

Course Catalogue

2024 AFL/CLC

Winter Labour School

January 7 - 12, 2024

Fairmont Jasper Park Lodge



CANADIAN LABOUR CONGRESS



ALBERTA
FEDERATION OF
LABOUR

COURSE DESCRIPTIONS

A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples

This course is for all workers 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 labours' 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.

Collective Bargaining

This course 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. Participants will learn how to choose a bargaining committee, prepare and present proposals, communicate during bargaining meetings, make strategic decisions when negotiating concessions, and build membership buy in. Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining.

This course is intended for members and officers. Please bring a copy of your collective agreement, constitution and union bylaws.

Communications for Union Activists

Building a strong union depends on good communication between our members, activists and leadership. Understanding how to use both traditional and new communications tools are critical to the future of the labour movement. Students in this course will learn how to effectively plan their communications activities and gain hands-on experience in creating a campaign.

Instagram, Facebook, Twitter, YouTube, and mobile video are just some of the tools now available to union activists and leaders. Participants must be willing to open and use social media accounts. While online communication will never replace face to face communication with members it does provide us with new and immediate ways of connecting with our members, sharing information and promoting the union on an ongoing basis. Whether you already know your way around these tech tools or are brand new to them, this course will provide you with the hands-on practical experience you need to use the technology effectively to build activism and solidarity on union issues.

This course is intended for any member who wants to improve their knowledge about communications. Please bring your smartphone AND laptop.

Conflict Management

This course will provide participants with a tool kit of strategies, tactics and skills to resolve specific disputes, as well as conflict in the workplace. The course focuses on mastering coaching and communication skills, investigative techniques, documenting facts, utilizing frameworks for analyzing disputes, problem solving strategies, evaluating options and identifying techniques to deal with systemic conflict.

This course is intended for all members.

Domestic Violence in the Workplace

This course is primarily for experienced union representatives who work with members in workplaces. This may include stewards, health and safety representatives, staff or other workplace representatives. Participants will:

- ❖ Be trained to be able to respond to members who are experiencing domestic violence.
- ❖ Gain a deeper understanding of the dynamics of domestic violence at work and the role of the union and employer in addressing it.
- ❖ Learn ways to best support members who may be experiencing domestic violence, including how to recognize and respond to the warning signs and risk factors.
- ❖ Discuss ways to build awareness about domestic violence at work among their membership.
- ❖ Develop strategies that build support for collective bargaining and legislative initiatives.
- ❖ Practice delivering the one-hour *What everyone needs to know* awareness presentation.
- ❖ Learn about referrals pathways to community-based experts

Course Pre-Requisites: Introductory-level steward or health and safety representative training.

Introduction to Digital Organizing

What does it mean to be a digital activist advocating for your union? How can you answer the call of your union and support your union's campaigns and organizing efforts?

As unions are using more digital tools and strategies in their campaigns and organizing efforts, their members have even more ways to engage with and represent their union in the digital world.

This training will explore the strategies and tactics unions are using and how members can leverage their own personal digital presence to help their union win.

If you are a union member (or ally) who uses digital communications to connect with your friends, family, and community, then this training is for you.

This course is intended for all members. *Please be sure to bring your laptop.*

Labour History

The *real* history of Canada has more to do with the daily struggle of workers and their families than with prime ministers, politicians or the wealthy few. Find out what you never learned in school about the triumphs, sacrifices and tragedies that built the Canadian labour movement. Learn how union activists in the past dealt with hostile employers, media and governments. Appreciate your inheritance so that you can preserve it and improve it. Understand where we are going by knowing where we have been!

This course is intended for all members. *Course requires reading and critical analysis.*

Labour Law 3 – Mock Arbitration

The class will be a hands-on, mock arbitration. The class will divide into two sides, union and management. All students must be ready and willing to work in their group, take on an active, speaking role, participate and have fun (last minute costumes are encouraged). Everyone will need to be able to work inclusively and respectfully of the different styles of their group. There may be some need to work outside of class time as the hearing will start on time on Thursday afternoon, no matter what. All students must have a computer or tablet with wifi and they must have the ability to use their technology in an internet browser. The lessons learned will help students to be better able to assess and prepare grievances from the first investigation to the final arbitration hearing.

This course is intended for all members. Students will need to bring their Wi-Fi enabled laptop and/or tablet and have the basic ability to access the internet on their device.

Mental Health in the Workplace

This introductory survey course will help raise awareness for participants about mental health issues facing workers in today's workplace. Participants will develop a range of strategies to specifically support, accommodate and represent members with mental health challenges at work. The course will look at the myths around mental health issues and illnesses including addiction, challenging stigma and misinformation, and focusing on how to change the conversation about mental wellness. Participants will look at how their workplaces and unions sometime play a role in negatively impacting our mental wellness and explore what role unions can play in making our workplaces and unions healthier, as well as, to be more supportive and inclusive of members with psychological disabilities and mental health concerns. Participants will develop action plans to take on systemic factors affecting mental health through advocacy, bargaining and political action.

This course is intended for all members who have an interest in mental health. No formal mental health or addictions training is required.

Occupational Health & Safety

Every year in Canada, approximately 1000 people die from being exposed to workplace hazards. Many thousands more people suffer work-related injuries and illnesses.

Employers have a responsibility to provide a safe workplace, but their focus is often on improving productivity and profit, and not on our health and safety. Employers also have the power to continuously introduce new materials and processes that could affect our health. Worker representatives, therefore, need to continuously bargain with employers for improved health and safety conditions. In short, workers need to become Health and Safety Activists.

This interactive course aims to empower Health and Safety Activists with worker-focused OHS fundamentals. We will explore the 4 basic worker health and safety rights (Right to Know, Right to Participate, Right to Refuse Unsafe Work, Right to be Free from Reprisal), principles of Hazard Identification, Elimination and Control, the impact of workplace hazards on the body, how to read and use OHS Law, tools and resources for Health and Safety Committee members and Representatives, and more.

This course is designed for people with all levels of Health and Safety experience.

Shop Steward Training – Level 2

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.

This course is intended for members who are interested in becoming or are already a steward for their local.

Please bring a copy of your collective agreement, constitution, and union bylaws.

REGISTER EARLY!

Course Selection is

First Come, First Served

DELEGATE INFORMATION

SCHOOL DATE

January 7th-12th, 2024 (Registration Sunday evening, January 7th, 2024)

SCHOOL FEES

Single	\$2072
Double	\$1735
Delegate & Partner	\$3171 (additional \$1099 – Partner is not registered in a course)
Local Resident	\$1187
Youth (ages 6 – 18)	\$623
Children (5 & under)	No charge

School fees include accommodation (except for local resident), applicable taxes, meals, refreshment breaks, gratuities, banquet and dance, course materials and kit.

Fees do NOT include incidentals.

Note: Annual Park passes are \$72.25 per individual or group rate of \$145.25 per car (up to 7 individuals). Daily passes are \$10.50/adult and \$21.00/Family/Group.

ACCOMMODATIONS

The default is single occupancy. If a student prefers to share a room with another student, the cost would be \$1735 per person. The name of the roommate must be included in the registration form (each student will need the other's name), otherwise rooms will be booked at single occupancy.

EXTEND YOUR STAY

Delegates who wish to extend their stay (3 days prior and 3 days after the event) can access a special rate by calling the Jasper Park Lodge in-house reservation at (780)852-6044 M-F/10AM to 4PM AFTER December 19, 2023 (once the AFL rooming list has been released to the hotel).

BUS TRANSPORTATION – AFL CHARTERED BUS SERVICE

The AFL has chartered bus services from Edmonton, Calgary and Red Deer. The round-trip cost is \$135 (and includes the park entry fee--a \$42.50 value). You can pay by credit card or send a cheque to the AFL. See details below.

PAYMENT

Payment for all fees must be received to complete the registration. Make cheques payable to the Alberta Federation of Labour and forwarded to:

#300, 10408 – 124 Street
Edmonton, AB T5N 1R5

You can also pay by credit card at the link in the [registration form here](#). If you would like to pay by credit card over the phone, please call our office at 780-483-3021 or 1-800-661-3995 and ask for Maria.

REGISTRATION DEADLINE

Registrations must be received by the AFL no later than Monday, November 27, 2023.

CANCELLATION FEE

Cancellations received between November 28th, 2023 and January 3rd, 2024 will result in a \$100 cancellation fee.

Cancellations after January 3rd, 2024 are non-refundable. **NO SHOWS are also non-refundable.**

REGISTRATION TIME AND LOCATION

Registration will occur on Sunday, January 7th from 4:00 p.m. to 6:00 p.m. in the main lobby of the Fairmont Jasper Park Lodge. If you will not arrive in time for registration, please notify the AFL office no later than noon on Tuesday, January 2nd, 2024.

COURSE SELECTION AND CHANGES – Register Early!

Delegates will select the courses from the list outlined in the brochure and will be registered in their first choice (on a first-come, first-serve basis). Delegates will only be placed in their second choice if the class size limit has been reached or their first-choice course is cancelled. If you wish to change courses, you must notify the AFL after receipt of the confirmation letter, which will be emailed the week of **December 11th, 2023**.

COURSE CANCELLATIONS

Should a course be cancelled due to low enrollment, you will be placed in your second choice. If this is not possible you will be notified of any cancellation.

SUBSIDIES

Two AFL subsidies are available to assist **affiliated unions with 75 members or less**. Registration fees will be waived for delegates who's local meet these criteria. **A maximum of one subsidy each year, per local union will be granted, and accepted on a first-come, first-serve basis.** If a second local does not apply for a subsidy by November 27th, 2023, then the local who applied for a subsidy can apply for both of the subsidies. Locals will be notified the third week in December if their request for a subsidy was successful.

LAPTOPS NEEDED

Many of the courses you can choose from requires access to a Wi-Fi enabled laptop or tablet. If you are registered for one of these courses, ensure that you bring your laptop and/or tablet (and charging cables) with you to Winter School.

DELEGATE CONDUCT

The AFL and CLC work to provide a supportive working and learning environment that gives equal opportunity to all students. This atmosphere is based on the principle that union members are equal and deserve mutual respect. Behaviour that undermines the dignity or self-esteem of any individual, or creates an intimidating, hostile, or offensive environment, whether it be sexual, racial or any other form of personal harassment, will not be tolerated, nor condoned, and may result in the delegate being sent home and a letter forwarded to their local union.

WAGES

The union is responsible for paying lost wages, if applicable.

CHILD CARE

We are still working out the details for child care at the Jasper Park Lodge. If you need child care, please let us know on your registration form and we will contact you directly. **In order to qualify, indicate your child care requirements on the registration form and submit it to the AFL by the registration deadline: November 27, 2023.**

EQUITY-SEEKING GROUPS

The policy of the AFL and CLC is one of affirmative action and equity. Locals are encouraged to consider members who identify as Ethnically Diverse, Indigenous, 2SLGBTQIA+, Women, or Young Workers (35 years old or less). Caucus meetings may be held throughout the week.

ACCESSIBILITY

The Jasper Park Lodge presents some challenges to those with limited mobility. Delegates are to indicate any special needs on the registration form. *Every effort will be made to provide access and specified services.*

JASPER PARK LODGE LOCATION

The Fairmont Jasper Park Lodge, a unionized facility, is located five kilometers east of the Town of Jasper on the south side of the Athabasca River in Jasper National Park. 1 Old Lodge Road, Jasper, Alberta, TOE 1E0. Google Maps link: <https://goo.gl/maps/edttUBED95ZRaPXf7>

HOSPITALITY AND FELLOWSHIP ROOMS

A Hospitality Room and a Fellowship Room (no alcohol) are provided for delegates to use in the evenings. These rooms are provided to encourage delegates to socialize. Bring your musical instruments, games, playing cards, etc.

ON-SITE RECREATION FACILITIES

The Lodge is a full-service hotel with an outdoor heated pool, sauna, hot tub, games and weight rooms located on the lower level of the hotel. Delegates will have access to these facilities (fees may apply). Outdoor activities include cross country skiing, downhill skiing, ice skating, tobogganing and hiking. Outdoor activities will depend on weather conditions. Call Jasper Park Lodge ahead of time to see which activities will be available during your stay.

WHAT TO WEAR

Dress is casual. Each day you will have to travel outside of your hotel room to the classrooms and to meals, so it's important to bring appropriate attire for the weather. Outdoor equipment such as skates, snowshoes and skis can be handy for use in the evenings. You will also need warm clothing and boots for the outdoor activities.

There may be a banquet and dance held on the last evening of the school. You may wish to bring something dressier to wear to the banquet. Each class will be required to prepare a skit or song that reflects their course and present it as part of the closing banquet program.

COVID-19 GUIDELINES

There will be additional restrictions this year due to COVID-19. Protocols will be reviewed closer to the start of the event and will be communicated with all facilitators and attendees, regardless of the government requirements.

The AFL will communicate these protocols very clearly with everyone closer to the start of the event.

QUESTIONS?

For further information, please contact:

Registrar - Maria Ramirez

Phone: 780-483-3021 OR 1-800-661-3995

Fax: 780-484-5928

Email: afl@afl.org

