

Course Catalogue

**2025 AFL/CLC
Winter School**

January 12 - 17, 2025

Fairmont Jasper Park Lodge



**ALBERTA
FEDERATION OF
LABOUR**



Canadian Labour Congress

Congrès du travail du Canada



COURSE DESCRIPTIONS

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. **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. It 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.**

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 is critical to the future of the labour movement. Students in this course will learn how to plan their communications activities, speak to reporters, and tell stories in a way that will get attention. Students will also learn how to use social media, create mobile video, and work together to plan a communications campaign. Whether you already know your way around these communications tools or are brand new to them, this course will provide you with the hands-on practical experience you need to use the technology and craft narratives to effectively build activism and solidarity on union issues. **This course is intended for any member who wants to improve their knowledge about communications.**

A smartphone and laptop are required.

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 2

The Labour Law course is presented in two parts. Labour Law 1 focusses on rights set out in the Labour Relations Code and related statutes. Labour Law 2 focusses on grievance and arbitration law, human rights, privacy rights and other related areas. These courses may be taken in any order; you do not have to have Labour Law 1 to take Labour Law 2.

Labour Law 2 presents an overview of labour rights and laws arising in the context of a collective agreement. Among the topics to be explored are the laws relating to grievances, arbitration, human rights, privacy rights, the duty of fair representation and other rights and obligations of unions representing members during the term of a collective agreement. Students will learn and practice internet based legal research skills, throughout the week, to enable them to utilize the knowledge learned in their work on an ongoing basis. **This course is intended for all members who haven't previously taken Labour Law 1-3.**

Students are required to bring a Wi-Fi enabled laptop and/or tablet and have the basic ability to access the internet on the device.

Member Engagement

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 their members. This course trains participants on the three-step approach to effective member engagement (Go, Listen, Build) and connects it to organizing approaches for building an active membership. Participants will leave with new skills and ideas for building and measuring a member engagement strategy. **This course is especially suited for members who are active in their union locals, district councils, political election campaigns, and general social activism.**

Mental Health in the Workplace

This is an introductory survey course that helps to raise participants awareness about mental health issues facing workers in today's workplace. Activists will develop a range of strategies to specifically support, accommodate and represent members with mental health challenges at work. Participants look at the myths around mental illness, challenge stigma and explore what

role the union can play in making our workplaces and unions more inclusive of members with psychological disabilities. Participants develop action plans through advocacy, bargaining and political action to take on systemic factors affecting mental health. **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 1,000 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, and Right to be Free from Reprisal). We will also explore the principles of Hazard Identification, Elimination and Control, and the impact of workplace hazards on the body. Other items include how to read and use OHS law, tools and resources for Health and Safety Committee members & representatives, and more. **This course is designed for people with all levels of Health and Safety experience.**

Shop Steward Level

This course allows participants to practice more advanced grievance handling skills, using real life case studies and role plays. Participants discuss discipline grievances, harassment, drug and alcohol issues, and different styles of management. The course deals with procedures before the process of arbitration. Knowledge of the first stages of the grievance process will be assumed. **This course is intended for members who are interested in becoming or are already a steward for their local.**

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

REGISTER EARLY!
Course selection is first come, first served.

Please note that due to damage to some buildings from the wild fire, the Jasper Park Lodge had to reduce the participant accommodations to 158 rooms. However, there may be additional accommodation if attendees share rooms. All spaces are first come, first served.

IMPORTANT INFORMATION

SCHOOL DATES

January 12–17, 2025 (registration is on Sunday, January 12, 2025 from 4–6 pm)

SCHOOL FEES

Single	\$2765
Double	\$2225
Delegate & Partner	\$4045 (additional \$1280) **Note: partner is not registered in a course**
Local Resident	\$1520
Youth (ages 6 – 18)	\$770
Children (5 & under)	No charge

Note: Annual Park passes are \$75.25 per person or group rate of \$151.25 per car (up to 7 people). Daily passes are \$11/adult and \$22/Family/Group

Fees include accommodation (except local residents), applicable taxes, meals, refreshment breaks, gratuities, banquet/dance, course materials and kit. **Fees do NOT include incidentals.**

ACCOMMODATIONS

The default is single occupancy. If a student prefers to share a room with another student, the cost is \$2225 per person. The **names of both roommates must be included** in the registration form. If both names aren't included, the rooms will be charged at the single occupancy rate.

EXTEND YOUR STAY

Delegates who wish to extend their stay (3 days prior and 3 days after the event) can receive a special rate. Call the Jasper Park Lodge in-house reservation team at (780) 852-6044 **after December 19, 2024**. Office hours are Mon–Fri from 10 am to 4 pm.

BUS TRANSPORTATION – AFL CHARTERED BUS SERVICE

The AFL has chartered bus services from Edmonton, Calgary and Red Deer. Round trip fare is \$150 (and includes park entry fees). This can be included with your school fee payment. We accept credit cards or you can 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 send to:

Alberta Federation of Labour
#300, 10408 – 124 Street
Edmonton, AB T5N 1R5

Ensure you include the registration confirmation email in the envelope with your cheque.

You can also pay by credit card at the link in the registration form or click [here](#). To pay by credit card over the phone (or to register multiple students), 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 Wednesday, November 27, 2024.

CANCELLATION FEE

Cancellations received between November 28, 2024 and December 12, 2024 will be charged a \$100 cancellation fee. Cancellations received after December 12, 2024 are non-refundable. **NO SHOWS are also non-refundable.**

If a student needs to cancel, we would appreciate if you could try to secure a replacement for the vacancy. For extenuating circumstances, please contact the Secretary Treasurer.

REGISTRATION TIME AND LOCATION

Registration is on **Sunday, January 12, 2024 from 4 pm to 6 pm** in the main lobby of the Fairmont Jasper Park Lodge. If you will not arrive between this timeframe, please contact the AFL **no later than noon on Tuesday, January 7, 2025.**

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-served basis). Delegates will only be placed in their second choice if the class is at capacity 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 2, 2024**. There are no course changes after December 12, 2024.

Ensure the registered students know which course they are in.

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.

LAPTOPS

Many of the courses require 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 with you. Don't forget your charging cables.

DELEGATE CONDUCT

The AFL and CLC work to provide a supportive working and learning environment that provides an equal opportunity for 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. This 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

Onsite childcare will be provided by qualified childcare workers to children 12 years and under. Space is limited and only pre-registered kids will be accepted. If you need child care, please specify 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 November 27, 2024 registration deadline.**

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 younger). Caucus meetings may be held during 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 (JPL)

The Fairmont Jasper Park Lodge is a unionized facility. It is located five kilometers east of the Town of Jasper on the south side of the Athabasca River in Jasper National Park, at 1 Old Lodge Road, Jasper, Alberta, T0E 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' use in the evenings. These rooms are provided to encourage socializing. Bring your musical instruments, games, playing cards, etc.

ON-SITE RECREATION FACILITIES

The JPL is a full-service hotel. Amenities include an outdoor heated pool, sauna, hot tub, games and weight rooms.

Outdoor activities include cross country and downhill skiing, ice skating, tobogganing and hiking. Complimentary rentals of skates, helmets, hockey sticks and pucks are available at the Winter Activity Centre. Ensure you bring warm clothing and boots for the outdoor activities.

You can call the JPL ahead of time at (780) 852-3301 to find out 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.

There will be a banquet and dance held on the last evening of the school. You may wish to bring something more formal 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 banquet closing program.

COVID-19 GUIDELINES

The AFL Executive Council decided that we will continue with staggered meal times, added ventilation and filtration to help keep things safe. We **encourage** everyone to wear masks and will have N95 masks available.

QUESTIONS?

For further information, contact:

Registrar: Maria Ramirez
Phone: 780-483-3021 or 1-800-661-3995
Fax: 780-484-5928
E-mail: afl@afl.org

****REGISTRATION DEADLINE - Wednesday, November 27, 2024****

