

## 2022 LEADERSHIP DEVELOPMENT TRAINING

<b>Courses</b>	<b>Date</b>	<b>Location</b>
LD 10- Intro to union and role of steward	March 17	Regina (in-person)
LD 10- Intro to union and role of steward	June 6	Saskatoon (virtual)
LD 10- Intro to union and role of steward	September 6	Virtual
LD 10- Intro to union and role of steward	September 27	Regina (in-person)
LD 10- Intro to union and role of steward	November 15	Virtual
LD11- Respectful workplace & domestic violence	March 18	Regina (in-person)
LD 11- Respectful workplace & domestic violence	June 7	Saskatoon (virtual)
LD 11- Respectful workplace & domestic violence	September 7	Virtual
LD11- Respectful workplace & domestic violence	September 28	Regina (in-person)
LD 11- Respectful workplace & domestic violence	November 16	Virtual
LD 20A-Grievance handling	March 14-15	Regina
LD 20A-Grievance handling	October 6-7	Saskatoon
LD 20B - Conflict resolution	April 11-12	Regina
LD 20B - Conflict resolution	April 25-26	Saskatoon
LD 20C - Collective bargaining & interpreting collective agreement	June 20-21	Regina
LD 20C - Collective bargaining & interpreting collective agreement	November 1-2	Saskatoon
LD 30 - Third level steward training	November 28-December 1	Regina
LD 40 - Union governance training	October 18-19	Regina
LD 61 - Member facilitator training	April 4-6	Regina
LD 70- Unionism on Turtle Island	June 22-24	Regina
Young worker's forum	October 25-26	Regina

## 2022 LEADERSHIP DEVELOPMENT TRAINING

<b>Courses</b>	<b>Date</b>	<b>Location</b>
Training on using zoom for online meetings and events	January 26	Virtual
Training on using zoom for online meetings and events	February 23	Virtual
Training on using zoom for online meetings and events	March 1	Virtual
Training on using WebEx for online meetings and events	April 28	Virtual
Training on using WebEx for online meetings and events	January 28	Virtual
Training on using WebEx for online meetings and events	February 24	Virtual
Training on using Microsoft Teams for online meetings and events	March 2	Virtual
Training on using Microsoft Teams for online meetings and events	January 25	Virtual
Training on using Microsoft Teams for online meetings and events	February 18	Virtual
Young worker's webinar	February 22	Virtual
Young worker's webinar	April 29	Virtual
Steward's corner	August 22	Virtual
Steward's corner	October 24	Virtual
Steward's corner	December 16	Virtual
Steward's corner	January 27	Virtual
Steward's corner	March 30	Virtual
Steward's corner	May 30	Virtual

## 2022 LEADERSHIP DEVELOPMENT TRAINING

SGEU provides different courses for stewards and members. You might be interested in some of the following:

### **LEADERSHIP DEVELOPMENT 10 – INTRO TO UNION AND ROLE OF STEWARD**

LD 10 is the basic training where members will learn about structure of SGEU, sector/local, and gain confidence in their ability to be knowledgeable about union. This course also introduces them to the role of a union steward within workplaces and SGEU. It includes subjects related to the qualities, roles, and responsibilities of a steward; basic concepts of grievances; and a steward's role in member engagement.

Length: 1 day

Prerequisite: Open to all members.

### **LEADERSHIP DEVELOPMENT 11 - RESPECTFUL WORKPLACE & DOMESTIC VIOLENCE**

The main goal of this course is to make participants aware of appropriate and inappropriate workplace behaviors and recognize appropriate responses to situations involving inappropriate workplace behaviors.

Length: 1 day

Prerequisite: Open to all members.

### **LEADERSHIP DEVELOPMENT 12 - KNOW YOUR COLLECTIVE AGREEMENT**

LD 12 course is called "Know your collective Agreement" and focuses on the language in collective agreements and its interpretation. It will be based on your specific CBA.

Length: 1 day

Prerequisite: Open to all members.

### **LEADERSHIP DEVELOPMENT COURSES 20**

The LD 20 courses are second level steward training. They consist of three parts and provide stewards with more in-depth training about collective agreements, conflict resolution and grievance handling. The participants will practice problem solving techniques as well as preparing and presenting grievances at step 1 meetings. Participants will gain knowledge of Duty of Fair Representation and representing works and building on their skills in investigating and responding to members concerns in timely fashion.

LD 20A- Grievance handling – This course helps stewards to understand different types of grievances, determine what is discipline, grievance procedures etc. Participants will practice note taking and filling out grievance forms. They will continue to further develop their investigation and interview skills.

LD 20B- Resolving workplace conflict- This course trains participants on skills used to resolve conflict. Participants will engage in simulation exercises and learn about different types of conflict, recognizing biases, being empathetic, using effective communication techniques in different situations, principles of conflict and steps to conflict resolution.

## 2022 LEADERSHIP DEVELOPMENT TRAINING

LD 20C- Collective bargaining and interpreting collective agreement-This course encompasses two distinct training pieces. First focuses on collective bargaining and enables participants to understand bargaining process, legal framework for bargaining, good & bad faith bargaining and roles of negotiating committee. The second focuses to develop interpretation skills. Participants will learn about interpreting collective agreement and principles of interpretation and practice interpreting their own collective agreement.

Length: 20A (2 days) 20 B (2 days) and 20 C (2 days)

Prerequisites: open to all members who have taken Leadership Development 10 and 11 but priority will be given to stewards (and interest to a be steward).

### **LEADERSHIP DEVELOPMENT COURSES 30**

This is third level of steward training. The stewards will continue to learn problem-solving techniques and contract enforcement. They will be engaged in practical exercises on negotiation and arbitration.

Length: 4 days

Prerequisites: Only available to stewards, members of negotiation committee/bargaining council, provincial council members, sector, and local table officers. Must have completed Leadership Development 10, 11, and 20s.

### **LEADERSHIP DEVELOPMENT COURSE 40 - UNION GOVERNANCE TRAINING**

This leadership development course aims to create efficient, successful leaders with sound knowledge of union governance and appropriate leadership skills.

Length: 2 days

Prerequisites: Open only to sector VPs, member of the bargaining council/ negotiating committee, provincial council members, sector and local table officers who have taken Leadership Development 10.

### **LEADERSHIP DEVELOPMENT COURSE 61 - MEMBER FACILITATOR TRAINING**

SGEU member facilitator course aims to develop facilitators who can participate and take active role as co-facilitators during SGEU educational events.

Length: 3 days

Prerequisites: Leadership Development 10, 11, and 20s.

### **LEADERSHIP DEVELOPMENT COURSE 62 - OMBUDSMAN TRAINING**

This three-day training equips participants with the information, attitude and skills needed to act effectively in ombudsman role at SGEU events. The course is designed to strengthen participant's judgement in dealing with the conflict situations, promote a thoughtful and respectful climate for discussion as a necessary condition of solidarity among members.

Length: 3 days

Prerequisite: Leadership Development 10, 11 & 20B.

## 2022 LEADERSHIP DEVELOPMENT TRAINING

### **LEADERSHIP DEVELOPMENT COURSE 70 - UNIONISM ON TURTLE ISLAND**

Indigenous Peoples (Metis, Inuit, and First Nations) are the original inhabitants of this territory of North America, also known as Turtle Island. They make up the original labor force of Canada and all of us benefit from the wealth of knowledge, experiences, and land that they share. In this course, Unionism on Turtle Island, participants will be asked to critically examine the privileges and advantages Canadians have gained by the continued marginalization of Indigenous Peoples. Participants will be provided with resources and information and will engage in activities that will help to foster an understanding of the strength and resilience of Indigenous Peoples. Participants will also be asked to engage in uncomfortable discussions about residential schools, racism, and white privilege, the legacies of which continue to perpetuate inequities in all aspects of Canadian society including the labor movement. Participants are asked to come with an open mind and heart and to be ready to investigate current inequities and solutions and seek to find ways to make our workplaces, sectors, union, and community reflect the true intent of the treaty relationship.

Length: 3 days

Prerequisites: Open to all SGEU members.

### **YOUNG WORKER'S FORUM**

The Young Workers Forum offers a unique opportunity for young members of SGEU to voice their opinions, share ideas, and work together to achieve meaningful engagement in the union and also to address the challenges they face in unions, as well as discuss the contributions they can make to make unions stronger.

The forum will provide a platform for SGEU young leaders to engage in a dialogue among themselves and for SGEU leadership to share ideas for advancing young workers' agenda into union priorities.

The Young Workers Forum will convey a message about SGEU's goal of increasing young member's participation and representation into SGEU's structures and activities.

Goal of young worker's forum is to:

- connect young members with each other
- Address common challenges collectively
- Increase young worker's engagement into union activities
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Length: 2 days

Prerequisites: Open to SGEU members of age 35 and under

## 2022 LEADERSHIP DEVELOPMENT TRAINING

### **STEWARDS' FORUM**

The Steward Forum is a unique opportunity for stewards to learn more about their work, voice opinions, share ideas and work together to ensure effective union representation for SGEU members.

The forum provides a platform for SGEU stewards to address challenges they face at work and in the union. It is also a networking opportunity to learn from each other's experiences. At the forum, new and experienced stewards will engage in discussions and provide suggestions about the union's priorities.

The Steward Forum will help SGEU work toward its goals of supporting and recognizing the hard work and effort of stewards, more effectively engaging with existing stewards, and inspiring more members to be interested in taking on this important role.

Length: 2 days

Prerequisites: Open to all SGEU stewards.

### **TECHNOLOGY TRAINING FOR MEMBERS**

These are short (2 hours) training courses designed for SGEU members. These courses are expected to help participants be familiar with online platforms (Zoom, WebEx, and Microsoft Teams) for online meetings and events. They will be able to host meetings by themselves or participate. The timetable has been staggered to allow participants with different work schedule to participate and benefit from these courses.

Length: 2 hours

Prerequisites: Open to all SGEU members.

### **YOUNG WORKER'S WEBINAR**

Young Worker's webinar is a new digital workshop for SGEU young members to share information, issues, and good practices.

The main objectives of digital webinar are to:

- connect young members with each other
- build knowledge and skills
- share information on emerging issues
- identify how SGEU can better support young members
- discuss new ideas on member engagement, campaigns, and representation

Length: 2 hours

Prerequisites: Open to SGEU members 35 and under

## 2022 LEADERSHIP DEVELOPMENT TRAINING

### STEWARDS' CORNER

Steward's Corner is a new digital meet-up series for SGEU stewards to share information, strategize on common challenges, and get central updates on ongoing labour relations issues.

Three Stewards' Corner digital meetups will be held in 2022. All SGEU stewards are welcome to participate.

The goals of Steward's Corner are to:

- connect stewards with each other
- address common challenges collectively
- better connect stewards with Labour Relations Officers
- build knowledge and skills for both new and experienced stewards
- share information on emerging issues
- identify how SGEU can better support stewards
- discuss new ideas on member engagement, campaigns, and representation

Length: 2 hours

Prerequisite: Open to all SGEU stewards