



ONTARIO MUNICIPAL EMPLOYEES COORDINATING COMMITTEE

“Building our Bargaining Strength
– The Sequel”

2016 CONFERENCE

FINAL CALL

DATE:

MARCH 30 – APRIL 2, 2016

LOCATION:

**CROWNE PLAZA/SHERATON
ON THE FALLS**

5685 FALLS AVENUE
NIAGARA FALLS, ON L2E 6W7

REGISTRATION FEES

AFFILIATES	\$ 215.00
NON-AFFILIATES	\$375.00
LATE FEE (PER DELEGATE) (EFFECTIVE MARCH 18, 2016)	\$ 50.00

REGISTRATION DEADLINE: MARCH 18, 2016

OMECC CONFERENCE 2016

We are going paperless!

In order to reduce our carbon footprint and in keeping with CUPE's Policies and Procedures, information and conference material will be provided on memory sticks **only**. While information will be provided on our overhead screens, **we strongly advise you bring your laptop to access the materials directly.**

In addition, we strongly advise that you bring at least **one copy of your collective agreement** for reference material or multiple copies that you may wish to share with other delegates.

Finally, Locals will be required to give a brief report on the activities the Local has been involved with over the past year and any future initiatives planned for 2016. A report form is attached.

We are hoping to have **Linda McQuaig** as our Keynote Speaker.

Journalist and best-selling author **Linda McQuaig** has developed a reputation for challenging the establishment.

As a reporter for *The Globe and Mail*, she won a **National Newspaper Award** in 1989 for writing a series of articles which sparked a public inquiry into the activities of Ontario political lobbyist Patti Starr, and eventually led to Starr's imprisonment. And as a Senior Writer for *Maclean's* magazine, McQuaig (and Ian Austen) wrote two cover stories probing the questionable business dealings of Conrad Black in connection with a US takeover bid in the early 1980s. An irate Black suggested on CBC radio that McQuaig should be horsewhipped. In 1991, she was awarded an **Atkinson Fellowship for Journalism in Public Policy** to study the social welfare systems in Europe and North America.

From 2002 to 2013, McQuaig wrote an op-ed column for the *Toronto Star*. Since April 2014, she has been writing a weekly column for *ipolitics.ca*.

She was the NDP candidate in the federal by-election in Toronto Centre in November 2013. She is author of nine books on politics and economics – including six national bestsellers – such as *Shooting the Hippo* (short-listed for the Governor General's Award for Non-Fiction), *The Cult of Impotence*, *All You Can Eat*, and *It's the Crude, Dude: War, Big Oil and the Fight for the Planet*. Her most recent book, co-authored with Neil Brooks, is *The Trouble with Billionaires: How the Super-Rich Hijacked the World (and How We Can Take It Back)*.

OMECC CONFERENCE 2016

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:

\$119.00 + TAXES

STANDARD ROOM SINGLE / DOUBLE

\$159.00 + TAXES

FALLSVIEW ROOM SINGLE / DOUBLE

HIGH SPEED INTERNET ACCESS INCLUDED

HOTEL CHECK-IN TIME: 4:00 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 4, 2016**

NOTE: A ONE (1) DAY PARAMEDICS MEETING WILL BE HELD WEDNESDAY BEFORE THE PLENARY, ALONG WITH A PUBLIC HEALTH FORUM AS WELL. THERE WILL BE AN EQUALITY FORUM ON THURSDAY FROM 5:00 PM – 7:00 PM.

**IF YOU REQUIRE SMALL LOCAL FINANCIAL ASSISTANCE, ON-SITE
CHILDCARE OR HAVE ACCESSIBILITY REQUIREMENTS,**

PLEASE CALL THE ONTARIO DIVISION AT:

905-739-9739, OR GO TO OUR WEBSITE AT WWW.CUPE.ON.CA

BUILDING OUR BARGAINING STRENGTH – THE SEQUEL

OMECC CONFERENCE - 2016

AGENDA

TUESDAY, MARCH 29, 2016

9:00 am – 10:30 am Library Workers Conference Registration
10:30 am – 6:00 pm Library Workers Conference

WEDNESDAY, MARCH 30, 2016

8:30 am – 4:15 pm Library Workers Conference
10:00 am – 4:00 pm Paramedic and ACO's Caucus
10:00 am – 4:00 pm Public Health Forum
4:00 pm – 6:30 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, Joanne Webb, Equality Chair - Aboriginal Council
- Welcome, Kevin Mallaley, President, CUPE Local 133
- Mark Hancock, National President, CUPE
- Fred Hahn, President, CUPE Ontario

9:00 pm - Welcome Social

THURSDAY, MARCH 31, 2016

9:00 am – 12:00 pm Welcome – Misty Gagne, Chair, OMECC
Welcome – Jim Diodati, Mayor, Niagara Falls
Welcome – Wayne Gates, MPP, Niagara Falls
Charles Fleury, National Secretary-Treasurer, CUPE

KEYNOTE SPEAKER – LINDA MCQUAIG

12:00 pm – 1:30 pm Lunch
1:30 pm – 5:00 pm Area Workshops – All Delegates

THE TOP 5 ISSUES FOR COORDINATED BARGAINING

5:00 pm – 7:00 pm Equality Forum
7:30 pm - Social event

FRIDAY, APRIL 1, 2016

8:30 am – 9:00 am Electrical Worker's Caucus
9:00 am – 12:00 pm Workshop – Elective (Please check your selection and meeting room assigned)
12:00 pm – 1:00 pm Lunch
1:00 pm – 4:00 pm Workshop – Elective (Please check your selection and meeting room assigned)
4:00 pm – 6:00 pm Elections – OMECC Chair, Health & Safety Rep, WSIB Rep

SATURDAY, APRIL 2, 2016

8:30 am – 9:00 am Election for Area Reps
9:00 am – 12:00 pm Candace Rennick, Secretary-Treasurer, CUPE Ontario

Regular Business

Swearing in of New Officers/Committee Members
Bylaw Amendments
Resolutions to Convention
New Business
Adjournment

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

REGISTRATION FORM

2016 OMECC CONFERENCE

Final Call

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

Until March 18, 2016 - Affiliates: \$215.00 (per delegate) / Non-Affiliates: \$375.00 (per delegate)
After March 18, 2016- Affiliates: \$265.00 (per delegate) / Non-Affiliates: \$425.00 (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 Public Health Forum (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 is March 18, 2016)

[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 (2016)

Attention: Susan Jeffrey

80 Commerce Valley Drive East – Markham, ON – L3T 0B2

WORKSHOP DESCRIPTIONS
- OMECC CONFERENCE 2016 -

1.1 WSIB / DUTY TO ACCOMMODATE

This 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 2016 -

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 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.

8.1 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.

9.1 OMERS (ENGLISH)

Topics covered during the information session are suitable for all OMERS members, and include the following:

- How your OMERS pension is calculated
- How the OMERS bridge benefit works
- How your OMERS pension is protected from inflation
- How the OMERS Fund is performing
- How buying or transferring service can increase your future pension and may help you retire sooner
- How Additional Voluntary Contributions (AVCs) work
- How OMERS survivor benefit entitlement is determined

10.1 OMERS (FRANCAIS)

Les sujets qui seront couverts au cours de la séance d'information sont appropriés pour tous les participants à OMERS, et comprennent ce qui suit :

- Comment ma pension est calculée ?
- Comment OMERS s'inscrit-il dans mon revenu de retraite global?
- Quel est l'avantage de la prestation de raccordement?
- Quand puis-je prendre ma retraite?
- Comment les contributions sont investies?
- Que puis-je faire pour maximiser mon revenu de retraite?
- Prestations de survivant

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	Mobilizing Communities
8.1	Precarious Employment/Hours of Work
9.1	OMERS (English)
10.1	OMERS (Francais)

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

Area Reports

Local Number: _____

Area: _____

Municipality _____

Classifications represented by Local: _____

President of Local and Contact Information: _____

What were some highlights of the past year in your local?

What are some of the challenges facing your local?

Health and Safety concerns that are affecting your members – What are you doing to combat this?

Concerns?

Actions?

Raising your Profile of our Work in our Community:

What are you doing locally?

Are there privatization threats/contractors in your workplace? If so, please list.

