

PSAC-NCR Education Streams:

We encourage members to make use of the education courses which are offered on a semester basis or via e-learning in addition to using their participation in Local, Regional and Component activities to hone skills and knowledge. Union education does not just happen in the classroom. The best learning for members is to involve themselves in the work of their union – either in being an active member, joining a committee, participating in a campaign or taking on a union role.

Talking Union Basics is the cornerstone of the PSAC Education Program. The TUB course or equivalent experience allows members to continue their union education journey. PSAC-NCR Education activities offered will respond to upcoming regional and organizational priorities and will include courses, e-learning and activities from the following streams.

NCR activism streams

*Items with an * are educational opportunities that occur outside the classroom and in the day-to-day work of the PSAC-NCR.*

Union Activism and Leadership Stream

- Union Development Program (UDP)
- Phase I and II (Leadership Summit)
- Alliance Facilitator Training Program (AFTP)
- Labour College of Canada
- Public Speaking
- Leadership training for equity member groups
- Convention preparation and convention procedures
- campaign organizing*
- Creating Committee Pizzazz
- Component and PSAC conventions, national conferences*
- committee participation*
- coalition activities*
- Let's Talk : Intergenerational Dialogue
- participating in the ODLC (Ottawa & District Labour Council) and the QFL Regional Council activities*

Political and Democracy Skills

- lobbying*
- Public speaking
- Political Literacy Education
- Political Action Training
- Lobbying
- How Government Works
- coalition building*
- Social Media Skills
- mobilization and campaigns*
- Speaking to People About Public Services
- Speaking to the Media
- Using Rules of Order
- Dealing with Conflict
- Young Workers
- Speaking to People About Public Services
- Workers History and Heritage
- Caring for the Labour Activist
- Unions : Now More Than Ever

Building Strong Locals

- Local Officer training
- Grievance Handling for Stewards
- carrying out representation and advocacy*
- Steward Advanced Training Program (SATP)
- Local Officer Advanced Training (LOAT)
- Creating Committee Pizzazz
- Bylaws – PSAC governance
- Anti-Harassment and Conflict Resolution
- Duty to Accommodate
- Staffing
- Facing Management
- campaign organizing*
- Social Media Skills
- carrying out membership recruitment and communication*
- Let's Talk : Intergenerational Dialogue
- PSAC Steward Series
- New Local Officers' Conference
- Dealing with Conflict
- local development initiatives*
- Local Administration Skills

Health and Safety

- Health and Safety Basics
- Labour Advocate
- Return to Work
- Health and Safety Activism
- Advanced Health and Safety
- Violence and intimidation in the workplace / psychological harassment
- Our rights under the CSST (Commission de la santé et sécurité) and WSIB (Workplace Safety & Insurance Board) training
- Health and Safety Committee member training
- Mental Health at Work
- Advanced training with ODRT (Occupational Disability Response Team) OFL (Ontario Federation of Labour)
- Public Speaking
- campaign organizing*
- membership communication*
- lobbying*
- Facing Management

Human Rights

- Human Rights Basics for Stewards and Human Rights Representatives
- Employment Equity
- carrying out human rights representation and advocacy*
- Women At Work
- Duty To Accommodate
- Advanced Duty to Accommodate for Persons with Disabilities
- Advanced Human Rights Education
- Unionism on Turtle Island
- Mental Health in the Workplace
- Being An Effective Ally
- From Two Solitudes to Solidarity
- Social Media Skills

Community Unionism

- Globalization and International Solidarity
- Speaking to People About Public Services
- Climate Change/Environment
- If People Counted: Popular Economics
- coalition building*
- Social Media Skills
- local community campaigns*
- social justice*
- organizing (unionizing)*
- mobilization*

Collective Bargaining and Representation

- Collective Bargaining
- Grievance Handling for Stewards
- Understanding and Interpreting the Collective Agreement
- Human Rights Basics for Stewards and Human Rights Representatives
- Strike Preparation
- mobilization *
- Public Speaking
- Collective Bargaining Seminar for Separate Employers
- Social Media Skills
- Pensions
- membership communication*
- preparing bargaining demands *
- strike support*
- PSAC Steward Series



Educate, Unite, Defend



Public Service Alliance of Canada
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www.pvac-ncr.com

The PSAC-NCR at a glance:

- Our Region is strong with 52,000 members of whom more than 60% are women.
- We are the largest region of the PSAC and have a diverse membership.
- One hundred and thirty-nine Locals carry out the day-to-day work of the PSAC-NCR. Three of these are Directly Chartered Locals. Some of our Locals have more than 1,000 members.
- Seven hundred members hold a union position in the NCR.
- The NCR has fifteen Committees who take on the work of moving our region forward on a variety of issues.
- Our Region is rich with the presence of Francophone and Anglophone communities.
- Our members work mostly for the Federal Public Service but we have over twenty-five different separate employers in the NCR. Our largest separate employers include: Canada Revenue Agency, Canadian Security Establishment, Canada Post Corporation, the Canadian Food Inspection Agency, the House of Commons, the Office of the Auditor General and Parks Canada.

Our Regional Education Program Purpose:

To strengthen our members' power by improving advocacy and democracy skills, and by enlightening and engaging the membership.

We aim to: **Educate, Unite, Defend**

Who we want to reach:

If you can relate to any of these statements, then our union education program has something for you!

1. I wonder what my union does for me.
2. I am a Local Executive Officer or a Steward and I need help.
3. I want my voice to be heard.
4. I am angered by unfairness and injustice. Enough is enough.
5. I want to make a difference.
6. I want to support democracy and improve my community and I wonder how my union can help.

The knowledge and skills we wish to foster:

Members will acquire knowledge and skills to:

- Support the right to voice
- Develop members' confidence, assertiveness, strength and power within the workplace, the union and society
- Promote energetic participation in the union
- Foster leadership in social justice

How this plan was developed:

Members of the PSAC-NCR Education Committee undertook a review of recent PSAC surveys (Stewards Survey, PSAC Education Program Survey, Report on the Consultation with PSAC members) in order to identify important trends and needs. In addition, all course evaluations from the 2010-2012 cycle were reviewed. Interviews were also conducted with the Chairs of the various NCR Committees and conversations took place

with members of the NCR Executive Council and Component Regional Vice-Presidents.

Members of the PSAC-NCR Education Committee then spent two days analysing, discussing and setting out creative ways of using union education as a force for building the union.



We are a growing education program

Between 2006 and 2012, participation in our regional education activities has increased from 613 members in 2007 to over 1,200 members in 2012. We have doubled the number of members who participate in union education!

A glance at some of our commitments

- ✓ An Activist School and a Steward Assembly sometime in 2013.
- ✓ A yearly New Local Officers' Conference.
- ✓ Courses which support political literacy and activism.
- ✓ A school organized in conjunction with other unions and community partners.
- ✓ Subsidies to participate in education activities organized by the Ottawa and District Labour Council (ODLC), by the Québec Federation of Labour Regional Council and by the Canadian Labour Congress.
- ✓ A commitment to offer a selection of courses from all streams over a three-year period.
- ✓ Supporting the work done by NCR Alliance Facilitators (AFN).
- ✓ Four regular courses monthly and two advanced programs per semester.
- ✓ PSAC Core programs to be regular features: Talking Union Basics (TUB), Grievance Handling and Local Officer Training.

- ✓ Schedules will be planned and communicated on a semester basis.
- ✓ Creative use of non-classroom education activities and the PSAC e-learning campus.

Budget and resources

In order to support the PSAC-NCR 2013-2015 Education Plan, we will work with our overall share of the PSAC Education budget (\$725,000) and:

- ✓ provide salary replacement and applicable education allowance;
- ✓ provide childcare when possible and reimburse family care in accordance with the PSAC Family Care Policy;
- ✓ ensure access and accommodation measures are in place;
- ✓ increase our offerings of bilingual programs;
- ✓ explore joint offerings with other unions and allies in the NCR;
- ✓ seek partnerships and funding from other PSAC programs;
- ✓ make increased use of community resources in our program delivery;
- ✓ allocate subsidies to support our members' participation in broader labour education activities (\$10,000 per year);
- ✓ Dedicate 10% of the overall education budget to support the NCR Alliance Facilitators Network (AFN).

PSAC-NCR 2013-2015 EDUCATION PLAN



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