

TCRC Education Program – Member Foundations Series

Program Overview

The **TCRC Education Program – Member Foundations Series** is a comprehensive introductory training package designed to strengthen member knowledge, engagement, and confidence within the Teamsters Canada Rail Conference. Built around seven core modules, the program equips members with a solid understanding of how their union functions, how their rights are protected, and how collective strength is built at every level of the organization.

Each module in the TCRC Member Foundations Series is stand-alone, voluntary, and open to all members on a walk-in basis. There is no prerequisite or requirement to attend sessions in any particular order—members are welcome to participate in whichever modules interest them. Sessions are designed to be concise and accessible, typically running approximately 45 minutes to one hour in length.

This Foundations Series provides a structured, accessible learning experience that connects our history, our structure, and our democratic processes with the day-to-day realities facing railroaders across Canada. Members gain insight into how decisions are made, how issues are resolved, and how they can actively participate in shaping the future of their workplace and their union.

The program emphasizes practical knowledge: understanding Divisions and their operation, navigating grievances and investigations, recognizing employer tactics, and appreciating the central role of collective bargaining in improving working conditions. Whether a new member or an experienced railroader looking to deepen their Union understanding, participants leave the program better equipped to advocate for themselves, support their coworkers, and strengthen the TCRC as a whole.

Program Modules

Module 1 – TCRC: Unions in Canada & Our History

Explores the foundations of the Canadian labour movement and the evolution of the TCRC, highlighting key milestones and the importance of solidarity.

Module 2 – TCRC: Structure, Function & Dues

Covers how the TCRC is organized nationally, regionally and locally, how representation works, and why dues are essential to effective member advocacy.

Module 3 – TCRC: Divisions

Provides a clear understanding of Division roles, governance, elections, responsibilities, and how members interact with their local union bodies.

Module 4 – TCRC: Grievance & Arbitration

Introduces the grievance process, arbitration procedures, and how the union enforces rights and resolves workplace disputes. Also provides a member overview of what to do when things go wrong.

Module 5 – TCRC: Formal Investigation

Outlines the formal investigation process, member rights, union support mechanisms, and the principles of procedural fairness.

Module 6 – TCRC: Collective Bargaining

Explains the bargaining process, the role of member direction and communication, legal frameworks, and how agreements are achieved.

Module 7 – TCRC: Union Busting

Identifies common employer anti-union tactics, legal considerations, and strategies for maintaining solidarity and reporting interference.

Program Purpose

The Foundations Series is designed to:

- Build a knowledgeable and engaged membership
- Strengthen union capacity at the Division level
- Support new members and emerging leaders
- Reinforce democratic participation and accountability
- Protect and advance member rights in every workplace

Outcome

By the end of the program, participants will have a clear, practical understanding of how their union operates, how their rights are upheld, and how collective action shapes working conditions in the Canadian rail industry. The program empowers members to take an active role in building a stronger, more informed, and more united TCRC.