



Education Committee

February 18, 2025 – Virtual Meeting (Zoom), In-Person was cancelled due to lack of interest

Present	
James Valois (Chairperson)	Confirmed Regrets:
Gordon Marshall	Ruth Lau MacDonald
Edith Nganga	
Ryan Ward	
Junior Ngandu	Absences:
Michele Mongeau	
Holly Trojan	
Pamela Klinkenberg	
Patrick Tessier	
Karen Kenniphaas	
Jesus Napoles	

	Welcoming remarks (James): Meeting start (5:30pm) via Zoom: Meeting was proposed as being hybrid, but due to <u>no confirmations</u> for in-person attendance it was delivered only in virtual format. Note taker: James Valois
1.	Adoption of the Agenda for February 18, 2025 Moved by: Gordon Marshall Seconded by: Karen Kenniphaas Unanimously Adopted
2.	Adoption of the Record of Decision, meeting of January 21, 2025 Moved by: Gordon Marshall Seconded by: Edith Nganga Unanimously Adopted
3.	Discussion regarding Education Program- Jesus Napoles Jesus reported the following: - The NCR Supported Screening and discussion of the film Sugarcane was well attended, with approximately 75-80 participants in attendance. If you missed the screening and would like to watch the film, it is available through Disney streaming services. - There has been positive feedback on the material for the new steward series material and the layout was effective. However, notable feedback was also

provided which affirms that the 3-hour sessions are not being well received by participants. In response to this feedback, the Education Program is looking to move forward with combining stewardship seminars into a full day, or 2-day course offerings. An example would be two 3-hour seminars in 1 day, or four seminars over 2 days, full Union Authorized Leave (UAL) letters will be provided for people working an 8-hour workday. As accessibility was raised as a concern, we are aiming to offer these steward courses virtually in the spring and onward.

- Regarding the Spring schedule- The Regional Education Officers have not received their finalized budget allocations just yet; it is difficult to have a full schedule set in stone without having the final budget. Jesus stated that they would be meeting with Ruth on Feb 20, 2025 to get the spring schedule approved. The Full schedule for the spring should be posted next week (between Feb 24 - March 2).
- The Spring Schedule aims to offer Talking Union Basics (TUB), Grievance Handling, two sessions of Domestic Violence in the workplace (an advanced stewardship course), Suicide Prevention (safeTALK offered by [LivingWorks](#)), Political literacy sessions which may be rolled out as a Lunch and Learn, and Politics for everyone (Virtual).
- French Steward Series may still have spaces available, so extra advertising may be required to fill more seats. **In response to this information presented by Jesus, James Valois sent an e-mail to the education committee and regional executive on Feb 18 @ 8:35pm, asking for assistance in promoting the *Rôle du délégué* training on Feb 25th within all NCR union networks.**
- The revised curriculum for Advanced Duty to Accommodate (DTA) has not received, but once received MDAC will look it over and make sure it's good prior to launch.

Karen Kenniphaas: Is there an update on Mental Health First Aid (MHFA) training?

Jesus Napoles: The Education program is looking at this, but it needs to be delivered through an external provider, and they are waiting to see what the cost is. Jesus will follow-up with Manon on their end regarding the barriers and finances standing in the way.

James Valois: During our last education committee meeting on January 21st, you stated that there were still spots available for some of the stewardship series courses. In response to this, I sent an email (January 22, 2025) to all committees and regional executive members asking them to promote the courses. Did you notice or track an uptick in enrollment following our e-mail blast promoting these courses?

Jesus Napoles: We did. I want to reach out to the committee again for this purpose regarding the French event for *Role of a Steward*. Last time I checked, enrollment was low, and it would be beneficial for the committee to assist in advertising this event.

James Valois: As you know, Workforce Adjustment (WFA) has been a very big topic of late, and this week the Canada Employment and Immigration Union (CEIU) was heavily impacted by these layoffs/cutbacks. Has there been any conversation within the PSAC regarding WFA training and workshops for not only CEIU members, but for other components. I know that CEIU is running their own WFA evening seminars, but this is nevertheless a space for the PSAC to be offering something on the topic.

Jesus Napoles: National is working on some material. All the regional education officers reached out to National regarding this, but National has told us that it is coming. Jesus will follow up with Elisabeth Woods (Assistant director- Regional Office Branch) to see if there is a timeline regarding the deliverables.

Junior Ngandu: You stated earlier that regarding the stewardship courses, you shifted from in-person attendance to virtual learning based on accessibility concerns for the participants. Is the same consideration taking place for other courses, especially the mandatory ones?

Jesus Napoles: Some courses are very hard to offer virtually, such as Grievance Handling- because there is a lot of hands-on groupwork involving scenarios. The Talking Union Basics (TUB) is now set up in a way that it can easily be delivered virtually. The Grievance Handling is also being updated, so there may be more opportunities to include virtual attendance depending on how the course is re-designed/updated. Nevertheless, I will see what we can do to set up at least 1 or 2 Grievance Handling sessions virtually per year, despite the majority being in-person.

Gord Marshall: Regarding political courses, there was talk about member led education; Do we have support for the locals, do the locals have the capacity? My concern with the lunch-and-learn idea is that CAPE (Canadian Association of Professional Employees) has not seen the mass buy-in they were initially hoping for. We talked about doing it as a 2-hour member-to-member course with some weekend sessions, in hopes of reaching as many people as possible.

Jesus Napoles: That's good to know, I was not aware that CAPE was having trouble with their roll out. I don't have an answer yet because this is still vague in terms of what it is going to look like. If the lunch-and-learn's are going to be an issue, I think it might make more sense to have member-to-member afternoon sessions. We can set up kits for 2-hour sessions, and a 1-hour lunch-and-learn. I also have a seminar for *Effective Campaigning* from the CLC (Canadian Labour Congress) that could fit the lunch-and-learn and run the member-to-member seminars in the afternoon separately. I will look into this and get back to the committee after talking to Ruth (Lau MacDonald) and Elisabeth (Woods).

The member-to-member training does not need to be delivered directly by someone directly within a local, but the kit would be presented to a member facilitator that could then deliver the curriculum as need be. This would be a good opportunity to bring back member-to-member training.

Pamela Klinkenberg: I was wondering if there is an opportunity to bring back the course for assisting members with mental health issues, as this is something that our local is encountering.

Jesus Napoles: Are you talking about the steward series course on assisting members with disabilities?

Pamela Klinkenberg: Yes.

Jesus Napoles: That is one of the steward series courses that have not yet been completed yet by national. National is redoing all the steward series courses (entry level and advanced). The steward series courses that are being delivered in blocks right now by the region are courses that we have received with the updated material. I believe that the *Assisting members with Disabilities* course will be part of the next wave. We are hoping to get this next wave by the end of the year, or early next year. If not, we could always look at supporting something in the meantime to assist our locals. It was brought to my attention last year that there was an uptick of member suicides, so this is why we pushed to bring in the Suicide Prevention training, but this nevertheless took 6 months to bring in and coordinate.

	- The 2025 Broadbent Institute Progress Summit will take place April 9- 11, 2025 at the Delta Hotel in Ottawa. The event starts with a reception on Wed Apr 9th at 6:00pm and ends Friday April 11th at 1:00pm. - The Progress Summit brings together thought leaders, movement builders, elected officials, and frontline activists to help us understand our current landscape. The Summit is the largest annual progressive politics conference in Canada. It provides an annual opportunity for progressives across Canada to gather and discuss the issues of the day. Each summit offers analysis, solution-building and leadership training with each year focusing on a different theme, exploring pressing issues of concern to the progressives in Canada and around the world. - The Education committee passed a resolution on Jan 21, 2025 support each participant with \$100 to contribute towards transportation, parking, and other fees incurred as result of participation.
5.	Discussion surrounding Budget for 2024-2025 priorities and planning- James James: What are the things you would like to propose we allocate funding towards in the next financial cycle? Karen Kenniphaas: Suicide Prevention needs to be a priority; we need to look at allocating funds to ensure this training is delivered where we can't get it otherwise. We also need to look at the Mental Health First Aid (MHFA) vs Suicide Prevention vs other types of training. Many of these are intersectional but persons with disabilities is just as important as MHFA and Suicide Prevention. MDAC (Members with Disabilities Access Committee) went ahead and offered this training (Suicide Prevention), and there are still some licences to be shared but I know that Gilles Lavigne (Health and Safety) is also looking into MHFA training. I would like to see the spending prioritized in areas where we can't get the training otherwise. Gord Marshall: We should put pressure on the region to purchase these licences for training, because the committees do have limited budgets for individual expenditures. Briarpatch is an independent alternative news magazine based in Saskatchewan. The magazine reports on progressive causes and social movements, prioritizing the voices of people who are directly impacted, and those involved in organizing their communities. They are hosting a skate-a-ton and were asking for donations; this is something that was already done by the OAC (Ottawa Area Council). I would also like is to think about using the Education committee to help support things like this that are pro-labour, that are failing due a lack of funding. I think the idea here is that we can contribute to these organizations that are speaking our voice.
6.	Discussion: Masterclass Project vs Member-to-Member Seminars? - James James Valois: I understand that there were previous discussions about having members record (on video) certain topics that would be used like a Masterclass. Did that project see any volunteers, deliverables, or traction? Is there still an appetite for this? Who was working on it, how far did it go? Is there time and resources to allocate to something like this? Also, how does this fit in with member-to-member evening Seminars? There exists a lot of subject matter expertise within the NCR, and it would be great to showcase our knowledge through these smaller workshops and seminars. Pamela Klinkenberg: Some of us are quite comfortable at public speaking, but don't necessarily have that material. Is there a way to interchange that material amongst us.

	James Valois: Absolutely, I think the idea would be for us to design and test the material. Afterwards, we could clean it up and refine it so it's ready to be rolled out. The challenge isn't so much delivering the seminars, it's conducting the research and putting the deliverables together. For example, within MDAC (Members with Disabilities Access Committee) we have subject matter experts in disability awareness and Duty to Accommodate (DTA), but it's also difficult to get this expensive knowledge refined into concise, deliverable modules.
7.	Varia (round table): N/A
	Meeting Adjourned at 6:29pm