More Details about the Rudychuk Scholarship Placement Program

Participants in the Rudychuk Scholarship Placement Program will be given the opportunity to learn and apply skills in a broad range of work performed by the union, including:

Collective Bargaining:
- Work with a union bargaining committee
- Research: prepare for negotiations
- Help identify issues and set bargaining priorities
- Work with the membership, including communication and mobilization
- Attend mediation and negotiation sessions

Arbitration:
- Observe the arbitration process
- Assist in preparation and research
- Interview and prepare witnesses
- Draft opening statements and arguments

Organizing:
- Assist in the promotion of district organizing plans
- Participate in organizing campaigns under the direction of a district organizer

Political Action:
- Steelworker Vote/Rapid Response: work with the staff, local unions and area councils to promote and develop Rapid Response or Steelworker Vote
- Develop campaign organizing skills
- Assist in district strategic and outreach campaigns

Human Rights:
- Work with servicing staff to establish or strengthen Human Rights and Women’s Committees in local unions and area councils

Health, Safety and Environment:
- Work with district co-ordinators and staff representatives to provide support to amalgamated and single workplace local union Health, Safety and Environment Committees
- Promote the Steelworkers New Worker Awareness Program

Following the selection of participants, the district education co-ordinator and the mentoring staff representative will meet with each participant for an initial interview. At this interview, a program will be set up, based on the skills and experience of the participant.

Where possible, specific activities will be assigned. For example, if the staff representative has negotiations scheduled, the participant will be assigned specific tasks around the negotiations.
If a grievance has been scheduled for arbitration, the participant will be assigned to research case laws on the issue being arbitrated, etc.

At follow-up meetings during the program, goals and objectives will be reviewed from the perspective of the participant, the staff representative and the district education co-ordinator. Any problems or concerns will be addressed. If required, changes will be made to the program to accommodate the needs of the participant or the staff representative.

At the end of the program, a final meeting will take place. A final evaluation will be done using the questions below as a guide. The participant, staff representative and district education co-ordinator will give input into the final evaluation.

1. Do you think the goals and objectives of the program were met?
2. If not, why?
3. What parts of the program were the most useful? Least useful?
4. Identify how you think the program could be improved to meet the goals and objectives.
5. What do you plan to do with the skills and experiences you take away from this program…
   • as an activist?
   • in your workplace?
   • in the local union?
   • in the district?
6. How can you apply the skills and experiences to build the union…
   • in your workplace?
   • in the local union?
   • in the district?