



HEALTH & SAFETY INJURED WORKERS ADVOCACY COMMITTEE CONFERENCE 2023

Start Date/Time: Monday, November 6, 2023, at 3:30pm

End Date/Time: Friday, November 10, 2023, at 12:00pm

Caesar Windsor Hotel

377 Riverside Drive East, Windsor, ON N9A 7H7

Hotel Guest Room Fee: \$195.00

Hotel room rate is subject to tax and fee per room.

Guest room reservations are to be made through W.E Union Travel by October 6, 2023

Phone: 1(888) 676-7747 [Mention IW & HS Conference when booking your room(s)]

Guestroom booking link: www.weuniontravel.ca

Travel Plan:

Official Travel Partners into Windsor are Air Canada & VIA Rail. Standard fares are eligible for a 5% discount and all other fares are 10% discount when you book your travel with our official travel agency, W.E. Union Travel. (Basic fares are not applicable.) To receive the discount, you will require a credit card number for processing. W.E. Union Travel will provide the lowest possible fare at the time of reservation. Fares are guaranteed only once the tickets are issued.

Booking Phone Number: 1(877) 237-9328

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| AIR CANADA CODE: HWVNP21 | VIA RAIL: 710696 |
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| Registration Fee: | |
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| *On-line registration will be closed 5 business days prior to the conference | |
| Affiliates: | \$275 by October 6, 2023, after cut-off date \$325 |
| Non-Affiliates: | \$435 by October 6, 2023, after cut-off date \$485 |
| If you require French translation, ASL interpretation, childcare services, or any other accessibility accommodations, please submit your request by filing out the access request form by October 6, 2023. (The link to the access request form can be found in your confirmation email.) | |

Link to register: <https://cupe.on.ca/event-registration-iwhs-2023>
(Password: iwhs2023)





IWAC WORKSHOP DESCRIPTIONS

Tuesday and Wednesday Afternoon

Please indicate your workshop preference at registration link,
workshop assignments will be made on a first-come, first served basis.

- 1. WSIB 101: Local Advocacy and Bargaining – 40 spots per day**
This workshop introduces participants to the compensation system in Ontario, the history and principles of compensation legislation and third-party rights of action. Key definitions within the system are described, including worker, employer, accident, disablement, recurrence, secondary injuries, aggravation, occupational disease, stress and chronic pain. There will be a focus on Local Advocacy and having a local WSIB advocate as well as bargaining language for WSIB and return to work.
- 2. Psychologically Safe Workplaces - 60 spots per day**
What is a psychologically healthy and safe workplace? Learn to identify the psychosocial hazards in a workplace, and the role of the steward or advocate in eliminating them.
- 3. Duty to Accommodate and Medical Documentation - 60 spots per day**
Accommodating workers with disabilities (whether permanent or temporary) is one of the most important tasks and often involves worker's having to release sensitive medical information or attending independent medical evaluations. Learn about how to navigate the tricky balancing act of helping our members find suitable work while protecting their privacy.
- 4. Creating Accommodation Friendly Workplaces - 40 spots per day**
Learn the legal framework for the duty to accommodate, what a good accommodation process and plan look like, and what to do if the employer is not willing to provide reasonable accommodation.
NOTE: Please bring your Steward Handbook to the workshop



**FINAL
CALL!**

HS WORKSHOP DESCRIPTIONS

Tuesday and Wednesday Afternoon

Please indicate your workshop preference at registration link,
workshop assignments will be made on a first-come, first served basis.

- 1. Mobilizing around Health and Safety (CUPE) - 60 spots per day**
In this workshop you will learn what mobilizing for health and safety looks like, how to engage members around health and safety in your workplace and how to create a mobilizing plan.
- 2. Making Committees Work (CUPE) - 40 spots per day**
This workshop explores the structure, role and function of health and safety committees, their strengths, and limitations, and how they can best work within the legislative framework, and within our union.
- 3. Indoor Air Quality (CUPE) - 20 spots per day**
The pandemic has reminded us of the importance of proper ventilation and indoor air quality. In this workshop, participants will learn about the principles of ventilation and how to improve the air in the workplace.
- 4. Workload and Overwork (CUPE) - 60 spots per day**
As employers pull back resources, they expect workers to do more with less. This module will examine workload, the cause and effects of overwork, and strategies to overcome the ever-increasing workload that is damaging not just our health at work, but the relationship we have outside of work.
- 5. Training for What Matter Most (WHSC) – 60 spots per day**
When it comes to worker health and safety, surviving matters, but thriving matters more. Equally important, training matters, but learning matters more. This workshop will explore what quality health and safety training for workers looks like, its ultimate objectives and delivery methods, plus essential legal requirements, and bargaining tools to achieve them.



Conference Agenda

(Subject to Change)

Monday November 6, 2022

- 3:30pm** Registration
- 4:00pm** New Delegates and Young Workers Orientation
- 6:00pm** Equality Caucus
- 7:00pm** Evening Plenary and Meet & Greet
- Opening Greetings and Land Acknowledgement
 - Equality Statement
 - Announcements
 - Reports from Committees
 - CUPE District Council Greetings
 - NDP Speaker - TBA
 - Conference Opening Remarks – Fred Hahn (CUPE Ontario)
 - Meet & Greet (to follow)



CUPE·SCFP Ontario

INJURED WORKERS TRAVAILLEURS BLESSÉS

Conference Agenda

(Subject to Change)

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Tuesday November 7, 2023 – Recovery Day

8:00am-9:00 am Registration

9:00am-10:15am Plenary with Guest Speakers

- Announcements
- Introduction of Committees' Members
- Conference Overview
- Thrive, not Survive – Renewing OHS into the CUPE Local
 - Speakers – Paul Sylvestre (CUPE), Brandon Haynes (Local 4898), Justin Holloway (Local 3902)

10:15am-10:30am Lifestyle Break

10:30am-12:00pm Plenary with Guest Speakers

- Paul Sylvestre – Thrive, not Survive -Supporting the JHSC
- Tom Parkin (Douglas Coldwell Layton Foundation) - The growing and uneven mental health impact of work and economy in a time of pandemic
- Climate Justice Toolkit

12:00pm-1:30pm Lunch Break

1:30pm-5:00pm Workshops

Health and Safety

- Mobilizing around Health and Safety
- Training for What Matters
- Making Committees Work
- Indoor Air Quality
- Workload and Overwork

WSIB/Injured Workers

- Psychologically Safe Workplaces
- Creating Accommodation Friendly Workplaces
- WSIB 101 Advocacy at a Local Level,
- Duty to Accommodate and Medical Documentation

5:00pm-6:30pm Dinner Break

6:30pm-7:15pm Injured Workers Caucus

7:15pm-8:00pm Health and Safety Caucus



Conference Agenda (Subject to Change)

Wednesday November 8, 2023 – Empowerment Day

9:00am-10:15am Plenary and Guest Speaker

- Natasha Luckhardt (OFL) – Compensation, Health and Safety Campaigns
- Chris Ramsaroop - Justice for Migrant Workers

10:15am-10:30am Lifestyle Break

10:30am-12:00pm Plenary and Guest Speaker

- Chris Grawey (Injured Workers Community Legal Clinic) – Changes at WSIAT and their Impact on Claims and Appeals
- Harry Goslin (Local 1750/OCEU) - Campaigns
- Injured Workers Advocacy Committee Toolkit

12:00pm-1:30pm Lunch Break

1:30pm-5:00pm Workshops

Health and Safety

- Mobilizing around Health and Safety
- Training for What Matters
- Making Committees Work
- Indoor Air Quality
- Workload and Overwork

WSIB/Injured Workers

- Psychologically Safe Workplaces
- Creating Accommodation Friendly Workplaces
- WSIB 101 Advocacy at a Local Level,
- Duty to Accommodate and Medical Documentation

5:00pm-5:30pm Election Forum

5:30pm-7:00pm Dinner Break

6:30pm-7:30pm Windsor Local Injured Workers Advocacy Committee

8:00pm CUPE Council Sponsored Event



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Conference Agenda

(Subject to Change)

Thursday November 9, 2023 – Well-being Day

9:00am-12:00pm Sector Breakouts

- Health Care (HCWCC)
- Municipal (OMECC)
- School Boards (OSBCU)
- Social Services (SSWCC)
- Post-Secondary (UOWCC)

12:00pm-1:30pm Lunch Break

1:30pm-2:00pm Elections – Two (2) members at large – IWAC; Two (2) members at large H&SC

2:00pm-3:00pm Plenary & Guest Speakers

- Troy Winters (CUPE National) - Psychologically Safe Workplaces; Mental Health Policies and Critical Incidents

3:00pm-3:15pm Lifestyle Break

3:15pm-5:00pm Plenary & Guest Speakers

- Dr. Naheed Dosani – Health Justice Activist
- Steven Seaborn – CUPE Retirees Network

5:00pm-6:30pm Dinner Break

8:00pm Social



Conference Agenda

(Subject to Change)

Friday November 10, 2023

9:00am-12:00pm Plenary and Guest Speakers

- Andréane Chénier – Mental Health Toolkit
- Sector Breakout Report Back
- Conference Evaluations
- Open Floor for Success Stories/New Business
- Conference Closing Remarks –Yolanda McCLean (CUPE Ontario)
- 50/50
- Final Words