

Unifor Education Programme Guide 2019-2020

UNIFOR Education

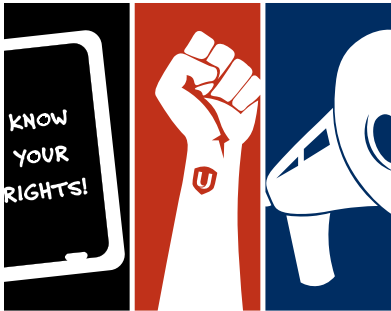


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 [uniforeducation](https://www.instagram.com/uniforeducation)

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National President's Message



Welcome to your 2019-2020 Education Program Guide. In the pages of this book, you'll find a passport to knowledge and resources to build worker power.

As a social union, Unifor has goals to make life better for all people in Canada – employed or unemployed. We take on the tough fights because we believe that we can win against bad bosses, against institutional oppression, and against governments that try to divide workers.

Whether that fight is improving health and safety or investigating harassment in the workplace, winning requires that we gain knowledge from those who have done the work before. That's where Unifor's Education Department comes in.

Through Paid Education Leave courses at the Family Education Centre, Area Courses or the incredible Family Education Program in the summer, there is something for every member.

I encourage all local unions to take full advantage of the opportunities presented by our world-class union education programs. When we come together and share our knowledge, then we make our union and our movement stronger.

In solidarity,

Jerry Dias
Unifor National President

Education Director's Message

Unifor's education programs develop confidence in our members to take action in the workplace. We learn how to build strong local unions and inclusive communities.

All of our courses are developed by workers, delivered by workers, for workers! No other labour organization in the country dedicates the necessary resources and unwavering commitment to worker education like Unifor. We understand that the foundation of building worker power begins with ensuring our members have opportunities to participate in education programs.

Our union offers 1 and 3 day Area Courses across the country and 1 week Paid Education Leave (PEL) courses at our Family Education Centre in Port Elgin, Ontario.

This 2019-2020 Programme Guide together with our webpage (uniforeducation.org), provides you with Education Department information that is both relevant and current and we encourage you to share this information widely.

Nelson Mandela said '*Education is the most powerful tool you can use to change the World.*'

Together, let's change the World!

Roland Kiehne
Unifor Education Department, Director



Unifor's Labour Education Program

Unifor's Quebec region designs and facilitates courses independent from the national program, to suit the experiences and priorities of workers in that province. For information on programs offered in Quebec, visit uniforquebec.org.

Unifor's National Education Department offers an extensive year-round Labour Education Program across the country in the communities where our members live as well as at our Family Education Centre (FEC) in Port Elgin, Ontario. We offer courses on a whole range of subjects that range in length. These include 1 day, 3 day, and 1 week courses. Our Education Program aims to provide members with a perspective on the historical context of being workers, understand the role of unions in defending their interests and the opportunity to envision the world we want to live in.



The Education Team

Our team is made up of a Director, National Representatives, staff at the National Office in Toronto and at our Family Education Center in Port Elgin, as well as more than 120 Discussion Leaders (rank-and-file members who instruct courses) located from coast to coast to coast. We conceptualize, develop, write, organize, book travel & housing, fill the course, facilitate the courses, cook, clean and maintain our education center in Port Elgin.



General:
education@unifor.org

Paid Education Leave (PEL):
pel@unifor.org

Area Courses:
areacourses@unifor.org

1 (800) 268-5763

**Unifor Education
Department National Office
205 Placer Ct,
North York, ON M2H 3H**

**Unifor Family Education
Center
115 Shipley Ave,
Port Elgin, ON N0H 2C5**

Our Program

Our year-long schedule is made up of three programs:

Family Education Summer Program

Location:
Unifor Family Education Center, Port Elgin, Ontario

Session 1: July 5 to 12, 2020

Session 2: July 12 to 19, 2020

Session 3: July 19 to 26, 2020

PEL Paid Education Leave

Location:
Unifor Family Education Center, Port Elgin, Ontario

pel@unifor.org

at a Glance



Area Courses

Location:
Cities from Coast to Coast
to Coast

areacourses@unifor.org

2019 - 2020 Unifor Education





2019-2020

Unifor will be offering a total of 59 different courses from September 2019 to August 2020 in the PEL & Area Courses schedules. Here you can find all the descriptions (and codes) for our active courses, the duration of the course (1 day, 3 days or 1 week) and whether the course has a prerequisite.

All schedules can be found on our web page: uniforeducation.org

Area Courses are 1 day and 3 days in length (total courses: 26)

PEL Courses (Paid Education Leave) are 1 week in length (total courses: 33)

Aboriginal & Workers of Colour Leadership Program - Week 1 (PAWOC1)

Duration: 5 Days
Prerequisite: None

This is a two-week program, designed for Unifor members who are Aboriginal and/or Workers of Colour. It takes place over 2 one-week sessions.

This program is for members who identify and have lived their life tackling oppression in their day-to-day. It's an incredible opportunity for local unions to build the strengths and skills of members whose voices and leadership are desperately needed if we want to respond to today's challenges. For participants, this program is designed to give you the tools you need to make a difference in your union. We discuss and strategize around removing barriers to participation of, and decision-making by, Aboriginal and Workers of Colour. We focus on the challenges of doing anti-racism work in the union and in society more broadly.

This program is intended to build the skills, knowledge and confidence of Unifor Aboriginal and Workers of

Colour members to increase their activism and take up positions of leadership within the union.

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Aboriginal & Workers of Colour Leadership Program - Week 2 (PAWOC2)

Duration: 5 Days
Prerequisite: Aboriginal & Workers of Colour - Week 1

This is a two-week program designed for Unifor members who are Aboriginal and/or Workers of Colour. It takes place over 2 one-week sessions.

This program is for members who identify and have lived their life tackling oppression in their day-to-day. It's an incredible opportunity for local unions to build the strengths and skills of members whose voices and leadership are desperately needed if we want to respond to today's challenges. For participants, this program is designed to give you the tools you need to make a difference in your union. We discuss and strategize around removing barriers to participation of, and decision-making by, Aboriginal and workers of colour. We focus on the

Course Descriptions

challenges of doing anti-racism work in the union and in society more broadly.

This program is intended to build the skills, knowledge and confidence of Unifor Aboriginal and Workers of Colour members to increase their activism and take up positions of leadership within the union.

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Aboriginal & Workers of Colour Leadership (AAWOC1)

Duration: 1 Day

Prerequisites: None

This program is for members who identify and have lived their life tackling oppression in their day-to-day. This Program is intended to build the skills, knowledge and confidence of Unifor Aboriginal and Workers of Colour members. It's an incredible opportunity for local unions to build the strengths and skills of members whose voices and leadership are desperately needed if we want to respond to today's challenges. We as a union recognize that many may not be able to be released for the 2 week leadership course at this time and to remove barriers we offer this 1 day. For participants, this program

is designed to give a starting point to make a difference in our union. We discuss and strategize around removing further barriers to participation to the importance of being involved in all elections in the union, municipally, provincially, and federally. We focus on the challenges of doing anti-racism work in the union and in society more broadly.

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Accident and Incident Investigation for Workplace Health & Safety Representatives (PACIN)

Duration: 5 Days

Prerequisite: Health & Safety (1-week course)

This course is an introduction to accident investigation. The prime objective of accident investigation is prevention - finding the causes of an accident and taking steps to control or eliminate it can help prevent similar accidents from happening in the future. Factors such as work environment, job constraints, and supervisory or worker experience must all be examined to determine what role each may have had in causing the accident.

This course presents a practical approach to investigating workplace accidents by emphasizing how to find the root cause(s), conduct an investigation, and make effective recommendations to prevent similar occurrences from happening again. It includes case studies and other examples to illustrate the concepts as well as practical tools such as sample forms and checklists.

The workshop will also cover some of the major shortcomings and pitfalls of popular methods of accident investigation. We look at analysing and resisting Behaviour Based Safety programs which focus on blaming the worker. Behaviour Based Safety programs weaken hard-won protections and discourage workers from taking a more active role in the union.

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Anti-Harassment: Building a Respectful Workplace Environment (ARW)

Duration: 4hrs

Prerequisite: None

We all deserve to leave work each day with our safety and dignity intact. This course concentrates on

defining harassment and exploring the legal and moral obligations of both employers and unions in creating and maintaining a harassment-free workplace. Using case studies, participants will analyze all forms of harassment, but particularly harassment based on race, gender, sexual orientation and disability. Participants will review the Unifor harassment policy and look at strategies and processes for challenging and preventing workplace harassment. This course is important for workplace representatives and leadership and for all of those working to make our workplaces safer and more respectful.

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Arbitration for Leadership (PARB)

Duration: 5 Days
Prerequisites: None

This course is designed to provide local union representatives with a detailed guide on how to investigate and write up grievances, and prepare for arbitration. Participants will learn how to consider, negotiate and implement settlements of grievances, and how to present a

grievance at arbitration.

The focus of this course is on process. You will explore and experience the arbitration process through role-playing and model exercises. Topics include how to investigate facts, collect relevant evidence, organize a case, and present it in a persuasive manner to an adjudicator. You will learn how to research case and statute law and articles written by practitioners to build your case.

This course includes presentations and discussion with Unifor National Representatives with extensive experience in arbitration, and an arbitrator who will speak about the arbitration process from a union perspective.

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Bullying in the Workplace: An Occupational Hazard (ABWP1)

Duration: 1 Day
Prerequisites: None

This workshop is about identifying the psychosocial hazard of workplace bullying. It will give workers and union representatives the tools to help identify, investigate

and resolve the very serious issue of Workplace Bullying.

Bullying is usually seen as acts or verbal comments that could psychologically hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.

Workplace bullying is a serious occupational health and safety issue with far-reaching social and economic consequences. In the face of rising incidents of bullying in the workplace between management and worker, as well as co-worker to co-worker, our union is committed to the ideal that every worker is entitled to work in a safe, healthy and respectful workplace that is free of intimidation or harassment.

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Canada and the World (PCW)

Duration: 5 Days
Prerequisites: None

In today's world, where trade deals and global competition have workers struggling to maintain their rights, solidarity is more important than ever. This course will reflect on our connections to workers around the world and look at some alternatives to the environmental, political and social problems we face.

As the week unfolds we will examine the roles played by corporations, government, the mass media, workers and consumers in this system of global capitalism. We'll look at the extraction, production, distribution, consumption and disposal of products we use, and we'll look at the changing nature of public services. We'll compare how workers in Canada and workers elsewhere in the world are responding to global capitalism, and we'll look at ways we can work together. Participants will have a chance to practise bringing a current international campaign to the local union and our communities.

Join us as we sharpen our analysis, learn more about the world of work and workers, and develop our confidence to change the course of global capitalism.

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Climate Change and Our Jobs (PCCOJ)

Duration: 5 Days
Prerequisites: None

The time has come to chart a new model and direction for Canada's economy. This country can no longer afford an economic model that treats the natural environment and human beings as disposable goods. We need to rethink the way we transport ourselves, move goods, use water, fuel industries, and heat our homes and businesses.

We need to build a green economy that transforms the mode of production and consumption in our society, making existing jobs more environmentally sustainable, and simultaneously creates new decent paying, full time, safe and healthy green jobs in all sectors of society.

In this newly revised course we will discuss strategies that will put public interest above corporate interest; a strategy that recognizes the threat of climate change; and one that sees Canada capture a larger share of the new jobs and growth spawned by the global shift to renewable energy. Through presentations from keynote speakers and interactive

workshops we will debate and build consensus toward collective and individual actions that will give us the power to leave our world to the next generation in a cleaner, safer and more prosperous condition than how we inherited it.

Our members demand that we protect their jobs and incomes. At the same time, our members also demand that we work hard to improve the environment. Both demands are reasonable ones to put on our union. This course prepares us for those coming debates.

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Collective Bargaining (ACB3)

Duration: 3 Days
Prerequisites: none

The 3 day Collective Bargaining course focuses on developing a strategy, setting priorities, and working cohesively in a committee

The centrepiece of this course is a role-play bargaining process that gives participants hands on practice with electing a committee, generating proposals from the membership, determining priorities and making demands, developing

strategy, communicating with the membership, negotiating proposals, and ratifying an agreement.

Participants in this program will learn how to build strong committees and develop leadership skills, creating a solid foundation for their work at the bargaining table.

This course is a slightly condensed version of the 5 day course so members are encouraged to take one or the other.

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Collective Bargaining (PCB)

Duration: 5 Days
Prerequisites: none

The 5 day Collective Bargaining course focuses on maximizing our bargaining power by developing a strategic approach. We discuss the importance of preparation including generating proposals from the membership, assessing the climate of bargaining, building a strong committee, developing a strong proposal package, and determining priorities.

Through a role play activity, participants will have an opportunity to experience the give and take of

the process, draft contract language, negotiate an agreement (wages, benefits and working conditions), and deepen their understanding around the role of the bargaining committee throughout negotiations. We discuss the ratification process and the role of the committee in presenting a tentative agreement to members. Attention will also be given to the importance of collective bargaining as an opportunity to engage members, connect members to the union and, as a result, strengthen the local union.

This program will provide bargaining committee members with a solid foundation for their work at the bargaining table.

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Compensation for Ontario Workers (formerly WSIB – Level I & II) (PWSIB)

Duration: 5 Days
Prerequisites: None

Every day thousands of workers in Canada are injured or become sick from the job. Unifor works hard to implement safe work processes to limit workplace injuries and illnesses. When injuries and

illnesses do occur our members need advocates to assist them with the compensation process. This course is an introductory program designed for Ontario members who are new to the field of workers' compensation. By providing a thorough understanding of the system (and its shortcomings), we want to develop the skills and knowledge to represent injured workers in the initial stages of a claim. Let's ignite change!

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Compensation Workshop (ACOM1)

Duration: 1 Day
Prerequisite: None

This 8 hour workshop has been developed for members from all jurisdictions. The course material covers the basic concepts that underlie most workers' compensation legislation in Canada today. Most injured workers are challenged by a system that is not designed to be worker friendly.

As a participant or worker advocate you will actively engage in working together to apply the compensation legislation and policies to ensure

our members are protected by properly reporting their injuries and illnesses. Today, injured workers face unprecedented attacks on their rights and cutbacks in their benefits. We must create a platform for change!

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Conflict Resolution - Level 1 (PCRI)

Duration: 5 Days

Prerequisites: None

Conflict. It's part of our personal lives and part of our working lives. Conflict is normal, natural, and in many cases, necessary for change. Although it may not always feel like it, conflict can be a resource for us. It can bring about positive change in individuals, the workplace and the union itself.

This is an introductory course in making conflict productive. We need strong conflict resolution skills to ensure that the conflicts we have with management aren't replicated in our dealings with each other. We will look at common types of conflict and their underlying sources of tension, and learn about various approaches and strategies



to conflict. Knowing how to work with conflict will build our union and make for better relationships – join us!

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Duty to Accommodate (ACOMDA1)

Duration: 1 Day
Prerequisite: None

Our job as trade unionists is to ensure that our workplaces are accessible to everyone – including workers with disabilities, workers of all religious backgrounds, and women. The “duty to accommodate” outlines not only our obligations to represent our members, but also our power to change workplaces and lift barriers to participation so that all workers have the right to earn a decent living.

If you are a shop steward, workplace representative, chairperson, accommodation representative, or employment equity rep/women’s advocate, then this course is especially for you.

The program outlines:

- Why accommodation is a union issue;

- Definitions of ‘duty to accommodate’;
- Legal framework for accommodation & case law;
- Steps involved in accommodation;
- Applying the duty to accommodate to workplace situations;
- Dealing with co-worker and employer resistance;
- What union reps need to know and do.

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Environment - Community (PEVC)

Duration: 5 Days
Prerequisites: None

We all care about our environment. But if you want to actually do something about the threats to our water, our air, our land, and our health, then this course will provide you with knowledge and skills to increase your involvement. The program outlines today’s environmental challenges, familiarizes participants with the union’s perspective on environmental issues and solutions;

builds enthusiasm for environmental activism; and tackles the challenges and benefits of working with community groups. Participants come away with a solid knowledge base and the tools they need to campaign against profit-driven destruction, and to demand of our employers, our governments and ourselves a cleaner, healthier, safer planet.

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Getting to Know Your Union (AUNION1)

Duration: 1 Day
Prerequisites: None

This interactive one-day course is a basic introduction to Unifor. It provides an overview of who we are, how our union works, how we represent members in the workplace, and explores the reasons and ways we contribute to building our communities and a more compassionate society. Whether you are new to the union, or have been a long-time member who wants to better understand our union and learn about the many ways you can get involved, this course will help!

Grievance Handling & Workplace Leadership (AGHWL3)

Duration: 3 Days

Prerequisites: None

Are you a chairperson, steward or a committeeperson? Would you like to develop or sharpen your skills? The role of workplace representatives is critical to our union strength – it is a rewarding and challenging job.

In this 3 day course we use case studies and hands-on practical activities to focus on three key aspects of the role of the workplace representative:

- Technical skills (what is a grievance, how to conduct an investigation, writing and presenting grievances, duty of fair representation);
- Communication skills (listening, asking questions, formulating arguments);
- Union building skills (actions and strategies for strengthening the union at the local and national level).

This program is designed to equip workplace leaders with the skills and tools needed to defend the

rights of workers and to develop an understanding of the role of a workplace representative in building a strong membership and local union.

Note: The 3-day program is a shorter version of the 5-day Grievance Handling Course. It does not deal in depth with arbitration, discipline and discharge, or workplace change.

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Grievance Handling & Workplace Leadership (PGHWL)

Duration: 5 Days

Prerequisites: None

Are you a chairperson, steward or a committeeperson? Would you like to develop or sharpen your skills? The role of workplace representatives is critical to our union strength – it is a rewarding and challenging job.

In this 1 week course we use case studies and hands-on practical activities to focus on three key aspects of the role of the workplace representative:

Technical skills (what is a grievance, how to conduct an investigation, writing and presenting grievances, duty of fair representation);

Communication skills (listening, asking questions, formulating arguments);

Union building skills (actions and strategies for strengthening the union at the local and national level).

The program includes two major sessions on arbitration: building our grievances to find early resolves while also being prepared to carry through to arbitration. Note: The 1 week Grievance Handling Course includes the material from the 3-day course and expands the practice time for participants. In addition, the 1 week program includes modules on arbitration, discipline and discharge and workplace change.

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Grievance Handling & Workplace Leadership - The Basics (AGHWL1)

Duration: 1 Day

Prerequisites: None

The 1 day Grievance Handling & Workplace Leadership course will show you how shop stewards or committee persons investigate grievances, write them well, and present them to management.



You will learn by practicing these essential steps using actual workplace situations and contract language. If you have considered running for this position or you are simply interested in learning more about how the union handles workplace issues, this course will give you these basics and more.

You will come away with a better understanding of the grievance procedure as well as how the role of the workplace representative is so critical to building our union strength.

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Harassment Investigation (AH13)

Duration: 3 Days
Prerequisite: None

This 3-day program is designed for union workplace representatives and their management counterparts (where applicable). The course outlines union and management responsibilities for preventing, investigating and resolving workplace harassment, and defines workplace harassment and violence under the Human Rights Code and health and



safety legislation. Participants will review tools and processes for preventing and resolving workplace harassment (including informal, formal, and joint approaches). The course is designed to increase the investigator's communication skills, knowledge, and confidence to deal with harassment complaints through hands-on practise, case studies, video examples, and group discussion.

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Harassment Investigation (PHI)

Duration: 5 Days
Prerequisite: Human Rights 1 week (40hrs)

This 1 week program is designed for union workplace representatives. The course outlines union and management responsibilities for preventing, investigating and resolving workplace harassment, and defines workplace harassment and violence under the Human Rights Code and health and safety legislation. Participants will review tools and processes for preventing and resolving workplace harassment (including informal, formal, and joint approaches). The course is designed to increase

the investigator's communication skills, knowledge, and confidence to deal with harassment complaints through hands-on practise, case studies, video examples and group discussion.

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Health & Safety (PHS)

Duration: 5 Days
Prerequisites: None

This is a hands-on course that members and health and safety representatives will find invaluable in the work they do on behalf of working people. Through exercises such as workplace and body mapping and job safety analysis, participants discuss the causes and solutions to the hazardous working conditions they face. Participants learn about regulations and legislation and visit worker friendly internet sites to gain a better understanding of members' rights in provincial and federal jurisdictions. Strategies for legal action and mobilization are discussed using actual case studies from Unifor workplaces and community based campaigns (e.g. prevent cancer, machine guarding and lockout, violence in the workplace, repetitive

strain, etc.). Participants learn how to resolve issues at joint union-management meetings by drafting recommendations at a union caucus and presenting them at a joint committee meeting. This course includes a striking display of photographs, music, videos and quotes commemorating the history of workers' struggles for safe and healthy workplaces.

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Health & Safety: Beyond the Basics (AHS3)

Duration: 3 Days
Prerequisites: None

This is a hands-on course that union representatives and health and safety representatives will find invaluable in the work they do on behalf of our members. Participants discuss the causes and solutions to the hazardous working conditions workers face in the workplace. Participants learn about regulations and legislation required under the Occupational Health and Safety Act .

This course will also introduce you to accident investigation methods. It presents a practical approach to investigating workplace

accidents by emphasizing how to find the root cause(s), conduct an investigation, and make effective recommendations to prevent similar occurrences from happening again. The course includes real case studies and other relevant examples to illustrate these concepts.

We conclude with a look at Behaviour Based Safety programs and our union concerns with these “blame the worker” systems that are being adopted by more and more employers

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Health & Safety Certification 1 - BC (AJHSBC1)

Duration: 1 Day
Prerequisites: None

Provincial employers in BC are responsible for providing instruction and training to the Joint Health and Safety Committee under Section 135 of the Workers Compensation Act. Unifor has developed this 1 day course to meet the standard and the three important changes to the WCB Regulation that became effective April 1, 2017. This introductory Occupational Health & Safety course will introduce new committee members to the basic

principles of workplace health and safety. This course examines the role of the occupational health and safety committee, its functions, legislative requirements, right to refuse unsafe work, conduct of meetings, writing recommendations, planning educational leave, workplace investigations and evaluation of joint committees.

New Joint Health & Safety Committee members **MUST** receive the instruction and training required under Section 3.27 of the OHSR. These regulatory requirements for JHSC’s apply to all provincial industries and workplaces in BC.

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Health & Safety for Federal Workers (AHSF1)

Duration: 1 Day
Prerequisites: None

Unifor members who work in navigation and shipping, on railways and canals, in telecommunications and inter-provincial road transportation, on ferry services, in airlines, aircraft repair, telecommunications, at ports, and other “federal workers” fall under the Canada Labour Code.

This Health and Safety program focuses specifically on health and safety provisions known as Part II of the Code. Participants see how to effectively use the Internal Complaint Resolution Process and the Right to Refuse to identify and eliminate hazards and try out such tools as body mapping, workplace mapping, analyzing committee minutes, job safety analysis and making a workplace inspection plan. The course also looks at how to use Unifor contract language.

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Health & Safety for Provincial Workers (AHSPI)

Duration: 1 Day
Prerequisites: None

This 1 day program is for Unifor health and safety representatives and all those who want to help reduce and eliminate the toll of occupational injury and disease on the worker. Through small group discussions, case studies, body mapping, video presentation, role play, and other activities, participants draw from their own experiences and recent lessons from Unifor campaigns for insight into proven health and safety principles

and best practices.

Participants are asked to critically examine the risks and responsibilities of workers and employers, the various approaches to hazard control, and the idea of “worker carelessness”. This program gives participants practical, useful advice on how to make the most of joint union-management health and safety committee meetings, what to demand of minutes and agendas, how to get best results from workplace inspections, what to look for in a job safety analysis, why talking to the members is so important, how to take up a worker’s complaint, why we must defend the right to refuse hazardous work, and more.

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Health & Safety for Women (PHSW)

Duration: 5 Days
Prerequisite: None

All workers face health and safety issues at work –injuries, workplace hazards, disease and stress. Many of these issues also have a gender dimension – they affect women’s bodies in particular ways. In this

course, participants will discuss and learn about how women’s health (including reproductive health) is impacted by:

- toxic workplace substances;
- the way work is often designed to fit men’s bodies;
- workplace stresses such as violence and harassment;
- and much more.

The program gives participants tools and skills for assessing workplace hazards and risks, and provides participants with a sound knowledge of key health and safety principles (hazard control, precautionary principles, right to refuse, right to know, and the right to participate). The course includes an active role-play and covers key provisions of health and safety legislation from every jurisdiction in Canada. This program is geared towards women who are health and safety committee members, and to all Unifor women who want to know more about how to make our workplaces and lives safer and healthier.

Human Rights (PHR)

Duration: 5 Days
Prerequisites: None

This 1 week program is critical for leadership and activists, as we learn together how to build a strong, united union committed to social justice. Racism, homophobia, sexism, disability prejudice and other forms of discrimination divide us as workers and weaken our union. This course asks each of us to take on the challenge of working toward real equality, by first understanding how oppression works, by examining where, how and why discrimination occurs, and then by debating, and committing to strategies for change. Participants will become familiar with Unifor structures, resources, education programs and networks for advancing human rights and equality struggles in the workplace. Participants are provided with a Human Rights Tool Kit and are asked to consider tough topics such as harassment and employment equity, and to engage each other in challenging conversations. The course includes a focus on the role of allies and shows how human rights struggles can strengthen the union.

Introduction to Ergonomics (PERGO)

Duration: 5 Days

Prerequisites: None

This course has been designed to demystify the “Ergonomic Process”, allowing our leadership/activists to see beyond the one-dimensional aspect of injury reduction (important as this is), while also recognizing a powerful tool to be used to improve the ergonomic and psycho-social well-being of our members as they proceed through their working lives.

We know the effects of poorly designed jobs. Workers Compensation statistics tell the story of workers suffering lost time injuries. In the short term this results in the loss of earning power, pain and suffering, pressure on the health care system, and (hard to define) psychological stress on the entire family.

Activity groups will focus on one major Workplace Case Study, as well as drawing more general lessons from sessions such as how the body works and potential injuries, identifying ergonomic hazards, anthropometry (human body

dimensions), ergonomic tools used to assess, physical demands analysis defining the physical aspect of a job, ergonomic legislation or guidelines, and sample ergonomic collective agreement language.

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Lead Hand: Understanding the Law & Legal Accountability (ALH1)

Duration: 1 Day

Prerequisite: None

Are you a Lead Hand, Team Leader, Journey person, Shift Leader, Head Cashier, or similar?

Are you in a position that gives you a certain amount of “supervisory” duties, yet you are a union brother or sister? Does management delegate their duties onto you? If so it is important to understand your legal responsibilities under occupational health and safety law.

No matter what province or jurisdiction we work under – whether it is provincial or federal we all have legal duties that we have to abide by depending on your level of responsibility. You may have legal accountability under the Criminal Code of Canada!

This course is designed for our members who provide direction to other members in their workplace. This course will identify your responsibilities within the law and the importance of due diligence. We will answer any questions of legal accountability and discuss strategies to effectively negotiate language in your collective agreement to strengthen our union.

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Local Executive Board Training (PEBT)

Duration: 5 Days

Prerequisite: Must currently hold an elected or appointed position on your Local Union Executive Board (President, Vice-President, Financial Secretary, Recording Secretary, Trustee, Sergeant-at-Arms, Guide, Retired Workers Chapter, Member at Large (if they have a vote).

Having a local union executive equipped with the skills to do their work is important, but especially so as we take on some of the challenges currently facing Unifor members across the country.

In this 1 week course we explore

the duties and responsibilities of executive board members, consider various aspects of leadership and address membership involvement. We practise holding elections, monthly executive board meetings and monthly membership meetings.

This program uses new approaches to education that are designed to engage, challenge and motivate new and seasoned leadership styles. In-class discussions and workshops will compliment special presentations on key aspects of executive board duties.

Whether you're a new or seasoned local union executive board member, this course will provide an opportunity to learn more about your role and responsibilities, connect and share experiences with leadership from across the country on our struggles as a union and the key challenges we are facing – don't miss this unique opportunity!

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Local Union Finances (ALUF3)

Duration: 3 Days

Prerequisite: Must hold a current Local Union position as Treasurer, Financial Secretary, Secretary-Treasurer or Trustee.

The 3 day Local Union Finance course covers all aspects of recording and safeguarding the funds and financial records of a local union; and the duties of the financial officer as an integral part of what the local union executive does.

This includes best practices for maintaining and preserving records of income and expenses, creating and upholding a budget; complying with the requirements of the Constitution of Unifor and Local Union Bylaws; as well as preparing the quarterly report for the independent audit of the trustees / auditor.

Local Union Officer (ALO3)

Duration 3 days

Prerequisites: None

The 3 day Local Union Officer builds practice and skills of running your local union, from monthly

executive and membership meeting to budgets. We discuss obligations of the Unifor constitution as well as leadership styles and community activism.

This course is a slightly condensed version of the 1 week Local Executive Board Training (PEBT) course, so members are encouraged to take one or the other.

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Mental Health Matters (AMHU1)

Duration: 1 Day

Prerequisites: None

This is an important program for union representatives and local union officers who want to learn how to support and represent members who are dealing with mental illness, including addiction. The program will provide a foundation to better understand mental illness and will engage participants in how to effectively refer members to appropriate services. Participants will learn about the duty to accommodate as it applies to workers with mental illness, including dependency issues, and the rights and duties that apply

to the employer, the union, and the individual worker.

We will look where improvements can be made to collective agreement language to support members when they are at their most vulnerable and discuss ways in which to shift from a culture of fear and avoidance to a culture of empathy and true solidarity in our workplaces.

We will tackle issues that are complex and often uncomfortable, but this program aims to navigate participants through this tough topic and supply the tools required for their role in the union.

.....

Pay Equity - Ontario (APAYE3)

Duration: 3 Days

Prerequisites: None

The Pay Equity training program will provide hands-on knowledge to assist participants to gain a better understanding of our union's obligation under the Ontario Pay Equity Act. Participants will be asked to develop a mock pay equity plan that will provide them with the skills, knowledge and confidence required to achieve and maintain pay equity.

The course will build awareness of the Union’s commitment to pay equity and resources available to locals.

.....

Planning For Your Future/Pre-Retirement Course (APYF1)

Duration: 1 Day

Prerequisite: None. Open to all members along with spouses and partners.

Location: This is a weekend offering delivered nationally upon requests from local unions. Retirement is something that we are all going to face. It’s better to start sooner, rather than later. The Unifor Planning for your Future/Pre-Retirement course covers all the topics you need to think about to prepare for the next phase of your life.

- Have you considered, what your life will look like after a life of work?
- Have you thought about a life with more free time?
- How will you use that time?
- Are you “mentally” ready to retire?

Keynote presenters will discuss

topics to help you start your personal retirement plan.

A Service Canada representative provides an interactive presentation on the Canada Pension Plan and the Old Age Security legislation. A legal representative will discuss the importance of having a Will and the various types of Powers of Attorneys. A local community credit union financial advisor will offer basic financial information and answer any questions you may have on your retirement goals.

Spouses and partners are invited and encouraged to attend this course.

.....

Planning For Your Future/Pre-Retirement Course (PMTS)

Duration: 4 Days

Prerequisite: None

Retirement is something that we are all going to face. It’s better to start sooner, rather than later. The Unifor Planning for your Future/Pre-Retirement course (4 Day) covers all the topics you need to think about to prepare for the next phase of your life.

- Have you considered what your life will look like after a life of work?
- Have you thought about a life with more free time?
- How will you use that time?
- Are you “mentally” ready to retire?

Keynote presenters will discuss topics to help you start your personal retirement plan.

A Service Canada representative provides an interactive presentation on the Canada Pension Plan and the Old Age Security legislation. A legal representative will discuss the importance of having a Will and the various types of Powers of Attorneys. A local community credit union financial advisor will offer basic financial information and answer any questions you may have on your retirement goals. Participants will also attend workshops on topics such as, healthy lifestyle choices and stress management. This course includes discussions on staying active with union campaigns after retirement and provides an overview on the Unifor Retired Workers structure.

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Pride Activist (APRIDE1)

Duration: 1 Day

**Prerequisite: Must be an LGBTQ
Unifor member. Not open to allies.**

You're interested in making your union and your community a safer space for lesbian, gay, bisexual, transgender, queer, two-spirit, intersex (LGBTQ2SI) members, but where do you start? This course will give you the first step and help grow your local union at the same time! The 1-Day Pride Activist Course is designed to bring local activists together to develop skills and share experiences. The course includes education on the union structure and current issues facing the LGBTQ community. Members will learn about how Unifor approaches campaign planning and membership mobilization, and will be given the opportunity to develop a plan of action for a local goal or issue. The Pride Activist Course is an effective tool to use to build membership engagement and create space for solidarity and mentorship within the LGBTQ community.

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Pride Activist (PRIDE)

Duration: 5 Days

Prerequisite: Must be an LGBTQ Unifor member. Not open to allies.

You're interested in making your union and your community a safer space for lesbian, gay, bisexual, transgender, queer, two-spirit, intersex (LGBTQ2SI) members, but where do you start? This course is right for you! The Pride Activist Course will provide you with the tools and tactics to mobilize for tangible changes that make life better for Unifor members of any gender identity or sexual orientation. You'll meet activists from across the country, from seasoned veterans to curious newbies, ready to organize their first meeting or attend their first pride event. The course tackles current issues facing the LGBTQ community with an aim towards winning change for members. In addition to learning more about queer and trans history, taking into account the different ways that members of the LGBTQ community experience discrimination, participants will discuss union structure, direct action, and how to create change. Participants will leave with a valuable network of like-

minded activist peers, and a plan for action to take back to their local unions and communities.

.....

Public Speaking (APS1)

Duration: 1 Day

Prerequisites: None

If you are reluctant to speak up at membership meetings, you find it awkward to start a conversation with a co-worker about an issue of interest in your workplace, or you wonder how others appear so able and comfortable to speak publicly: this will give you practice to build your confidence. You will become more familiar with the rules that determine when you can speak at a meeting or convention.

You will learn some of the "tricks and traps" of public speaking and respectful conversations. We will review speaking styles and acknowledge their value. Confidence grows throughout the day as participants take on opportunities to speak out in class.

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Resisting Abuse - a course for BC Transit Workers (ARATBC1)

Duration: 1 Day

Prerequisites: None

Unifor is working to stop the epidemic of workplace violence against transit workers and road transportation workers in British Columbia. Workplace violence means physical assault, threatening behavior, or verbal abuse that occurs in the course of any work-related duty.

The program gives participants tools and skills when confronted with any potential or act of violence. The course covers health and safety legislation, new right to know your assailant legislation and refusal of unsafe work actions and methods to defuse aggressive behaviours. Participants will receive a newly developed log book that will provide a crucial record for taking action to assist in preventing future incidents.

.....

Stress: The Workplace Hazard (PSTR)

Duration: 5 Days
Prerequisites: None

This course gives leadership/activists the awareness to recognize the physical and psychosocial hazards of workplace stress. It is designed to identify and prevent stress in the workplace rather than simply providing coping mechanisms that do not go far enough to prevent this hazard for all workers.

The main focus of this course will be on actions that will provide strategies and solutions to reduce or eliminate workplace stress as a health and safety hazard. This will be accomplished through exploring real life situations and a thorough analysis of understanding how to address and modify existing situations which may be the root cause of workplace stress.

.....

Time Study - Easing the Pace of Work (PTSG)

Duration: 5 Days
Prerequisites: None

This course is a basic introduction to time and motion programs and tools to challenge management's job standards. Participants receive hands-on and in-class experience to understand and learn to challenge the way that management sets production standards using both stop watch and predetermined time standard systems (PTS). This course provides participants with a basic appreciation of how a union production standards person or a worker representative can ensure work measurements are not done at the expense of worker health and safety. Instructors include experienced Unifor production standard representatives and staff.

Occasionally, Time Study programs are offered that are sector-specific, i.e. major auto, auto parts, warehousing etc. When these sector-specific programs are offered, the program schedule reflects it accordingly.

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Toxic Substances in the Workplace (PTOXIC)

Duration: 5 Days
Prerequisites: None

This course gives leadership and activists awareness of the hazards of toxic substances. Activity groups will focus on one major workplace case study. We will also draw more general lessons from body mapping sessions such as Body Systems, how chemicals/toxic substances enter/exit the body, and the acute and chronic health effects of toxic substances. We will take a better look at our workplace, identify hazards through Workplace Hazard Mapping and develop a checklist to expedite the hazard assessment process. We will review current Health and Safety Legislation and Regulations on the control of Occupational Exposure Limits, our contract language on chemicals or toxic substance exposures, and methods of controlling the toxicity or the hazard either through the significant reduction of use, substitution or elimination of the hazard, etc.

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Turtle Island: A First Peoples Awareness for Union Activists and Leaders (PTURTI)

Duration: 5 Days
Prerequisite: None

Turtle Island: A First Peoples Awareness for Union Activists and Leaders is a course in which we will explore the shared history between aboriginal and non-aboriginal people. Turtle Island is the name used for North America in some aboriginal cultures and refers to a story about the origin of the earth.

Through this course, participants will hear about history, aboriginal rights, aboriginal issues, and the links between social unionism and the struggle for aboriginal self-determination.

We will discuss reconciliation and ways in which the labour movement can share in the process of recognizing and addressing injustices both historic and contemporary.

All are welcome in this course.

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Union Communications (PUCOM)

Duration: 5 Days
Prerequisites: None

Communication with members has never been more complex, but it's also incredibly important to building a strong, organized local union. Between the workplace bulletin board to the Facebook page, how do you know what to post where, and when? This course is for anyone who is responsible for getting the word out in a local union including committee members, elected leadership, or workplace leaders. In this course, members will discuss the strengths and weaknesses of traditional and new ways of communicating, learn to use these tools, and ask any question you've been too scared to ask before. Register in Union Communications for a crash course in communications tools, from e-newsletters and social media to communicating with journalists. Through learning these skills, you can better engage with your members and ensure that all voices are represented in your local union.

.....

Unifor Foundations (PFOUND)

Duration: 5 Days
Prerequisites: None

This is a course for members, activists and leaders. The course begins by examining the nature of work and exploring what workers have in common today. We look at how work, conditions of work, and control over work have been shaped by the development of the capitalist system from colonialism to the present day. Starting with our experiences as workers and community members, we examine various ways that governments have responded to global and corporate pressures and how this directly impacts our life experiences – from our health, to where we live and work, to what we eat, to how we spend our time.

We'll explore how unions work, what we do for workers, and how unions have changed the nature of work and helped shape society. We'll investigate our own union's history and consider the challenges we face today. We'll look at basic principles of collective bargaining, union democracy, labour's role in politics, working class diversity, and union renewal. We'll include a focus

on ways that working people have envisioned and fought for a more just and equal society.

.....

Women Activists (AWA3)

Duration: 3 Days
Prerequisite: None

The Unifor Women Activists program provides women with the tools to organize, hold ground on the gains we have 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, harassment and violence, women's history, and women in unions. Participants develop skills to make real change in the union, the workplace, and the community around equality issues.

.....

Women Activists (PWA)

Duration: 5 Days
Prerequisite: None

The Unifor Women Activists program provides women with the tools to organize, hold ground

on the gains we have 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, harassment and violence, women's history, and women in unions. Participants develop skills to make real change in the union, the workplace, and the community around equality issues.

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Women in Collective Bargaining (PCBW)

Duration: 5 Days
Prerequisite: None

Our Union needs the voices and priorities of women at the negotiating table. Are you already a member of your bargaining committee, or interested in developing skills to take an active part in union negotiations?

This course will equip participants with skills and knowledge of the union's bargaining priorities and practices. You will learn the importance of contract language, preparation and research, leadership, and maximizing your

bargaining power by developing a strategic approach to bargaining.

This course covers the materials in the Unifor Collective Bargaining Program, with focus on viewing our agreements with an equity eye, and increasing women's presence and issues at the bargaining table. A program that will connect you with women mentors who will demystify the collective bargaining process and inspire you to get involved!

.....

Women in Leadership (PWL)

Duration: 5 Days
Prerequisite: Women Activists course

Women in the union are very excited about this leadership program which picks up where the Women Activists course leaves off. The course provides Unifor women with practical hands-on tools for effective campaign building, bargaining an equity agenda, creatively responding to sexism and gender discrimination, and much more. Our union needs more women leaders -- this course is designed to further equip and inspire women in Unifor to increase

their activism and involvement in the union and the broader women's movement to create social change. The course is open to all women who have completed the 1 week Women Activists program.

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Women, Power & Political Action (PWPPA)

Duration: 5 Days

Prerequisites: Women Activists, Pride Activist, Young Worker Activist, Aboriginal, Worker of Colour program or the former 4 week PEL program.

Why a Women, Power and Political Action course? The answer is simple. If women are to realize true equality it means engaging in political action and challenging power. Women have made many gains over the years - gains won through political action. From the right to reproductive choice to legislative protections around harassment and violence, our gains have been won, not given. But there is still much work to do: women still earn less than men; fear of violence is a reality for far too many women; and politically, women are seriously underrepresented on city councils,

provincial legislatures and in the House of Commons. Unifor women know that taking political action works and this course aims to equip women with knowledge and tools to continue our struggle for equality, both in the union and in the broader political realm.

.....

Worker Referral Assistance Program (WRAP) - LEVEL 1 (PWRAP1)

Duration: 5 days

Prerequisite: None

This course is for Employee & Family Assistance/Substance Abuse Representatives, Workplace Representatives and Local Union officers. In Level one, participants will discuss:

- Unions and communities working together;
- Your community services;
- Principles of communication;
- Interviewing and referral skills;
- Implementing/strengthening employee and family assistance program in the local union;

- Stress;
- Addiction and dependency;
- Loss and grief.

Mental illness, including addictions and other dependency disorders impact many of our members and their families. Union representatives are the referral agents or liaisons to community resources that can help members experiencing such problems access the services they need while protecting their confidentiality. For further information contact Mike Byrne, Unifor staff liaison, to the EFAP Committee at mike.byrne@unifor.org.

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Worker Referral Assistance Program (WRAP) - LEVEL 2 (PWRAP2)

Duration: 5 days

Prerequisite: Worker Referral Assistance Program - Level 1

This Course is for previous graduates of Worker Referral Assistance Program Level 1 or Employee & Family Assistance or Substance Abuse Representatives/ Workplace Representatives with

equivalent to Level 1 experience.

Level 2 provides an opportunity for workplace representatives to share the experiences they have had in the workplace and community and provides more in-depth information about specific social issues. Level 2 covers:

- Review of Level 1, linking labour and community;
- Understanding violence, mental health, harassment & bullying;
- Gambling addictions;
- Activists: caring for ourselves & time management;
- Guest speaker from withdrawal management services.

For further information contact Mike Byrne, Unifor staff liaison, to the EFAP Committee at mike.byrne@unifor.org.

.....

Workers' Compensation - British Columbia (AWCBBC3)

Duration: 3 Days
Prerequisites: None

Need to know more about how to

make a claim when injured at work by accident or by disease? How to protect an injured worker's rights to compensation during the return to work phase? How to trouble-shoot a claim? How to avoid lengthy appeals? How to fight for a better compensation system?

This 3 day course on workers' compensation is for workers' compensation advocates (both new and experienced), bargaining committee members, stewards and committee persons, worker health and safety committee members, other union workplace representatives, and interested members.

This is an activist-based course. The class collectively builds a union strategy to protect the injured worker. An in-depth discussion of model collective agreement language shows what we can bargain to fix some of the most serious problems. The course concludes with discussion of how we can press for change in our workplaces, at the Board and in the legislation. Get the tools you need to best represent our members when they need it most!

.....

Workers' Compensation - Ontario (AWSIB3)

Duration: 3 Days
Prerequisites: None

Need to know more about how to make a claim when injured at work by accident or by disease? How to protect an injured worker's rights to compensation during the return to work phase? How to trouble-shoot a claim? How to avoid lengthy appeals? How to fight for a better compensation system?

This 3 day course on workers' compensation is for workers' compensation advocates (both new and experienced), bargaining committee members, stewards and committee persons, worker health and safety committee members, other union workplace representatives, and interested members.

This is an activist-based course. The class collectively builds a union strategy to protect the injured worker. An in-depth discussion of model collective agreement language shows what we can bargain to fix some of the most serious problems. The course concludes with discussion of how

we can press for change in our workplaces, at the Board and in the legislation. Get the tools you need to best represent our members when they need it most!

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WSIB Appeals (Workplace Safety & Insurance Board ONTARIO ONLY)(PWSIBA)

Duration: 5 Days

Prerequisite: Compensation for Ontario Workers - Level 1 (formerly WSIB Level I & II) OR Level 1 & 2 ODRT

This course is designed for those Ontario members who have successfully completed the prerequisites. The program is designed to provide the skills necessary to enable worker representatives to represent workers in various dispute resolution schemes.

Participants will be provided with an in-depth analysis of different dispute resolution strategies including Mediation, the Appeals Resolution Officer level, the WSIB Alternate Dispute Resolution model, the Workplace Safety and Insurance Appeals Tribunal (WSIAT). This

course builds on levels I and II and provides the necessary skills for worker representatives to effectively represent workers at all levels in the Workplace Safety and Insurance System.

.....

Young Worker Activist (PYWA)

Duration: 5 Days

Prerequisite: None

This course is designed specifically for members aged 35 and under, to further develop their skills and to ensure they can access the necessary tools to play an active role in the union. Through a mix of workshops, open forums and activities, participants have opportunities to discuss and share experiences about systemic challenges facing young workers at work and in society, and discuss how we can use the union as a vehicle to bring about meaningful and progressive change. The course is designed with ample time to engage in rich discussions on current issues, struggles and campaigns.

Paid Education Leave (PEL)

The PEL schedule & the PEL registration forms can all be found on our webpage: uniforeducation.org

The signed forms (by the local union President) must be submitted to: pel@unifor.org

Note:
We currently DO NOT offer online registration for PEL. All forms must be signed by the local union to access the PEL Fund.

Contact pel@unifor.org with your questions.

The Paid Education Leave (PEL) program is a fund negotiated by the union in collective bargaining with employers (each local has to negotiate it). A lump sum or cents-per-hour is bargained. This fund supports the development and delivery of training, the Discussion Leaders (instructor), the participation of the members, travel, room and board and all course materials.

The PEL program offers a year-round schedule (with the exception of January & July) with 33 1 week courses in 2019-2020. Our PEL program is held at our education facility located on the shores of Lake Huron, the Unifor Family Education Center in Port Elgin Ontario.

Members working in every sector of the economy come together to learn, build relationships and strengthen our union. In 2018, over 1800 members (excluding Quebec, they have their own program) participated in the PEL program.

How do I know if I can access PEL?

Check with your local union! Hundreds and hundreds of locals have already bargained PEL monies for their local members, and that number keeps growing daily as more locals bargain it!

Most locals also have internal processes to choose members to attend. Many locals also have local Education Committees that do this work for the local. Find out if yours does and get active!

Area Courses (1 & 3 day courses)

Area Courses are 1 and 3 day classes designed specifically to bring education opportunities to our members close to where they live and work, right in their communities. These classes are designed to make it easier for our members to attend and reduce cost to the locals.

These classes are scheduled in two ways. We have a ten month push schedule that is published in the spring and commences in September of 2019 and runs through to the end of June 2020.

A local union can request any of our 26 different 1 and/or 3 day Area Courses on offer in 2019-2020, at any time, when they have a group of workers in need of education. There is a minimum number of participants (15) but our team will work with you to make this happen.

For our 1 day courses, we provide a Discussion Leader (instructor), a location, all class materials and lunch. No lost time or expenses are paid by the National Office.

For our 3 day courses, we provide a Discussion Leader (instructor), a location, all class materials, and

lunch each day. We also split the cost 50/50 with the local for lost time and approved expenses (see our webpage for more details).

We have a new online registration process for Area Courses and all members wanting to enroll are encouraged to apply via our online platform (unifor.org/areacourses).

NOTE: Each local union approves all Area Course program enrollments for their own members. Some locals have their own internal processes; please contact your local to find out.

Newly Organized Units

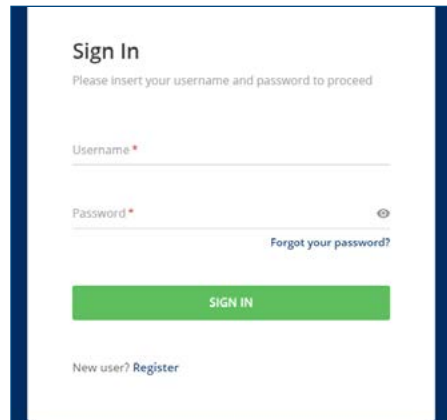
The Education Department also offers "New Unit Training" for newly organized units and the National Union covers 100% of the cost! Local Union Presidents should reach out to our department at areacourses@unifor.org as soon as a new unit has been assigned to the local.

How to Register

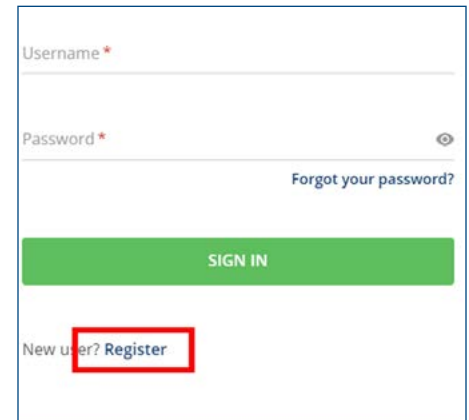
This is a step by step guide for creating a member profile within the Area Course Registration Platform for local members.

unifor.org/areacourses

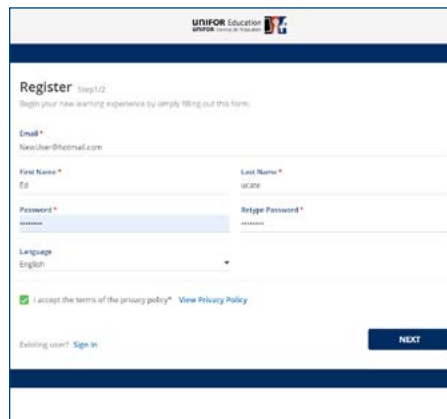
1. Navigate to unifor.org/areacourses



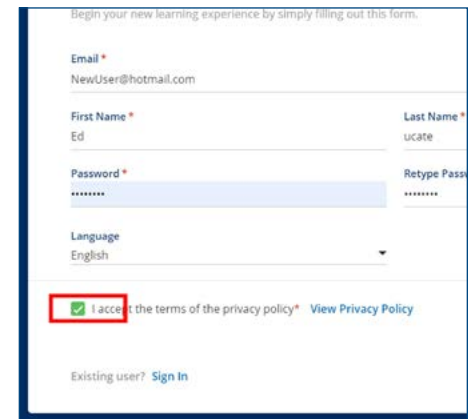
2. Click on the "New user? Register" text.



3. Sign up with your appropriate member information.



4. After reading the privacy policy click the checkbox next to "I accept the terms of the privacy policy*"



for an Area Course

5. Click "Next"

Last Name *
ucate

Retype Password *

licity

NEXT

6. Continue inputting the appropriate information.

UNIFOR Education
Member Access to Services

Register Step 2/2
Begin your new learning experience by simply filling out this form.

Province * Ontario	Street Address * 205 Place Court
Postal Code * L1C 2A2	City * Whitby
Home Phone Number * 416 230 2091	Mobile Number * 416 230 2191
Unifor Locals * 9999	Employer Unifor National
Job Sector *	Gender * Female

Existing user? Sign In

PREVIOUS **REGISTER**

7. Click "Register"

City *
Whitby

Mobile Number *
416 230 2191

Employer
Unifor National

Gender *
Female

PREVIOUS **REGISTER**

8. Validate your account by confirming through the email link that has been sent to you.

Thank You.

Your information has been sent successfully. In order to complete your registration, please click the confirmation link in the email that we have sent to NewUser@unifor.com

Questions:

areacourses@unifor.org

To consult or download the 2019-2020 schedule:
uniforeducation.org

Members apply to enroll in an Area Course:
unifor.org/areacourses

Local Unions can request an Area Course: areacourses@unifor.org

Family Education,

Session 1: July 5 to 12, 2020

Session 2: July 12 to 19, 2020

Session 3: July 19 to 26, 2020

**Information & Forms:
uniforeducation.org**

**Questions:
education@unifor.org**

Since the early 1970's our union has offered a Family Education Program for members and their families in the summer months. The program takes place in July at the Unifor Family Education Centre in Port Elgin, Ontario on the beautiful shores of Lake Huron, the heart of our union.

How it works

In January of each year a 'call letter' is sent to all Unifor locals, with a registration deadline in April of that year. Selection is complete by May. If selected by your local/national union to attend, the member agrees to give up their vacation time and the national union covers costs for meals and accommodations while at the Unifor Family Education Centre, and where required, air travel.

The Kids!

The little ones & the kids participate in programs run by our Childcare Center (see pg. 42)

Preteens participate in recreational programs run by fully-trained child care workers and counselors.

Teens participate in a specially-designed program which recognizes their unique interests but also incorporates the issues of social unionism in their curriculum.

And, yes! There is a beach, games, sports, outings and a lot of fun!

Members and their partners!

Adults, both members and their partners, combine learning and recreational activities and come away from the program with a better understanding of how to integrate trade unionism and social activism in the life of the family and community.

Through small group discussions, case studies, video presentations, guest speakers, role plays, art, music and other activities, participants draw from their own experiences

Summer Program

and learn from each other about environmental, workplace, political, human rights, and social issues affecting all of us, our families, and working people around the world.

Yes, there is also time-off for the beach and fun with our families!

Who can attend?

Every Unifor member, and their immediate family members, including dependent children up to 18 years of age, are eligible to attend the Family Education Program (once in a ten year period). Contact your local for more information.

Québec

Québec members have their own education program.

Pour obtenir un formulaire à remplir et connaître la date limite d'inscription en vue du Programme familial francophone, veuillez contacter le Service de l'éducation d'Unifor-Québec, à Montréal, à educationquebec@unifor.org



Childcare

October 20 - 25, 2019

November 10 - 15, 2019

March 15 - 20, 2020 *

May 24 - 29, 2020

Aug 9 - 14, 2020 *

* Teen Program also runs this week

Laurie Wright
Director of Child Care,
Unifor

fecchildcare@unifor.org

Phone: 519-389-3233 or
1-800-265-3735 Ext. 3233

Fax: 519-389-3544

Unifor Child Care Services is committed to addressing the specialized and individual child care needs of the children and families who are attending the Unifor Education Programs & Conferences offered at the Unifor Family Education Centre.

Our overall goal is to provide high quality Child Care and Teen programs, which offer consistency to children and flexibility to each conference or education program's needs.

Our service respects and promotes a healthy family unit. The program places high priority on parental involvement and communication. This allows us to understand each family's individual needs. Our program creates an atmosphere that is loving, warm and reflects the security of the family.

Child Care Centre (Infancy to 3 Years):

Our Child Care Program for children from infancy to 3 years of age is much like a licensed Child Care Program. We offer child-oriented crafts, games, and educational

activities along with toys and equipment. The Centre provides a variety of experiences, which range from quiet play activities to outdoor fun, as well as individual and group experiences.

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Children's Program (Aged 4 to 12 Years):

The Children's Program offers recreational programming for children ages 4 - 12 years. During Education Programs or Conferences, the children take advantage of facilities that the Family Education Centre has to offer such as the numerous sports fields, large creative building, indoor gym and beach activities. The children sometimes participate in Field Trips within the Community.

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Teen Program (Aged 13 to 16 Years)

The Teen Program is offered twice during the 2019-2020 education program (once in March and August). We offer recreational programming and field trips (much like in a camp setting). The teens

& Teen Program

take ample advantage of facilities that the Family Education Centre has to offer such as the numerous sports fields, large creative building, indoor gym and beach activities.

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In the 2019-2020 Program year, the Paid Education Leave (PEL) Program will offer 5 weeks of Childcare (0 to 12) and 2 weeks of Teen Programs (13 to 16), over and above our Summer Family Education Program.

Here are the dates we currently have booked. To stay current and to see the registration deadlines check: **uniforeducation.org**



The Unifor Family

A (Very) Brief History

For more than fifty years workers in our union have been learning about social justice and workers struggles, victories and power at our Family Education Centre (FEC) in Port Elgin, Ontario. The FEC is a place where we come together to build lasting friendships, develop our confidence and leadership skills to take action in the workplace, and learn about how we can build stronger unions and more inclusive communities.

The Centre is located on the unseeded territory of the Saugeen Nation.

Today the Unifor Education Centre has established a good relationship with the Saugeen Nation. Our members have been guests at the Saugeen Amphitheatre for cultural and community events and Saugeen Nation members regularly use our facilities for their gatherings. Most recently, the 2019 Aboriginal & Workers of Colour Conference held a traditional feast together with our neighbours, the members of the Saugeen Nation.

As a union we are committed to the recommendations laid-out in the Truth and Reconciliation Commission of Canada Report – Honouring the Truth, Reconciling for the Future, 2015.



Education Centre

The Unifor Family Education Centre Today

Today the Unifor Family Education Centre is a year-round facility sitting on a 47 plus acre site with an unspoiled freshwater beach on the shores of Lake Huron.

The buildings were all constructed using union labour, wherever possible, from products and materials that are Canadian and union made. The large wooden beams throughout the Centre are made from British Columbia fir.

The classroom wing has multiple sized classrooms and some with built-in translation facilities. There are smaller board rooms and a Library (Computer room), as well as one classroom/board room that was built to accommodate our National Executive Board (NEB) meetings. Our residences (double occupancy) and dining hall can accommodate up to 300 people at a time; our Assembly Hall can accommodate 800 people and doubles as a regulation size gymnasium. The FEC combines the best of a natural woodland setting and state-of-the-art technology to provide our members the best possible learning facility.

The FEC also employs staff from the surrounding communities to keep it operating smoothly. The staff are unionized with 2 unions: the office staff are members of the Canadian Office & Professional Employees (COPE) and all the service staff such as kitchen, maintenance, housekeeping, conference/tech support, etc. are members of Unifor Local 2458.

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Education Center

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2020 National Education Conference

September 11 to 13, 2020

**Location:
Family Education Center,
Port Elgin, ON**

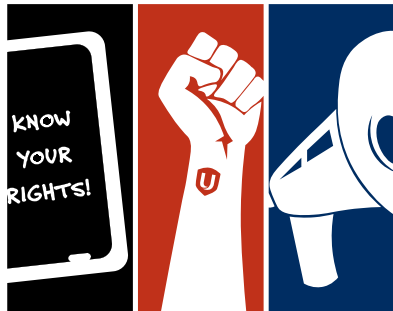
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UNIFOR Education



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