



ONTARIO MUNICIPAL EMPLOYEES COORDINATING COMMITTEE

"Building our Bargaining Strength"

2015 CONFERENCE

FINAL CALL

DATE:

APRIL 8-11, 2015

LOCATION:

DELTA OTTAWA CITY CENTRE

101 RUE LYON STREET
OTTAWA, ON K1R 5T9

REGISTRATION FEES

(INCLUSIVE OF A \$5.00 DRAW FEE)

AFFILIATES	\$ 220.00
NON-AFFILIATES	\$ 380.00
LATE FEE (PER DELEGATE) (EFFECTIVE MARCH 25, 2015)	\$ 50.00

REGISTRATION DEADLINE: MARCH 25, 2015

OMECC CONFERENCE 2015

SHOULD YOU NEED TO CONFIRM IF YOUR LOCAL IS AN AFFILIATE OR NON-AFFILIATE, PLEASE CONTACT CUPE ONTARIO DIVISION AT (905) 739-9739

HOTEL INFORMATION

**ALL RESERVATIONS ARE TO BE MADE THROUGH W.E. TRAVEL:
1-888-676-7747**

(PLEASE MENTION ANY SPECIAL NEEDS/ACCOMMODATIONS WHEN BOOKING)

BLOCKED ROOMS:

\$164.00 + TAXES

MODE ROOM SINGLE / DOUBLE

ADD \$20.00 FOR EACH ADDITIONAL PERSON FOR TRIPLE AND QUADRUPLE OCCUPANCY
HIGH SPEED INTERNET ACCESS INCLUDED

HOTEL CHECK-IN TIME: 3:00 PM / CHECK-OUT TIME: 12:00 PM

PLEASE MENTION THE "OMECC CONFERENCE"
WHEN MAKING YOUR RESERVATIONS TO RECEIVE THE ABOVE RATES.

**CUT-OFF DATE TO RECEIVE BLOCKED & SPECIAL ROOM RATES:
FRIDAY MARCH 13, 2015**

NOTE:

A ONE (1) DAY PARAMEDICS / ACO'S MEETING AND A HALF (1/2) DAY MUNICIPAL / SOCIAL SERVICE MEETING WILL BE HELD WEDNESDAY BEFORE THE PLENARY. (SEE FLYERS FOR TIMES AND MEETING ROOMS)

IF YOU REQUIRE SMALL LOCAL FINANCIAL ASSISTANCE, ON-SITE CHILDCARE OR HAVE ACCESSIBILITY REQUIREMENTS, PLEASE CALL CUPE ONTARIO DIVISION AT:

905-739-9739

OR GO TO OUR WEBSITE AT:

WWW.CUPE.ON.CA

NOTICE
TO ALL CUPE LOCALS
REPRESENTING
PARAMEDICS & ACO's
(PARAMEDIC DISPATCHERS)

HOLD THE DATE

WEDNESDAY
APRIL 8, 2015
(CAUCUS BEFORE OPENING PLENARY)

WEDNESDAY APRIL 8TH

BY-TOWNE THEATRE
9:00 AM – 4:00 PM

**NO COST TO ATTEND BUT YOU NEED TO REGISTER
IN ADVANCE TO ENSURE ADEQUATE MATERIAL
AND SPACE IS PROVIDED.**

AGENDA AND CAUCUS DETAILS TO FOLLOW.

PLEASE CONFIRM YOUR ATTENDANCE BY
ENTERING "YES" IN THE PARAMEDIC CAUCUS
COLUMN WHEN COMPLETING YOUR CONFERENCE
REGISTRATION FORM

NOTICE
TO ALL CUPE LOCALS
REPRESENTING MUNICIPAL
/ SOCIAL SERVICE
WORKERS

HOLD THE DATE
WEDNESDAY
APRIL 8, 2015

WEDNESDAY APRIL 8TH

JOLIET ROOM
1:00 PM – 4:00 PM

NO COST TO ATTEND BUT YOU NEED TO REGISTER IN ADVANCE TO ENSURE ADEQUATE MATERIAL AND SPACE IS PROVIDED.

AGENDA AND CAUCUS DETAILS TO FOLLOW.

PLEASE CONFIRM YOUR ATTENDANCE BY ENTERING “YES” IN THE MUNICIPAL/SOCIAL SERVICES MEETING COLUMN WHEN COMPLETING YOUR CONFERENCE REGISTRATION FORM

BUILDING OUR BARGAINING STRENGTH

OMECC Conference - 2015

AGENDA

TUESDAY APRIL 7, 2015

1:00 pm – 5:00 pm Library Workers Conference

WEDNESDAY APRIL 8, 2015

9:00 am – 5:00 pm Library Workers Conference

9:00 am – 4:00 pm Paramedic and ACO's Caucus

1:00 pm – 4:00 pm Municipal Social Service Caucus

4:00 pm – 7:00 pm Registration – OMECC Conference

6:00 pm – 6:30 pm New Delegate Orientation

7:00 pm – 9:00 pm Opening Plenary

- Welcome, Misty Gagne, Chair OMECC
- Welcome, CUPE Diversity President
- Welcome, CUPE Local 503
- Fred Hahn, President CUPE Ontario
- Candace Rennick, Secretary Treasurer, CUPE Ontario

Welcome Social

THURSDAY APRIL 9, 2015

9:00 am – 12:00 pm Welcome – Misty Gagne, Chair OMECC

PAUL DEWAR, MP

BIO: Paul W. Dewar, MP is a Canadian educator and politician from Ottawa, Ontario. He is the New Democratic Party Member of Parliament for the riding of Ottawa Centre. Dewar was first elected to the House of Commons in the 2006 federal election

OUR BARGAINING HISTORY – BUILDING THE HOUSE

David Kidd, CUPE Local 79

STRATEGIES FOR COORDINATED SECTORAL BARGAINING – HOTEL WORKERS RISING

Janet Dassinger, CUPE National Researcher

WHO IS A SUPERVISOR UNDER THE OCCUPATIONAL HEALTH & SAFETY ACT?

Blain Morin, Health and Safety Representative

BUILDING OUR BARGAINING STRENGTH

Misty Gagne, Chair – OMECC and;
Charlotte Monardo, Coordinator - OMECC

12:00 pm - 1:30 pm

Lunch

1:30 pm - 5:00 pm

Workshop – All Delegates

BUILDING SUPPORT FOR COORDINATED BARGAINING

7:30 pm -

Hospitality Suite

FRIDAY APRIL 10, 2015

9:00 am – 12:00 pm

Workshop – Elective *(Please check your selection and meeting room assigned)*

12:00 pm - 1:30 pm

Lunch

*Lunch meeting: Energy Privatization Briefing
Simon Collins and Graham Cox*

1:30 pm - 4:30 pm

Workshop – Elective *(Please check your selection and meeting room assigned)*

SATURDAY APRIL 11, 2015

9:00 am – 12:00 pm

OMERS – WHAT PLAN MEMBERS NEED TO KNOW...

Moderator: Fred Hahn

Panelists: Tim McGuire, Local 79 - Sponsors Corporation Board - OMERS

Darcie Beggs, Director – Administration Board - OMERS

Kevin Skerrett - Senior Officer Pensions, CUPE National

Mandatory Workshop Reporting Out

OMECC Campaign: Bylaws

Resolutions to Convention

New Business

Adjournment

OMECC BYLAWS

IN ACCORDANCE TO ARTICLE 11 OF THE OMECC BYLAWS:

ARTICLE 11 – AMENDMENTS TO THE CONSTITUTION

This Constitution, or any of its clauses, may be amended at any regular Annual Conference by form of resolution, or committee recommendation and being approved by a two-thirds (2/3) majority vote of the voting delegates present at the Annual Conference, provided however, that such amendments do not conflict with the Constitution of the Canadian Union of Public Employees or the Ontario Division and shall be subject to approval by the National Executive Board. Unless specifically stated otherwise, all amendments shall take effect immediately following the conclusion of the conference which adopts them.

PROPOSED CHANGES:

ARTICLE 5 – COMMITTEE REPRESENTATION

1. a) **The Chairperson of the Committee shall be elected for a two year term by voting delegates on the conference floor in even numbered years. Whereas he or she automatically sits on the CUPE Ontario Executive Board by way of this title, the Chair cannot be considered for the additional positions of area representative or occupational representative.**
 - b) A Vice-Chairperson of the Committee shall be elected for a two year term in even numbered years following the annual conference from amongst the members of the committee and shall assist the Chairperson as well as take the chair in the absence of the Chairperson. Should the Chairperson permanently vacate the position during the term of office, the Vice-Chair will assume the Chair's role until the Committee can be convened and elect a new Chairperson.
2. The CUPE Coordinator of the Municipal Employees Local Unions for Ontario shall act as liaison to the Committee and as a member of the Committee, shall assist in every way possible to provide the Committee with the facilities and services of the National Organization. ~~He/she may be Chairperson of the Committee if the Committee so decides and, in any event, call meetings when necessary in order to carry out the proper function and responsibilities of the Committee.~~
8. A Health and Safety Representative shall be elected for a two year term to represent OMECC on the Ontario Division Health and Safety Committee by all delegates present at the Annual Conference in the even numbered years.

The Health and Safety Representative will be a member of the OMECC Committee and will report to the Committee on all Health and Safety issues relating to OMECC.
9. An Injured Worker Representative shall be elected for a two year term to represent OMECC on the Ontario Division Injured Workers Committee by all delegates present at the Annual Conference in the even numbered years.

The Injured Workers Representative will be a member of the OMECC Committee and will report to the Committee on all Injured Workers issues relating to OMECC.

OMECC BYLAWS – Proposed Changes

10. **In the event that either the Health and Safety Representative or the Injured Worker Representative position falls vacant, the vacancy shall first be offered to the runner up on the ballot and then if accepted, shall serve the remaining term office until the next general election at the even numbered year conference.**
11. **Should the Chairperson permanently vacate the position during the term of office, the Vice Chair will assume the Chair's role until the committee can be convened and elect a new Chairperson as soon as reasonable possible.**

WORKSHOP DESCRIPTIONS
- OMECC CONFERENCE 2015 -

1.1 WSIB / DUTY TO ACCOMMODATE

This three (3) hour workshop will facilitate detailed discussion regarding legislation that protects people with disabilities. The session will examine how the “duty to accommodate” arises and how it operates. The most current case law will be reviewed to give participants a clear understanding of the legal obligations of employers, workers and unions. In doing so, the workshop will review the following pieces of legislation as they apply to accommodation issues:

Canadian Charter of Rights and Freedoms, Canadian Human Rights Act, Ontario Human Rights Code, Occupational Health & Safety Act, Canada Labour Code, Workplace Safety and Insurance Act, and Accessibility for Ontarians with Disabilities Act.

2.1 HEALTH & SAFETY

What members need to know about Health and Safety in the workplace:

CUPE members need to work with Health and Safety Committee members and Health and Safety Activists to ensure that the workplace is healthy and safe for our members.

Learn about Health and Safety rights and how to support this important area of union work.

3.1 SOCIAL MEDIA

- ◆ What types of social media are available and how can they benefit my local?
- ◆ How are groups using social media for activism?
- ◆ How can I deal with people’s resistance?
- ◆ What are the guidelines for using social media?

In this workshop you will explore questions like these and receive hands-on practice in a variety of social media formats: Facebook, Twitter, YouTube, Flickr....

4.1 TAKING ON PRIVATIZATION

This workshop examines the biggest threat to CUPE jobs and public services. Find out how to:

- ◆ Spot the early warning sign of privatization
- ◆ Respond to privatization and contracting-out threats
- ◆ Build a campaign to fight privatization in your local

5.1 BARGAINING SURVEYS

A bargaining survey can have many purposes. Come and learn about the different kinds of survey questions and how to use a bargaining survey to engage members and gather strategic information for the bargaining committee.

WORKSHOP DESCRIPTIONS
- OMECC CONFERENCE 2015 -

6.1 ANALYZING CONTRACT LANGUAGE

This workshop will give you tips for analyzing collective agreement language. It will also be a chance to think about what some key areas might be for coordinated bargaining. Bring your collective agreement!

7.1 NOTE TAKING FOR BARGAINING

Come and talk about why good notes matter – at the bargaining table and after bargaining is finished. You'll also learn some great note taking tips and have a chance to practice taking notes during this workshop.

8.1 MOBILIZING COMMUNITIES

Unions are part of the community -- community support is key to many of our bargaining demands. Come and talk about ways we can support each other better in our communities.

9.1 ENGAGING MEMBERS

In this workshop, we will talk about ways to engage members throughout the bargaining process – before, during and after a round of bargaining. You will develop a plan to connect with members in your local; to make sure you have the full support of your members when you need it most.

10.1 PRECARIOUS EMPLOYMENT / HOURS OF WORK

Precarious work; Casual, Part-Time, Temporary, etc. – is growing in many CUPE workplaces. In this workshop, we will analyze why this is happening and who is most affected. We will also develop strategies to promote better jobs.

NOTE: Workshop List and Voting Delegate Allocation Chart located on the back of this page

REGISTRATION FORM

2015 OMECC CONFERENCE



Registration Fees (inclusive of a \$5.00 Draw fee):

Until March 25, 2015 - Affiliates: \$220.00 (per delegate) / Non-Affiliates: \$380.00 (per delegate)
After March 25, 2015- Affiliates: \$270.00 (per delegate) / Non-Affiliates: \$430.00 (per delegate)

Do you require French translation? _____
(YES or NO)

(PLEASE PRINT CLEARLY)

NAME	LOCAL & UNIT #	EMAIL ADDRESS (If available)	PHONE	WORKSHOP 1 ST CHOICE	WORKSHOP 2 ND CHOICE	WORKSHOP 3 RD CHOICE	I am attending the Paramedic Meeting (YES or NO)	I am attending the Municipal/ Social Services Meeting (YES or NO)	I am a voting delegate (YES or NO)

CUPE LOCAL # _____ NUMBER OF MUNICIPAL BARGAINING UNITS IN THIS LOCAL: _____ NUMBER OF MEMBERS IN LOCAL: _____

EMPLOYER: _____ LOCAL CONTACT NAME: _____ SIGNED: _____

Locals are asked to make ALL HOTEL RESERVATIONS through W.E. Travel.: 1-888-676-7747 (toll free)
 (Please note cut-off date for block and special room rates is: March 13, 2015)
 [Mention the "OMECCC CONFERENCE" when making your reservations]

COMPLETE AND RETURN THIS REGISTRATION FORM WITH YOUR **CHEQUE MADE OUT TO: CUPE ONTARIO – OMECC CONFERENCE 2015**
 (Keep a copy of the registration form for your records)
AND RETURN TO:
CUPE Ontario – OMECC Conference (2015)
Attention: Maggie Lewis
80 Commerce Valley Drive East – Markham, ON – L3T 0B2

WORKSHOPS (Subject to Change):

Mandatory Workshop: Building Support for Coordinated Bargaining

Elective Workshops:

1.1	WSIB / Duty to Accommodate
2.1	Health and Safety
3.1	Social Media
4.1	Taking on Privatization
5.1	Bargaining Surveys
6.1	Analyzing contract language
7.1	Note Taking for Bargaining
8.1	Mobilizing communities
9.1	Engaging Members
10.1	Precarious Employment/Hours of Work

Voting Delegate Allocation Chart

In order to determine the number of voting delegates your local is entitled to at the OMECC Conference:

- First look down the left side to find your total number if Municipal/Library/Utility bargaining units.
- Next, look across the top to find the total number of members in those bargaining units.
- Finally, refer to the point of intersection and that is your Local's total number of voting delegates.

# OF CA'S	NUMBER OF BARGAINING UNIT MEMBERS								
	Up to 200	201-500	501-1000	1001-1500	1501-2000	2001-2500	2501-3000	3001-3500	3501-4000
1	2	2	2	2	2	2	2	2	2
2	2	2	2	2	2	2	2	2	2
3	2	3	3	3	3	3	3	3	3
4	2	3	4	4	4	4	4	4	4
5	2	3	4	5	5	5	5	5	5
6	2	3	4	5	6	6	6	6	6
7	2	3	4	5	6	7	7	7	7
8	2	3	4	5	6	7	8	8	8
9	2	3	4	5	6	7	8	9	9
10	2	3	4	5	6	7	8	9	10
11	2	3	4	5	6	7	8	9	10
12	2	3	4	5	6	7	8	9	10
13	2	3	4	5	6	7	8	9	10
14	2	3	4	5	6	7	8	9	10
15	2	3	4	5	6	7	8	9	10
16	2	3	4	5	6	7	8	9	10
17	2	3	4	5	6	7	8	9	10
18	2	3	4	5	6	7	8	9	10
19	2	3	4	5	6	7	8	9	10
20	2	3	4	5	6	7	8	9	10
21	2	3	4	5	6	7	8	9	10
22	2	3	4	5	6	7	8	9	10
23	2	3	4	5	6	7	8	9	10
24	2	3	4	5	6	7	8	9	10
25	2	3	4	5	6	7	8	9	10