



Education Program - Steward Series Course List

Tier One courses are broad-based, while Tier Two courses offer more specific learning for stewards who want to develop areas of expertise.

**Tier One and Tier Two courses will also be available online beginning Fall 2019
Online courses take 45-60 minutes to complete.**

Tier One Courses are a Pre-requisite for the Advanced Representation Training for Steward (ARTS).

TIER ONE MODULES

Why Unions

This module provides you with history about the labour movement, providing context for the current reality we face. Unions are on the defensive about our very existence and sometimes stewards have to defend our union, even to our own members. This module provides you with solid facts to take on that challenge.

Building Our Union

Stewards play an important role in building our union from organizing and mobilizing members at the workplace to providing representation in support of members. This module explores practical ways to enhance your union-building skills. How we communicate and the means by which we communicate are discussed. Techniques and scenarios are explored to help deepen your learning.

Role of the Steward

A Steward's role in the local and union may be broader than you realize. Often it is assumed that stewards represent on grievances only. This module explores how much more stewards do as representatives of our union. You will examine what you like and what challenges you about being a steward, the tools necessary to be an effective steward, what's expected of you, and what your rights are as a union representative in the workplace. You will apply what you've learned in a variety of scenarios.

Steward as Problem-Solver

Many of the situations in which stewards find themselves involve addressing conflict and dealing with unresolved issues. Not every issue can – or should – result in filing a grievance. Stewards need to be strategic in solving problems and able to help resolve conflict, if they are going to be effective union representatives. In this module, you will explore techniques and scenarios, based on some common workplace problems, to deepen your learning.

Grievances: an Overview

Stewards play an important role is assisting members with workplace problems. You need to know when something is grievable and when another problem-solving approach is appropriate. This module provides an overview of what grievances are and the process your union uses to provide representation to members. You will also look at the various types of grievances and the legal framework that guides the grievance process.

TIER TWO MODULES - A

The Duty to Accommodate

This module provides you with the necessary knowledge of the principles of the duty to accommodate including the responsibilities of the employer, the union, and the worker with respect to workplace accommodation, to provide representation to members seeking workplace accommodation.

Defending Trans Members Rights in the Workplace

This module addresses the growing issue of trans human rights in society and the workplace. It will introduce you to concepts, definitions and issues faced by trans members, so that you can provide proper representation and understand the complexities of the trans experience.

Employment Equity in the Workplace

This module provides you with the legal framework for employment equity and also identifies the roles of employers and unions. As a steward you need to proactively address employment equity from time to time, this module provides you with the necessary tools to do so.

Mental Health Matters

This module explores the increasingly prevalent issue of mental health issues pertaining to the workplace. You will dispel myths and stigmas and better represent members with mental health disabilities once you have this knowledge.

Stewards as Allies for Racial Justice

This module equips you with an understanding of racism and how it manifests. This knowledge assists you in challenging racism and providing representation to those who are subjected to it.

Defending GLB Members against Homophobia in the Workplace

This module helps you to define, understand, and fight against homophobia and heterosexism in the workplace and union. Knowing what workplace and legal protections are available to defend members who are subject to homophobia assists you in providing representation.

Creating Gender Equality

This module helps you to better understand sexism, how and when it occurs, and what to do to challenge it. It also provides you with information about what your union is doing to challenge the inequality that exists.

Connecting with Aboriginal Members

This module provides you with an historical overview of the Aboriginal peoples of Canada. You will understand the ongoing struggle against oppression and colonialism. With this knowledge you will promote justice for Aboriginal peoples in the workplace and beyond.

Connecting with Members with Disabilities

This module explores the range of disabilities the individuals live with and how these may or may not impact their working lives. It also looks at ableism and how this plays out in the workplace. This knowledge will build your skills and confidence to represent members with disabilities.

TIER TWO MODULES - B

The Politics of Economics in the Workplace

This module will deepen your analysis of economic issues and economic decision-making. You will be challenged to explore how economic and political agendas are shaped and whose interests are being served. This module will assist you in having difficult conversations about the economy, and dispelling some of the myths that persist.

What Stewards Need to Know about Health and Safety

This module will assist you in understanding the roles and responsibilities of workers, employers, and unions regarding healthy and safe workplaces. You will be empowered to address members about their health and safety rights in the workplace, and to understand how to maintain and enhance healthy and safe workplaces.

Creating Harassment-free Workplaces

This module will provide you with a greater understanding of harassment and your role in intervening and preventing harassment in the workplace. You will learn about worker protections against harassment and how to enforce those protections. You will also explore the impact of harassment on all parties.

Working Strategically through Conflict

This module will help you to recognize conflict as it is emerging and will provide you with means of dealing with it. Because conflict is something that many of us avoid, you will be able to work through scenarios and practice how to creatively and strategically address conflict.

Planning for Action

This module will give you more tools to use in mobilizing and creating collective action. Through an understanding of the importance of collective action for our union you will explore what makes actions successful. You will practice identifying possible strategic actions and how to mobilize around them.

The Obligation to Represent Members Fairly

The module will orient you to the duty of fair representation which is an obligation of our union and of you as a steward. You will look at legislation pertaining to the duty of fair representation; what it means and how it is applied.