

**APPROVED
ONTARIO REGION EDUCATION PLAN
2010-2012
(January 2010 to December 2012)**

PREAMBLE

Union education is a powerful tool to empower members in the cause of social justice and change. The 2010-2012 Ontario Region Education Plan responds to the identified learning needs of the membership while advancing the political and organizational priorities of:

1. Political Action and Campaigns
2. Building the Union at the Base

The Ontario Region will continue to be inclusive by engaging young workers and members from Equity Seeking Groups, Ontario Regional Structures such as Locals (Component Locals, Directly Chartered Locals), Ontario Council, Area Councils, Women and Equity Committees. Our aim is to provide the knowledge, skills and tools to mobilize the Membership, build the capacity of the Union and change the world.

The Regional Educational Plan will only succeed with the support of the membership. Our plan has been developed through a process of consultation, input and feedback involving members, locals, component officers, Alliance Facilitators in the region, Regional Education Committees as well as regional staff.

By working together our plan will be successful and PSAC Ontario Region will remain strong, vibrant and proud.

In solidarity,

Gerry Halabecki

Regional Executive Vice-President, Ontario

GOAL OF THE PSAC EDUCATION PROGRAM

The primary goal of the PSAC Education Program is to **build an active, united, democratic, inclusive union through a process of membership education and empowerment.**

GUIDING PRINCIPLES

The PSAC Education Program shall be guided by the following principles:

- Union education must occur close to the membership, i.e., at the workplace, in the community.
- Union education must be accessible, i.e., free of barriers due to geography, language, disability, income, family responsibility, working conditions, etc.
- Union education must be equitable and inclusive and encourage the participation of all members in all Components, Directly Chartered Locals and sub-regions.
- Union education must reflect a high level of membership involvement in the evolution of the program.
- Union education must be flexible, adaptable and able to respond quickly to changing circumstances, for both the membership and the organization.
- Union education should develop critical thinking, raise consciousness, create knowledge, enhance skills, and value risk-taking.
- Union education should be democratic, interactive, action-oriented and member-centered.
- Union education should be integral to all union activity.
- Union education should be developed and delivered based on the organizing model and the principles and methodology of adult and popular education.

EDUCATION OFFERINGS

The PSAC Ontario Region trained 1,502 members during the previous three year cycle (see Appendix B) and shall continue to provide a range of core, basic and innovative courses to respond to the current and upcoming challenges facing our membership. Courses shall be determined following consultative processes, however, the following courses are recommended:

ADVANCED IN-RESIDENCE PROGRAMS

The following courses will be offered during the next three year cycle through both Fall School format in 2010 and 2012 and through sub-regional or (“Geo-Based”) in residence courses in 2011:

- Health & Safety (2 Offerings)
- Local Officers Training
- Advanced Stewards Training
- Human Rights
- Political Action
- Women at Work
- Intergenerational Course

BASIC RO WEEK-END SCHEDULES

The following courses will be offered by each Regional Office through weekend schedules:

- Convention Preparation and Convention Procedures in 2011
- One Workers’ Compensation Level 1 and one Workers’ Compensation Level II at least once in the three year cycle
- The new Basic Core Curriculum (regularly and in one year where feasible and refers to these three basic courses: Talking Union Basics, Grievance Handling and Introduction for Local Officers)

The following courses will be offered by each Regional Office at least once in a three year cycle:

- One Human Rights Activism Course
- One Anti-Harassment Course
- One Political Action Course

BUDGET ALLOCATION

There were no increases for the Regional Education Budget Allocation at the PSAC National Convention in May 2009. Therefore, the projected budget for the 2010-2012 Education Cycle is based upon the budget allocation for the previous cycle.

The Ontario Region Budget Allocation is a proportion of the total Regional Education Budget and is based on an AEC Formula. There is a separate National Education Program for National courses such as the Union Development Program and the Leadership Phase I and II Programs as well as Special Initiatives and Third Party Representation Training.

BUDGET SUMMARY

Alliance Facilitators Network	\$ 74,688
Advanced In Residence Courses	\$ 435,000
Basic RO Schedules	\$ 165,000
Ontario Regional Council Officer Training	\$ 20,000
Remote Subsidies	\$ 7,468
PSAC Top-Ups for WHSC/ODRT Scholarships	\$ 2,000
Other PSAC Subsidies (OFL, CLC, Other)	\$ 5,000
Supplies	\$ 389
Contingency	\$ 37,344

GRAND TOTAL **\$ 746,889**

APPENDIX A: BUDGET EXPLANATORY NOTES

Alliance Facilitators Network \$74,688

10% of the Regional Education Budget is allocated for Alliance Facilitator Network in accordance with the National Education Program Policy.

The budget allocation to AFN programs is itemized as follows based upon program expenditures in the previous cycle:

Activities	\$40,000
Seminars/Meetings	\$4,688
Skills Development /AF Clinic	\$30,000
TOTAL	<u>\$74,688</u>

Advanced In-Residence Courses \$435,000

Ontario Regional Council at their Council Meeting on Friday, October 16, 2009 in London Ontario approved the format for the Advanced Program (School and Geo-Based Offerings) as follows:

- 2010 – Fall School (4 Offerings)
- 2011 – Geo-Based Advanced Courses (4 Offerings)
- 2012 – Fall School (4 Offerings)

The budget allocation to the Advanced Program is itemized as follows based upon program expenditures in the 2007-2009 Cycle:

- 2010 – \$140,000
- 2011 – \$155,000
- 2012 – \$140,000

Basic RO Schedules **\$165,000**

\$165,000 is allocated for basic education courses as itemized below:

Region 1 Thunder Bay RO – Northwestern Service Area	\$10,000 x 3 Years
Region 2 Sudbury RO – Northeastern Service Area	\$10,000 x 3 Years
Region 3 Kingston RO – Eastern Service Area	\$10,000 x 3 Years
Region 4 London RO – Southwestern Service Area	\$10,000 x 3 Years
Region 5 and Region 6 Toronto RO – GTA and Hamilton/Niagara Areas	\$15,000 x 3 Years

\$55,000 x 3 years = \$165,000

Ontario Regional Council Officer Training **\$20,000**

The course will be delivered for all elected Council members in 2011. All newly elected Council members have received this training since the first Regional Council in 1999.

Remote Subsidies **\$7, 468**

Remote Subsidies Allocation of 1% of Total Budget in accordance with Ontario Regional Council decision in 2006 regarding the application of a Remote Subsidy Policy.

PSAC Top-ups for WHSC & ODRT Scholarship Awards \$2,000

WHSC means Workers Health and Safety Centre.

ODRT means Occupational Disability Response Team for Workers' Compensation Training.

Scholarship Program with our Partners: WHSC and ODRT (H&S Education). We award Subsidies to top-up the Salary for the WHSC and ODRT Scholarships at a minimal cost to the Education Program Budget. We share this Program with the National Capital Region.

Other PSAC Subsidies (OFL, CLC, Other) 5,000

The Criteria for Educational Subsidies was revised at the October 2009 Ontario Regional Council meeting – London. This applies for member access to funds.

Supplies \$389

Contingency \$37,344

5% of the Education Budget is allocated as a contingency in accordance with the AEC Regional Education Budget Guidelines.

APPENDIX B: COURSE STATISTICS 2007-2009

Advanced/In Residence Regional Course Offerings

• WHSC (North and South)	2	
• Stewards	5	
• Local Officers	4	
• Duty to Accommodate	3	
• Regional Council Officer Training	1	
• AF Clinic and H&S Clinic	2	
<i>Total Offerings</i>		<u>17</u>
<i>Total # Members</i>		286

Advanced/In Residence National Course Offerings

• UDP Level III (January 2007)	1	
• NAIM Training (June 2007)	1	
• Leadership Phase II (November 2007)	1	
• Leadership Phase I (March 2009)	1	
• UDP Level I (December 2009)	1	
• Aboriginal Engagement (Dec. 2009)	1	
<i>Total Offerings</i>		<u>6</u>
<i>Total # Members</i>		111

Basic Course Offerings

• Talking Union Basics	28	
• Grievance Handling	17	
• Understanding and Interpreting the Collective Agreement	4	
• Local Officers	3	
• WSIB	3	
• Human Rights	1	
• Convention	3	
• Other	2	
• Basic Union Education/Local Development	9	
• H&S Committee	1	
• Anti-Harassment	2	
<i>Total Offerings</i>		<u>73</u>
<i>Total # Members</i>		1,105

TOTAL # of MEMBERS TRAINED: 1,502