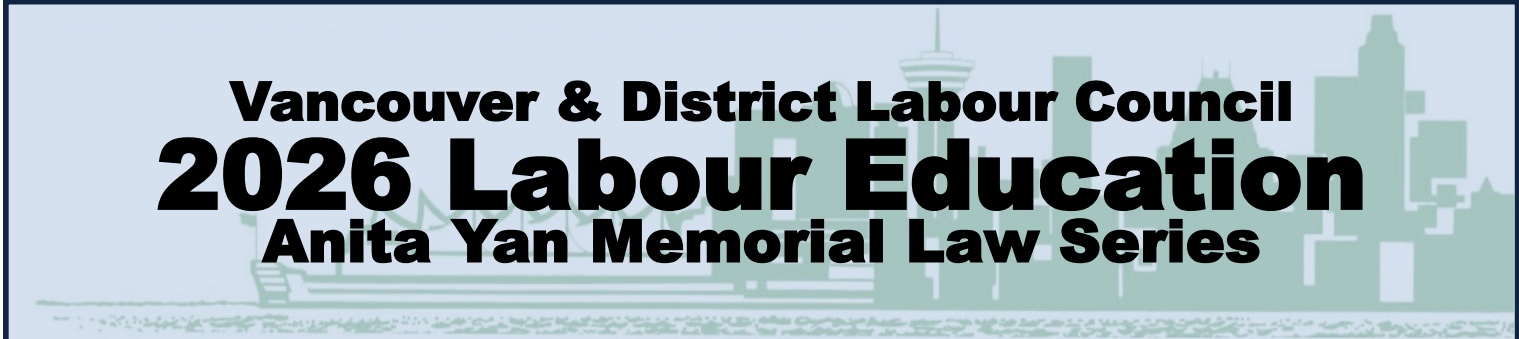




Vancouver & District Labour Council

2026 Labour Education

Anita Yan Memorial Law Series

**Welcome to our 2026 FALL Education Session. Classes start on
September 17 and run through to November 20, 2026.**

Investigations & Interrogations Level I - In person at Maritime Labour Centre

September 17, Thursday - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitator: Afifa Hashimi, Moore Edgar Lyster LLP

Picture this: you are a shop steward and get a request from an HR manager to sit in on an interview of a union member as part of an investigation; they won't tell you or the workers what it's about, and the manager is vague and accusatory and threatens to discipline the member if they do not cooperate. What can you do as a shop steward? How do you best represent the member and reduce the possibility of discipline? At discipline arbitrations the employer's key evidence is their investigation. This course will help you, as the worker's advocate, level the playing field by knowing the scope of the rights of employees and employers in investigations.

Afifa Hashimi practices in all areas of labour, employment, human rights, regulatory and administrative law. She articulated with Moore Edgar Lyster LLP and joined as an associate when called to the bar. Afifa is currently the Secretary of the Canadian Bar Association's National Constitutional and Human Rights Law Executive, and is a member of the Canadian Association of Labour Lawyers BIPOC Committee. She has served as a Chair of the Human Rights Law Section of the Canadian Bar Association— BC Branch (CBABC), Vice Chair of the South Asian Legal Clinic of BC (SALCBC) and a Director and Vice President of the Federation of Asian Canadian Lawyers Society (FACL BC). She is also an associate producer of FACL BC's 2021 documentary about discrimination. When not at work, Afifa enjoys art and poetry.

** Investigations and Interrogations Level II takes place on Wednesday October 7*

Effective Notetaking - Zoom

September 18, Friday - 1:00pm to 3:00pm

Registration: 2 Hours - \$50 per VDLC Affiliate / \$75 per Non-Affiliate

Facilitator: Diane Irvine

This workshop is designed to enhance the abilities of stewards, union representatives, and other worker advocates to take good and effective notes in any setting.

VDLC Education - Fall 2026

Registration Open at www.vdvc.ca / Education

Legal Research - In person at the Maritime Labour Centre

October 6, Tuesday - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitator: Lily Hassall, Koskie Glavin Gordon

This course will introduce participants to the basics of legal research. The course will include practical instructions for using public legal databases to look up statutes and cases relevant to unions. It will also provide a general framework for understanding how precedent develops. Ultimately, participants will emerge with the tools to answer questions about current arbitral and labour board case law.

PLEASE NOTE: Participants are asked to bring a laptop computer to class. You will also need to bring an extension cord as there are limited outlets in the class room. If any participants do not have access to a laptop, please contact the VDLC office for us to put you in touch with the facilitator.

Lily Hassall has been practicing labour law at Koskie Glavin Gordon since she was called to the bar in 2020. She represents trade unions across industries and jurisdictions in the areas of labour, employment, human rights and administrative law. She is currently licensed to practice in both British Columbia and the Yukon.

Investigations & Interrogations Level II - In person at the Maritime Labour Centre

October 7, Wednesday - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitator: Sara Hanson, Moore Edgar Lyster LLP

Through the use of case study and role play, participants in this course will put into practice the principles taught in Investigations & Interrogations Level I. Participants will think critically about their role as union representatives in investigation meetings and practice the skills that are required to ensure their members are provided with effective representation in even the most difficult investigation meetings.

Sara Hanson is a Senior Associate at Moore Edgar Lyster LLP where she practices in all areas of labour employment, human rights, and professional regulatory law. Sara has represented unions in a wide variety of matters before labour arbitrators in both provincial and federal grievance arbitrations. She has also appeared as counsel for individuals and unions before the BC Human Rights Tribunal, the BC Supreme Court, and the BC Court of Appeal.

**** Investigations and Interrogations Level I takes place on Thursday September 17***

VDLC Education - Fall 2026

Registration Open at www.vdvc.ca / Education

Job Selection & Promotions - In person at the Maritime Labour Centre

October 8, Thursday - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitator: Gretchen Brown, BCTF

This course provides an overview of the different types of collective agreement language governing filling vacancies in the bargaining unit, and how to build a winning case depending on that language. Participants will analyze fact patterns, applying the collective agreement, and arguing grievances.

Gretchen Brown is General Counsel for the British Columbia Teachers' Federation. Gretchen provides advice to the BCTF on bargaining, collective agreement implementation, disability benefits, and health and wellness programs. Gretchen has been in-house counsel at the BCTF for more than 20 years. Prior to working for the BCTF, Gretchen worked for a small firm where she represented employees, unions, non-profit organizations, and First Nation governments.

Human Rights - In person at the Maritime Labour Centre

October 14, Wednesday - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitator: Adrienne Smith

Participants will learn:

- * Differences between federal and provincial human rights protection;
- * Collective Agreement solutions to human rights problems;
- * Prohibited grounds;
- * Protected areas;
- * Gaps in existing legal protection;
- * Exceptions and special programs;
- * The different roles of the Canadian Human Rights Tribunal, the Canadian Human Rights Commission, the BC Human Rights Tribunal, the Office of the BC Human Rights Commissioner, the CLAS Human Rights Legal Clinic, and the Ombudsperson's Office;
- * Anatomy of a human rights claim;
- * Available Remedies;
- * Practice writing and filing a claim;
- * How (and why) to grieve human rights issues.

Adrienne Smith is a transgender human rights activist and social justice lawyer. They argued a BC Human rights case which clarified employers' obligations to recognize correct pronouns for transgender and non-binary workers. Adrienne appeared at the BC Court of Appeal and the Supreme Court of Canada where they argued about the harmful effects of mandatory minimum sentences for women, Indigenous people, and drug users, and made submissions in defence of transgender children under section 15 of the Charter. As a trade union activist, they advocate for transgender inclusion in our unions and workplaces. Adrienne is the litigation director at the Catherin White Holman Wellness Clinic where they give free legal advice, take on human rights cases, and notarize name and gender change documents for trans people.

VDLC Education - Fall 2026

Registration Open at www.vdlc.ca / Education

Effective Grievances - In person at the Maritime Labour Centre

Date to be determined - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitator: Jennifer Arnold, BCGEU

This course is designed for new union activists and stewards, or as a refresher for those with more experience. Learn the difference between a complaint and a grievance, when to start a grievance, how to support and advocate for your members during a grievance, and best practices for a grievance. Participants will learn the fundamentals for successful grievance outcomes.

Jennifer Arnold has worked for the BC General Employees Union since 2012 where she assists workers in a variety of professions from across the province. She has a range of experiences from representing workers at arbitration, mediation, and at the labour board assisting workers at their labour management tables and leading negotiations for collective bargaining. She is committed to the labour movement and advancing the interests of all workers. After finishing her Bachelor of Arts in Sociology at the University of Victoria and her Bachelor of Laws at the University of Ottawa, Jennifer articulated with a union side labour law firm in Ottawa before moving back to BC to join the staff at the BCGEU.

BC Labour Code - In person at the Maritime Labour Centre

November 5, Thursday - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitators: Jonathan Hanvelt and Jeremy Bryant

This course is designed for union staff reps, officers and senior stewards who need to understand the BC Labour Code and its application. It will provide an overview of important sections of the code and regulations, interpretations, and rulings that you need to know to be strategic and effective. While the course will focus on unfair labour practices and the duty of representation, there will be some opportunity to discuss other provisions as well.

PLEASE NOTE: *Most workplaces in BC are provincially regulated for the purpose of labour relations and subject to the BC Labour Relations Code. Provincially regulated sectors/industries include health, education, construction, retail, film, etc. This class would apply to workers and union representatives in those sectors/industries. **Check with your workplace to ensure if this class would apply to you.***

Jonathan Hanvelt is a vice chair with the Labour Relations Board of BC. Previously, he spent 14 years working for a union-side labour firm in Vancouver, during which time he appeared before the Labour Relations Board on numerous occasions and regularly facilitated legal education courses for the Canadian Labour Congress (CLC), Lancaster House and the VDLC.

Jeremy Bryant is a union-side labour lawyer and has been practicing with Bannister & Company since 2017. He has represented a diverse range of union clients and individuals at labour arbitrations, the BC Labour Relations Board, Canada Industrial Relations Board, Human Rights Tribunal, Employment Standards Branch, WorkSafe BC Review Division and the Workers Compensation Appeal Tribunal. Jeremy enjoys teaching Labour Law, and in addition to facilitating for the VDLC, has taught courses for the Canadian Labour Congress's Winter School and Lancaster House.

VDLC Education - Fall 2026

Registration Open at www.vdlc.ca / Education

Employer Policies and Labour Law - In person at the Maritime Labour Centre

November 18, Wednesday - 9:30am to 4:00pm | Lunch included

Registration: 1 Day - \$200 per VDLC Affiliate / \$275 per Non-Affiliate

Facilitators: Britt Skinner and Sarah Georgetti, BCGEU

This course will lay the foundation for your understanding of employer policies and their relationship to labour law. We will look at when employer policies are permitted and when they are not, when policies should be challenged, and what legal tests a policy will need to pass in order to hold up in arbitration. We will learn the “KVP Test”, utilized by arbitrators and look at more recent developments in case law.

Britt Skinner is Director of Advocacy at the BC General Employees’ Union (BCGEU), where she leads a team of advocates handling labour, human rights, privacy, and administrative law matters. She provides the strategic guidance, mentorship, and training that helps her team navigate complex workplace issues and sharpen their advocacy skills.

Sarah Georgetti, TBA

Understanding the Personal Information Protection Act (PIPA) - Zoom

November 20, Friday - 1:00pm to 3:30pm

Registration: 2.5 Hours - \$60 per VDLC Affiliate / \$85 per Non Affiliate

Facilitator: Diane Irvine

This workshop covers a union’s rights and obligations under PIPA, equipping participants with the knowledge to handle personal information responsibly and legally.

Learning objectives include:

- * What constitutes personal information under PIPA;
- * What types of personal information unions can collect and the conditions under which it can be gathered;
- * How personal information can be used, once collected;
- * Best practices for data retention, including when and how personal information should be deleted;
- * How to respond to requests for information disclosure in compliance with PIPA.

VDLC Fall 2026 Education Session

INFORMATION PAGE

Pre-registration is required as course space is limited - registration is open to all, union membership is not necessary.

Payment can be made by credit card or invoice (your union must be an affiliate). If you wish your union to be invoiced please contact the VDLC at office@vdlc.ca or 604-254-0703. Many unions will pay or reimburse tuition. Some financial subsidies are available.

IN Person Class Location - Maritime Labour Centre 111 Victoria Drive, Vancouver. The building is wheelchair accessible. There is free parking; entrance to the lot is off of Pandora St. If using transit from Powell or Hastings, get off at Victoria Drive.

Course Material and Zoom Links - For those classes that are held by zoom, you will receive any material and the zoom link a few days prior to the scheduled day of class. You will not receive it via our website or STRIPE. If you do not receive any material or the zoom link prior to the day of class, **PLEASE CHECK YOUR JUNK FOLDER** before you contact the office.

If you have any questions, please email the office at office@vdlc.ca or call 604-254-0703.

CANCELLATION/REFUND POLICY

- ♦ You must notify the office of cancellation 72 HOURS prior to your class in order to receive a full refund. Due to limited seating, we often have a waitlist and this gives us the opportunity to fill the class.
- ♦ Any cancellation made with less than 72 HOURS notice will be subject to a cancellation/processing fee. If you purchased your registration through our website with your credit card and are cancelling with less than 72 hours notice, your refund will be processed through STRIPE and will incur a cancellation fee.
- ♦ NO SHOWS will be charged the FULL COURSE FEE - NO EXCEPTIONS (This includes classes held by Zoom Video Conference).

Email: office@vdlc.ca

Phone: 604-254-0703