

PRAIRIE REGION COURSE DESCRIPTIONS

The following courses are designed for union stewards and may be offered in various locations across the Prairie region.

ADVANCED STEWARD TRAINING

Have you been working in your local as a steward and wish you had more knowledge about specific workplace issues? Do you want to develop your skills to better represent your members? Then this is the course for you! You will develop your representation skills, but also practice turning workplace problems into opportunities to involve members. Topics include the role of an effective union steward; duty of fair representation; collective agreement interpretation; building a complete file; discipline; resources within the union and dealing with harassment complaints. You will look at protections for union stewards and the limits to the “immunity” a steward enjoys. You will work with case studies based on actual arbitration/adjudication decisions and in the process, expand your knowledge of case law on topics such as off-duty conduct, sexual harassment, estoppel, mitigating factors, alcohol addiction, duty to mitigate losses and duty to accommodate.

FACILITATION SKILLS FOR UNION STEWARDS

This new course promotes a new approach for working more effectively as a union steward. Participants will learn how to facilitate new member orientation sessions, how to communicate more effectively, and how to help members work better together so we can build a stronger union movement.

FACING MANAGEMENT

Local union representatives meet with management representatives as equals for various reasons – grievance hearing, union management consultations and sometimes for collective agreement negotiations. This course will develop your knowledge, skills and confidence to effectively consult with or confront management to enhance the union’s presence at the workplace.

GRIEVANCE HANDLING

This course will develop participants’ knowledge, skills, and confidence in effectively solving problems at the workplace. A major portion of time will

be spent on the relevant technical skills i.e. identifying, investigating, writing up, and presenting grievances.