

December 2015

District 6 Local Union Presidents, Recording Secretaries & Unit Chairs

Dear Sisters and Brothers,

### **2016 Leadership Development Scholarship Program**

At this time of the year we look forward to calling upon our members to apply to our 2016 Leadership Development Scholarship Program (LDS Program). The LDS Program provides a unique opportunity for specialized activist training in a classroom of rank and file Steelworkers, who come from a wide range of workplaces right across North America. It is a four year program that gives our activists one week per year of training at our Linden Hall facility in Pennsylvania.

The time has come again to make our members aware of this great opportunity that is available to every Steelworker. Enclosed with this mailing is a notice outlining both the purpose of the program and some of the skills we look for in choosing from members who apply for the program. Each year when the applications come into our office, we are so proud to see the level of training, knowledge and expertise we have amongst our activists.

**Please ensure that this notice is broadly distributed and seen by your membership and activists in whatever way you see fit at the Local Union or Unit level (postings on Union bulletin boards, make copies available at Local Union meetings, print it in the Local Union's newsletter, etc. ).**

In addition to considering applicants' personal qualities and experiences, we will also consider region, economic sector and diversity when making these decisions. We look forward to reviewing the applications as they come in.

In solidarity,



Marty Warren  
District 6 Director

Cc: Area coordinators & Staff Representatives



# Leadership Scholarship Program Overview

The Steelworkers Union has a great history of organizing and representing members from nearly every sector across Canada and the United States and we have built alliances with Unions around the world. As we move forward working to build family supportive jobs, safer workplaces and stronger communities, we will need Local Union Leadership with the vision and skills to make it happen. The USW's Leadership Scholarship Program is designed to develop the skills of local union members for this precise objective. Established by the International Executive Board in 1997, this program combines ideas with action to build the leaders, vision, power and solidarity that will stop the corporate-driven race to the bottom.

Over a four year period, participants attend four week-long training sessions in which they learn with and from fellow USW members. The intense training challenges participants to expand their strategic planning and leadership abilities, and learn to effectively communicate with the community and media. Heavy emphasis is placed on a collaborative learning atmosphere which helps leaders define and obtain goals.

District Directors nominate activists to the program who demonstrate commitment and service to the USW. Each District is allotted a specific number of participants to nominate to the program on a per capita basis. Each participant is awarded an \$800 stipend, plus room, board, and travel expenses.

## Program Highlights

### Level 1

#### *Building the Local Union*

- Building Solidarity in the Workplace
- Analyzing Labor's Challenges
- Economics for Workers
- Learning from Labor History
- Public Speaking

### Level 2

#### *Strategy Planning & Continuous Bargaining*

- Confronting Workplace Change
- Getting the Word Out: Using New Media
- Strategic Planning for Power
- Building Local Union Committees
- Leading Volunteers & Recruiting New Activists

### Level 3

#### *Bargaining for Our Future*

- Researching Your Employer
- Conducting A Contract Campaign
- Preparing Your Bargaining Committee
- Negotiating Strategically at the Table

### Level 4

#### *We inherit the past; We create our future*

- Planning for Action
- Messaging and Mobilization
- Arbitration
- Handling Grievances
- Train-the-Trainer: Teaching and Facilitating

The Leadership Scholarship Program is coordinated by the staff of the Department of Education and Membership Development. We believe education should be used to empower and mobilize USW members and that we all have much to learn and teach one another

**Smarter is Stronger**

# TO ALL STEELWORKERS

## SPECIAL TRAINING OPPORTUNITY



We encourage all Steelworkers who may be interested in taking part in a specialized training opportunity to read this notice and to consider applying for the Leadership Development Scholarship Program.

Set out below is a general guide to the criteria used in assessing applications from members for leadership development training.

### Leadership Development Scholarship Program

The Leadership Development Program is an excellent training ground for activists to gain knowledge about the movement. That is what we are, a labour movement, not just a Union. This experience will broaden your horizons and give you insight into activism within the labour movement in both Canada and the United States. You will work closely with activists from both countries sharing your experiences and learning from each other. This intense program provides extensive training in the many skills needed to be an effective Steelworker activist. You will learn about different ideas, strategic techniques, public speaking, media handling and so much more. **The four levels of training take place annually (one level per year) in week-long sessions at our education facility at Linden Hall, Pennsylvania. Applicants must have a valid passport to travel to the United States.**

When there are opportunities to make casual staff appointments from our many activists, having Leadership Development training is a definite asset that carries considerable weight. But more importantly it gives all rank and file Steelworkers and leaders in our Union a unique opportunity to learn more about our Union, while gaining extensive training on many of the leadership skills that will assist you in your role as a Steelworker activist in your workplace and your community.

In making an application, we ask that you consider the prerequisites and any additional assets you may have.

#### PREREQUISITES:

Dedication to building the labour movement; commitment to Steelworker activism, energy and enthusiasm; leadership abilities; good communication skills; union leave provisions in your collective agreements (or ability to arrange leave with your employer). **You must be able to gain respect and give respect, to build trust and to show leadership.**

#### ASSETS:

Experience as an activist in a Steelworkers Local Union; in other fields such as political/electoral campaigning or community service; arbitration and/or collective bargaining and computer skills. In some regions of the District, speaking and/or writing skills in multiple languages may be useful.

**In order to receive an application for this program, please contact your servicing staff representative. All applications must be submitted via email to Director Warren no later than February 15, 2016.**

**DIRECTOR MARTY WARREN, USW District 6**  
[mwarren@usw.ca](mailto:mwarren@usw.ca)  
416-243-8792

**Note: Previous applicants must re-apply, this will ensure that the District Office has your current contact information and up-to-date union experience.**