



2013 - 2015 *(draft)* Prairie Region Education Plan

The PSAC Prairie region, at a glance ...

- Our region is made up of more than 22,800 members from Manitoba, Saskatchewan and Alberta.
- 210 Locals carry out the day-to-day work of the PSAC in the Prairie region. Our Locals range in size from eight members to more than 3,000 members, including four Directly Chartered Locals. Our members come from a variety of workplaces and employers, including the Federal government and agencies, airports, crown corporations, Casino Regina, and newly organized members at the Universities of Winnipeg and Brandon, the Canadian Museum of Human Rights, and the Centre for Aboriginal Human Resource Development.
- The five PSAC Regional Offices (Winnipeg, Saskatoon, Regina, Edmonton and Calgary) and a staff of 25 support the work of the PSAC in the region.
- Prairies members are represented by the 24-member Prairie Region Council headed by Sister Marianne Hladun, the Regional Executive Vice-President for the PSAC Prairie Region. There are also eight Area Councils, eight Regional Women's Committees, four Human Rights Committees and one Regional Aboriginal Peoples Circle in the Prairies.
- The Prairie Region education program is under the leadership of the Prairie Region Council (PRC) Education Committee which consists of David Fandrich, Tim Hogan, Shaun Brennand, Alex George, and Judy Shannon (staff regional education officer).

Developing the regional education plan ...

In October, 2012 the PRC Education Committee met to discuss the 2013 - 2015 Regional Education Plan. Before designing the plan, the committee wanted to have a broad consultation with members in the region and decided on three tools to achieve that goal:

1. The first tool was an on-line membership survey open for the month of November, in which members were asked questions about their union activism, their workplace issues, and what type of education would meet their needs as members, stewards or leaders in the union. More than 100 members participated in the survey and their responses have been incorporated into this (draft) regional education plan.
2. The second tool was a series of education planning meetings across the region. There were 8 meetings, held in Winnipeg, Brandon, Prince Albert, Saskatoon, Regina, Edmonton, Calgary and Lethbridge. The 69 meeting participants discussed the purpose of union education and emerging education needs and their ideas have also been incorporated into this (draft) regional education plan.
3. The third tool was direct communication with a member of the PRC education committee, either by phone, in person or via e-mail. Ideas and responses from those who chose this route have also been incorporated into this (draft) plan.

The PRC Education Committee believes that this Regional Education Plan will provide direction for the development of regional office education schedules and other education initiatives, and that it will also be flexible enough to respond to emerging issues over the next three years.

This draft plan will be circulated to members who participated in the education planning meetings and the education survey, as well as to the Prairie Region Council, PSAC Prairies Local Presidents, component national officers, chairpersons of area councils and committees, Alliance Facilitators (AFs) and AF candidates, and PSAC Prairies staff. Feedback on the draft plan is welcome **until February 28, 2013**. Please send your comments or suggestions to:

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by Thursday, February 28, 2013. In March 2013 the final plan will be presented to the Prairie Region Council for approval.

The purpose of union education is ...

One of the questions discussed at the regional education meetings was “*what is the purpose of union education*”. The main themes that emerged from that discussion will serve as the focus of the 2013 -2015 Prairies Regional Education Plan:

- Union education helps members understand their rights, which in turn empowers members at the workplace.
- Union education builds the union by engaging and informing members. Educated members are more likely to become active members.
- Union education provides a place for members to network and learn from one another.
- Union education brings a deeper understanding of the value the Union brings to our members’ lives.
- Union education helps us build for the future. It appreciates our past and our present, supports emerging leaders, sparks action for change, and is a safe place to talk about controversial and contentious issues.

Strengthening the education basics with new ideas and initiatives ...

Over the last three years (2010 – 2012) there was an increased membership involvement in the regional education program by almost 20% and we want to continue that trend. This cycle we will explore a variety of methods to make our education program more accessible, including:

- e-learning
- web-i-nars
- Alliance Facilitator-led education events
- Regional office and rural area courses
- education forums
- region-wide advanced training

Effective January 1, 2013 the per diem for members to attend a PSAC course was increased from \$25 to \$50 for full days (for those members not in travel status) which should ensure that no member is “out of pocket” while attending an education event.

The PRC Education Committee will continue its’ consultation throughout the three years of this education plan, to ensure that the plan continues to meet the needs of PSAC Prairies members.

Education for members, Stewards, and Union Leaders ...

We will offer union education to members under the following themes:

- Your Union
- Your Rights
- Political Activism
- Strategies for Workplace Problems
- Building a Better Future

In addition, we will offer education to union stewards under the following themes:

- Connecting with Members
- Representation Skills
- Sustainable Activism

We will also offer education to union leaders under the following themes:

- Building Leadership Capacity
- Working with Others
- Sustainable Activism

Our Education budget...

Membership expense reimbursement is based on the PSAC Prairie Region Education Administration guidelines (<http://prairies.psac.com/course-administration>) and the PSAC Travel and Family care policies.

2013-2015 PSAC Prairie Region Education Plan budget

Alliance Facilitators' Network ¹	\$ 72,500
Regional Offices allocation ²	
Winnipeg (for Manitoba)	\$101,500
Saskatoon (for N. Saskatchewan)	\$ 50,750
Regina (for S. Saskatchewan)	\$ 50,750
Edmonton (for N. Alberta)	\$ 72,500
Calgary (for S. Alberta)	\$ 72,500
Rural Members' Subsidy ³	\$ 43,500
Region-wide Education Events ⁴	\$237,500
Prairie Region Subsidies ⁵	\$ 7,500
Education supplies ⁶	\$ 900
Contingency fund ⁷	\$ 15,212
Total 2013-2015 Regional Education Budget	\$725,112

¹ This line item supports Alliance Facilitators with training and skill development, preparation and research time, and out-of-pocket costs associated with facilitating at education events. The Prairie Region Council Education Committee will carry out a comprehensive review of our Alliance Facilitator program to better respond to the needs of our members.

² Regional Offices schedule education events for members in their sub-regions, based on this Education Plan. The determination of which courses to offer, when, and how are based on the ongoing consultations with union leaders and members in the five sub-regions.

³ This budget supports education events for rural members in their communities.

⁴ Region-wide education events may include advanced union courses, union schools, conferences for separate employer and directly chartered locals, etc.. It does not include the Union Development Program (UDP) and the National Leadership courses which are funded by the PSAC National Education budget.

⁵ These subsidies are intended to cover partial costs for members participating in non-PSAC union education events such as those offered by District Labour Councils, Federations of Labour, and the Canadian Labour Congress. Subsidies are only available for courses not offered by the PSAC.

⁶ This covers the cost of education supplies such as DVDs and resource materials used at PSAC education events.

⁷ Approximately 2% of the regional education budget has been set aside for unanticipated events and activities.