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May 2009

To: Local Union Presidents, Financial & Recording Secretaries  
Local Human Rights Committees (except Quebec)  
Lodge Presidents, Rail Locals 100 and 101



**Aboriginal and Workers of Colour  
PEL Leadership Program  
Fall 2009**

**Week 1: September 20 - 25**

**Week 2: October 25 - 30**

Greetings:

The Fall 2009 Aboriginal / Workers of Colour Leadership two (2) week training program is offered through the P.E.L. Program at the CAW Family Education Centre on the above dates.

Please submit all correspondence regarding these courses to:

CAW-PEL Program – Roxy Angel  
R.R. #1, Port Elgin ON N0H 2C5  
1-800-265-3735 ext 3215  
Fax: 519-389-3845  
Email: cawpel1@caw.ca

**THIS COURSE IS OPEN TO ABORIGINAL AND WORKERS OF COLOUR MEMBERS FROM CAW UNITS** that have negotiated PEL monies from their employers. Please assist us by ensuring that the candidate(s) you put forward help us achieve our equity goals in regards to aboriginal and workers of colour activist participation in the union. Please encourage aboriginal/workers of colour activists to apply using the attached application form. **PLEASE ENSURE YOU ARE USING THE MOST RECENT VERSION OF THE APPLICATION FORM.** In order to assist with problems verifying wage rates, we are requesting a copy of the participants most recent pay stub to be faxed with the Lost Time Verification form.

**Deadline for registration is AUGUST 14, 2009**

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The National Union, in conjunction with the Local Union, will determine the final selection of participants to ensure that they reflect the diversity of our membership (gender, geography, workplace, sector, sexual orientation and disability). Confirmation of enrollment letters will be sent to each participant (cc'd to the local by fax) from our PEL Program office, after the program deadline date has been reached. Locals of unsuccessful applicants will be notified at that time as well. The child care subsidy forms will accompany this letter of confirmation.

**Check-in is any time after 3:00 pm on Sunday. Dinner is available from 5:30 – 6:45 pm and the Opening Plenary for both weeks is at 7:00 p.m. Sunday evening.**

Please ensure that you read the enclosed "PEL Guidelines" which outlines additional rules governing PEL programs. We encourage your local (and units) to take advantage of this important educational program.

**Please ensure that the student has committed to attending both weeks of the program (notify this office otherwise) and that your unit has sufficient funds BEFORE sending their Lost Time Wage Verification Form. If a "Student Subsidy" is required, please call this office. Replacements/additions of students WILL NOT be accepted within 2 weeks of the start of the program. Also, failure to notify us 24 hours in advance of cancellations will result in a one night room charge to your Local's Unit Fund.**

The **CAW ABORIGINAL and WORKERS OF COLOUR ACTIVIST COURSE** is designed to help aboriginal and workers of colour gain the skills and confidence they need to play a greater role in the union. The course offers information relating to on subjects such as aboriginal and workers of colour history, struggles in society and their role/contribution in the Canadian labour movement.

For more information, please do not hesitate to contact me at the Human Rights Department (416) 495-3781 or 1-800-268-5763 ext. 8469 or e-mail at [humanrights@caw.ca](mailto:humanrights@caw.ca). or support staff Roxy Angel 1-800-265-3735 ext. 3215, [cawpel1@caw.ca](mailto:cawpel1@caw.ca) .

In solidarity



Vinay Sharma, Director  
Human Rights Department  
CAW-TCA Canada

Attachments: Course descriptions, Guidelines, Application Form (please make copies)

CC: Education & Unit Chairpersons, K. Lewenza, J. O'Neil, Assistants, NEB Members, National Representatives, CAW Council Human Rights Committee, Areas A / WOC Caucuses, AWOC Council Caucus Executive, Sara Okhovatian, S. Keith/PEL Accounting

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## **Aboriginal & Workers of Colour Course Description**

This is a two-week program designed for CAW members who are Aboriginal and/or workers of colour. It's an incredible opportunity for local unions to build the strengths and skills of members whose voices and leadership are desperately needed if we want to respond to today's challenges. For participants, this program is designed to give you the tools you need to make a difference in your union. We discuss and strategize around removing barriers to participation of and decision-making by Aboriginal and workers of colour. We focus on the challenges of doing anti-racism work in the union and in society more broadly.

This program is intended to build the skills, knowledge and confidence of CAW Aboriginal and workers of colour members to increase their activism and take up positions of leadership within the union.