



***The PSAC is pleased to offer an advanced course for Union representatives...***

## **ADVANCED DUTY TO ACCOMMODATE: ACCOMMODATING MEMBERS WITH DISABILITIES**

**December 8-9, 2018 - Vancouver, BC**

Course hours (approximately):

Saturday, Dec 8<sup>th</sup> 9:00 a.m. to Sunday, Dec 9<sup>th</sup> 5:00 p.m.  
(including evening work on Saturday)

---

***This course is for PSAC union representatives (stewards, local officers, etc.) who have:***

- ⇒ training on and experience with representing members with disabilities;
- ⇒ training on and experience with the duty to accommodate;
- ⇒ received some union training (or equivalent experience) directly related to representing members in the workplace.

### ***Pre-Requisites:***

Applicants must be PSAC members in good standing who have completed a Talking Union Basics (TUB) or Introduction to the Union for Indigenous Members (formerly NAPC) courses or equivalent. Preference will be given to applicants who have also completed a Grievance Handling (GH) course and/or a Duty to Accommodate (DTA) course or their equivalents and who have experience representing members in the workplace.

### ***Course Overview:***

The goal of the Advanced Duty to Accommodate course is to develop our union's ability to provide effective representation on the duty to accommodate members with disabilities, at the Local level. By the end of the course, participants will

#### **Know:**

- when the duty to accommodate becomes applicable;
- the different processes involving workplace accommodation for members with disabilities i.e. Disability benefits, return to work (RTW),

Workers' Compensation and injury on duty (IOD), health and safety provisions, and medical assessment;

**Feel:**

- more confident when dealing with some of the challenges and key issues related to duty to accommodate members with disabilities (i.e.; mental health disabilities, multiple disabilities and other oppressions and harassment);
- they have the tools and information needed to effectively represent members requiring accommodation in the workplace;

**Be Able To:**

- apply the legal definition of discrimination and accommodation in the workplace;
- identify proactive accommodation measures for the workplace;
- name various recourse mechanisms for members requiring accommodation.

***The Details:***

The PSAC will provide travel, accommodation, meal and incidental allowances, loss of salary, and reimbursement of family care costs, in accordance with the PSAC Travel and Family Care policies. Please note that this is an advanced **in-residence** course so hotel accommodation will be provided for all participants including those living in the Vancouver area.

The PSAC Harassment and Scent-Free Policies apply for the duration of this course.

Participants must attend all sessions.

PSAC representatives interested in this course are asked to apply online by **11 p.m. on Sunday, September 30, 2018.** **No late applications will be accepted.**

If you need assistance completing the online application, including applying using an alternate method/format, please contact the Vancouver Regional Office (604-430-5631 / toll free 800-663-1655) or the Victoria Regional Office (250-953-1050 / toll free 866-953-1050).

**Any questions: Please contact:**

Deb Seaboyer, BC Regional Education Officer  
c/o PSAC Vancouver Regional Office  
phone: 604-430-5631 / 1-800-663-1655 ... ext 1748  
e-mail: [seaboyd@psac.com](mailto:seaboyd@psac.com)  
fax: 604-430-0451

**All applicants will be contacted by November 2, 2018 to advise if they have been accepted as a participant on the course.** Details about travel, accommodation, expenses, etc. will be sent to union representatives selected as course participants by November 9, 2018.