



Region 2 – FALL EDUCATION SESSION ZOOM VIRTUAL

***Registration Deadline: OCTOBER 26, 2021**

Date: October 7, 2021

To: R2 – Local Presidents, LECs & EBMs

From: Region 2 Education Committee

RE: Region 2 FALL Education Session

Dates: November 20 & 21, 2021

Location: ZOOM VIRTUAL (a Zoom Invite will be emailed to all participants)

***Registration Deadline: OCTOBER 26, 2021 4:00 p.m.**

What You Need To Do

Complete the necessary forms and email: gmerritt@opseu.org

- **Registration**

Only If Necessary

- **TIME OFF REQUEST FORM (OPS, BPS, CAAT)**
- **RUL (LBED)**
- **Human Rights Accommodation FORM**

ZOOM Virtual Training	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 e-mail address will not be accepted). ** Participants are required to have either a computer or a tablet with Internet connections, a camera and audio.
Family/Attendant & Child Care	Family/attendant Care & Child Care Expenses <u>will not be reimbursed without pre-approval</u> , and special circumstances will be taken into consideration. To inquire further about pre-approval, please email John McHenry, Coordinator at jmchenry@opseu.org .
Human Rights Accommodation Request Form	Complete the HR Accommodation form for any specific accommodation requests. Please email the completed form to the Equity Unit at equity@opseu.org . – FORM ATTACHED
Time-Off Request LBED members must submit a RUL	OPS & BPS/CAAT TIME OFF REQUEST FORMS ATTACHED These <u>must be filled out</u> and returned with your application, for letters to be sent to your employer. Please remember we need to send letters 10 days in advance of time off requested.
Cancellation	We are requesting you to email: gmerritt@opseu.org if you are unable to attend the course you have signed up for 48 hours in advance.
Expenses	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 John McHenry Coordinator at jmchenry@opseu.org

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OFFERED CLASSES

- **Basic Grievance Handling for Union Building**
- **Dismantling Anti-Black Racism**
- **Interpreting Your Collective Agreement: An Activist's Role**
- **Mental Health: Challenging the Stigma in the Workplace**
- **Stewards 1: Making a Difference in the Workplace**
- **Stewards 2: Facing the Employer, Building Member Involvement**

COURSE DESCRIPTIONS.

Basic Grievance Handling for Union Building

This course is designed to examine the grievance process from a workplace organizing perspective. Grievances are opportunities to build the union. This hands-on course helps members analyze situations to decide whether a grievance is the best approach.

They will learn about different types of grievances and the remedies available through the grievance/arbitration process. They will develop technical skills in writing, processing grievances and practice communication to assess whether a member's rights have been violated. Participants should bring their Collective Agreements to the course.

Dismantling Anti-Black Racism (DABR)

The 1.5 day 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.

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

Interpreting Your Collective Agreement: An Activist's Role

Do you know what your collective agreement is? Do you have a copy of it? Have you ever wondered what is in your collective agreement and how to find information on different articles? Do you know how the collective agreement is structured? Are you confused by some of the terms used in it?

In this newly revised version of the Contract Interpretation course members will be assisted in understanding the power of their collective agreement and how to interpret and enforce their collective agreement. Using interpretation guidelines developed through case law, participants will build the skills and confidence needed to understand and use their collective agreements.

Activities will give participants an opportunity to review legislation, examine the importance of timelines, discuss case scenarios and debate some common clauses and what they mean. Participants should bring their Collective Agreements to the course.

Newly Updated: 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

Stewards 1: Making a Difference in the Workplace

This updated version (March 2015) of Stewards 1 includes a more detailed description and history of OPSEU/SEFPO's equity-seeking groups. The course continues to support stewards through a range of tools and practical activities. The key aims are to strengthen steward skills to orient a new employee to the union, have effective one-on-one conversations with a cross-section of members, develop a communications strategy to enlist diverse member involvement, and develop approaches to everyday workplace problems.

Throughout the course, participants are supported as they develop a profile of their members, clarify the tasks of the steward, find the resources and information in OPSEU/SEFPO, and understand the grievance process and their role in it. Stewards 1 is a prerequisite to Stewards 2 and must be completed before taking Stewards 2. Participants should bring their collective agreements.

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Stewards 2: Facing the Employer, Building Member Involvement

Prerequisite: Stewards 1

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. Participants should bring their collective agreements.