

## **Appendix A**



# **UNION DEVELOPMENT PROGRAM (UDP) PSAC ONTARIO REGION**

***Please Post***      Level One:            December 2-6, 2009  
                                 Level Two:            January 27-31, 2010  
                                 Level Three:         March 2-7, 2010

*Location: Ivey Spencer Leadership Centre at the  
University of Western Ontario, London, Ontario*

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The **Union Development Program (UDP)** is a sixteen-day intensive education program designed to develop the leadership skills of emerging union activists. The UDP includes three levels of learning events (UDP 1, UDP 2, and UDP 3), with specific leadership assignments in between. The complete program takes place over a 4 month period.

**UDP 1: “At the Workplace”** focuses on building the union at the Local level. At UDP 1, we explore union principles and we look at how privilege and oppression impacts us, our family, our community, our workplaces and the union. We analyze dynamic models of engaging and organizing members, develop effective communication strategies, practice public speaking, develop strategic planning skills and plan inclusive and strategic workplace actions.

**UDP 2: “Labour’s Role in Society”** deals with labour’s role in the social and economic fabric of our society. At UDP 2, we discuss the roots of racism and its impact. We look at our union’s history and the history of the Canadian labour movement. We explore ways of navigating and participating in the PSAC, discuss the impact of the economy on labour and society, and we look at how labour operates nationally and internationally.

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**UDP 3: “Leadership in Action”** focuses on building and sustaining activism in the union. We are inspired by the work of other union and social justice activists. We look more closely at how to develop ourselves as union activists: building on leadership skills and looking at healthy ways to sustain our energies. At UDP 3, the participant becomes the facilitator through development and delivery of interactive presentations on current issues requiring action. The course highlights a mock convention where we practice our political skills and model union democracy. UDP 3 is our springboard to increased activism. We will wind up by planning and celebrating our role in building the future of the union.

**Goal:** To build and rejuvenate the pool of core PSAC activists/leaders

**Objectives:** By the end of the UDP, participants will be able to:

- describe their collective vision of social justice and the role of unions in achieving that vision;
- define the philosophy, structures and political dynamics of the Alliance and of the broader union movement;
- analyze some of the issues of current significance to the labour and social justice movements;
- demonstrate leadership in pursuit of their vision;
- commit to working through the union to create positive social change that effectively addresses the needs of working people, their families, and their communities
- challenge themselves to be stronger allies in anti-oppression work
- increase their skills in doing “nuts and bolts” of activist work.

## **Criteria for participation in the Union Development Program**

The potential UDP participant is a member who:

- has been active in the union and/or social justice movement;
- is committed to building a strong, inclusive, movement for equality and social justice;
- has experience with, and commitment to, dynamic, creative and effective collective action;
- is committed to ongoing activist work within the PSAC and the broader labour and social justice movements;
- has demonstrated initiative in furthering her or his own leadership development;
- has demonstrated a willingness to assume leadership responsibilities as a union/social justice activist;
- will commit to fulfilling **all** of the obligations of UDP, **including** participation on three separate 5 - 6 day learning events and **specific assignments and/or projects** in between the learning events;
- has the will, ability and commitment to use her or his UDP experience to assume a leadership role in the union.

The PSAC is committed to ensuring that participants in the UDP program are representative of the diversity of our union membership.

All UDP applicants must have a certificate for the PSAC Talking Union Basics (TUB) course.

**To apply for the Union Development Program, please complete and sign the attached application form and return to your PSAC office by October 2, 2009.**

# UNION DEVELOPMENT PROGRAM APPLICATION FORM

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**Please complete and sign the attached application form and  
return it to Your Regional Office**  
(Please see the last page for fax and mailing information.)

**Deadline for applications is: October 2, 2009**

## PERSONAL INFORMATION (please print)

**Name:**

**Home address and postal code:**

**Home ph #:**

**Work ph #:**

**E-mail address (H):**

**E-mail address (W):**

**Local and Component/DCL:**

**PSAC ID # (must be provided):**

**EMPLOYER:**

**POSITION:**

**LOCATION:**

## **UNION AND COMMUNITY ACTIVITIES**

*(use additional paper as required)*

**How long have you been a PSAC member?**

**Please outline why you think it is important for you to take the UDP at this time**

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**Please outline, in detail, your experience as a union/social justice, activist:**

**List actions/events you have participated in organizing:**

**Please identify your long-range plans as a union/social justice activist:**

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**What actions do you hope will flow from taking the UDP?**

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**How will you share your learning with other union members?**

**PSAC EDUCATION**

**Course Name:**

**Date completed:** \_\_\_\_\_ **Location:** \_\_\_\_\_

**Course Name:**

**Date completed:** \_\_\_\_\_ **Location:** \_\_\_\_\_

**Course Name:**

**Date completed:** \_\_\_\_\_ **Location:** \_\_\_\_\_

**Course Name:**

**Date completed:** \_\_\_\_\_ **Location:** \_\_\_\_\_

**Course Name:**

**Date completed:** \_\_\_\_\_ **Location:** \_\_\_\_\_

**Course Name:**

**Date completed:** \_\_\_\_\_ **Location:** \_\_\_\_\_

**OTHER UNION OR COMMUNITY/SOCIAL JUSTICE EDUCATION**

**Please describe, if applicable:**

## ESSAY QUESTION

**Please note:** Essays will be used to screen potential candidates for the UDP. Applications submitted without this written exercise will be deemed incomplete and will not be considered. If you require assistance completing the essay question please contact your PSAC Regional Office.

**PLEASE DRAFT A 500 WORD RESPONSE TO THE FOLLOWING:**

***Outline your thoughts on union leadership, within the context of union and social justice activism. Comment on what you think leadership is, how it should be exercised, and by whom.***

Please attach your essay to this application form.

## GUEST ROOM NEEDS

Each course participant will be provided with a guest room where the course is being held. The costs for room, taxes and parking will be direct-billed to the PSAC.

## SPECIAL NEEDS: ACCESS AND DIET REQUIREMENTS

The PSAC is committed to ensuring that the accessibility and dietary requirements of our members are respected. Please indicate your needs below and provide any necessary explanation that will assist us in meeting them. i.e. special diet (please specify); use of a wheelchair; use crutches or a walker; blind or visually impaired; deaf or hearing impaired; need assistance leaving room in an emergency; allergies.

Please specify:

## LEARNING ENVIRONMENT

**SMOKE-FREE:** All PSAC courses are smoke-free events. In compliance with PSAC policy there will be no smoking in any classrooms or common rooms used by course participants.

**SCENT-FREE:** To assist members with environmental sensitivities, all PSAC courses are scent-free events. A copy of the scent-free policy will be included in the information sent to participants in the Union Development Program.

**HARASSMENT-FREE:** To ensure a supportive and effective learning environment, the PSAC's Anti-Harassment Policy 23B will be in effect for the duration of the UDP. Copies of the policy will be provided to UDP participants on the first day of the course. Copies of PSAC Policy 23B are also available from PSAC Regional Offices.

## SIGNATURES

**APPLICANT:** With this application, I agree to attend and participate in all sessions and to complete all assignments. I have read the PSAC policy documents on harassment provided by my Local, and understand my responsibilities in accordance with them.

\_\_\_\_\_  
Signature of applicant

\_\_\_\_\_  
Date of application

**RECOMMENDATION:** I recommend that the above member attend the Union Development Program as it meets a training need of the Union. Specifically, the training will be used to benefit the membership by:

Please indicate whether you are the Local President, Chair of a Regional Women's Committee, Chair of a Regional Human Rights Committee, the President of an Area Council.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## OPTIONAL SELF IDENTIFICATION

The PSAC is committed to ensuring that PSAC education programs are accessible to all members. The information requested in this section will help us assess our success in reaching members who belong to groups identified in the PSAC Human Rights policy.

**All information will be kept confidential.**

### Self- Identification (Optional) – PLEASE CIRCLE

<b>Are you a member of any of these Equity Groups?</b>	– Woman – Aboriginal Member – Racially Visible Member – Member with Disabilities – Gay, Lesbian, Bisexual, or Transgendered Member
<b>Are you a Young Worker? (Age 30 or Under)</b>	<b>YES      NO</b>

This document can be made available in various electronic formats (i.e. rich text format), on disk, and in Braille. Please contact your PSAC Regional Office for more information.

**PLEASE RETURN THE COMPLETED AND SIGNED  
APPLICATION FORM YOUR REGIONAL OFFICE:  
BY: October 2, 2009**

**PSAC – Kingston Regional Office**  
City Place 1, 1471 John Counter Blvd., Suite 412  
Kingston, ON K7M 8S8  
Phone: 613-542-7322 Fax: 613-542-7387

**PSAC – London Regional Office**  
480 Sovereign Road, U-11  
London, Ontario N6M 1A4  
Phone: 519-659-1124 Fax: 519-659-1132

**PSAC – Thunder Bay Regional Office**  
Suite 109, 1205 Amber Drive  
Thunder Bay, Ontario P7B 6M4  
Phone: 807-345-8442 Fax: 807-344-0704

**PSAC – Sudbury Regional Office**  
Suite 504 – 10 Elm Street  
Sudbury, Ontario P3C5N3  
Phone: 705-674-6907 Fax: 705-674-8652

**PSAC – Toronto Regional Office**  
90 Eglinton Avenue East, Suite 608,  
Toronto, Ontario M4P 2Y3  
Phone: 416-485-3558 Fax: 416-485-8607