

2015 AFL/CLC Winter School

“63 years of Labour Education”

January 19 - 24, 2015

The Fairmont Jasper Park Lodge
Jasper, Alberta



courses offered

- Collective Bargaining
- Duty to Accommodate
- Labour Community Advocates
- Labour History
- Labour Law
- Labour and Politics
- Steward Training
- Transforming Conflict
- Women in Leadership
- Workers' Compensation Essentials

Collective Bargaining
Duty to Accommodate
Labour Community Advocates
Labour History
Labour Law
Labour and Politics
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To Register Online
[Click Here!](#)

Registration Deadline: Friday, December 5, 2014

63 Years of Building a Movement through Education

A message from Gil McGowan, President, Alberta Federation of Labour

Dear Sisters and Brothers,

The AFL/CLC School is fundamental to advancing the cause of labour in Alberta. For more than six decades, workers from around the province have gathered at this school to share ideas, learn best practices, build relationships, and to strengthen our solidarity.

Nothing builds a strong union like educated, empowered and energetic members. The opportunity to meet activists from other unions and from across the province is an opportunity available in few other venues.

Since I became president of the Alberta Federation of Labour more than a decade ago, the Labour Movement has won a lot of battles. We've successfully defended pensions from unwarranted attacks, we've repelled the government's various assaults on healthcare, and we've stood up to bad employers. These battles were won on the front lines, through our engaged and dedicated membership. But the groundwork to winning was laid here at the AFL/CLC School.

The AFL/CLC School gives us a chance to share information and ideas, discuss common concerns and to build friendships. These bonds follow us into the labour community and have helped to build the strong movement of which we are a part. And when we're in tough situations, I see the impact this school has had on building those bonds.

When pensions were under attack, our activists used knowledge they'd learned in these classrooms to help mobilize members. When employers have forced us to the picket lines, we've depended on relationships built at this school.

By learning and working side-by-side with members from a variety of different unions, we are building a community, and strengthening ourselves as a movement. That strength is evident in our advocacy, our direct action, and our outreach to the broader public. And that strength has helped us defend health care, education, workplace rights, equality and diversity.

Alberta is a better place because of the AFL/CLC School.

Yours in Solidarity,
Gil McGowan, President
Alberta Federation of Labour

A message from Hassan Yussuff, President, Canadian Labour Congress

Sisters and Brothers,

I want to start by telling you how proud I am to be your new president of the Canadian Labour Congress. These are challenging times for our movement. We are on the verge of significant change as the next generation - diverse and tech-savvy, but largely unaware of the union advantage - joins the workforce. At the same time, our opponents are working together and taking us on in ways never seen before. I think we can meet both of these challenges, by working together in solidarity.

Unions are the champions of fairness for working people. We bargain with employers and governments for a better deal - fair wages and decent work hours, safe workplaces, health benefits, protection from harassment and discrimination, pensions for retirement, help when work changes or jobs are lost.

But it is not labour leaders like me who accomplish this. It is union members who achieve these things for their co-workers and their families. Union members and activists who learned how to negotiate with employers, learned how to read and enforce workplace health and safety laws, learned how pension plans are managed, and learned how to recognize and deal with racial or gender discrimination in their workplaces.

Labour education - workers learning from other workers - is one of the pillars that supports our labour movement and the schools we organize are where this important work happens.

Labour Schools offer a unique opportunity to meet other union members and activists from other communities and other industries, from across the country and sometimes from around the world.

Former students will tell you how going to a labour school was a life-changing experience. For some, it was where they gained the confidence to speak in public or express themselves freely. For others, it was where they forged life-long friendships or first imagined themselves as future leaders of their own union locals. While everyone comes to a labour school for their own reasons, one thing is guaranteed: you will leave with more than you expected to learn.

I encourage every union local and labour council to take full advantage of the opportunity to send some of their members and activists to a labour school. This is how we build our movement. This is how we will meet today's challenges and continue to stand up for a fairer future, for everyone.

In solidarity,
Hassan Yussuff, President
Canadian Labour Congress

Course Descriptions

Collective Bargaining

This course develops a solid understanding of the bargaining process and the factors that affect collective bargaining. It provides opportunities to practice preparing for and negotiating parts of a collective agreement. You will gain a working knowledge of the laws and rules that structure the bargaining process. This material will be of interest to new bargaining committee members and local union officers.

Duty to Accommodate

Mention “duty to accommodate” to a union activist and their eyes light up! Recent human rights decisions and aggressive case management by WCB and other insurers have left many injured workers afraid and many union activists confused (and even busier). How can we advocate for our members’ rights and protect our collective agreements? Is the return to work program in your workplace fair? How can we support our injured members when they come to us for help? This course begins with a look at various implications of being disabled in our society. Participants will develop an understanding of the fundamental legal concepts related to the implementation of the duty to accommodate. As well, participants will critically explore the principles and components of return to work programs.

Labour Community Advocate

This course is for trade union members interested in becoming union counsellors. The participants will be equipped to refer union members to services and agencies in the community, develop communication skills, discuss stress as it relates to the workplace, and deal with myths and realities relating to chemical dependency with a focus on alcoholism. In this course we also discuss what involvements, if any, unions should have with Employee Assistance Programs and Work & Wellness Programs.

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!

Labour Law

Course requires extensive reading and preparation at the school.

This course presents an overview of 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 attain a good understanding of the basic principles underlying Canadian labour law and the specifics of labour legislation.

Labour and Politics

This course will teach the essentials of our political system and the important role labour plays. Using actual case studies from Canada’s rich history, this course will show how unions’ political action has affected legislation and policies brought forward by political parties.

Steward Training

Discussion and class exercises will identify the roles and responsibilities of a steward, and assist you in handling grievances through preparation for arbitration. The course explores how to effectively build a union, which is fair and inclusive for all members within the changing landscape of unions while addressing legislative responsibilities. You will also develop skills and confidence in educating the members around union issues in the workplace, and issues that affect the community.

Transforming Conflict

Participants will be provided 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.

Women in Leadership

The new Women Activists program provides women with the tools to organize, hold ground on the gains we’ve made, and push forward to build a movement for women’s economic and social equality. The course covers a wide range of issues, such as women’s work, understanding oppression, women and advertising, harassment and violence, women’s history, women as leaders, communications, union structures and strategy, and women in unions. Participants develop skills to make real change in the union, the workplace, and the community around equality issues. This course reinforces the union movement’s commitment to take on and advance the goals of working women. We know that when women’s voices are part of the debate something positive happens, as Women bring a different voice to the union.

Workers’ Compensation Essentials

All workers should know their rights related to workers’ compensation and how the Board functions to provide financial, medical and rehabilitative help for workers with work-related injuries or diseases. This course provides a review of the Workers’ Compensation Act, procedures for filing claims, WCB policies for adjudicating claims and the appeals process.

Delegate Information

Jasper Park Lodge Location & Park Passes

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. **Note: Annual Park passes are \$67.70 per individual or group rate of \$136.40 per car (up to 7 individuals). Daily passes are \$9.80 (individual) and \$19.60 (car).**

Hotel Check-in & Check-out Times

Check-in begins at 4:00 p.m. Early arrival may result in delays in registering for rooms. Check-out time is noon.

Costs NOT covered by Registration Fee

The registration fee covers course materials, meals, gratuities, refreshment breaks and accommodations. **Delegates are responsible for their own incidentals. (telephone, internet, room service, laundry, etc.).** **Union merchandise is also sold at the school and raffles and donations occur 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.**

What to Wear

Dress is casual. Please bring warm clothing and boots for outdoor activities. There is a banquet and dance held on the last evening of the school (Friday, January 23rd). You may wish to bring something dressier to wear to the banquet.

PLEASE NOTE:

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.

On-site Recreational Facilities

An outdoor heated pool, sauna, hot tub, games and weight rooms are located on the lower level of the hotel. Delegates will have access to these facilities (some fees may apply). Outdoor activities include cross country skiing, downhill skiing, ice skating, tobogganing and hiking. Outdoor activities will depend on weather conditions.

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.

Child Care

Child care will be provided as per the AFL Constitution. Refer to the registration form for child care provisions. **In order to qualify, indicate your child care requirements on the registration form and submit it to the AFL by the deadline.**

Delegates failing to register prior to the December 5, 2014 deadline will not qualify.

Registration Time & Location

Registration will occur on **Monday, January 19th** 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 Monday, January 12th, 2015.

Delegate Cancellation

If you are **unable to attend** the course you have been registered in, it is your responsibility to **notify the AFL office no later than January 12th, 2015.** **Cancellations after that date will result in a \$100 cancellation fee.**

Course Changes

If you wish to change courses you must notify the AFL after receipt of the confirmation letter which will be mailed the week of **December 12th, 2014.**

Course Cancellations

Should a course be cancelled due to low enrollment (less than 10 participants) you will be placed in your second choice. If this is not possible you will be notified of any cancellation.

Timetable

Dinner follows registration at 6:00 p.m. on the opening night followed by a group activity.

Classes are held daily usually from 9:00 a.m. to 4:30 p.m. On the last day of school, classes run from 9:00 a.m. to 11:30 a.m., followed by a closing session until noon.

Plenary Session

There will be a compulsory afternoon group plenary session.

Meal Time Attendance

It is critical to attend meal times as important notices will be announced.

Caucus Meetings

Caucus meetings for Women, Young Workers, Workers of Colour and Aboriginal Workers and Pride and Solidarity Workers may be held throughout the week. Bring ideas and information to share. Caucuses serve as a union building and networking tool and are usually held upon adjournment or over lunch or dinner.

Delegate Conduct

The AFL and CLC try 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 the local union.

Information for the Union

School Fees

Single	\$1570
Double	\$1300
Delegate & Partner (Partner is not registered in a course)	\$2420
Local Resident	\$870
Youth (ages 6 - 18)	\$485
Children (5 & under)	No charge

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

Fees do **NOT** include incidentals and the annual park pass (see rates below).

Upgrades

Delegates whose local union pays for double but wish to upgrade to single may do so by enclosing an additional payment of \$270.

Wages

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

Park Fees

Annual park pass fees are \$67.70 per adult or \$136.40 per car; daily rates are \$9.80 per individual and \$19.60 per car.

New by popular demand

Transportation - AFL Chartered Bus Services

AFL Chartered bus services from Edmonton, Calgary and Red Deer have been arranged this year. Cost for a round-trip is \$120, payable to the AFL, and must be received by the December 5th, 2014 deadline. This rate includes the park entry fee at a \$40 value. Please complete the appropriate section on the registration form.

Subsidies

Two AFL subsidies are available to assist affiliated locals with 75 members or less. Registration fees for double occupancy will be waived for delegates whose local meet this criteria. A maximum of one subsidy each year, per local union will be granted, and accepted on a first-come, first-serve basis. Locals will be notified the third week in December if their request for a subsidy was successful.

Payment

Payment for all fees must accompany the registration form. Cheques should be made payable to the *Alberta Federation of Labour* and forwarded to:

300, 10408 - 124 Street, Edmonton, AB T5N 1R5

Cancellation Fee

A cancellation fee of \$100 will be assessed to any delegate who fails to notify the AFL prior to January 12th, 2015 if they are unable to attend the course in which they were registered.

Registration Deadline

Registrations must be received by the AFL no later than Friday, December 5th, 2014. Register early to obtain your first choice, as course selection is on a first-come, first-serve basis. Class size is limited to 20 participants.

REGISTER EARLY! Courses that go ahead each year are based on the registrations received by the deadline date.

Course Selection

Delegates shall make their selections from the list of courses outlined in the brochure. Delegates will be registered in their first choice on a first-come, first-serve basis and only placed in their second choice once the class size limit has been reached or their first choice course is cancelled.

Equity Seeking Groups

The policy of the AFL and CLC is one of affirmative action and equity. Locals are encouraged to consider women, young workers, workers of colour, aboriginal workers and gay, lesbian, bisexual and transgender members when selecting their delegates.

Questions?

For further information, please contact:

Registrar: Linda Robinson, AFL
Phone: 780.483.3021 or 1.800.661.3995
Fax: 780.484.5928
E-mail: afl@afl.org
Web: www.afl.org