



Fall Advanced School 2025

***Confronting Crisis: Deepening our Analysis,
Elevating Militancy and Organizing for Solidarity
to achieve Victory***

Hilton Niagara Falls Hotel

6361 FallsvieW Blvd, Niagara Falls, ON L2G 3V9

October 29 – November 2, 2025

Call-Out

The recent decades have been increasingly challenging for our union, the workers movement and working people. Right wing attacks on public services combined with job cuts and austerity policies threaten the livelihood of our members and the wellbeing of our communities. Meanwhile, government efforts to dispossess Indigenous land continue. Racialized people, immigrants, 2SLGBTQIA+ and other marginalized communities are increasingly scapegoated for societal problems we collectively face.

What are we to do? This is the question many of us are asking. This PSAC Ontario Fall School aims to create an opportunity for us to collectively chart a different path forward - all while we remember and return to our roots, as communities and as a labour movement.

Now is the time for us to come together, to learn and grow, to rest and reconnect. We must deepen our analysis so we can truly understand the challenges we face. We must think and plan beyond a single election or budget cycles, to build a union and movement that can put in a place a strategy that recognize where we are in history so that we can execute a plan to win for our union, the working class and the generations to come.

This Fall School we will strengthen our representation skills, strengthen our capacity to advance human rights and understand the critical importance of taking action to advance Truth and Reconciliation. Combined with enlightening speakers, active hands-on learning, and skill building this Fall School will allow us to become more well equipped to organize our members and communities to achieve the solidarity that is needed to win for our members and the larger working class.

WHAT IS FALL SCHOOL?

Fall School provides union training in a fun and relaxing atmosphere. It is an opportunity for new and active members to gain specialized knowledge and skills. You will network and build solidarity with other PSAC members from across the Region and return to your workplaces and locals energized to work on behalf of the membership.

SCHOOL LOCATION

The Hilton Niagara Falls is a fully accessible facility. Please visit their website for further information regarding their location and amenities: [Hilton Niagara Falls](#)

COURSES OFFERED

The 2025 PSAC Ontario Fall School is offering members one (1) choice from the four (4) courses listed below. The School Program includes a variety of fun and exciting learning activities.

Please Note: All courses have basic education courses as pre-requisites, those without pre-requisites by the time registration closes on Sept. 15 will not be considered for this school. You can review [educational opportunities here](#)

During your application you will be provided an opportunity to rank your top 2 course choices.

1. Advanced Representation Training for Stewards (ARTS)

Course Overview:

The PSAC Advanced Representation Training for Stewards is an advanced

course, with a focus on representation. This course is for stewards and union representatives who are ready to advance their representation skills and take on more challenging cases. You will look at various routes for engaging members in helping them to resolve workplace issues. You will deepen your knowledge of the processes and legal framework of grievance handling and what is needed from you to support the PSAC's representation of members at all levels of the grievance process, up to arbitration/adjudication. Using case studies based on grievances that have been to arbitration, you will practice steps in the grievance process including; interviewing a member, fact-finding, meeting with management for initial problem-solving, drafting a grievance, preparing for a grievance hearing and representing a member at a grievance hearing. The training will help union representatives manage member expectations about the grievance process and demonstrate the importance of including an organizing and political approach to addressing workplace issues.

Prerequisite: Talking Union Basics and Grievance Handling.

Experienced and New Local Stewards and Union Representatives. Directly Chartered Local Stewards are encouraged to apply.

2. Advanced Human Rights

Course Overview:

Advanced Human Rights will offer union activists an opportunity to gain deeper understanding of human rights in the union, workplace and the community. The course will review the development of human rights and learn about the interwoven ways in which the struggle for labour and human rights are interconnected. Participants will explore topics such as harassment, systemic oppression, vicarious trauma and trauma informed approaches to activism. Participants will practice disrupting harassment and discrimination, develop strategies for disrupting oppressive systems and explore ways in which we can do this work in a sustainable way that is conducive to the growth of our movement that can win for workers and marginalized communities.

Prerequisite: Talking Union Basics (TUB).

Members with demonstrated applied knowledge, lived experience or enrollment in other human rights related courses will be prioritized.

3. Advanced Duty to Accommodate (ADTA)

This course will help members to develop a broader capacity for effective representation on the issue of duty to accommodate for members with disabilities. Members will work on current DTA issues such as return to work, return to office, mental health and other topics in relation to the duty to accommodate. In the course members will review past case legislation and review ongoing legal, organizing and political challenges around human rights and the duty to accommodate. Applicants will have an opportunity to get hands on practical experience around representation around the duty to accommodate. Applicants should be union representatives who have had some training and exposure to issues related to duty to accommodate.

Prerequisite: Talking Union Basics (TUB) and Intro to Duty to Accommodate

4. Unionism on Turtle Island

Course Overview:

Unionism on Turtle Island is a course for Indigenous and non-Indigenous PSAC Ontario members. The purpose of this course is to build meaningful, long-term relationships with Indigenous Peoples inside and outside of our workplaces, with the aim of supporting decolonization and increasing Indigenous Peoples' representation at work and in the union.

This Advanced course is open to all PSAC ON Region members who have completed PSAC Talking Union Basics (TUB) course (either in person or virtual) or PSAC Our Communities, Our Union, Our Rights: An Introduction to the PSAC for Indigenous Members (OCOOUR) course or equivalent. This course begins the process of providing a basic awareness of Indigenous Peoples' history and culture as well as contemporary issues.

Prerequisite: TUB (Talking Union Basics) course or the PSAC Our Communities, Our Union, Our Rights: An Introduction to the PSAC for Indigenous Members (OCOOUR)

SCHOOL SCHEDULE

The School commences on Wednesday, October 29, 2025, at 9:00am. Participants are expected to arrive at the venue by Tuesday, October 28, 2025, in accordance with the [PSAC Travel Policy](#).

All courses will end on Sunday, November 2, 2025, with a plenary for closing for all participants.

The School Agenda consists of class time, plenary sessions, and additional group activities.

Please note: Evening course sessions, if applicable, are mandatory.

NUMBER OF SEATS AVAILABLE

Eighty (80) classroom seats are fully funded by the PSAC Ontario Region.

SELECTION CRITERIA AND SEAT ALLOCATION

The PSAC recognizes that it needs to engage more young workers, and this priority is reflected in the first-time attendee criteria. Allocations also reflect the PSAC's goals of an inclusive School that is reflective of our diverse membership, including Directly Chartered Locals, Regionally Based Separate Employer Locals, Equity-seeking groups, new members, Young Workers, and first-time attendees. Selection will also be based on information provided by applicants on their registration form.

The School has become extremely popular in Ontario and we expect a high level of interest.

Please note:

- Not all applicants can be accepted as space is limited.
- The PSAC Talking Union Basics Course (TUB) or Intro to PSAC for Indigenous Members is a prerequisite to all advanced educational programs.

SEAT ALLOCATIONS

Regional Seats

Regional seats are allocated to the six (6) Regions of the Ontario Region based on the number of Locals and geography with a focus on Young Workers seats.

Equity Seats

Equity seats are allocated to members of equity seeking groups based on the 5 equity groups as defined in the PSAC Human Rights Policy: Indigenous Members; Racialized Members; Members with Disabilities; 2SLGBTQIA+ (2-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual); and Women. Ten percent (10%) of total seats are allocated to equity seeking members and Young Workers with at least one seat being allocated per region.

New Members and First-Time Attendees with a Focus on Young Workers

New members and first-time attendees with a focus on Young Workers seats are for those who are attending the School or an advanced PSAC educational event for the first time. Twenty percent (20%) of total seats are allocated to new members/first-time attendees with at least one seat being allocated per Region.

Directly Chartered Locals are allocated a minimum of 3 seats.

Regionally Based Employer Locals are allocated a minimum of 3 seats.

REGIONAL ALLOCATIONS TABLE – Eighty (80) Seats

REGION	EQUITY SEATS	NEW/YOUNG WORKER/ FIRST TIME	REGIONAL SEATS	TOTAL
Northwest, Thunder Bay RO	1	2	6	9
Northeast, Sudbury RO	1	2	9	12
Southwest, London RO	1	2	9	12
Eastern, Kingston RO	1	2	9	12
G.T.A.-Toronto RO	3	6	12	21

Hamilton/Niagara-Toronto RO	1	2	5	8
Directly Chartered Locals	3 Seats (minimum)			3
Regionally Based Employer	3 Seats (minimum)			3
	80			

* Regional allocations will be distributed equitably among courses.

SELECTION OF PARTICIPANTS

There are five questions on the registration form (maximum 50-word response each):

1. What motivated you to apply for this course?
2. What will you do with the training?
3. Why are Human Rights union rights?
4. What is the biggest challenge facing our union & movement?
5. What can you do to help prepare our union to be in a position to fight and win for our members and the larger workers movement?

Be sure to fully respond to these questions as your responses will be used for selection purposes.

MEMBER EXPENSES

The Member Expense Portal (MEP) will be utilized for participants to complete their expense claims online after the school has been completed. For those participants not familiar with the MEP, instructions will be provided on how to log on to the Member Expense Portal and submit your claim.

LOSS OF SALARY (LOS)

Participants will be entitled to actual LOS (LOSS OF SALARY) as determined by their course selection, their normal working hours, and their travel requirements.

A copy of a compressed work week schedule, which indicates hours/days scheduled to work, should be filed with your expense claim if claiming more hours than those specified in the applicable collective agreement.

A copy of an official shift schedule should accompany your claim if you are scheduled to work on Saturday or Sunday. The shift schedule should show your name, the dates, and the scheduled hours of work. Please retain all receipts and supporting documentation for your claim for a period of two (2) years.

UNION LEAVE LETTER

To obtain a Union Leave Letter, a copy of a work week schedule, which indicates hours/days scheduled to work, must be submitted as specified in the applicable collective agreement.

TRAVEL

The [PSAC National Travel Policy](#) will apply for all participant expenses associated with attending the School.

No travel to the School will be authorized until it is approved.

Following admission to the School, PSAC staff will be in touch with participants to discuss travel arrangements.

MEALS

Meals not provided during the School (see below) will be reimbursed per the PSAC Travel Policy at the rates set out in the PSAC Meal rates established July 1, 2025.

Breakfast, Lunches and Breaks

Lunch will be provided daily from Wednesday, October 29 to Saturday, November 1 (lunch on Sunday will be on your own). No per diems will be provided where group meals are provided.

Morning and afternoon breaks will also be provided daily.

Upon admission you will be provided an opportunity to submit any allergies or food accommodation requests.

ACCOMODATIONS

This is an in-residence program based on single accommodation as per the PSAC policy.

More info available upon admission.

FAMILY CARE

Family care can be made available upon request.

Family care costs will be reimbursed as per the PSAC Family Care Policy. For additional details, please see the [PSAC Family Care Policy](#)

REGISTRATION FEE

There is no registration fee for the 2025 PSAC Ontario Fall Advance School.

REGISTER HERE

Applications are due no later than:

September 15, 2025, by Noon (12:00PM EST).

Late applications will not be accepted.

In Solidarity,



Craig Reynolds,

Regional Executive Vice-President - Ontario

Public Service Alliance of Canada

c.c. Beth Bennett, Ontario Regional Coordinator

Justin Kong, Ontario Regional Education Officer

PSAC Ontario Regional Offices

Ontario Regional Council Members