Union Activism

Conflict is woven into the fibre of union life. We need to challenge our employers and we also have differences of opinion with our brothers and sisters. That doesn't mean each of us is automatically comfortable with conflict. This course will provide participants with a tool kit of skills and insights to help them feel more confident engaging in conflicts and produce productive results that build the union.

3

## Unionism on Turtle Island

This course is designed for non-aboriginal workers who want to learn more about Aboriginal issues and who want to work in solidarity with their First Nations and Metis Brothers and Sisters. Issues to be discussed will include, history, spirituality, creating a representative workforce, Aboriginal issues and the bargaining table, opening the union to Aboriginal activists, this course will provide a comfortable and supportive environment in which to explore your attitudes, ideas and questions. Aboriginal workers are also welcome to enroll in this course.

4

## Collective Bargaining

This course provides an opportunity to analyze union and management tactics at the bargaining table through "mock bargaining" sessions. In addition, there will be sessions on preparations for bargaining analysis of key contract clauses, introduction to costing, and a review of new bargaining developments.

Through practical exercises, participants will develop new skills on how to use bargaining process to build a stronger local. The more involved the membership is, the better positioned the local will be for bargaining and the more likely it is to make gains at the table.

This course should be of special interest to new bargaining committee members and local union officers who are involved or anticipate becoming involved in actual bargaining. Bring a copy of your collective agreement and a calculator with you for this course.

5

## Political and Labour Issues

Campaigns require organizers. This course is designed to equip participants with more in-depth organizing and coordinating skills for campaigns. This course will reinforce the importance of campaign strategic planning and the steps required to develop such a plan. The course will also strengthen skills in volunteer recruitment, leadership. Problem-solving techniques, coalition strategies, campaign organizing and voter contact.

6

## Facing Management

This course provides an overview to management strategies and tactics and challenges local union leadership to take on these strategies and create issues to galvanize the membership. Emphasis is placed upon dealing with management outside the grievance meetings and collective bargaining table. This manual attempts to build the skills and confidence of those participants who may wish to contribute as local unions leaders to safeguarding and building the local union and the labour movement.

# COURSE DESCRIPTIONS

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## Popular Education for Everyday Union Work

Are you curious about “popular education” but don’t think of yourself as a union educator? Are you a bit uncomfortable working with groups, but find that you have to do it anyway in your union work? Are you anxious when you have to run a meeting, or there’s tension at a meeting? Do you want to work with conflict more creatively? Do you want to help people work better together so that we can really build a union movement? Well this course is for you.

This hands on program will introduce you to popular education for everyday union work.

Specifically, we’ll be practicing and strengthening our skills in:

- listening and asking good questions
- designing meetings that people want to attend, where exciting things can happen
- leading productive discussions
- working with the usual tensions and conflicts
- helping people find common ground to work together
- using popular education approaches to build the union

8

## Note Taking the ‘Write’ Way Representing Members from Grievance Meetings to the Bargaining Table

How often are stewards and officers called into meetings with management without any notice or chance to prepare? This happens a lot and it affects how well we are able to represent our members. As the Union’s representative, officers and stewards have the rights that assist them in carrying out their responsibilities. Participants will learn more about these rights, how to stop the Employer’s fishing expeditions, how to ask the right questions and how to protect their member’s rights.

This week-long workshop will enable participants to gain more in-depth knowledge with hands-on practice on how to effectively represent members in meetings with management as well as keeping accurate records of meetings with management. You will get the chance to improve your listening skills, practice taking notes that capture the important points raised at meetings and learn how to take different styles of notes, whether it is a disciplinary, grievance or bargaining meeting.

9

## Labour Law – Labour College of Canada

This course uses hands on and real cases/live issues in your workplaces to develop and understand the tools available to union activists to defend/promote/protect the interests of the working class. These tools include: collective agreements; statutes; regulations; human rights codes; Charter of Rights and international laws (like Trade Union Acts, Labour Standards Acts, etc.).

- We examine the various legal forums available in the use of these tools: arbitration; labour relations boards; courts and other tribunals as well as their use in collective bargaining, grievance meetings and union education.
- We learn how to find and understand case law (arbitration awards, labour board and other tribunal decisions and court decisions) as well as other accepted ‘authorities’ like journals, articles and books.
- We explore labour history, past and present, and encourage group discussions on various issues, theories and strategies as part of the decision on how or when or why to use these tools and forums.

*NOTE: The Labour Law course is a credit course for the Labour College of Canada. There is no additional fee for the Labour College of Canada.*

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## Union Counselling – Level 2

This course deepens the knowledge of Union Counselling – Level 1 graduates about issues affecting members, the workplace, our locals and our communities. In particular, it covers Mental Health, Harassment and Bullying, Loss and Grief, Family Tensions/Worklife Balance and Union Counsellors as Social and Political Advocates. As well, there will be further discussion about union counsellor programs in the workplace.

*NOTE: Only Level 1 graduates may apply. Participants are strongly encouraged to come with at least six months experience working as a workplace union counsellor and should have the recommendation of their local.*

# REGISTER NOW!

## Self Identification Questionnaire (COMPLETION OF THIS IS OPTIONAL)

The SFL and CLC are committed to ensuring that our conference is accessible to all. The information requested here will assist the education committee in assessing its success in reaching workers of colour, Aboriginal workers, persons with disabilities and lesbians and gays. All information will be kept confidential.

- I am an indigenous (Aboriginal) person of North America
- I am, by virtue of my race or colour, a visible minority in Canada
- I have a disability
- I am  Lesbian  Gay  Bisexual  Transgender

## Scholarship Offer (FOR ABORIGINAL WORKERS/WORKERS OF COLOUR)

**Please complete ONLY if applying for a scholarship.**

We are able to offer a scholarship for a participant who is an Aboriginal worker or worker of colour. You will be given preference if you have never attended an SFL/CLC Spring School before. The scholarship will cover the registration fees.

**Deadline for application is March 19, 2010.**

Name \_\_\_\_\_

Union \_\_\_\_\_

Yes, I want to apply for the Equity Scholarship

I am  a worker of colour

I am  an Aboriginal worker

In regards to my past Spring School attendance:

This is my first Spring School.

I have attended Spring School before, in the year(s) of:

\_\_\_\_\_

\_\_\_\_\_

# REGISTER NOW!

## PLEASE PRINT

Name \_\_\_\_\_

Address \_\_\_\_\_

City/Town \_\_\_\_\_

Province \_\_\_\_\_ Postal Code \_\_\_\_\_

Work Phone \_\_\_\_\_ Home \_\_\_\_\_

E-mail Address \_\_\_\_\_

Union \_\_\_\_\_

My registration is for:  Residential  Non-residential

Check one due to shared accommodations:  Sister  Brother

I prefer to share a room with \_\_\_\_\_

How many Spring Schools have you attended in the past? \_\_\_\_\_

Please list any medical/religious dietary concerns; as well, list any mobility issues. (It's not necessary to include likes/dislikes as there is always ample variety of foods to choose from.)

\_\_\_\_\_  
\_\_\_\_\_

Course Choice (Please specify by the **title and number**, participants will take only one (1) course during the week.):

Choice #1 \_\_\_\_\_

Choice #2 \_\_\_\_\_

Choice #3 \_\_\_\_\_

Number of children requiring child care \_\_\_\_\_

Age and gender \_\_\_\_\_

Do they have any special needs?

\_\_\_\_\_  
\_\_\_\_\_

## PLEASE ENCLOSE CHEQUE FOR APPROPRIATE AMOUNT ALONG WITH COMPLETED REGISTRATION FORM

To comply with early bird requirements

**WE MUST HAVE DELEGATES NAME AND COURSE CHOICE.**

**AND MAIL TO: Canadian Labour Congress  
1888 Angus Street, Regina, SK S4T 1Z4**

## FOR OFFICE USE ONLY

Date Received \_\_\_\_\_ \$ Enclosed \_\_\_\_\_

# REGISTRATION DETAILS

**ACCOMMODATION:** Single rooms will be allotted on a first come — first served basis. There are a limited number of single rooms. We cannot secure accommodations for couples.

Common showers/washrooms are located on each floor. Rooms are grouped around shared washroom facilities. We will be assigning areas as to gender with regards to the wash/bathroom facilities.

Standard services include bedding, towels and soap. Lounges, laundry rooms, recreation facilities, pay telephones, kitchenettes (unequipped) and other amenities add to the enjoyment of your stay.

**MEALS:** Meals are served cafeteria style in the Marquis Hall cafeteria. A salad bar is provided with the main meals. Please note on the registration form any special dietary needs you may have so that we can provide advance notice to the kitchen staff. Be as specific and clear as possible on your registration form.

Lunch will be provided for all delegates Monday through Friday. \*\*Breakfast will be provided only for those staying in residence, Monday through Friday. Dinner will be served to all delegates on Sunday at 5:30 p.m. and as well, a banquet dinner will be held on Thursday evening. All delegates are advised that dinners Monday through Wednesday ARE NOT INCLUDED. There are a number of restaurants in the near vicinity for your convenience.

**CONFIRMATION:** You will receive a confirmation letter regarding your registration two weeks prior to May 7.

**EQUITY and YOUTH PARTICIPATION:** Locals are encouraged to ensure participation of members from designated equity groups; women, visible minorities, Aboriginals, persons with disabilities, solidarity and pride members (gay and lesbian) and from young members under 30.

## **CHILDCARE: Deadline March 31, 2010**

Childcare will be provided to children aged 12 and under by creative and professional childcare workers. Only pre-registered children will be accepted at the

school so please make your request no later than March 31, 2010. **All parents requesting childcare will be contacted prior to the school by phone.** Please include appropriate contact numbers for this purpose on your registration forms.

**REGISTRATION FEES:** The registration fees include course and kit materials and daily refreshment breaks.

**\*Dependant on the package you register for, the following information will define what meals and accommodations are available to you.**

## **RESIDENTIAL**

### **EARLY BIRD REGISTRATION**

**Received by March 19, 2010 – NO exceptions**

This package includes accommodations and meals per resident delegate as set out under "meal heading."

SFL Affiliates \$600/delegate  
Non-affiliates \$650/delegate

### **Residential Registrations**

**Received after March 19, 2010**

SFL Affiliates \$700/delegate  
Non-affiliates \$750/delegate

## **NON-RESIDENTIAL**

### **EARLY BIRD REGISTRATION**

**Received by March 19, 2010 – NO exceptions**

Meals included in this package are lunch Monday through Friday as well as Sunday and Thursday evening dinners.

SFL Affiliates \$425/delegate  
Non-affiliates \$475/delegate

### **Non-residential Registrations**

**Received after March 19, 2010**

SFL Affiliates \$525/delegate  
Non-affiliates \$575/delegate

**CANCELLATION POLICY:** Full refund if cancellation received by April 9. After that date a \$100 cancellation fee will apply. No refunds will be available if cancellation is received on or after May 7, 2010.

