

## PSAC-NCR Education Committee

### Minutes of the January 20<sup>th</sup> 2015 Meeting

#### In attendance:

Chair - Chantal Fortin (USGE)

Sara Cousins (UTE)

Lee Pallotta (UTE)

Behiye Cinkilic (UNE)

Ashley Cederwall (UNE)

Sophie Rouy (UNE)

#### Staff Resource:

Johanne Labine

Amarkai Laryea

#### Regrets:

Louise Blouin (UNE)

John-Henri Commanda (CEIU)

| Item                           | Discussion  | Decision | Follow-up                                       |
|--------------------------------|---|----------|---|
| A. Agenda                      | The agenda was prepared and adopted.  |          |   |
| B. Minutes of Previous meeting | The minutes of the previous meeting were approved as amended.   |          | REO to request translation and post on web site |
| C. Education Update            | <ul style="list-style-type: none"><li>Education statistics for 2014 were reviewed. We had anticipated a drop in the number of members who would be signing up for our courses given the fear and uncertainty in our members' workplaces. This</li></ul> |          |   |

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|   | <p>drop has not taken place - a good sign.</p> <ul style="list-style-type: none"> <li>• The bilingual TUB is a go. Very encouraging given that it was cancelled the last time.</li> <li>• We had close to ten “no-shows” at a December evening module. Food had been reserved. We need to discuss how we can offer evening modules and provide food without needing to put in place a cumbersome follow-up process.</li> <li>• The survey of francophone members who attend NCR courses is on hold until we have stability with the Regional Office administrative staff.</li> <li>• The NCR is hosting the French UDP in 2015.</li> </ul>  |          |  |
| D. Upcoming NCR Educational Opportunities | <p>The Broadbent Institute is offering its Progress Summit from March 26<sup>th</sup> to March 28<sup>th</sup>. The registration fee for the Summit and the one day pre-summit training is \$450.</p> <p>After discussion, the Committee agrees to offer 4 scholarships paid by the NCR Education Program. Two additional scholarships will be provided by OAC and CRAPO. We will pay the registration fee, parking and meals which are not provided during the event. No LOS will be paid.</p> <p>Chantal will approach Larry Rousseau and request that his office provide an additional scholarship.</p> <p>The selection decision will be made by the REVP and the recruitment message will again encourage the participation of members who have demonstrated a commitment to engaging in political work on behalf of</p> |          | REO will draft a recruitment message which will be circulated and distributed. |

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|                    | <p>their union.</p> <p>The CLC is organizing Political Action Conferences and the Ottawa conference will take place on February 27<sup>th</sup> (evening) and 28<sup>th</sup> (all day). There is no registration fee and lunch and parking are provided.</p> <p>The ODRT is offering two Workplace Insurance Training courses. After discussion, the Committee agreed:</p> <ul style="list-style-type: none"> <li>• It is too late to recruit members for the upcoming courses.</li> <li>• Members do not provide representation on workers compensation disability claims but do need to understand how these provincial systems work in order to provide information to members.</li> <li>• It is suggested that we examine the possibility of a three day H&amp;S course which would cover disability insurance, duty to accommodate, return to work, medial retirement and workplace injury. We are scheduled to provide the Advanced Duty to Accommodate this Fall (two days) paid by the National Education Program). We could add one day to this course to cover the additional topics.</li> </ul> |          | <p>Chantal will send the CLC recruitment e-mail to all NCR Education Committee members.</p> |
| E. TUB Equivalency | An inquiry was made about TUB equivalency for members who wish to take the Core Grievance Handling course but   |          |   |

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|   | <p>who have not taken the TUB.</p> <p>Johanne updated the Committee on a discussion which took place with the Standing Education Committee on this question several years ago. The conclusion, after having assessed this, was that the PSAC does not have the capacity to set up a formal equivalency process for the TUB. Our courses request that members have taken the TUB or have an equivalent experience.</p> <p>The PSAC on-line learning campus now provides short modules which orient members to the union and to the work we do.</p>   |          |           |
| <p>F. NCR<br/>Democracy<br/>School Update</p> | <p>Members agreed that having the three unions collaborate on this project was key to its success.</p> <p>The following points were raised:</p> <ul style="list-style-type: none"> <li>• There should be more new theory presented at these events (and a reduced focus on experiential learning).</li> <li>• There should have been more time to hear from Michael Harrington on how the Chicago Teachers' Union fought back (Johanne pointed out that the workshop was designed in collaboration with Michael. It was not designed as a story telling as much as a sharing of some tips that can be applied in our context).</li> <li>• We need to follow-up with our members who attended this Democracy School. It was suggested we follow up with an individual e-mail with a</li> </ul> |          |           |

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|  | commitment reminder.   |          |           |
| G. Political Rights Video Project                        | <p>Johanne shared that Alroy is finalizing a Political Rights Video with the Workers History Museum. Johanne proposed that AFs and others collaborate in the drafting of presentation and discussion notes which could be used by AFs to show this video in their workplaces or at union events. It could be the next activity under the "Talk to Us" theme. The Committee decided to not earmark resources for this project at this time. Few AFs appear interested/able to take on union education in the workplace.</p> |          |           |
| H. NCR Regional Leaders Handbook and NCR Committee Flyer | <p>Chantal provided an update:</p> <ul style="list-style-type: none"> <li>• The Handbook is complete and is now in final editing and then will be sent to translation.</li> <li>• Chantal will propose, at the next NCR Council Executive meeting, that an NCR Committee Flyer be developed by the NCR and distributed at all events to promote our Committees and recruit members who might be interested in joining these.</li> </ul>  |          |           |
| I. Conversations on the State of the Region              | <p>Committee members discussed the level of organizing and mobilizing in the NCR. After discussion, it was agreed that the Education Committee will host three gatherings for interested members and leaders (Saturday breakfast gatherings).</p>  |          |           |

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|   | <p>A. Audience - members who attend our courses: What kinds of actions are you prepared to take on after a union course? What would help you in taking action after you attend a union course?</p> <p>B. Audience – new and somewhat disengaged union members: What interests you about the union? How can the union help or make a difference for you?</p> <p>C. Audience – formal and informal leaders: What are the obstacles to engaging members and how do we fix these?</p>   |          |  |
| <p>J. NCR Education Evening Modules</p> | <p>After discussion, the Committee agrees that :</p> <ul style="list-style-type: none"> <li>• We will stop the practice of ordering meals for the evening modules.</li> <li>• Members who attend an NCR evening module will be advised to pick something up to eat on their way and told they can claim 15\$ for this light meal.</li> <li>• We will approach businesses in the Food Court to see if they would accept a coupon from members who do not have time to purchase a light meal on their way to the module. Members will be given a coupon (15\$ value) and invited to visit a participating food vendor.</li> </ul> |          | <p>Johanne to verify if this can be organized.</p> |