

2024 CLC PACIFIC REGION WINTER SCHOOL

January 14 - February 16, 2024
Harrison Hot Springs, B.C.



CANADIAN LABOUR CONGRESS
CONGRÈS DU TRAVAIL DU CANADA



A message from Bea Bruske, President, Canadian Labour Congress

Greetings,

Workers in Canada have gained many advantages and benefits, thanks to the work of unions and union activists. Union wins are for everyone. We led the way in winning weekends and paid parental leave. More recently, we won ten days of paid sick leave for workers in the federal sector, dental care for children in low-income families and pension protection for workers when their employer goes bankrupt. Unions never stop working to lift everyone up.



It's more important than ever for workers to join unions. Across Canada, workers are facing crisis after crisis, with very little relief in sight. Strong collective agreements, negotiated by unions and based on priorities set by members, help keep workers protected. They ensure that workers are paid a decent wage, that they receive benefits and that they're covered by comprehensive, enforceable health and safety protections.

Labour unions aren't just the key to defending workers' rights in the workplace; we also have the power to extend gains to everyone in Canada through advocacy, lobbying and activism. This allows us to tackle things like the ongoing affordability crisis, and to demand bold, concrete action to reverse the impacts of worsening climate change, all while keeping workers at the heart of Canada's climate action plans.

And the cornerstone of our strategy is labour education. We need activists who are educated, trained and committed to growing our movement. We must share skills and experiences – across affiliates and throughout every region – to build solidarity and engagement.

This is our moment. There's a renewed energy among workers in Canada, and they are turning to unions to help them demand better. We have an opportunity to organize for a better future – not just for our three million members across Canada, but for all workers, for generations to come.

Labour education is designed to help prepare members for the work ahead. I strongly encourage you to support your members and your leadership, past and present, in participating in the upcoming CLC Pacific Region Winter School.

In solidarity,

Bea Bruske
President
Canadian Labour Congress

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Course SCHEDULE

Week 1: January 14-19, 2024

1. BCGEU: A Path to Reconciliation: Past, Present and Future Through an Indigenous Lens
2. Building Conflict Capacity in Union Work
3. Collective Bargaining Level 1

4. Facing Management Effectively
5. Health and Safety Level 1
6. Mental Health First Aid
7. Parliamentary Procedure and Public Speaking
8. Steward Training Level 1
9. Unions in the Community
10. Women in Leadership

Week 3: January 28-February 2, 2024

19. Arbitration: To Go or Not to Go
20. Building Psychologically Healthy Workplaces
21. Facing Management Effectively
22. Federal Labour Law
23. ILWU Leadership
24. Labour Arbitration Level 1
25. Labour Arbitration Level 2
26. Parliamentary Procedure and Public Speaking
27. Provincial Labour Law

Week 5: February 11-16, 2024

37. Candidate Development for Women
38. Facing Management Effectively
39. Labour Arbitration Level 1
40. Labour Council Officer Development
41. Parliamentary Procedure and Public Speaking
42. Return to Work
43. Steward Training Level 1
44. Steward Training Level 2
45. Workers Compensation Level 1
46. Workers Compensation Level 2
47. Young Workers in Action

Week 2: January 21-26, 2024

11. Collective Bargaining Level 1
12. Collective Bargaining Level 2
13. Domestic Violence and Gender-Based Violence and Harassment at Work: Training for Union Representatives
14. Facing Management Effectively
15. Labour Community Advocate Level 1
16. Levelling Up Your Campaign Skills
17. Steward Training Level 1
18. Steward Training Level 2

Week 4: February 4-9, 2024

28. Basics of Organizing and Campaigns
29. Benefits Bargaining
30. CUPW: Advanced Shop Steward
31. CUPW: Social Stewards
32. Facing Management Effectively
33. Intro to Digital Organizing
34. Member Engagement – Member Action
35. Organizing for Safer Workplaces
36. Steward Training Level 1

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, or new technology? What language best protects workers against unfairness in drug and alcohol testing or electronic monitoring? How do we prepare our membership and the union to deal with concession demands in pension and health benefits? 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 argument, finding areas of agreement, building solutions, implementing and maintaining solutions. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy, and critical thinking.

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 is a scholarship available for this course through the CLC Pacific Region office. Please see the Frank Wall Leadership Development Scholarship information on page 18 of this brochure for details.

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 chief 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.

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.*

BUILDING PSYCHOLOGICALLY HEALTHY WORKPLACES

Each year in Canada, one in five people will experience a mental health problem or illness. Over a lifetime, that number increases to one in three. The impact to our economy is a cost of more than 51 billion dollars.

The objective of this workshop is to provide participants with the tools to create strategies that will support workers with mental health issues, individually and collectively.

We will start with a full-day discussion of Workplace Bullying & Harassment (provincial regs), then continue with a full day of Prevention of Violence in the Workplace (provincial regs). These two days will lay the foundation to delve deeper into the Psychological Health & Safety Management System.

A Psychological Health and Safety Management System can help an organization identify hazards that can contribute to psychological harm to the worker. It is a preventive approach that assesses your workplace practices and identifies areas for improvement. A voluntary CSA Standard (Psychological Health and Safety in the Workplace) has been developed to help organizations work towards this vision as part of a process of continual improvement.

In this course participants will:

- Learn about what constitutes Bullying & Harassment and Prevention of Violence (in provincially-regulated workplaces), and how these impact the workplace;
- Identify organizational factors that contribute to mental illness;
- Learn how to apply the CSA Standard for Psychological Health and Safety in the Workplace as an effective strategy to create a workplace environment supportive of mental health;
- Learn about other resources available to workplaces.

HEALTH & SAFETY LEVEL 1

This introductory Occupational Health and Safety (OH&S) course will introduce committee members and worker representatives to the basic principles of workplace health and safety. This also serves as a great 'Back to Basics' course for those OH&S committee members who desire refresher training. In this course, participants will learn the responsibilities and duties of the Joint OH&S Committee, OH&S legislation (provincial and federal), key elements of having an effective committee, workers' OH&S rights and the procedure for refusing unsafe work, how to conduct effective incident investigations and safety inspections, identify OH&S hazards in the workplace, and ways of finding solutions.

MENTAL HEALTH FIRST AID

The Mental Health First Aid (MHFA) training course was developed by the Mental Health Commission of Canada to help people provide initial support to someone who may be developing a mental health problem or experiencing a mental health crisis. MHFA teaches mental health first-aid skills. The course does not train people to be therapists, counsellors, or mental health professionals. The philosophy behind MHFA is that a mental health crisis, such as suicidal and self-harming actions, may be avoided through early intervention. If a crisis does arise, an MHFA trained person in the workplace can take action that may reduce the harm that could result. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved.

This evidence-based MHFA Basic course will cover substance-related disorders, mood-related disorders, anxiety and trauma-related disorders, and psychotic disorders.

In this course participants will gain:

- Increased awareness of signs and symptoms of the most common mental health problems;
- Decreased stigma related to mental health;
- Confidence interacting with individuals experiencing a mental health problem or crisis;
- Increased knowledge to help individuals in crisis or experiencing a mental health problem.

ORGANIZING FOR 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.

CORE PROGRAMS...SPECIALIZED

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.

BUILDING CONFLICT CAPACITY IN UNION WORK

(formerly Transforming Conflict into Union Activism)

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.

CANDIDATE DEVELOPMENT FOR WOMEN

Are you a woman or someone who identifies as gender diverse who has been elected in your local union, provincial, or community organization? Do you aim to expand your influence and connect with a larger audience? Perhaps you've considered or have already run in municipal, provincial, or federal campaigns? If any of these resonate with you, this course awaits you!

This course is designed as the next step for leaders confronting the daily challenges that come with high-pressure campaigns. Dive deep into innovative campaigning, strategic planning, and honing your message. Through enhancing communication and presentation skills, participants will depart with the necessary tools to confidently convey their message, whether it's on camera, in face-to-face debates, or on new media platforms.

DOMESTIC VIOLENCE AND GENDER-BASED VIOLENCE AND HARASSMENT AT WORK: TRAINING FOR UNION REPRESENTATIVES

This training will introduce shop stewards, health and safety representatives, and other union representatives to gender-based violence and harassment in the world of work. The course will explore the issue of building a consent culture in the workplace and union, examine the ways in which workers experience gender-based harassment and violence at work, and understand the role of unions and employers in preventing and addressing it. Participants will gain a deeper understanding of the dynamics of domestic violence at work and 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, and how to connect members to support and services in the community. Union representatives will also leave with tools to build awareness in the workplace about domestic violence at work.

INTRO TO DIGITAL ORGANIZING

Have you been trying to figure out how best to weave digital organizing strategies and tactics into your union's work? If so, this training is for you. Over the course of five days, we teach you the basics and offer tips and tricks for seamlessly integrating digital into your union work including:

- The role digital organizing can play throughout your entire organization;
- Introduce you to some of the basic strategies of digital tactics, managing an email list, email writing, 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 some digital tools you can use 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 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.

WOMEN IN LEADERSHIP

This course is open to any leaders who identify as women or who are gender diverse, including non-binary, gender fluid, gender-nonconforming, or genderqueer leaders. This course offers an opportunity to develop and enhance their leadership skills and knowledge in 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 for this course available through the B.C. Federation of Labour:

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 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 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.

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 IN THE COMMUNITY *REVISED

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.

LEGAL COURSES

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

BASICS OF ORGANIZING AND CAMPAIGNS

The BCFED Organizing Institute training covers the basics of union organizing to build power within our unions and to organize new workers into unions.

This is an opportunity to learn and practise effective organizing conversations with peers and experienced organizers from across our movement. We cover the elements of an organizing campaign, and the provincial and federal labour codes and how they apply to organizing.

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

This course is being presented by the BC Federation of Labour.

LEVELLING UP YOUR CAMPAIGN SKILLS

Are you interested in taking your campaign skills to the next level? This course will help you learn the skills required to take on a bigger role in effective member to member and political campaigns. You'll learn how to design a winning strategy, speak effectively to your audience, track your progress, and motivate your supporters when it counts, and more. You will receive advice from experienced campaigners, candidates, and technical experts who know what it takes to be successful. The course will combine theory in addition to idea sharing and hands-on practice. The content will be applicable to political and issue-based campaigns at the municipal, provincial and federal level.

SPECIFIC UNION COURSES

CUPW: ADVANCED SHOP STEWARD

This course gives experienced stewards an opportunity to assess their strengths and work on the areas they want to improve. Participants review grievance investigation basics and practise face-to-face communications, including meetings with management. Other topics include self care, strategies for shop floor mobilization and recruiting new stewards, the duty of fair representation, the rights of temporary employees and OCREs, and the STDP.

Application and registration are through the CUPW Pacific Region office. For more information, please contact Troy Coburn, REOO, at 604-525-0194 ext. 900.

CUPW: SOCIAL STEWARDS

This course trains members to be social stewards. Social stewards are resource people who assist co-workers experiencing personal problems. They listen to members, help them identify their concerns and find solutions, and refer them to appropriate resources. This course familiarizes participants with a social steward's role and responsibilities. They explore ways to approach workplace problems, learn how to support members and how to gather and share information on the resources available to members.

Application and registration are through the CUPW Pacific Region office. For more information, please contact Troy Coburn, REOO, at 604-525-0194 ext. 900.

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.

REGISTRATION INFORMATION

Registration for the 2024 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 14, 2023.**

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, 2024, 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 **\$2,200.00** per delegate

STUDENT AND SPOUSE/GUEST ***see information on spouses/guests below**

***Please note, Shared Accommodation will not be offered at the 2024 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 **\$109.03/day** or **\$545.15/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 no later than one week prior to the start of the course. **After January 1, 2024, a cancellation fee of \$300.00 per student, per course will apply. Cancellations must be made by email or letter received.** Failure to provide written cancellation notice will result in fees. Delegates who are "no shows" or who cancel after the start of the course will be assessed the full cost of the applicable 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. 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.

2024 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 (\$2,200.00)

Single and Spouse Accommodation:

Name of Guest/Spouse: _____

With guest meal plan (\$109.03/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 childcare program.)

Do You Require Bus Transportation? (\$20 fee each way) Yes *After Jan. 1, 2024, the bus fee is non-refundable.
 No

Authorization _____
Officer's Name Signature

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 Thursday, December 14, 2023.** 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, 2024, a cancellation fee of \$300.00 per student, per course will apply. Cancellations must be made by email or letter received.** 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.



COVID-19 PROCEDURES & REQUIREMENTS

REQUIREMENTS

We will be following all provincial health requirements at the 2024 Winter School. As provincial requirements do change on short notice, we encourage all affiliates to remain up-to-date. We will provide updates on our website regarding any changes to health requirements for the school. All participants should be prepared to comply in the event a mask and/or vaccine mandate is reintroduced in B.C. **If changes to the COVID requirements make a participant unable to attend, the standard cancellation policy will apply.** At this time, we are strongly encouraging all participants to be fully vaccinated, to help protect themselves and others.

POLICIES

- **Self-Monitoring:** All students are required to self-monitor for any Covid-19 symptoms that are not normal for them. These symptoms include, but are not limited to, fever, cough, shortness of breath, loss of taste or smell, and fatigue.
- **Testing:** Before leaving for Winter School, students are encouraged to pick up a free Covid-19 test from their local pharmacy. Although we have tried to secure tests for all students, the government has not provided us with tests.
- **Positive Test Results:** If a student tests positive for Covid-19, please isolate in your room or consider going home.
- **Mask Wearing:** Mask wearing is optional, but we encourage students to wear masks if it will make them more comfortable. We ask that all students respect each other's decisions regarding mask-wearing.
- **Adjustment:** The policy is subject to change as per the government and local health authority guidelines. We will update the students if there are any changes in the policy.

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, rowdyism, 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 are do not constitute guaranteed spots in the childcare program**. The deadline for childcare registrations is **December 8, 2023**. 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 22 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. With the rise of remote work due to recent global circumstances, how do you envision the future of unions in shaping equitable workplace practices?
2. Discuss the implications of automation and artificial intelligence on the labour market. How can unions play a role in ensuring job security and workers' rights?
3. Considering the ongoing discussions about the gig economy and workers' rights, what role can unions play in advocating for gig workers?

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 1, 2023**.

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 or mailed to the CLC Pacific Region office at: #120 - 4295 Canada Way, Burnaby, B.C. V5G 1H1.

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 \$20/ per trip is payable in advance and reservations are required. After January 1, 2024, 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 Street, 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 – 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 -- N97TD8R1

Week 2 -- NCXC7Y81

Week 3 -- NEW7ZJ21

Week 4 -- NUEW32F1

Week 5 -- G3TPDJD1

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

LOCATION

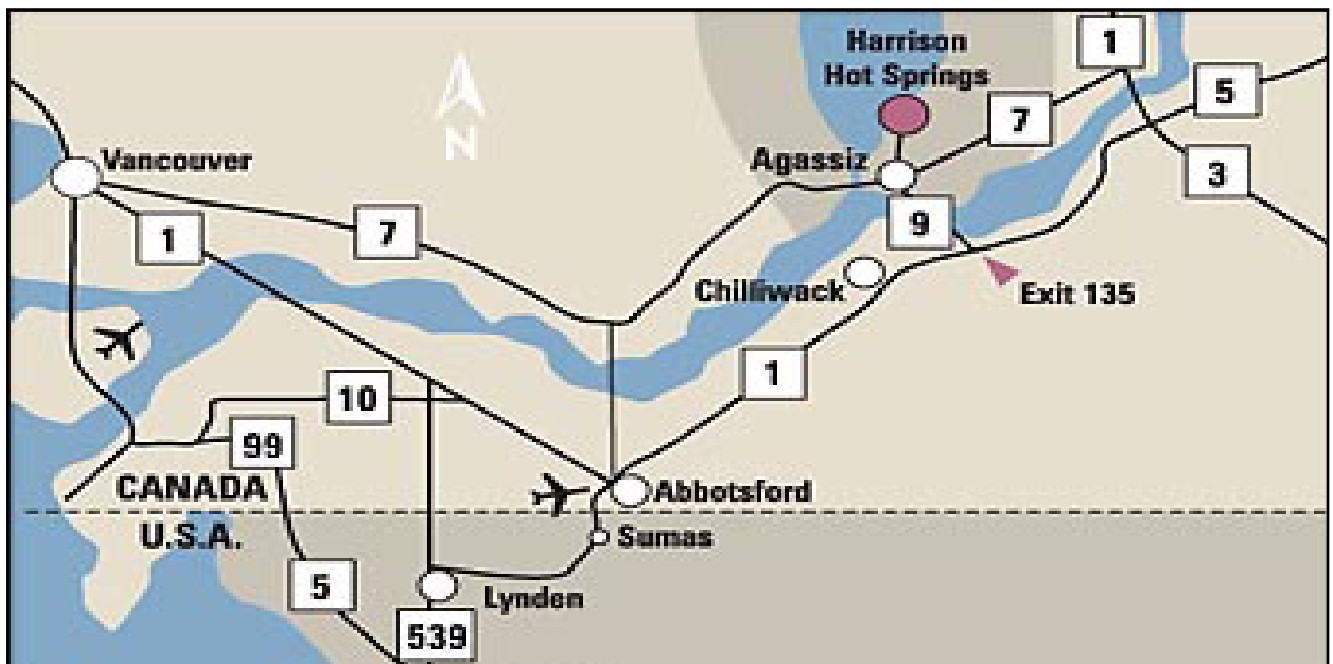
Surrounded by mountains and situated on the southern shore of spectacular Harrison Lake, the Harrison Hot Springs Resort is wholly unionized, with staff members of IUOE Local 882 and UNITE HERE! Local 40. The CLC Pacific Region Winter School has been held at this beautiful location since 1975.

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 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. Telephone messages received for students will be posted on the corkboard in the main lobby of the East Tower. 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. Dinner is served at 5:30 p.m. every night except Thursday, when 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. Vegetarian and alternative menu items are available for dinner. Students wishing to order an alternative dinner meal must check with the Maître d’ during the lunch hour that same day.

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 offers a variety of guestroom options. However, we are unable to guarantee 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 Rob Leickner.



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- The largest FULLY unionized credit union in BC
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- An annual disaster relief fund is available for union workers impacted by climate change emergencies

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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

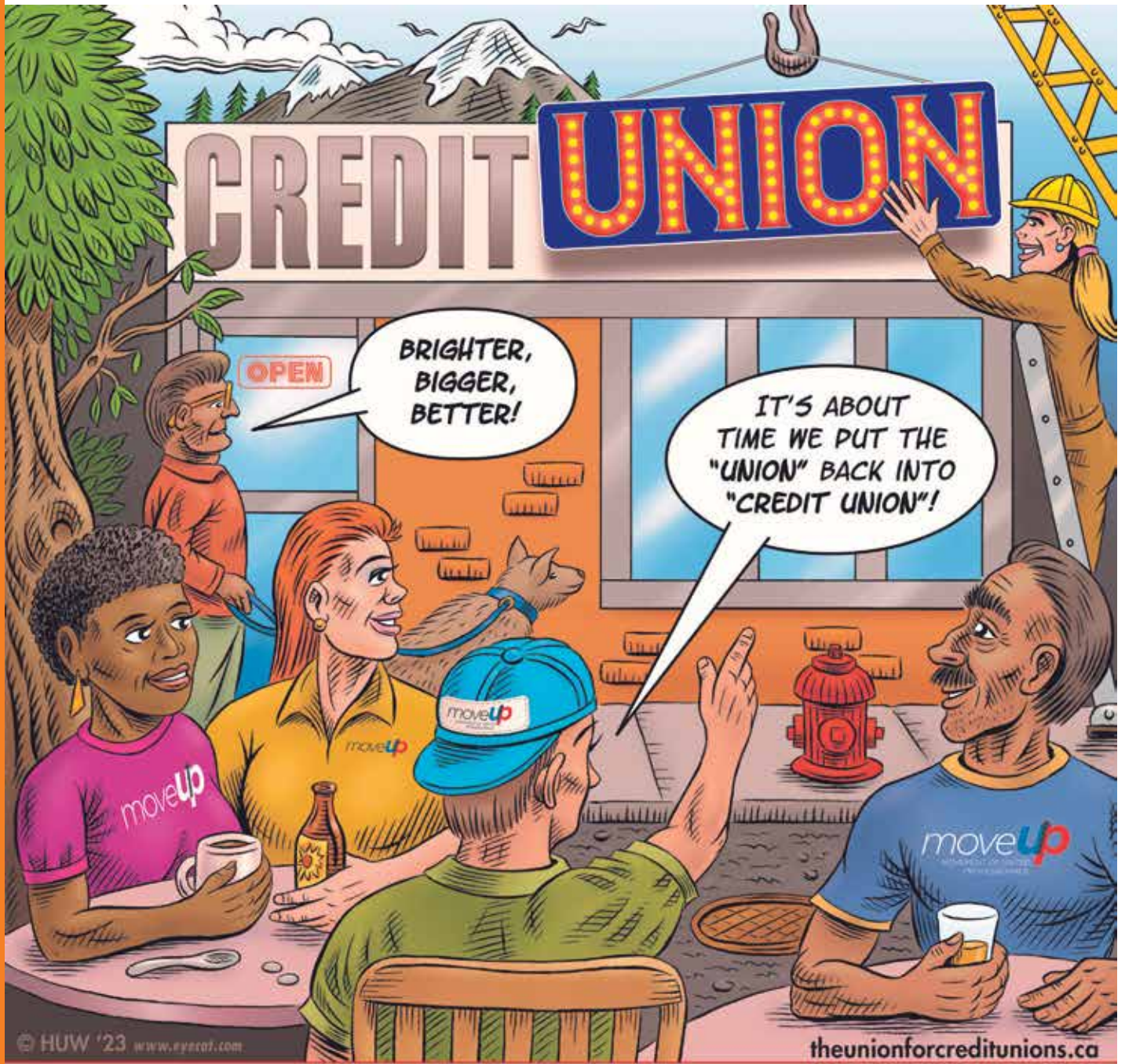
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Kristi Bounegrú 604-637-5018

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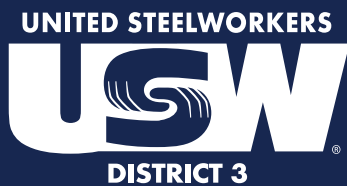


CUPE BC is a strong supporter of the learning and skill building within the labour movement, and is proud to support the 2024 CLC Winter School.

*Wishing you
a great
week!*



**Enjoy the
CLC Winter
School in
Harrison!**



S P O N S O R S



Follow **@USWDistrict3** on your favourite social media sites for the latest news and events.

usw.ca/district3

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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.

The BC Federation of Labour



— BUILD YOUR ABILITY TO — IMPROVE YOUR COMMUNITY.

Help change lives and strengthen your community by taking one of the following courses offered at the 2024 CLC Pacific Region Winter School:

- Labour Community Advocate Level 1
- Unions in the Community

Develop skills in linking workers with resources in the community, identifying labour's potential in supporting community issues and encouraging community action within your union.

For more information please visit uwbc.ca/labour



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Welcome back to good times

Thanks to you, Harrison Hot Springs Resort has been the proud home of the Canadian Labour Congress and the Pacific Winter School for over 40 years. For 130 years our resort has been the perfect destination for working families to getaway, relax and enjoy a one-of-a-kind experience together. So enjoy your stay, but be sure to come back and enjoy all our resort has to offer. Call today to book your next meeting or family getaway with us.

**To book your next meeting or family getaway,
call 1.800.663.2266 or visit HarrisonResort.com**

Harrison
HOT SPRINGS RESORT