



Civil Service Association of Alberta (AUPE's Predecessor) Member Training - 1962

LABOUR SCHOOL TWENTY TWELVE

CELEBRATING

years

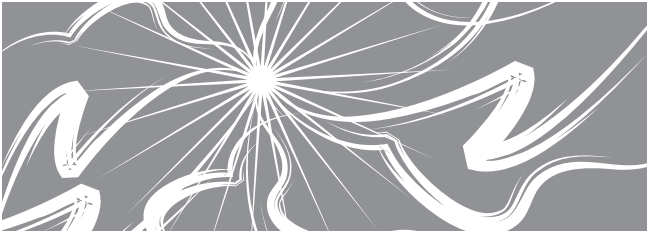
OF LABOUR EDUCATION
1962-2012

INFORMATION & APPLICATION FORM

February 26 - March 1, 2012

The Fairmont Jasper Park Lodge, Jasper, Alberta





MESSAGE FROM THE PRESIDENT



Greetings! Welcome to AUPE's 2012 Advanced Education Labour School.

AUPE is justifiably proud of the excellent ongoing courses, training and seminars we provide year round to new members, elected officers, and activists from around the province.

This year's Labour School marks a milestone in the education of our members. In 1962, the first courses that were open to AUPE members were held, and this year marks 50 years of outstanding education for our members and activists.

AUPE has always maintained that knowledge is power, and education is the source of knowledge. When it comes to providing you with tools you need as an AUPE activist, the more power the better.

Why? Because in our daily lives as workers we are confronted by many powerful forces that challenge our hard-won rights and the essential services we provide to Albertans.

AUPE members are the first and most important line of defence against cutbacks to public services, contracting out, concessions and privatization. Providing you with the tools you need to win these struggles is the ultimate goal of Labour School.

The courses at Labour School focus on the core values and skills required to develop the most active and educated union membership anywhere. The **Advanced Steward Course** builds on the education and experience you have acquired as a worksite Union Steward to enhance your skills to the utmost ability in order to properly represent fellow members and to enforce the hard-won provisions in your collective agreements.

Another course that builds upon ongoing education is the outstanding **Advanced**

Occupational Health and Safety Course. If you are enrolled in this course it is because you have made a serious commitment to the health and safety of yourselves and your co-workers.

Another course that teaches a special skill set that uniquely bridges the role of Union Steward and Health and Safety Advocate is the **Duty to Accommodate Course.** This is a growing area of complexity and speciality that requires a high level of training.

Of course, assisting AUPE members through any difficult situation is the goal of any Union Steward and activist. The **Union Counseling Training Course** will provide you with knowledge of how best to direct members to the proper resources if they are in crisis or need support.

Every one of you who attends Labour School is a leader in your own right, by virtue of the fact you have made the commitment to your Union and your own learning and personal growth. However, the **Leadership Course** provides you with the knowledge and the skills to allow your natural leadership tendencies to shine, to become more refined, and to build your confidence and character as a leader in AUPE.

The **Direct Action Course** teaches us that nothing is gained without struggle, and even though that struggle can take on many forms, it is often through direct action that most impact can be made. Being creative, thinking outside the box and feeling empowered is the goal of this course, which ultimately puts words and ideas into action.

AUPE continues to attract new members on an ongoing basis. The **Organizing Course** will provide you with the skills,

confidence and the technical knowledge to assist in an organizing drive to bring new members into our growing AUPE family.

Finally, I'm proud to acknowledge that we are providing a **Labour History Course.** AUPE holds a rich and colourful place in Alberta's labour history. The lessons we have learned and the past struggles we have been engaged in, have strengthened us and guided us to where we are now.

The beauty of AUPE's Labour School is that it offers a wealth of advanced education in one place at one time. Also, it reconnects the bonds of solidarity that unite us all, and builds new links and friendships with sisters and brothers from across Alberta.

I encourage you to get as much as you possibly can out of Labour School and to take everything you learn back to your worksite and community where your new knowledge, skills, and leadership can be best put to use: representing and supporting AUPE members through solidarity and mobilization.

Guy Smith
AUPE President



February 26 - March 1, 2012
The Fairmont Jasper Park Lodge
Jasper, Alberta



The AUPE Labour School is an advanced school. This means that the school is intended for members that have taken either one or two day(s) AUPE sponsored courses and are active in their component.

When applying for any of the courses at this year's school please note the prerequisites for each course. Applicants must have the prerequisites by October 6, 2011, if the prerequisites are not obtained applicants will be screened out of that course. Should applicants require further training please see the Education Schedule for your region at www.aupe.org.

Applications must be completed in full and be legible or your application may be rejected.

Name: _____

Address: _____

City: _____ Postal Code: _____

Home Phone: _____ Work Phone: _____

Employer Fax (to arrange time-off): _____

Email (where Union correspondence may be sent): _____

Employer/Department: _____ AUPE Member Number: _____

Local/Chapter: _____

Please list any Union positions you currently hold or have held with dates

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____

Please list any Union education you have taken with dates

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____

Youth Designation - 30 years of age or under Yes No

SEND THIS FORM TO YOUR CHAPTER CHAIR BY FRIDAY, OCTOBER 7, 2011

Please indicate your 1st, 2nd, or 3rd choice in the check box beside each course title indicating 1, 2 or 3.

Please put a check (✓) in the appropriate box when indicating whether or not you meet the prerequisites.

Advanced Occupational Health & Safety Advocate

This course is designed to enhance the skill set of the Level 2 OH&S Advocate through practical application exercises in the areas of Hazard Risk Identification and OH&S Committee Roles and Responsibilities.

Prerequisites

Completed the Occupational Health & Safety Level 2 Course: Yes No

Advanced Steward Course

Participants will gain knowledge in contract interpretation, rules of construction, resources and research tools, knowing when to file a grievance and representation skills. This course will build on the Union Steward Level 2 Course.

Prerequisites

Completed the Union Steward Level 2 course and been a Level 2 steward for 1 year after completion of the course: Yes No

Completed the Contract Interpretation course Yes No

Date of Completion for Union Steward Level 2 course:

Must have participated in formal (Level 1 or 2) grievance hearings: Yes No How many? _____

Duty to Accommodate

This course explains what Duty to Accommodate means. The course defines how accommodations are applied based on Human Rights legislation. The course assists Stewards with a step-by step process on how to facilitate an accommodation for a member and addresses how to incorporate a more inclusive workplace.

Prerequisites

Completed the Union Steward Level 2 Course: Yes No

Direct Action

When Unions move beyond grievances and arbitrations and begin to pressure employers, persuade the public, and take action to create change they engage in Direct Action of various forms. We will discuss wide ranging tactics from letter writing and button wearing campaigns, to political actions and public campaigns, to sit-ins and strikes. This class is dialogue driven with an emphasis on member participation. Bring your ideas and experiences around Direct Action to the class, you'll be putting them to use.

Prerequisites

Elected Officer of an AUPE Component (Article 18 AUPE Constitution): Yes No

Current position:

Labour History

From the 1800's to now, this course will look at Canadian and Alberta events that shaped the face of the labour movement and AUPE. Participants will also be challenged to look at the movement and how to become part of the labour history of tomorrow.

Prerequisites

100 to 150 word essay (pro or con) on the statement: "Unionism as it exists today is based on contracts, not direct action."

Leadership

Union leaders require a wide variety of skills. Knowing when and how to apply these skills makes all the difference to effective leadership. This course will explore the concept of leadership, various leadership styles, how to motivate the membership, public speaking and the rules of order. The delegation of union duties amongst Chapter and Local Executive results in positive and cohesive team leaders.

Prerequisites

Elected Officer of an AUPE Component (Article 18 AUPE Constitution): Yes No

Completed the Union Officer Training course Yes No

Current position:

Organizing

Learn about all the elements of conducting a campaign to organize new members. The course will provide relevant information about the law, signing petitions, communication strategy and winning the vote. Participants may be used in future organizing drives.

Interested in Organizing: Yes No

Union Counselling Training

The Union Counsellor is a resource person who works within the union and provides one more opportunity for the union to ensure the total well being of its members. The participants will learn how to interact with members, and refer members to proper services they may require. These referrals cover a broad range of resources from substance abuse, family problems, financial problems to workplace stress, etc.

Prerequisites

Must be a Union Steward: Yes No

I attended labour school in:

2004 2005 2006 2007 2008 2009 2010 2011

Each course will be limited to a maximum of 24 participants.

The deadlines are as follows:

Receipt by Chapter Chair	Oct. 7/11	Mailing of Acceptance Letters	Dec. 12/11
Receipt by Local Chair	Oct. 14/11	Mailing of Alternate & Non-Acceptance Letters	Dec. 12/11
Receipt by Headquarters c/o Leslie Davies	Nov. 4/11		

Accommodation

AUPE will make ALL ACCOMMODATION ARRANGEMENTS. AUPE pays only for DOUBLE OCCUPANCY. Single occupancy requests will be accommodated subject to availability. Before booking single occupancy a signature on the appropriate line below is required. The difference between single and double occupancy for the Fairmont rooms is approximately \$64 + tax per night.

Male Female

Double Occupancy

I would like to share accommodations with:

If there is no roommate listed, one will be assigned at random.

Single Occupancy

If the Local is paying the additional costs the Local Chair must sign here or double accommodations will be assigned:

Local Chair, Signature

*If the member is paying the additional costs the **member must sign** here and will be responsible for paying any additional charges upon checking out.*

If you have a medical condition that requires you to have a single room you will have to provide a medical certificate. Please do not attach to application, but send in a separate envelope marked "Confidential" to the attention of Leslie Davies.

Please check off the box if AUPE already has your medical certificate on file (*certificates are valid for 2 years*)

Time-Off Requirements

Number of paid hours worked in a shift:

Sunday, February 26, 2012

Monday, February 27, 2012

Tuesday, February 28, 2012

Wednesday, February 29, 2012

Thursday, March 1, 2012

Other

Please provide reason for Other:

Note: Attending Labour School when you are on Worker's Compensation, Short or Long-Term Disability Insurance or similar leaves may affect your leave. On a voluntary basis, advise if you are on any special type of leave.

WCB

GI/STD

LTD

OTHER

Travel

AUPE will cover all costs by assigned bus travel. If you travel by your own vehicle, NO MILEAGE OR ANY EXPENSES WILL BE PAID BY AUPE, unless authorized due to acceptable extenuating reasons.

Please assign me to AUPE's Bus Travel

I will use my personal vehicle and AGREE TO BE RESPONSIBLE FOR MY MILEAGE AND ALL EXPENSES.

Signature (if using personal vehicle)

Special Dietary Needs

If you have any special dietary needs please indicate below. Special dietary needs include allergies, lactose intolerance, being a vegetarian etc., please be very specific.

Multi-Media Release

I, the undersigned, do hereby agree to allow the Alberta Union of Provincial Employees to produce and use images and/or recordings of me during the period noted below.

I agree to allow AUPE to use these images and/or recordings in AUPE publications and advertising, and on AUPE's website.

I will not seek any financial compensation for the use of any images and/or recordings, nor will I seek legal action against AUPE, its employees or agents for having these images and/or recordings used in AUPE publications, advertising or on AUPE's website.

I have read this release and understand its implications. I agree to the above terms.

Dated: February 26 - March 1, 2012

Name (Please Print)

Signature

I certify all information provided in this application is truthful. By signing this application I am certain I am able to attend for the full duration of Labour School and participate in all required sessions in a responsible and respectful manner.

Signature

Moderation when wearing scented products should be exercised by all members.

NOTE: No pets, guests, spouses, or family members will be allowed to accompany participants during the actual school from Sunday, February 26, 2012, 2:00 pm to Thursday, March 1, 2012, 12:00 pm.

Pre and post rates are available for the Fairmont rooms. Participants must book their requests directly with the hotel.

AUPE is not responsible for any costs outside of the February 26 - March 1, 2012 dates.

Chapter Recommendation

Please describe recommended member's activity level at the worksite:

Chapter's preference for course placement for member:

- 1) _____
- 2) _____
- 3) _____

Chapter Chair Signature

If not recommended please provide reasons:

Local Recommendation

Rationale:

Local Chair Signature

FOR USE BY HEADQUARTERS ONLY

Course Assigned To: _____

Alternate To: _____



Solidarity Place
10451 - 170 Street NW
Edmonton, Alberta
Canada T5P 4S7
www.aupe.org

12019

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SCHOOL
TWENTY TWELVE**

CELEBRATING **50** years **OF LABOUR EDUCATION**
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