



REGION 1 WEEKEND EDUCATIONAL

September 25-26, 2021 - ZOOM VIRTUAL

Registration Deadline - Tues. September 7, 2021 4:30 pm

Date: August 23, 2021

To: Region 1 Local Presidents, LECs & EBMs

From: Region 1 Education Committee

Location: ZOOM VIRTUAL (Zoom Invite will be emailed to all participants by Wed. Sept. 22, 2021)

COURSE SELECTIONS:

For detailed Course information and *pre-requisites, please refer to the **COURSE DESCRIPTIONS** on Page 3 before making your selection.

The Educational will run: Sat. Sept. 25th 9:00 am - 4:30 pm and Sun. Sept. 26th 9:00 am - 1:00 pm.

Note: Stewards 1 (Stewards Orientation) is a one-day course: Sat. Sept. 25th 9:00 am - 4:30 pm.

Please indicate your 1st and 2nd Choices:

Stewards 1 (Stewards Orientation) (*one day course)

Stewards 2 Course

Advanced Grievance Handling

Dismantling Anti-Black Racism

Workplace Surveillance: Know Your Rights

Mental Health: Challenging the Stigma in the Workplace

COURSE INFORMATION:

- The participant and course selection process will be carried out in accordance with the OPSEU/SEFPO Education Policy.
- When registering, participants MUST confirm that they have access to a computer with proper internet connections (training can NOT be completed over a cell phone). The computer must have audio and a camera. We highly recommend leaving the camera 'on' during the training for FULL PARTICIPATION.
- This virtual training is being delivered via ZOOM. If you do not have ZOOM, please download the **FREE ZOOM** software at www.zoom.us in advance of the training. An email with a ZOOM link and passcode will be sent via your personal email by Sept. 22/21 (please ensure to provide your personal email address, employer email addresses will not be accepted).
- **Please Note:** As this meeting is being held virtually no expenses will be reimbursed, except in special circumstances where expenses have been pre-approved. To inquire further about pre-approval, please email Ange Carlton, Convener at acarlton@opseu.org
- Family/Attendant Care & Child Care Expenses will not be reimbursed without pre-approval, special circumstances will be taken into consideration. To inquire further regarding pre-approval please email Ange Carlton, Convener at acarlton@opseu.org.
- **LOST WAGES** will not be reimbursed. **OWN TIME** is not paid for a weekend educational.
* LBED members must submit an RUL
- As a reminder in accordance with OPSEU/SEFPO policy, full attendance is mandatory for all participants at the educational. If you are unable to attend with Full Attendance, without an acceptable reason, you will not receive credit for the course and your expenses (if any) may not be paid.



APPLICATION FORM

REGION 1 WEEKEND EDUCATIONAL

September 25 and 26, 2021

Personal Information	Local:	<input type="text"/>	Union #:	<input type="text"/>
	Name:	<input type="text"/>		
	Address:	<input type="text"/>		
	City:	<input type="text"/>	Postal Code:	<input type="text"/>
	Home/Cell Phone:	<input type="text"/>	Business Phone:	<input type="text"/>
	Personal Email:	<input type="text"/>		
ZOOM Virtual Training	<p>This virtual training is being delivered via www.zoom.us. If participants do not have Zoom, please download the free Zoom software in advance of the training in order to receive a ZOOM invite and passcode. Applicants are required to provide a personal e-mail address (employer email addresses will not be accepted). **Participants are required to have either a computer or tablet with internet connection, a camera and audio. Yes, I have a computer or tablet with Internet access.</p>			
Family/Attendant & Child Care	<p>Family/Attendant Care & Child Care Expenses will not be reimbursed without pre-approval, and special circumstances will be taken into consideration. To inquire further about pre-approval, please email Ange Carlton, Convener at acarlton@opseu.org</p>			
Human Rights Accommodation Request Form	<p>Complete the HR Accommodation Form for any specific accommodation requests. Please Email the completed form to the Equity Unit at equity@opseu.org.</p>			
Time-Off Request <u>Lost Wages will not be covered</u> LBED members must submit an RUL	<p>Please indicate the date(s) & time(s) that you require a time-off letter be sent to your Employer: Sat. September 25th, from: _____ to _____ Sun. September 26th, from: _____ to _____ ManagerName/Title: _____ ManagerEmail: _____</p>			
1.	<p>Position presently held in your Local: <input type="text"/></p> <p>Length of service in this position: <input type="text"/></p>			
2.	<p>Positions/activities previously accomplished in your Local (i.e. steward, committee officer, campaigns), and length of service in these positions: <input type="text"/></p>			
3.	<p>Type of Local: Check appropriate box: <input type="checkbox"/> Single <input type="checkbox"/> Multi-Unit <input type="checkbox"/> Composite</p>			
4.	<p>Your work location: <input type="text"/></p> <p>Your position at work: <input type="text"/></p> <p>Type of work: <input type="text"/></p>			
5.	<p>Other OPSEU/SEFPO local/regional educationals attended: <input type="text"/></p>			
6.	<p>OPSEU/SEFPO is committed to achieving equitable participation of designated group members in its education programs. Indication of your designated group status on this application will assist us in assessing our progress in reaching this goal:</p> <p> <input type="checkbox"/> Indigenous Worker <input type="checkbox"/> Racialized Worker <input type="checkbox"/> Woman Worker <input type="checkbox"/> Worker with a Disability <input type="checkbox"/> Francophone Worker <input type="checkbox"/> Young Worker <input type="checkbox"/> LGBTIAQQ2S Worker (Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Asexual, Queer, Questioning, Two-Spirited) </p>			
	<p>_____ Local Executive Officer Signature *or attach approval email with Application Form</p>			

Application Deadline: Tues. Sept. 7/21 at 4:30 pm Email to Debbie Garlick - dgarlick@opseu.org

COURSE DESCRIPTIONS

Stewards 1 (Stewards Orientation)

This one-day course provides new stewards with the tools to create a profile of the diverse members the steward represents, and understanding of the questions to pursue after the course.

Participants will receive a basic orientation to the role of stewards and other LEC members, and will develop an understanding of the structure of OPSEU/SEFPO. Information about key union resources will be provided, as well as options for resolving workplace issues, including the steps of the grievance process and common labour terms and vocabulary.

Stewards 2: Facing the Employer, Building Member Involvement

Prerequisite: Stewards 1

Participants should have their Collective Agreement - Contact your Regional Office if you require a copy.

This revised follow-up to Stewards 1 focuses on investigating and writing a grievance, facing management, and involving members in worksite action. Participants will use their own collective agreements to identify grievances. They will become immersed in an evolving case study in order to interview a grievor, write up a grievance, face the employer at a step 1 and make a presentation on safety issues to the union side of the Joint Health and Safety Committee. They will examine the elements of effective mobilization and develop a campaign strategy for a local.

Advanced Grievance Handling for Union Building

Participants should have their Collective Agreement - Contact your Regional Office if you require a copy.

Does your local have a grievance committee? Can your experience in handling a grievance help to build the local? Can you use your knowledge of common grievance issues to raise awareness at demand setting meetings? Have you ever thought of what it is like to be on the Employer side of the table? These are some of the topics that will be explored in the NEW Advanced Grievance Handling for Union Building course.

You will also get the opportunity to practice being on the Union's team and the Employer's Team as you work through some scenarios. Building on the Basic Grievance Handling for Union Building course, this course focuses on expanding both the steward's and Local's ability to process grievances from start to finish.

Through active interviewing process, participants will explore how to identify grievances, practice negotiating settlements and draft realistic, enforceable grievance settlements.

Dismantling Anti-Black Racism (DABR)

The Dismantling Anti-Black Racism course will raise awareness, provide a better understanding, and include strategies to dismantle anti-Black racism (ABR). It explores the topics of what anti-Black racism is and provides Black history highlights for a deeper understanding of the history of slavery and its impacts today. The course addresses the need to confront white supremacy. Participants will understand how colonization and the socially constructed concept of race has affected Black people. Additionally, the course highlights past, present and future efforts to address anti-Black racism in the workplace and in OPSEU/SEFPO.

In this introductory course, participants will develop skills and strategies in order to identify and intervene in situations of anti-Black racism. They will use case studies, videos, and real life scenarios to navigate difficult conversations. Participants will also have access to current terminology and be provided with tools to have (ABR) discussions that are important to engage in, especially with family members, fellow union members, neighbours and co-workers. This course will equip participants with the knowledge and ability to take action against anti-Black racism in our Union.

This course is a core OPSEU/SEFPO educational component that is valuable for all Union activists to attend.

Workplace Surveillance: Know Your Rights

Develop an understanding of workers' rights regarding workplace surveillance so that you can be informed, strategic and proactive in a technologically changing workplace. Through shared experiences, hands-on mapping of your workplace surveillance systems, insights into the future of work, and an exploration of case studies, you will return to your local with tools, tips, best practices, sample contract language and more.

Mental Health: Challenging the Stigma in the Workplace

As workers and labour activists, we are faced with economic, social, and political changes in our workplaces that impact our mental wellbeing on a daily basis. We all respond differently to situations that impact our lives and subsequently, our mental health.

This introductory course explores mental health, mental health concerns, and stigma in the workplace. Some of the topics covered in this course include: demystifying mental health; individual, union, and employer responsibilities; member-to-member issues; and some strategies to challenge stigma and build inclusion.