



EDUCATION POLICY

1. The TWU will establish an Education Fund to provide funding for the development of courses – paying expenses, and in some cases wages for TWU, CLC and other courses authorized by the Union. (January 1998)

This fund will be maintained by a contribution of \$28.00 per member per year to a maximum of 3 years contribution in surplus. (March 2003)

The most recent official membership count will be used to determine the number of members for budgeting purposes. (March 2002)

2. The TWU Education Fund shall be administered by the Executive Council with input from the Education Committee and pursuant to the Constitution and the Policies of the Union. (January 1998)
3. The first priority of this fund shall be to provide a Shop Stewards' course on Basic Trade Unionism to every member who wishes to learn about or to become active in the Union, and it shall be our objective to offer a course to all members before any member is offered a second course. The Education Committee shall maintain records of all members and officers who have taken Union-paid courses.

In administering the Education Policy the Committee will ensure that there is a balance of courses offered with the purpose to educate/initiate new activists and to broaden the skills of those activists who presently contribute their efforts to their own Local and to the Union. Each Local will participate in choosing courses provided to its membership. (January 2001)

4. All instructors' wages, expenses, committee costs and costs related to the design of courses shall be administered out of this Fund. (January 1998)
5. It is our objective as a Union that all CLC courses paid for out of this Fund shall be shared equitably by the Convention Delegates, Local Executives and Shop Stewards. Preference will be accorded to new Local officers, members who have not previously attended, and members who have taken weekend courses on their own time. (January 1998)
6. Executive Council training shall continue to be paid out of officers' expenses in the General Fund. (January 1998)
7. The Executive Council of the TWU, with input from the Education Committee, will retain the authority and jurisdiction to designate the number of CLC winter school courses available and to make a determination of which courses will be made available through sponsorship and expenses paid by the TWU. (January 1998)



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8. When a member or officer has been authorized to attend a specific course, any change or substitution will require approval from the Executive Council or the officer responsible for education. (January 1998)
 9. Advanced courses will be offered when they are required to meet specific challenges as determined by the Executive Council of the TWU, with input from the Education Committee. (January 1998)
 10. All Union instructors will be approved by Executive Council. (January 1998)
 11. **The Education Committee will compensate for wages lost for members attending approved TWU Education courses. (January 1998)**