



The FPSE Labour Relations and Public Advocacy Certificate is acquired by taking three core courses and three electives.

**CORE COURSES**

1. Steward Training – Basic
2. Collective Bargaining – Basic
3. Job Action – Basic



**1 Steward training**

This program is offered at two levels: basic and advanced. The FPSE Steward Training manual

and course are designed to provide practical advice on the role of a union steward in general – as a leader, educator, communicator and representative – and specifically in the investigation, preparation and representation of grievances.

**2 Effective meetings**

The FPSE Effective Meeting manual and workshop are designed to assist member locals in planning for and conducting executive, committee and general membership meetings that are more effective and efficient. Topics include: meetings as an organizing tool; planning the meeting; the agenda; getting people to attend; role of the Chair.

**3 Disability management**

The FPSE Disability Management Course will provide faculty representatives, activists and committee members with the most current information on disability management issues as well as emerging trends in this critical subject area.

**4 Working with the media**

Working with the media is a critical part of local communications work. This course will help FPSE Locals work effectively with local media on critical issues in your community and institution.

**5 Effective political action**

Change does not come about by itself. This course covers the basic steps of a political campaign – be it to influence an election or secure bargaining objectives, or to challenge a policy or initiative by the institution. This course outlines the basic elements in developing any campaign and details how those strategies and tactics can be used to achieve better outcomes at a local level.

**6 Effective union executive**

The FPSE Union Executive course is designed to help local executive members develop effective decision-making procedures that build member involvement at a local level. Topics include goal setting, legal authority, fiduciary duty, conflict of interest.

**7 Layoffs**

The FPSE Layoffs course provides a review of legal rights and strategies to defend against layoffs and cope with those you could not stop. Topics include: strategies and alternatives to layoffs; layoff by seniority; layoff notices; bumping rights; severance pay; recall rights; employee counseling and other services; and more.

**8 Governance**

The FPSE Governance Course will provide a guide to faculty representatives who serve on Institutional Boards, Educational Councils and Senates. The course will highlight important duties and responsibilities as well as encourage new members to participate in these functions.

**9 Collective bargaining**

This course is offered at two levels: basic and advanced. It provides a review of the bargaining process as well as strategies for achieving success at the bargaining table.

**10 Collegial authority**

This course reviews some of the emerging issues that faculty face as Department Heads or Departmental Committee Members. It discusses the ways in which faculty can exercise their “collegial authority” with due care and balance their responsibilities in ways that avoid conflict.

**11 Job action**

This program is offered at two levels: basic and advanced. It reviews the legal as well as strategic issues that need to be addressed when preparing for job action.

**12 Leadership**

Effective leadership at the local level plays a critical role in advocating for members. This course reviews the elements of leadership necessary to advocate effectively for your membership.

**13 Member-to-member conflict**

Tensions in the workplace can often lead to serious labour relations problems. This course discusses how to deal with those conflicts and increase understanding and effective communication between members.

**14 Advocacy**

Our skills as advocates can ultimately make an enormous difference in the outcomes we secure for members. This course focuses on skills-building exercises to ensure better advocacy at the local level.

## ACCESS

**YOU CAN TAKE ADVANTAGE OF THE FPSE EDUCATION PROGRAM IN ONE OF THE FOLLOWING WAYS:**

**LOCAL WORKSHOPS** FPSE provides on-site workshops presented by our experienced Staff Representatives for individual locals upon request. The most popular workshops are Steward Training, Collective Bargaining and Effective Union Executives. Talk to your local executive about scheduling a workshop.

**FPSE STANDING COMMITTEES** FPSE conducts workshops and professional development events for our ten Standing Committees. FPSE Standing Committees include a representative from each local across the province and meet twice a year. If you are a committee member, talk with your committee Chair about scheduling a workshop.

**SPRING CONFERENCE** A wide selection of workshops and educational opportunities are presented at the FPSE Spring Skills Development Conference. The conference focuses on developing the skills and knowledge of the membership and activists. Talk to your local executive about attending.

**FPSE AGM AND CONVENTION** FPSE always schedules a wide range of workshops and events for AGM delegates. Topics range from trends in post-secondary education, human rights, workplace safety, violence in the workplace, and government policy.

**FPSE OFFICE** From time to time, FPSE holds workshops at our Vancouver office for all interested members on Saturdays (lunch provided). Watch for postings or email notices for any upcoming events. Please be sure to register, as space is limited.

## The FPSE Labour Relations and Public Policy Advocacy Certificate Program (LRPPA) provides

comprehensive skills development in critical areas of labour relations and post-secondary education advocacy.

The program draws upon the expertise and skills of our union activists and staff, by using a collegial and interactive style. The FPSE certificate will help build your capacity to speak out for post-secondary education and your faculty members.



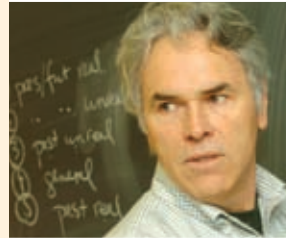
**FEDERATION OF  
POST-SECONDARY  
EDUCATORS OF BC**

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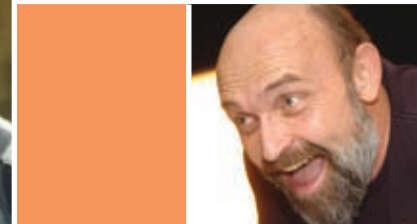


**THE FPSE  
LABOUR RELATIONS AND  
PUBLIC POLICY ADVOCACY  
CERTIFICATE**



# 14

**courses for  
post-secondary  
educators**



# LEARNING UNION @ WORK



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