2027
CLC PACIFIC REGION WINTER SCHOOL



January 10 – February 12, 2027
Harrison Hot Springs

CANADIAN LABOUR CONGRESS
CONGRÈS DU TRAVAIL DU CANADA

Course SCHEDULE

Week 1: January 10-15, 2027

1. BCFED: Organizing & Campaign Fundamentals
2. Collective Bargaining Level 1
3. Facing Management Effectively
4. Labour Arbitration Level 1
5. Member Engagement – Member Action
6. Show Up for Safer Workplaces (BCCWITT)
7. Steward Training Level 1
8. From Values to Action: Embedding Human Rights in Union Roles and Practice

Week 2: January 17-22, 2027

9. Facing Management Effectively
10. Parliamentary Procedure & Public Speaking
11. A Path to Reconciliation: Standing in Solidarity with Indigenous Peoples
12. The Role of Unions in the Workplace OH&S Advocacy
13. Steward Training Level 1
14. Steward Training Level 2
15. Transforming Conflict in Union Solidarity
16. Women In Leadership

Week 3: January 24-29, 2027

17. Arbitration: To Go or Not to Go
18. Facing Management Effectively
19. Federal Labour Law
20. From De-escalation to Prevention: Handling Bullying, Harassment, and Workplace Violence
21. Labour Arbitration Level 1
22. Labour Arbitration Level 2
23. Labour Council Officer Development
24. Provincial Labour Law

Week 4: January 31-February 5, 2027

25. Benefits Bargaining
26. Debunking Myths & Shifting Power: A Worker's Guide to the Economy
27. Facing Management Effectively
28. Organizing Safer Workplaces
29. ILWU Leadership
30. Parliamentary Procedure & Public Speaking
31. Return to Work
32. Steward Training Level 1
33. Young Workers In Action

Week 5: February 7-12, 2027

34. Building Worker Power with Digital Campaigns
35. Collective Bargaining Level 1
36. Collective Bargaining Level 2
37. Facing Management Effectively
38. Mental Health First Aid
39. Parliamentary Procedure & Public Speaking
40. Steward Training Level 1
41. Workers' Compensation Level 1
42. Workers' Compensation Level 2

CORE PROGRAMS

COLLECTIVE BARGAINING LEVEL 1

Participants will leave with a solid understanding of the bargaining process and the factors that affect collective bargaining. This course also introduces some of the laws and rules that structure the bargaining process and provides opportunities for hands-on practice and skills development in preparing for and negotiating parts of a collective agreement. Level 1 is aimed at new bargaining committee members and local union officers. You may want to bring a calculator for this course.

COLLECTIVE BARGAINING LEVEL 2

Bring a copy of your collective agreement and a calculator as we work with different strategies and tactics for effectively facing today's challenges at the bargaining table. How do we deal with workplace change – restructuring, automation, AI, and other new technology? How do we prepare our membership and the union to deal with concession demands in pension and health benefits, and how do we strategize to manage spikes and trends of inflation and cost of living? This is a course for students who have taken Collective Bargaining Level 1 and have some experience on a bargaining committee.

FACING MANAGEMENT EFFECTIVELY

This course will look at economic, political, and social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and arguments, finding areas of agreement, building, implementing and maintaining solutions. We will look at scenarios where stewards face management and navigate conversations to work towards a resolution without involving the grievance process. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy, and critical thinking. Please bring a copy of your collective agreement to class daily.

PARLIAMENTARY PROCEDURE AND PUBLIC SPEAKING

This is a two-part course. Parliamentary Procedure covers how to run a meeting effectively, the duties of a chairperson and secretary, and how the rules of order can provide a democratic and fair process to get the business of the union accomplished. Public Speaking covers how to speak persuasively to various groups and how different formats are used to speak at convention, debates, and impromptu gatherings.

There are two scholarship opportunities available for this course:

There is a scholarship available for this course through the CLC Pacific Region office. Please see the Frank Wall Leadership Development Scholarship information on page 20 of this brochure for details.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

STEWARD TRAINING LEVEL 1

The steward is often the main point of contact between the union, its members, management, and the larger labour movement. This course builds the skills, confidence, and knowledge a steward needs to represent their members. Participants will learn the roles and responsibilities of their position as stewards, the handling of grievances and complaints, problem-solving skills, protecting contractual provisions in the collective agreement, and current issues for stewards.

STEWARD TRAINING LEVEL 2

This course is for experienced stewards, committee chairpersons, local officers, and stewards with considerable experience handling grievances. You will practise more advanced grievance-handling skills using real life case studies and role plays. Participants will discuss discipline grievances, harassment, drug and alcohol issues, and different styles of management. The course will deal with procedures before the process of arbitration. Please bring your collective agreement with you. Knowledge of the first stages of the grievance procedure will be assumed.

Prerequisite: Steward Training Level 1 or equivalent union course.

CORE PROGRAMS...SPECIALIZED

A PATH TO RECONCILIATION: STANDING IN SOLIDARITY WITH INDIGENOUS PEOPLES

This course is for allies, including non-Indigenous activists, to learn the history of Indigenous peoples of Turtle Island (North America). Facilitated by Indigenous labour activists, its purpose is to build meaningful, long-term relationships among Indigenous and non-Indigenous peoples inside and outside of our workplaces, with the aim of acknowledging labour's commitment to Truth and Reconciliation. This course supports the decolonization of Indigenous peoples and the increase of Indigenous peoples' representation in our workplaces and in our unions. Participants do not need any previous experience and are encouraged to bring open minds and hearts.

BENEFITS BARGAINING

This course will help you understand how health and welfare benefits are structured and how to prepare for benefits bargaining. The course will include information on new and renewed benefit plans and how to handle a change in benefits carriers. Topics for discussion will include: costing of benefits, employers' response to increasing costs and changes in coverages, funding methods including trusts, laws pertaining to benefits coverage, privacy issues, collective agreement language ideas, types of benefit plans to avoid and why.

It is recommended that students bring with them a copy of the benefits booklet for a benefit plan they work on, and a copy of the Collective Agreement associated with that booklet, if possible.

DEBUNKING MYTHS AND SHIFTING POWER: A WORKER'S GUIDE TO THE ECONOMY

This is an introductory course focused on debunking some of the most common myths we hear about the economy. In this course, participants will learn the basics of how the economy works, how to push back on economic myths, and how to apply this knowledge to core union work like bargaining, member engagement, and policy advocacy. Many activists know these myths to be untrue but lack the language and confidence to push back against the false narratives that are often taken as fact. We must be able to confront the ideas behind bad economic policies and decades of economic mismanagement so that we can promote our vision of a just economy – one that puts people first. We cannot continue to cede economic expertise to the traditional economists whose ideas have undermined the labour movement, empowered the corporations, and enriched the billionaires. Turning the tide begins with building knowledge and confidence to push back on the dominant narratives and propose an economy that benefits everyone.

Who this course is for: Union members and activists looking to understand the economy and improve their communication skills around this issue.

BUILDING WORKER POWER WITH DIGITAL CAMPAIGNS

Have you been wondering how digital organizing can build power, engage members, and win for workers? Drawing on successful political, issue based, and labour campaigns, this course offers a practicle framework for planning and running efffective digital campaigns in your union. Through collaborative learning and hands-on practice, you'll learn the fundamentals of digital engagement and how to intergrate digital organizing strategies, including:

- Understanding what digital organizing is and how it can help you mobilize members on the issues that matter.
- Learning storytelling, digital tactics, data management, and how to leverage email and social media.
- Building campaigns that connect online and off line strategies - and measure the results.
- Exploring practicle digital tools to support engagement and make your work more effective.
- Introduce you to digital tools you can use to support your engagement strategies and to make your work more efficient.

Who this course is for: Union communicators, campaigners, organizers, strategists, and activists.

There is a scholarship available from One Movement Threads for this course. Interested applicants should contact One Movement Threads or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

MEMBER ENGAGEMENT – MEMBER ACTION

This course is designed for experienced shop stewards, local union leaders, and union staff who want to transform how members engage with their union and how their union engages with members.

This course will train participants on the three-step approach to effective member engagement (Go, Listen, Build) and connect it to a three-step approach for building an active membership (one-on-one communication, taking action on worksite issues, and designing a strategy and plan to win).

This training is particularly helpful for unions with upcoming contract negotiations, a backlog of unresolved grievances, a particularly disengaged membership, or a diverse membership that is not reflected in local leadership.

Each participant will leave the training with a worksite specific plan for creating an engaged and active membership, as well as a series of measurable goals to evaluate outcomes.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

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RETURN TO WORK (DUTY TO ACCOMMODATE)

This course is designed to equip participants with tools and strategies for successful work reintegration outcomes. Participants will explore leading research and learn the principles of good work reintegration practices and the duty to accommodate. The course has a strong focus on the analysis and interpretation of human rights obligations and particularly the duty to accommodate. Barriers to successful work reintegration are addressed with a focus on attitudinal barriers and their elimination using the social model of disability and therapeutic return to work principles. An in-depth comparison between older methods of disability management and the newer, progressive disability prevention model is presented and participants learn about the paradigm shift from management to prevention.

TRANSFORMING CONFLICT INTO UNION SOLIDARITY

This course is designed to help you see conflict through a transformative lens. While many view disputes as challenges, this course teaches you to recognize them as opportunities. Delve into the nuanced world of conflict, understanding that its nature isn't inherently negative – it's the outcomes we craft that define the experience. Explore your personal conflict style, the nuances of power and privilege, and the intricate dynamics that arise in group confrontations.

Through immersive exercises, learn the art of deep listening, the strategy behind pinpointing root causes, and the finesse of coaching individuals to unearth shared interests. Move beyond mere conflict resolution and empower yourself to transform disagreements into proactive union activism, using shared passions as a catalyst.

FROM VALUES TO ACTION: EMBEDDING HUMAN RIGHTS IN UNION ROLES AND PRACTICE

This training provides union leaders and members with a solid understanding of human rights principles and values, along with practical skills to apply them in every area of union work - such as leadership, union roles, organizing, bargaining and advocacy - across the entire labour movement. Participants will: build a foundational understanding of human rights principles, values and history; apply anti-oppression frameworks to union roles, leadership, labour organizing, and advocacy; learn to address human rights issues in practical and systemic ways; and foster personal and collective commitments to building human rights - centered unions

Who this course is for: All workers, union members and leaders.

CUPE 402 has established a scholarship for this course through the B.C. Federation of Labour. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

WOMEN IN LEADERSHIP

This course offers an opportunity to develop and enhance participants' leadership skills and knowledge around a variety of current and emerging labour issues. A major component of the course will cover communication and motivational skills that are important for women activists. Participants will explore ways of building on their skills and drawing on their experiences as they advance along the path to leadership and consider running for an elected position or supporting others who run. Whether you're thinking of leadership within your union, your community, or in politics, this course is for you.

CUPE 402 has established a scholarship for this course through the B.C. Federation of Labour. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

There is a scholarship available for this course through the B.C. Federation of Labour, in partnership with the Victoria Labour Council. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

YOUNG WORKERS IN ACTION

This course is designed to give young union activists (aged 30 and under) the skills they need to be effective in their workplace. The course will cover public speaking, how meetings are run, how to read your contract, grievance handling, and the basic collective bargaining process.

Participants are requested to bring a copy of their collective agreement.

CUPE 402 has established a scholarship for this course through the B.C. Federation of Labour. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

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There is a scholarship available for this course through the B.C. Federation of Labour, in partnership with the Victoria Labour Council. Interested applicants should contact the BCFED or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

OCCUPATIONAL HEALTH AND SAFETY

**The following courses are coordinated through the BCFED OH&S Centre and meet the criteria for the eight-hour annual educational leave that OH&S committee members and worker representatives are entitled to under the Workers Compensation Act. For more information about these courses, please contact the BCFED OH&S Centre at 1-888-223-5669.*

FROM DE-ESCALATION TO PREVENTION: HANDLING BULLYING, HARASSMENT, AND WORKPLACE VIOLENCE

Workplace bullying, harassment, and violence are serious occupational hazards that carry devastating physical and psychological consequenes for workers, as well as significant operational impacts for organizations. Designed specifically for provincially regulated workplaces in British Columbia, this course bridges regulatory compliance, trauma-informed interpersonal strategies, and practical hazard management. This course will cover relevant OHS legislation and Human Rights for the province of British Columbia.

By the end of this course, participants will be able to:

- **Understand Legislative & Regulatory Roles:** Define workplace bullying, harassment, and violence under B.C. Health & Safety law and Human Righs law, while clarifying the duties of employers, workers, supervisors, and OH&S Committees
- **Apply a Trauma-Informed Lens:** Recognize how emotional regulation, brain function, and trauma responses influence escalating behaviours, and utilize co-regulation and empathetic communication to maintain composure durning tense interactions
- **Discuss Impacts:** on the individual, bystander, perpetrator, organizational culture and organizational resources
- **Identify Hazards & Assess Risk:** Evaluate enablers of violence, recognize behavios of concern, rate workplace risk levels, and identify systemic root causes
- **De-escalation Techniques:** Apply a structured four-stage de-escalation process (Awareness, Connection, Problem Solving, Closing) to defuse emotionally heightened or potentially violent situations, including when and how to safely disengage

Learning methods - Interactive delivery featuring presentations, case studies, scenario-based practice, personal reflection, and collaborative small group discussions.

Who this course if for: People who work in provincially regulated workplaces in British Columia.

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

MENTAL HEALTH FIRST AID CERTIFICATION

This course provides the knowledge, skills and attitudes for participants to recognize changes in mental health, respond supportively, and apply practical actions for declining mental health and crisis situations. It helps participants build confidence, reduce stigma, and enhance their own mental health.

Key Learning Outcomes

By the ned of this course, participants will have:

- **Increased awareness of mental health:** key indicators of declining mental health, contributing factors, Two Coninua Model of mental health
- **Improved confidence:** to approach people, provide appropriate help with relevant supports, identify barriers and communicating non-judgementally
- **Increased knowledge of stigma:** how this shows up and strategies to combat it
- **Expand self-awareness:** self-assess mental health using the trategies of the Three Pillars of Self-Care: reflective, purposeful, and boundaries.

Learning Methods

Interactive delivery featuring presentations, scenario-based practice, personal reflection, and collaborative small group discussions.

Who this course is for: Anyone who is interested in learning outcomes.

Note:

- If you miss more than 10 minutes of class, you will be ineligible for any certificates
- Participants who complete the class in full are candidates for the 3-year Certified Mental Health First Aid designation. An assessment must be completed to finish the process. This will be sent after the class by the Mental Health Commission of Canada (Opening Minds).
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***Please note: As the Mental Health Commission of Canada charges a fee for this course, an additional $100 will be added to the registration cost.**

There is a scholarship available from Community Savings Credit Union for this course. Interested applicants should contact Community Savings or download the scholarship information package and application form from our website: www.winterschool.ca/registration.

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ORGANIZING SAFER WORKPLACES

This workshop explores what organizing can look like in the context of health and safety using proven strategies and workers' stories that have improved and advanced health and safety in workplaces.

Participants in this workshop will:

- Develop strategies to build solidarity and engagement around health and safety issues within the union, including the local executive, stewards, joint committee(s), equity-deserving members and precarious workers
- Gain confidence in utilizing OH&S legislation, resources, and tools as health and safety activists to change in the workplace through direct action, campaigns, and collective bargaining

THE ROLE OF UNIONS IN WORKPLACE OH&S ADVOCACY

This workshop will provide participants with a solid worker-centred foundation in the essential principles of occupational health and safety (OH&S), ensuring the voices of workers remain at the heart of OH&S conversations.

This course is grounded in both provincial and federal OH&S legislation and is appropriate for members of joint health and safety committees, job stewards, local executives, union staff, and others seeking a solid framework in OH&S.

Key Learning Objectives:

- **Legislative Leverage:** Understand the application of relevant OH&S legislation to hold employers accountable and strengthen systems of internal responsibility.
- **Committee Excellence:** Analyze and implement the key elements of a high-functioning committee, from running effective meetings to ensuring timely resolution of health and safety issues.
- **Defending the Right to Refuse:** Strengthen the procedure for refusing unsafe work and develop strategies to overcome employer resistance and protect members.
- **Incident Investigation & Inspections:** Hone skills for conducting thorough incident investigations that uncover root causes and perform safety inspections that target systemic risks.
- **Strategic Hazard Control:** Identify workplace hazards, assess risks, and develop, propose, and advocate for advanced, sustainable control measures and solutions.
- **Union Strategies for OH&S:** Determine opportunities where unions can assert their role in protecting their members.

LEGAL COURSES

ARBITRATION: TO GO OR NOT TO GO?

Participants will learn the law with respect to duty of fair representation obligations, as well as the standard arbitral legal tests in relation to discipline, contract interpretation, and evidence. There will also be a legal research component, which will focus on locating the law and conducting efficient legal research. Participants will present an overview of a grievance with recommendations on whether to proceed to arbitration.

Taught by both counsel and arbitrators, this course will provide the legal knowledge required for unions to determine what the critical issues are in individual grievances and to make informed decisions regarding the progress of grievances. One of the most difficult issues facing unions is whether to advance grievances to arbitration. It can be a legal minefield.

Participants should have some experience in the arbitral referral process. A basic arbitration course is recommended. This course does not focus on preparation or presentation of a labour arbitration case. Participants wanting arbitration skills should take a Labour Arbitration Level 1 or 2 course.

FEDERAL LABOUR LAW

This course presents an overview of federal labour legislation and its impact on the strategies and actions of unions. Among the topics to be explored are: certification and dispute settlement procedures; unfair labour practices; the duty to bargain in good faith; strikes, lockouts, and picketing; the duty of fair representation; management and union rights; and grievance arbitration law.

Students will learn to do legal research using basic text books, annotated statutes, and online research tools. Theory will be put into practice. Using case studies, students will learn how to prepare for a grievance hearing or labour management meeting.

Students who have access to a laptop are asked to bring one.

LABOUR ARBITRATION LEVEL 1

This course is designed to introduce participants to the practical skills required to prepare and present a case at an arbitration hearing. Special emphasis is placed on evidence, examination and cross-examination, the opening statement, and final argument. You will also discuss current trends and cases dealing with the arbitration process. This course would be useful for grievance committee members or chairpersons, or union staff or officers who have not yet had extensive experience with the arbitration process.

LABOUR ARBITRATION LEVEL 2

As a follow-up course to Labour Arbitration Level 1, this course has an emphasis on necessary verbal and procedural skills. It deals primarily with the conduct of the hearing for example, with the rules of evidence, examination-in-chief, and cross-examination.

Prerequisite: Labour Arbitration Level 1 or arbitration experience.

PROVINCIAL LABOUR LAW

This course presents an overview of provincial labour legislation and its impact on the strategies and actions of unions. Among topics to be explored are: certification and dispute settlement procedures; unfair labour practices; the duty to bargain in good faith; strikes, lockouts, and picketing; the duty of fair representation; management and union rights; and grievance arbitration law.

Students who take this course will attain a good understanding of the basic principles underlying Canadian labour law and the specifics of labour legislation in B.C.

WORKERS' COMPENSATION LEVEL 1

This course provides a review of the *Workers Compensation Act*, how the Board functions, procedures for filing claims, WCB policies for adjudicating claims, and the appeals process. This is a basic course and will interest those union members just starting to handle WCB claims and appeals. This class will observe a hearing presentation to a panel of the Review Division.

WORKERS' COMPENSATION LEVEL 2

This course is for union members wanting to improve their WCB advocacy skills. Participants will assist an injured worker in a mock appeal where their injury has been denied by the WCB. The class will review how to seek a doctor's opinion in support of the injured worker, how to question the worker at an appeal hearing, and how to present argument regarding occupational injury and disability. Participants are encouraged to discuss the specific types of work-related injuries and benefits that their members are having denied or not dealt with properly, and emphasis will be placed on how to apply one's advocacy skills to those types of cases. At the end of the week, the class will participate in a mock hearing of the Workers' Compensation Appeal Tribunal.

ORGANIZING AND CAMPAIGN SKILLS

BCFED – ORGANIZING AND CAMPAIGN FUNDAMENTALS

This BCFED Organizing Institute training will equip participants with the essential skills of union organizing. We will learn how to build power both within existing unions and how to organize new workers into the labour movement. Participants will learn the theory and practice of communication and storytelling, building trust and relationships, overcoming workplace fear and apathy, and strategic mapping work.

This is an opportunity for participants to learn and practise effective organizing conversations alongside peers and experienced organizers from across our movement. Participants will explore the key elements of successful organizing campaigns, and understand how provincial and federal labour codes work in real organizing situations.

This is an intensive, hands-on course that simulates actual union organizing campaign conditions and is designed for emerging labour activists and those new to organizing who are ready to expand their skills and build worker power. Participants should come prepared for a mix of interactive coursework, collaborative small groups, and real-time practice.

This course is presented by the BC Federation of Labour.

OTHER COURSES

SHOW UP FOR SAFER WORKPLACES

Show Up for Safer Workplaces is an innovative new program that is creating safer, healthier, and more productive workplaces throughout the construction sector, by giving workers and employers the tools to address urgent psychological safety hazards that have impacted too many workers, employers, and communities, for too long.

Show Up is a four-day training program that can help people:

- Recognize and support mental health and substance use concerns,
- Prevent toxic workplace culture, and
- Become active partners in creating healthier and more stable work environments.

Designed for people working in construction, trades, or in OHS roles that overlap with these sectors, Show Up uses interactive scenarios, discussions, and skill-based learning to empower and prepare participants to transfer their skills back into the workplace. It provides the soon-to-be leaders and trainers with presentations, short “toolbox talks” content, and other resources they can share or deliver in their workplaces, organizations, training institutes, unions, and communities.

Completion of this course includes a 1-2 hour online prerequisite and full attendance for all four days. Topics covered will include psychological safety, mental health first aid and suicide awareness, substance use and the toxic drug crisis, and bullying, harassment, and discrimination—including strategies on how to build more respectful, stable, and healthier workplaces. In addition to the more fulsome psychological safety training recognition and take-away tools, participants will also get a certificate of participation after they complete the one-day Mental Health First Aid Essentials course, as developed by the Mental Health Commission of Canada.

Show Up for Safer Workplaces has been accredited by the Gold Seal Certification Program, and successful completion of the course and assessment is eligible for 10 Gold Seal credits through the Canadian Construction Association. Gold Seal Certification is recognized across Canada as a mark of excellence in the construction industry, highlighting professionals who demonstrate strong leadership, experience, and a commitment to high standards.

Show Up for Safer Workplaces has been developed as a partnership between the BC Centre for Women in the Trades (BCCWITT) and the BCFED Health and Safety Centre, and has been designed using a trauma informed approach that applies a justice, equity, diversity, and inclusion lens to the occupational health and safety issues the program addresses.

ALCOHOL-FREE SOCIAL NETWORKING

A social networking space is available Monday to Thursday after the General Session for delegates who wish to socialize with other delegates in an alcohol-free setting. The location of this space will be posted on the corkboard outside the registration area each week. Cards, games, and non-alcoholic beverages are provided.

There is also an Alcoholics Anonymous meeting held nightly. The location will be posted on the corkboard in the lobby of the East Tower each week.

CLASS SCHEDULES

Classes are held daily from 9:00 a.m. to 5:00 p.m. (as determined by the facilitators), except Friday when classes end at 11:00 a.m. Many classes have homework in the evenings.

There is an Opening Plenary at 7:00 p.m. in the Forum each Sunday. General Sessions are also held in the Forum on Monday, Tuesday, and Wednesday evenings at 7:00 p.m. General Sessions are an important part of the Winter School and all delegates are to attend.

FRANK WALL LEADERSHIP DEVELOPMENT SCHOLARSHIP

On page 24 of the Winter School Brochure you can read about an inspirational and visionary leader, Frank Wall. The Frank Wall Leadership Development Scholarship is open to applicants who submit a written application form and accompanying essay of no more than two pages in length (300 to 500 words).

Your essay should be on **one** of the following topics:

1. Strikes, Lockouts and the Public Interest: Strikes and lockouts are part of the collective bargaining process, but they can also have an impact on workers, families, communities and the economy. When, if ever, should governments step into a legal strike or lockout? What role can unions play in protecting workers' bargaining rights while building understanding and support from the public?

2. Developing Union Activists and Leaders: The strength of a union depends on members who are willing to participate, speak up, and lead. How can unions encourage and develop more members to become activists and leaders, while ensuring experienced leaders share their knowledge and create space for new voices, ideas and approaches?

The Frank Wall Leadership Development Scholarship is a full scholarship for the Parliamentary Procedure and Public Speaking course, which covers the cost of registration, single room accommodation, meals, travel costs (to be arranged through the CLC office), and wage loss. Applications should be addressed to the Pacific Region Director and must be received no later than **December 2, 2026**.

For more information, contact the Canadian Labour Congress at 604-430-6766. Application forms can be downloaded from our website at: www.winterschool.ca/registration. Completed application forms and essays may be submitted via email to: pacific@clcctc.ca.

Successful candidates will be contacted within five business days of the closing date.

FRANCIS XAVIER WALL



In Memory of Frank Wall - Inspirational and Visionary

The union family lost an inspirational advocate of union education when Frank Wall passed away on December 27, 2011, but students at the Canadian Labour Congress (CLC) Pacific Region Winter School have a lasting legacy event each week to remember our great friend.

Frank Wall was a respected trade union leader, who had a passion for union education. He believed in the power created when working people gain the skills and knowledge to be effective union activists.

Born in Dublin, Ireland in 1927, Frank held a number of leadership positions in various unions. He was President of Local 5529 of the United Steelworkers of America, President of the Edmonton Labour Council, Education Director of the International Woodworkers of America, and he served as a Staff Representative for the Canadian Labour Congress.

For many years, Frank served as an instructor at the CLC Winter School. Students who had Frank as an instructor learned quickly how he could touch those he met. Frank was known for his exceptionally quick wit. A quick turn of phrase or light-hearted joke could bring a smile or outright laughter when it was needed most.

Frank's legacy to the CLC Winter School lies in a tradition that students always remember as part of their Winter School experience – Choir Night. One year, he challenged each class to write a song and perform it as a choir. And, being the choir judge, Frank also coined the judging category of "perspicacity" – a term that will be familiar to returning students, and one new students will very quickly learn. From that point, there was no turning back and Choir Night has been a tradition at Winter School ever since.

Each Wednesday evening, the school gathers together. We are entertained by the class songs and even those with the most stage fright have some fun. Win or lose, it is always a night that people remember as part of their Winter School experience.

Whether remembering his great commitment to social justice and this labour movement, his exceptional instructor skills, or his ability to bring people together in song, Frank Wall will always be an enduring part of the CLC Winter School.

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REGISTRARS
Vivian Dufresne Wood, Rob Leickner

Cover photo courtesy of Rob Leickner.

CUPE BC
CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA

July 28, 2026

CUPE BC 2027 CANADIAN LABOUR CONGRESS WINTER SCHOOL SCHOLARSHIP

The CUPE BC Division awards the *CLC Winter School Scholarship* to affiliated CUPE members to attend a CLC Winter School course endorsed by their CUPE Local or District Council.

Five (5) scholarships valued at $2,000 each are awarded to CUPE BC affiliates with consideration given to:

1. Active Affiliation Status
2. Local Size
3. Local Finances
4. Whether the Local has previously sent delegates to the CLC Winter School

Locals and District Councils are also required to provide:

1. Copies of their current Annual Budget and Trustees Report.
2. An estimate of the total cost of sending a delegate to the CLC Winter School. This should include transportation, lost wages, registration, childcare, etc.

CUPE BC will collect scholarship applications by online form. All applications and accompanying documents must be received by **October 19, 2026 (11:59 pm PST).**

Application Link: https://cupebcevents.ca/forms/clc-winter-school-scholarship/
Application Deadline: October 19, 2026 (11:59 pm PST)

Please note that this scholarship is only available to affiliated CUPE members. Selected recipients will be notified by **October 26, 2026** and will be required to register themselves separately for Winter School and accommodations.

Should you have any questions, please email info@cupe.bc.ca for further assistance.

In solidarity,

Karen Ranalletta
President, CUPE BC

Tony Rebelo
Secretary-Treasurer, CUPE BC

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CUPE BC
CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA

July 28, 2026

CUPE BC 2027 YOUNG WORKERS
CANADIAN LABOUR CONGRESS WINTER SCHOOL SCHOLARSHIP

The CUPE BC Division awards the *CLC Winter School Young Worker Scholarship to* affiliated CUPE members aged 30 and under to attend a CLC Winter School course endorsed by their CUPE Local or District Council.

Six (6) scholarships are available as follows:

1. One general scholarship in the amount of $2,000 per applicant for each region.
2. An additional $500 maximum travel allowance per applicant for each region. Selected recipients are required to submit proof of travel expenses for reimbursement.

Scholarships are awarded based on the following considerations:

1. Active Affiliation Status
2. Applicant must be a Young Worker under the age of 30 (ID verification required)
3. Local Size
4. Whether the applicant has previously attended the CLC Winter School
5. Regional Representation

Locals and District Councils must also provide:

1. A description of the applicant's prior union involvement.
2. The title and dates of the education program the applicant would like to attend.

CUPE BC will collect scholarship applications by online form. All applications and accompanying documents must be received by **October 19, 2026 (11:59 pm PST).**

Application Link: https://cupebcevents.ca/forms/young-workers-clc-winter-school-scholarship/
Application Deadline: October 19, 2026 (11:59 pm PST)

Please note that this scholarship is only available to affiliated CUPE members. Selected recipients will be notified by **October 26, 2026** and will be required to register themselves separately for Winter School and accommodations.

Should you have any questions, please email info@cupe.bc.ca for further assistance.

In solidarity,

Karen Ranalletta
President, CUPE BC

Tony Rebelo
Secretary-Treasurer, CUPE BC

moveUP

Community Savings
the unions' credit union

We exist to unite working people to build a just world.

September 2026

RE: COMMUNITY SAVINGS SCHOLARSHIPS FOR THE CLC PACIFIC REGION WINTER SCHOOL

Dear Friends:

Community Savings Credit Union is offering four scholarships to assist union members in attending the 2027 Canadian Labour Congress Winter School. We are pleased to solicit applications from BC CLC Affiliates for the following courses.

- **Member Engagement - Member Action**
- **Parliamentary Procedure & Public Speaking**
- **From De-escalation to Prevention: Handling Bullying, Harassment, and Workplace Violence**
- **Mental Health First Aid Certification**

The scholarship will cover the costs of tuition. Transportation is not included. To apply for one of these scholarships applicants must:

- Be a member of a union, lodge or chapel affiliated to the Canadian Labour Congress
- Be endorsed and recommended by their union
- Submit the attached form
- Write a brief letter outlining their union activities and describe what they hope to learn from this area of interest and how it will assist them in their union work or in the broader labour movement.

Submit applications to:
Community Savings Union Department
union@comsavings.com

Applications must be received in our office no later than 5:00 pm (PST) Friday, November 20, 2026.
All applicants will be evaluated and the scholarships awarded by Friday afternoon, November 27, 2026. Please include your phone number so that you can be notified quickly of the decision.

In solidarity,

Community Savings
Kristi Bounegru
Union Liaison Officer 604-637-5018 Encl: 2

September 2026

RE: **One Movement Threads "Movement Builder" Scholarship for the CLC Pacific Region Winter School**

Dear Friends:

One Movement is thrilled to unveil our "Movement Builder" Scholarship for the upcoming 2027 season. This initiative is open to a dedicated union member from unions affiliated to the CLC. It's more than just financial support; it's about fostering the future and building the capacity of our labour movement. We are now pleased to accept applications for one member to attend one of the following courses at the 2027 Pacific Region Winter School.

- ***Building Worker Power with Digital Campaigns***
- ***Member Engagement – Member Action***
- ***Young Workers in Action***

*The scholarship will cover the registration costs for Winter School.

To apply for the scholarship applicants must:

- Be a member of a union, local, or lodge affiliated to the Canadian Labour Congress
- Be endorsed and recommended by their union
- Submit the attached form by December 11, 2026
- *Write a brief letter or essay outlining their union activism and describe what they hope to learn from the course they would like to attend.*

Submit applications to:
info@onemvmt.com (subject line: MOVEMENT BUILDER SCHOLARSHIP)
Or
Unit 411, 2020 East Kent Ave. South
Vancouver, BC V5P 4X1 Canada

Applications must be received in our email/office no later than 5:00 pm (PCT) December 11, 2026.

All applicants will be evaluated, and the scholarships awarded by Tuesday, December 15, 2026. Please include your phone number so that you can be notified quickly of the decision.

In solidarity,
One Movement Threads

BC Federation of Labour
110-4259 Canada Way
Burnaby BC V5G 1H1

604-430-1421
president@bcfed.ca
www.bcfed.ca

September 21, 2026

To: **All Affiliates**
Re: **The Donna Sheaves Memorial Scholarship**

Dear friends,

The Canadian Union of Public Employees Union (CUPE) Local 402 has established, through the BC Federation of Labour, a Donna Sheaves Memorial Scholarship for a union woman to attend the "Women in Leadership" course at the Canadian Labour Congress (CLC) Winter School. The Scholarship will cover the cost of the tuition for this event. The Scholarship does not include wage loss.

Applicants must write a letter outlining their union activities and must briefly describe what they hope to learn from the school, and how the experience will assist them in their work, in their union or in the broader labour movement.

Applicants must also submit a letter of recommendation from their union and **be available** to attend the "Women in Leadership" course, which is offered in week 2, January 17-22, 2027.

Applications for the Scholarship should be addressed to the "Donna Sheaves Memorial Scholarship", c/o the BC Federation of Labour, and be emailed to sectreas@bcfed.ca.

The DEADLINE for submitting applications is Tuesday, December 1, 2026, at 5:00 pm.

All applicants will be evaluated, and the Scholarship will be awarded by Tuesday, December 8, 2026.

Please include your phone number and email address within your application for an expedited notification.

In solidarity,

SUSSANNE SKIDMORE
President

HERMENDER SINGH KAILLEY
Secretary-Treasurer

Enclosure

cc: *Canadian Labour Congress*
cc: *Accounting*

0140-26let SS Donna Sheaves Scholarship-2027 /jg

BC Federation of Labour
110-4259 Canada Way
Burnaby BC V5G 1H1

604-430-1421
president@bcfed.ca
www.bcfed.ca

September 21, 2026

To: **All Affiliates**

Re: **Kim Manton Memorial Scholarship**

Dear friends,

The BC Federation of Labour and the Victoria Labour Council, have partnered to honour Kim Manton's memory with a scholarship to support Women, Trans and Non-Binary people to attend either the *"Women in Leadership"* course or a course with a Human Rights or Young Workers focus at the Harrison Winter School. The scholarship will cover the cost of the tuition for this event. The scholarship may include wage loss if the applicant is unable to secure this from their union.

Applicants must write a letter outlining their union and community activities and must briefly describe what they hope to learn from the course, and how the experience will assist them in their community, and in the role in the labour movement (preference for this scholarship will be given to people from Vancouver Island).

Applicants must also submit a letter of recommendation from their union and **be available** to attend either the *"Women in Leadership"* course, which is offered in week 2 (January 17-22, 202), or a course with a Human Rights or Young Workers focus.

Applications for the scholarship should be addressed to the "Kim Manton Memorial Scholarship", c/o the BC Federation of Labour, and be emailed to sectreas@bcfed.ca.

The DEADLINE for submitting applications is Tuesday, December 1, 2026, at 5:00 pm.

All applicants will be evaluated, and the scholarship will be awarded by Tuesday, December 8, 2026.

Please include your phone number and email address within your application for an expedited notification.

In solidarity,

SUSSANNE SKIDMORE
President

KIRK MERCER
Victoria Labour Council, President

Enclosure
cc: *Canadian Labour Congress*
Accounting

0140-26let SS Kim Manton Memorial Scholarship-2027 /jg