



REGION 1 -VIRTUAL EDUCATIONAL

April 29, May 6 and May 13, 2025

ZOOM Virtual each evening: 6:00pm - 9:00pm

Registration deadline is Friday, April 4th at 4:30pm

Date: March 7, 2025
To: Region 1 - Local Presidents, LECs & EBMs
From: Region 1 - Education Committee
Location: ZOOM Virtual – April 29, May 6 and May 13, 2025 (each course runs over the duration of the 3 evenings)

COURSE SELECTIONS:

Registration Deadline - Applications must be submitted by email no later than **Friday, April 4th**.

Course Confirmations - Once your application has been received, you will be automatically enrolled in your course selection.

Electronic Course Materials will be emailed to all registered participants prior to the course start date along with a **ZOOM** course link.

Each course will be held virtually by ZOOM over three (3) evenings: Tuesday, April 29, Tuesday, May 6 and Tuesday, May 13, 2025, from 6:00pm - 9:00pm each evening.

Please indicate your course selection:

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 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.**

Duty to Accommodate: A Tool for Inclusive Workplaces

Provincial legislation and existing case law require employers and unions to provide accommodation short of undue hardship. This interactive course examines the roles and responsibilities of the employer, the union, and the member in accommodating members with disabilities and all other protected groups under the Ontario Human Rights Code. It builds activists' skills to support members requiring an accommodation, and to deal with employer resistance to accommodation in the workplace.

REGISTRATION INFORMATION

Local: _____ Name: _____ Union#: _____

Personal Email: _____ Cell #: _____

Employer: _____

COURSE INFORMATION

- Please indicate your choice above, and submit this application to: Mary MacDonald, **London Regional Secretary by email** mmacdonald@opseu.org
 - Please ensure to provide your personal email address (employer email addresses will NOT be accepted).
 - 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.
 - Please Note: As these courses are being held virtually, no Expenses will be reimbursed including Family/Attendant Care & Child Care Expenses, except in special circumstances where expenses have been pre-approved. To inquire further about pre-approval, please email Lorri Foley, Convenor at foley@opseu.org and copy Mary MacDonald, Regional Secretary at mmacdonald@opseu.org.
 - LOST WAGES will NOT be reimbursed. OWN TIME is NOT paid for virtual training. *LBED members must submit an RUL (unpaid). If required, you are responsible for making your own time-off arrangements.
 - Complete the HR Accommodation Form for any specific accommodation requests. Please email the completed form to the Equity Unit at equity@opseu.org and copy Mary MacDonald, Regional Secretary at mmacdonald@opseu.org.
 - 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 Deadline - Friday, April 4th - email application to Mary MacDonald, Regional Secretary (mmacdonald@opseu.org)**