

# PSAC-NCR Education Streams

The **2010-2012 PSAC-NCR Education Plan** describes possible union activism streams for NCR members. We encourage members to make use of the education courses which will be offered on a semester basis 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.

The Talking Union Basics is the cornerstone of the PSAC Education Program. The TUB or equivalent experience allows members to continue their union education experience. PSAC-NCR Education activities offered will respond to upcoming regional and organizational priorities and will include courses 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 Leadership Stream

- Union Development Program (UDP)
- Phase I and II
- Alliance Facilitator Training Program (AFTP)
- Labour College
- Public Speaking
- Leadership training for equity member groups
- Convention preparation
- Campaign organizing\*
- Creating effective meetings
- 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\*

### Democracy Skills

- Lobbying\*
- Defending Quality Public Services
- Public speaking
- Political Education Training Program (democracy skills/ political ideology/ civic responsibility/ how government works)
- Coalition building\*
- Building Online Communities
- Mobilization and campaigns\*

### Building Strong Locals

- Local Officer training
- Grievance Handling
- Carrying out representation and advocacy\*
- Steward Advanced Training Program (SATP)
- Local Officer Advanced Training (LOAT)
- Effective meetings
- Bylaws – PSAC governance
- Anti-Harassment and Conflict Resolution
- Duty to Accommodate
- Staffing
- Facing Management (Union Judo)
- Campaign organizing\*
- Building On-Line Communities
- Dealing with Union Paperwork
- Carrying out membership recruitment and communication\*
- Let's Talk : Intergenerational Dialogue

### Health and Safety

- Union Counselling
- Return to Work
- Health and Safety Activism
- The Internal Responsibility System
- Violence and intimidation in the workplace / psychological harassment
- CSST (Commission de la santé et sécurité) and WSIB (Workplace Safety & Insurance Board) training
- Health and Safety Committee member training
- Prevention training
- Advanced training with ODRT (Occupational Disability Response Team) OFL (Ontario Federation of Labour)
- Public speaking
- Campaign organizing\*
- Membership communication\*
- Lobbying\*
- Facing Management

### Human Rights

- Employment Equity
- Anti Oppression
- Carrying out human rights representation and advocacy\*
- Women At Work
- Duty To Accommodate
- Disability Rights
- Aboriginal Peoples Rights
- People Of Colour Rights
- GBLT Rights
- Being An Effective Ally/Outreach
- Pay Equity
- Child Care
- Mobilization and campaigns\*

### Community Unionism

- Globalization and International Solidarity
- Climate Change/Environment
- If People Counted: Popular Economics
- Defending Quality Public Services (DQPS)
- Coalition building\*
- Make Poverty History
- Building On-Line Communities
- Linguistic communities (building bridges between francophones and anglophones)
- Local community campaigns\*
- Social justice\*
- Organizing (unionizing)\*
- Mobilization\*
- Let's Talk : Intergenerational Dialogue

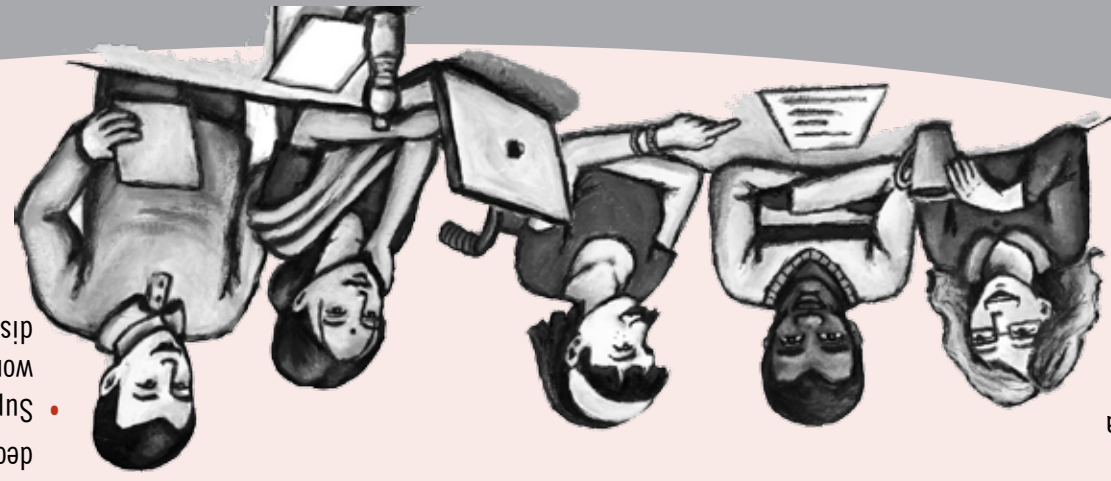
### Collective Bargaining

- Strike Preparation
- Mobilisation
- Public Speaking
- TB Collective Bargaining
- Separate Employer Collective Bargaining
- Creative Resistance
- Building On-Line Communities
- Pensions
- Classification
- Membership communication\*
- Preparing bargaining demands \*
- Strike support\*
- Let's Talk : Intergenerational Dialogue



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Sustain our activism. Build connections. Take risks. Have fun!



## The PSAC-NCR at a glance

- Our region is strong with 50,000 members of whom more than 60% are women.
- One hundred and twenty 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 and twelve members hold a union position in the NCR.
- The NCR has thirteen Committees who take on the work of moving our region forward on a variety of issues.
- Our education program strives to respond to the needs of francophone and anglophone members in the NCR.

- 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.

- Ensure our members take on a strong and vibrant role in federal, provincial and municipal elections.
- Support Local leaders and Local Executive members in their important union roles.
- Protect the workplace rights of members.
- Encourage the participation of members in the collective bargaining process.
- Empower members to participate in their unions' decision-making.
- Support the work of our members in ensuring our workplaces are healthy and safe and free from discrimination.

- Foster the involvement of NCR members in social justice campaigns on both sides of the Outaouais River.
- Provide both formal and informal education opportunities to NCR members.
- Support the renewal of activists and leaders in our region.
- Strengthen the participation of PSAC members in Ottawa and District Labour Council, Quebec Federation of Labour Regional Council and Canadian Labour Congress education activities.

## Our overall education objectives for 2010-2012

### A glance at some of our commitments

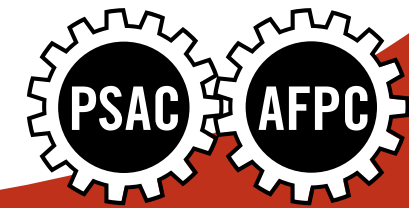
- An Activist School in late spring of 2010.
- One or two additional advanced activity with multiple workshops: Union School, Local Officers Conference
- Subsidies to participate in education activities organized by the Ottawa and District Labour Council (ODLC), by the Québec Federation of Labour Regional 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.
- Four regular courses monthly and two advanced programs per semester.
- PSAC Core programs to be regular features: Talking Union Basics (TUB), Grievance Handling, Local Officer Training.
- The development of one new course per semester.
- Schedules will be planned and communicated on a semester basis.

### Budget and resources

In order to support the **PSAC-NCR 2010-2012 Education Plan**, we will work with our overall share of the PSAC Education budget (\$640,000) 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
- Increase use of community leaders 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
- Aim to hold twenty courses and educational activities per year, over the next three years.

# PSAC-NCR Education Plan 2010-2012



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