UNITED STEELWORKERS, DISTRICT 3

# Summer School 2016

June 5-10, 2016

Trickle Creek Lodge & Kimberley Alpine Resort

Kimberley, BC



Providing Education Services to Steelworker Members in Western Canada

UNITED STEELWORKERS

USW

UNITY AND STRENGTH FOR WORKERS


STEPHEN HUNT

300-3920 Norland Avenue
Burnaby, BC
V5G 4K7
Phone: (604) 683-1117
Fax: (604) 688-6416

UNITED STEELWORKERS
UNITY AND STRENGTH FOR WORKERS
District 3
Western Provinces and Territories

**Stephen Hunt**
District Director

# MEMO

Date: March 2, 2016

To: All District 3 Presidents, Recording Secretaries/Financial Secretaries

**Re: D3 Summer School – June 5-10, 2016**

Once again, District 3 will be holding the weeklong Summer School at the Trickle Creek Lodge & Kimberly Alpine Resort on June 5-10, 2016.

I am pleased to announce the following courses will be offered this year:

- Prepare and Present
- Building Local Union Power in Bargaining
- Facing Management
- Occupational Health and Safety
- Leadership for Action
- Communications
- Bargaining in a Borderless World

The school commences with registration on **Sunday, June 5th** and continues until noon on **Friday, June 10th.** Registration is **$1050.00 per person** (multiple occupancy – no single or family accommodation available). Registration fees include all meals from Sunday evening to Friday lunch.

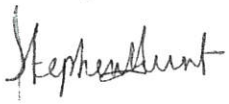
For those students new to our school we will be holding an orientation session in the Stemwinder from 3pm – 5pm. We will also once again be holding "The Amazing USW Race" for those who want to participate, which will begin at 4pm on Sunday, June 5th, followed by a "Welcome" barbeque at 6pm.

Please see the enclosed registration form and course outlines. *One form must be completed for each local union delegate* and submitted to the District 3 office, ***with the registration fee***, no later than **May 13, 2016.**

.../continued

We look forward to your Local's participation in this year's school.

In solidarity,



Stephen Hunt
Director, District 3
/gt
cope LOCAL 343

enclosures

Copy: Area Supervisors & Staff Representatives
Dayna Sykes
Scott Lunny
Bob Matters

*All registrants will be screened to ensure eligibility or prerequisite requirements have been met. Those applicants who have not completed prerequisite courses or who have taken their first choice course previously will be assigned their second choice.*

# 2016 SUMMER SCHOOL COURSES

## 1. PREPARE AND PRESENT

This advanced course is for members who have completed all Steward Courses as well as the Advanced Grievance Handling course. In this class participants will learn how to prepare for arbitrations as well as presenting arguments. Participants will learn how to use research to determine if they have a case to move forward, and how to prepare their case. If you have a laptop, please bring it with you to the course.

***PREREQUISITE:*** Participants must have completed the Stewards for Action course (Level 2) and Advanced Grievance Handling.

**NOTE: If your local has access to Labour Spectrum, please make sure you can access it, and if you have a laptop please bring it with you.**

## 2. BUILDING LOCAL UNION POWER IN BARGAINING

This course will focus on preparing for bargaining, researching the employer, setting up strategies and how to communicate with members during bargaining and outside of bargaining. This course will include the basics of bargaining but also a more in-depth analysis of what needs to be done to lay the foundation. The course curriculum will include: Determining issues; Communicating with the membership; Negotiating skills; Contract language; How to cost a package; and there will a strong focus on negotiating retirement benefits.

**NOTE: Bring a copy of your collective agreement. If you have access to a laptop, please bring it with you.**
**** Must be a local union activist to participate in this course.***

## 3. FACING MANAGEMENT

This course offers an opportunity to learn new skills and strategies for Steelworker activists to use in joint labour-management committees and as a shop steward. This course is designed for new and experienced activists that would like to learn about union-management relations, traditional and modern management theories and systems, and the history of work organization. Communication skills, group dynamics training, and conflict resolution skills will be emphasized. The course offers hands-on practice sessions in skill-building techniques so that you will be as comfortable in the boardroom as you are at a union meeting.

## 4. LEADERSHIP FOR ACTION

Steelworkers are leaders inside and outside of our workplaces: protecting workers' rights, speaking out for change, and motivating and encouraging the participation of members at work, in our communities and through political action. Leadership for Action will help you develop leadership skills, building on your strengths to communicate effectively with members to build solidarity. Sessions focus on leadership styles, presentation skills, strategic planning, campaign management, mentoring, problem-solving and conflict resolution.

## 5. OCCUPATIONAL HEALTH & SAFETY

This course is designed to acquaint participants with provincial health and safety law along with Part II of the Canada Labour Code, its regulations, related laws, occupational health, principle of controls, workplace inspections, accident and incident investigations and other knowledge relevant to the duties of workplace committee members or health and safety representatives.

## 6. COMMUNICATIONS

As technology continues to evolve, it is important to be up to date with the current tools our members are using, and in order to do that, we must also understand the basics. This course will focus on a number of communication fundamentals, including developing a message, public speaking, communicating with members, dealing with media (paid and earned) and moving campaigns forward through getting our message out. This course will also cover new media, and how to engage our membership.

## 7. GLOBALIZATION: Bargaining in a Borderless World

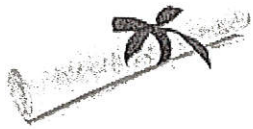
Steelworkers are dealing with the consequences of globalization. Across the union, our members are negotiating with large multinationals for which Canadian workplaces are but a small part of their global operation. Consequences of this leave our members reeling from job losses brought on by free trade agreements, facing environmental degradation as the legacy of reckless resource extraction and long standing regulations that protect workers are eliminated. This course will look at the ideas sustaining this model of globalization, the tools utilized by employers and governments to gain support from workers and communities, the response from unions at the bargaining table and in politics, and the alternatives for a model of development rooted in global justice.

**DUE TO THE NUMBER OF COURSES BEING OFFERED CLASS SIZES AND REGISTRATION WILL BE LIMITED**

**FIRST COME – FIRST SERVE BASIS – ENROLL EARLY**

# *Robbie Kilbride*

# *Scholarship*



In memory of Brother Kilbride, District 3 Director Stephen Hunt is offering a scholarship to a local union member who wants to participate in the Prepare and Present Course.

To apply for this scholarship you are asked to write a 300-word essay on: **"Factors to consider when making the decision to move forward in advancing a grievance"**. The essay is to be sent to the District 3 office no later than **May 13, 2016** along with a completed registration form and registration fee of $1050.00. The local of the successful applicant will be reimbursed the registration fee.

Brother Robbie Kilbride passed away on June 7, 2004, leaving behind a long legacy of participation in the District 3 Summer Schools. His years of dedication to the Arbitration Course have left his mark not only on the course but also on the hundreds of students who witnessed Robbie at his finest in the classroom. When it came to instructing others and mentoring Shop Stewards, Robbie was an accomplished teacher.

Robbie started his career at IPSCO in Port Moody, BC as a member of Local 5404 in 1974. Robbie held many positions in his local including President. When IPSCO closed its operation in 1989, Robbie became an organizer for the Steelworkers.

In June of 1990, Robbie became a Staff Representative and was assigned to service in Kimberley, BC. His skills at the bargaining table and before an Arbitration Board assisted him to carry the local unions in the area through some difficult times. His passion was doing arbitrations and he was widely known and respected for his abilities by trade unionists, as well as employers and the lawyers he went up against.

In June of 1995, Robbie was assigned to the Trail, BC office where he remained until 2000, when he was transferred to the Winnipeg office and became the Area Supervisor. He was also the District 3 Health and Safety Coordinator and a member of the National Health and Safety Committee. Robbie was an active member of the NDP and sat on the Manitoba Federation of Labour.

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# DISTRICT 3 SUMMER SCHOOL 2016

## FOR YOUR INFORMATION

- The registration form and fee ($1050.00) per person **must be received in the District 3 office no later than May 13, 2016.**

- The registration fee includes all meals from Sunday evening to lunch at noon on Friday. There will be a banquet Thursday night. The fee also includes accommodation *(Sunday to Thursday inclusive)* and course materials.

- We regret **there is no single or family accommodation available. Shared occupancy is an integral part of building solidarity in our union.** Participants will not be required to share a bedroom, but there will be shared common space. **The accommodations' pairings will be randomly selected and there will be no changing these without the Education Coordinator's approval.**

- Transportation will be arranged from the Cranbrook airport. Be sure to include your flight number and arrival time on your registration form. If you do not have the flight information at time of registration, please email to Dayna Sykes (dsykes@usw.ca) when you receive it.

- You are expected to attend and participate in all sessions, including the evening sessions. Attendance records will be kept and available to your Local Union.

- **Cancellations**: If for any reason a student is unable to attend the school, please inform the District Office **no later than one week prior to** the commencement of the school.

- Registration will take place from 3:00 p.m. to 5:00 p.m. on Sunday, June 5th in the lobby of the hotel.

**Please ensure that each student has a copy of all the information contained in this package.**

***YOU will be required to pay for any incidentals incurred while in attendance at the school. If you do not cover these costs the hotel will contact you or your local for the remuneration of these costs. The District will not be responsible for these costs.***

# DISTRICT 3 SUMMER SCHOOL REGISTRATION

NAME: _____

***(Please Print Clearly)***

Local Union _____ Position Held _____ Male ☐ Female ☐

Name of Employer _____

Local Union Mailing Address: (*not your home address*)

_____

_____

*City* *Province* *Postal Code*

**FIRST CHOICE (Title)** _____

**SECOND CHOICE (Title)** _____

Are you travelling by air? Yes ☐ No ☐

If yes, please indicate airline and flight #_____ and

Arrival day and time _____

**Special Dietary Needs:** _____

**Other Special Needs:** _____

*Complete one form for each participant* and mail it *together with the registration fee of* ***$1050.00 per person*** (multiple occupancy - sorry no single or family accommodation) ***no later than May 13, 2016 to:*** USW, 300-3920 Norland Ave., Burnaby, B.C. V5G 4K7

**PLEASE MAKE CHEQUES PAYABLE TO: USW DISTRICT 3**

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Signature of Applicant Signature of LU President