

**PSAC – Atlantic**

**Regional  
Education Plan**

**(2007 – 2009)**



## **PLAN DEVELOPMENT**

The PSAC Policy Statement requires the development of a Regional Education Plan and approval of the Regional Executive Vice-President.

The three-year plan (2007-2009) was drafted after consultation took place with the REVP and Atlantic Council (Education Committee), elected Component representatives, local and regional leaders and PSAC regional office staff. Additional input from members was obtained through a membership needs survey completed by Component regional leaders, locals, Atlantic Council Education Committee and the Chairpersons of Regional Women's Committees, Area Councils, Human Rights Committees and several youth members. The planning process also included an analysis of the PSAC Triennial National Convention 2006 priorities.

## **PSAC STRATEGIC PRIORITIES**

At the 2006 PSAC Triennial National Convention, it was determined that the current federal government had identified five priorities it thinks Canadians want action on, and what actions it is prepared to take on each. Canadians from coast to coast to coast need more than five priorities from their government. Here are our choices:

- A Child Care Plan
- A Fair Tax System
- A Clean Environment
- Protecting Medicare
- Human Rights
- Workers' Rights
- Safety and Security in our Communities and Beyond
- Protecting Public Services
- Making Poverty History

## **EDUCATION ON VARIOUS TOPICS**

From our analysis of union priorities and input from the membership, we developed a list of topics to be used as a resource when

developing education schedules, drafting Alliance Facilitator (AF) work plans or planning conferences (Appendix B).

Our achievements in each of our priority areas depend on an educated and mobilized cadre of activists and leaders. To this end, we will undertake the following:

### LEADERSHIP

The 2007 Atlantic Union Development Program (UDP) will be conducted in the fall.

In the winter of 2008, an advanced course on *Women at Work* for new and experienced activists will be conducted in order to counter the many cuts to women's programs by the federal government.

### REPRESENTATION

Courses on the *Public Service Modernization Act* (PSMA) were on every region's schedule in 2006.

In November, 2006 the PSAC National President announced the 2007-2009 PSAC Education Program advanced representation training. The strategy is to respond to membership training needs in relation to any representation likely to flow from the Public Service Modernization Act.

*Grievance Handling* courses will appear on all five half-year schedules.

A one day *Staffing* course has been designed to enhance members' understanding of the staffing process currently in place within the Federal Public Service. It will appear on every region's schedule.

The advanced course, *Representation Skills – Chapter 3 (new)* will be conducted at the 2007 Atlantic school.

*Local Officers' Advanced Training* (LOAT) sessions were held in 2005 throughout our region. Our recent survey demonstrates the need for our immediate attention to this type of training. We will offer basic

*Local Officers' Training* for local officers on every weekend schedule in the region in 2007-2008.

## COLLECTIVE BARGAINING

We will build membership support for making gains through collective bargaining in a variety of ways.

We held an advanced *Collective Bargaining* course in both French and English at the 2006 Atlantic School. Chapter 1 of that training will introduce participants to pre-bargaining mobilization. The National Education Program is developing Chapter 2 and should be released in 2007. That part will focus on mobilization during collective bargaining.

One day *Introduction to Collective Bargaining* will appear on all five half-year schedules in 2007. It is intended to promote members' involvement in the bargaining process.

Where applicable, mobilization and strike preparation training will appear on all schedules for national groups and on the respective schedules for regional groups.

## GLOBALIZATION

A 45 – 60 minute session, the stand-alone workshop “*45 Minutes to Change the World*” is a perfect introduction to globalization.

In addition, the 45 – 60 minute “*Make Poverty History Mobilizing Module*” is another stand-alone workshop available electronically on the PSAC website under Social Justice.

We must make use of every forum available to speak out against deregulation, cuts to quality public services, and the implementation of measures that weaken our health and safety protection and their environment.

## HEALTH, SAFETY and the ENVIRONMENT

A database of Health and Safety Committee members and activists has been created.

Regional Health and Safety conferences are scheduled in the fall of 2007.

Half-year schedules in each of the five regions will include at least one course on Health, Safety and the Environment.

We are asking for help in getting into the workplace to offer Health and Safety training.

An advanced course will be offered at the 2007 Atlantic School on *Duty to Accommodate*.

## LOCAL DEVELOPMENT

A comprehensive plan of local development has been implemented for targeted locals in 2007. Educational activities will be tailored to the needs of each local.

## ANTI-OPPRESSION

A one-day course, *Building an Inclusive Union* will continue to be part of our approach to building strong locals. This training has appeared on every region's schedule.

A *Human Rights* course will be conducted at the 2007 Atlantic School for members who want to exercise leadership on anti-oppression.

The Atlantic Region Training Session for Aboriginal, Inuit, and Métis members will take place in Nova Scotia in April, 2007. This first-time training will provide members a way of empowering themselves to effect change in their workplaces, communities and union.

## POLITICAL ACTION

The theme for the 2007 Atlantic School is “*Labour Education is Social Power!*”. Labour education is a strategy for building a movement for social change. We will conduct a course on *Political and Social Activism* in both French and English.

Materials and learning events to engage and mobilize members in support of defending public services will be organized in 2007.

Members have access to one hour workshops on topics such as Globalization, Social Justice and *Electing your Future!*.

We will continue to work with our union and social justice partners to organize events on privatization, health care and political action.

## YOUTH

We will continue our recruitment efforts to promote youth participation at the Atlantic School and to every advanced course. We were successful in having youth members trained as Alliance Facilitators.

A Youth Network came to light at the 2006 Atlantic Region Action Planning Seminar.

## ORGANIZING

An “Organizing School” has been conducted in 2005. The goal was to prepare Alliance members and other partners to assist with organizing drives.

We will continue to invite the participation of workers from key organizing drives to attend our education events.

An ongoing “on the job” training program for member organizers is meeting with success.

## **DELIVERY AND VENUES and FORMATS**

The situation: Much of our union education is delivered on weekends or at the four-day Atlantic School. From the membership feedback and consultation with members and components, we know that we must reduce the reliance on weekend courses, offer a variety of options and improve frequency of offerings in rural pockets and offer continued delivery of *Talking Union Basics* training for local officers and offerings on representation skills.

What we will do: A mixture of basic and advanced education will be offered on each region's schedule. In 2007, we will offer our first weekend school in St. John's and northern New Brunswick. This will be held on a Saturday giving members a choice of two different workshops.

### **Advanced Program**

We will continue to offer union education through the very popular Atlantic School and two will be organized during this planning cycle. At the 2007 Atlantic School, five courses will be conducted – *Duty to Accommodate; Human Rights; Representation Skills; Political and Social Activism (English); Political and Social Activism (French)*.

In the fall of 2007, we will conduct our second *Union Development Program* for our region.

In 2008, *Advanced Representation Training* will be conducted for stewards and union representatives.

We will conduct our second Atlantic School of this cycle in 2009.

### **Basic Program**

Two Regional Women's Conferences will be held in 2007 and two regional conferences on Health, Safety and the Environment.

We will conduct a two-day *Local Officers' Training* in 2007 – 2008, in each of the five regions.

Approximately 60 members were trained as Alliance Facilitators in the fall of 2006. There will be a concerted effort to establish a region-wide Alliance Facilitator's Network while including continued active facilitators. It will include specific activities that will result in AF work plans, forging links with our union structure, committees and the broader labour movement.

We will continue to promote participation in the workplace training workshops - *Collective Agreement Interpretation; Anti-Harassment; Respecting Differences – Anti-Discrimination: Union-Management* Consultation through the PSAC - PSHRMAC Joint Learning Program sessions. We also want to be invited in the workplace to do Health and Safety training.

## **BUDGET**

The membership education budget for the Atlantic is \$536,250 (\$178,750 per year). Any surplus or deficit within the three-year cycle is carried over (within the regional budget) until December, 2009. The budget is revised on a regular basis. See Appendix C for the 2007 - 2009 budget proposal.

## **APPENDIX B**

### **Topics for Learning Events and Initiatives**

From our analysis of union priorities and input from the membership, the following topics were identified. This list can be used as a resource when developing education schedules, drafting AF work plans or planning regional conferences.

## **ADVANCED**

- Activism on Health, Safety and the Environment
- Alliance Facilitator Training Program
- Employment Equity
- Human Rights / Anti-Oppression
- Leadership Development
- Local Officers' Advanced Training
- Organizing school

- Political and Social Activism
- Representation Skills
- Union Development Program
- Union Leadership and the Media
- Union Leadership in a Changing World
- Globalization
- Women at Work

## **BASIC**

- Alternate Dispute Resolution
- Anti-Harassment
- Bargaining Conference Preparation
- Building an Inclusive Union
- Clear Language for Union Communications
- Collective Bargaining: How it Works and How to Make it Work!
- Conflict Resolution Skills
- Convention Preparation
- Dealing with Internalized Oppression
- Duty to Accommodate
- Electing Your Future!
- Employment Equity
- Facilitation Skills
- Globalization
- Global Solidarity
- Grievance Handling
- Health, Safety and the Environment
- Investigation Techniques
- Labour History
- Leadership Skills
- Leadership and Unions (for youth)
- Leadership Skills for Aboriginal and Racially Visible Members
- Leadership for Women
- Globalization “45 Minutes to Change the World”
- Social Justice “Make Poverty History”
- Staffing in the Federal Public Service

**APPENDIX C**

**2007- 2009 Membership Education Budget**

<b><u>2007 BUDGET</u></b>	<b>budget</b>	<b>actual</b>
Basic Program:		
<b>Gander</b>	6,000	
<b>New Brunswick</b>	9,000	
<b>Nova Scotia</b>	10,000	
<b>Prince Edward Island</b>	4,000	
<b>St. John's</b>	6,000	
<b>Subsidies</b>	5,000	
<b>Supplies</b>	700	
<b>AFN</b>	7,000	
<b>Component Educational Needs Fund</b>	15,125	
<b>2007 Atlantic School</b>	121,082.71	
<b>Advanced Course</b>		
<b>Other:</b>		
<b>Total Expenditures</b>	183,907.71	
1 The three-year allocation for the Atlantic region is \$536,250 (\$178,750 per year)		
2 Currently, the AFN allotted budget is 15,125		

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<b><u>2008 BUDGET</u></b>	budget	Actual
Basic Program :	budget population locals	
Gander	(16%) (6%)	6,000
New Brunswick	(31%) (27%)	12,000
Nova Scotia	(26%) (40%)	10,000
Prince Edward Island	(11%) (12%)	4,000
St. John's	(16%) (15%)	6,000
Subsidies		5,000
Supplies		700
AFN		9,000
Advanced Programs (\$81,470)		
Rep Skills (St. John's, NL)		3,000
Rep Skills (Gander, NL)		7,500
Rep Skills (Goose Bay, NL)		4,400
Rep Skills (NS)		12,000
Rep Skills (Charlottetown)		3,000
Rep Skills (Moncton, NB – E)		15,000
Rep Skills (Moncton, NB – F)		10,000
Women at Work		26,570
Total		134,170

<b><u>2009 BUDGET</u></b>		
Basic Program :		
Gander		6,000
New Brunswick		12,000
Nova Scotia		10,000
Prince Edward Island		4,000
St. John's		6,000
Subsidies		5,000
Supplies		700
AFN		10,000
2009 Atlantic School		120,000
		173,700