



**HEALTH & SAFETY/INJURED WORKERS  
ADVOCACY COMMITTEE CONFERENCE  
October 16 – 20, 2018**

**Caesars Windsor**

**377 Riverside Dr. E, Windsor ON  
N9A 7H7**

**Tuesday, October 16 (starting at 7pm) to  
Saturday, October 20 (ending at noon)**

**Room rates \$169.00 + taxes**

**All hotel reservations are to be made through  
WE Travel at 1-888-676-7747  
no later than Friday, September 21<sup>st</sup>  
Room rate: \$169.00 + taxes**

- Registration Fee: Affiliates \$215.00
- Non-Affiliates - \$375.00
- Late Fee per Delegate after Friday, October 5<sup>th</sup> - \$50.00

***This is a fragrance-free/nut-free conference***

***\*If possible, bring a copy of your current collective agreement and terms of reference for your Health and Safety or WSIB Committee***

If you require on-site child care, Simultaneous French Translation, ASL, or have any other accessibility needs, please see our website at [www.cupe.on.ca](http://www.cupe.on.ca) or contact our office at 905-739-9739.

**THESE FORMS MUST BE COMPLETED AND RETURNED BY OCTOBER 5<sup>TH</sup>**

If you require this notice in French, please also visit our website



## HEALTH & SAFETY/INJURED WORKERS ADVOCACY COMMITTEES CONFERENCE

October 16-20, 2018

Caesars Windsor

### WORKSHOP DESCRIPTIONS

#### IWAC:

1. **WSIB 101+** – Participants will gain the basic knowledge of the how and when to file for benefits under WSIB, receive resources on how and when to file a claim. Participants will also learn how to refer cases for appeal to the National WSIB Staff Specialists and have an opportunity for a Q & A session with the reps. In addition, this workshop will explain what advocacy is and link you to a group in your area.
2. **Return to Work & Duty to Accommodate** – This 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;  
Accessibility for Ontarians with Disabilities Act
3. **Occupational Diseases & How to Report** – This more advanced level workshop will give participants the basic knowledge of what occupational diseases exist in our workplaces. The workshop will facilitate discussion on how locals can deal with these occupationally related diseases and how to report them to the Employer and to WSIB.

## HEALTH & SAFETY:

1. **Workplace Violence and Harassment (WHSC)** - This module is designed to help workplace parties address workplace violence hazards and comply with the legal requirements of the Occupational Health and Safety Act to address violence and harassment in the workplace as outlined by Bill 168, now section 32 of the Occupational Health and Safety Act. Participants will review the definition of workplace violence and harassment and discuss risk factors associated with workplace violence. They will also evaluate tools necessary to identify and assess workplace violence hazards in order to implement effective control measures.

Participants will develop the knowledge necessary to help them fulfill OHSA's requirements including developing and posting written policies with respect to workplace violence, conducting a risk assessment, developing a workplace violence and harassment program and training workers regarding the workplace policies, programs and workers safety plans. They will also learn about the employer's duty to observe for evidence of domestic violence and to provide information about "a person with a history of violent behaviour."

2. **Preventing Mental Injuries at Work** – In this three-hour dynamic workshop participants will learn what it means to have a psychologically healthy and safe workplace. We will focus on the importance of mental health and mental injuries from a Health and Safety perspective. What are psychosocial hazards? What are mental injuries and the root causes? What factors contribute to putting our members at risk, the role of early intervention and how to promote mental well-being in the workplace?
3. **Making Joint Health and Safety Committees Work for Workers** – In this workshop participants will know the structure, role, function and legislative framework for a joint Health and Safety Committee (including a multi-workplace joint health and safety committee). Participants will have more confidence and will be able to take charge and deal with the power dynamics at JHSC meetings. Further, we will review the powers of the worker side of the JHSC, what information they are entitled to, how to obtain it, other obligations and entitlements for worker members, writing recommendations and the importance of thorough documentation.

All participants are encouraged to bring their Joint Health and Safety Committees terms of reference.

4. **The Implications of Cannabis Legalization in the Canadian Workplace** - Presentation will focus on a history of Cannabis in Canada and the implications associated with legalization in October 2018. We will review the differences between medicinal and recreational cannabis as well as review current case law and examine current Drug testing policies and workplace policies around drug testing.



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October 16-20, 2018, Caesars Windsor

## Thursday and Friday afternoon Workshops

**IWAC**

1. WSIB 101 +
2. Return to Work & Duty to Accommodate
3. Occupational Disease & How to Report

**Health and Safety**

4. Workplace Violence and Harassment (WHSC)
5. Preventing Mental Injuries at Work
6. Making Joint Health and Safety Committees Work for Workers
7. The Implications of Cannabis Legalization in the Canadian Workplace

**Please indicate the Workshop Preference by entering the workshop #. Workshops assignments will be made on a first-come, first served basis.**

NAME	PHONE NUMBER / EMAIL	1st Choice	2nd Choice	3rd Choice	4th Choice

**Sector:** \_\_\_\_\_

**REGISTRATION FEE:**

AFFILIATES	\$215.00 X	___	= \$	_____
NON-AFFILIATES	\$375.00 X	___	= \$	_____
LATE FEE per delegate (after Oct 5 <sup>th</sup> )	\$ 50.00 X	___	= \$	_____
TOTAL			\$	_____

(NOTE: the surcharge of \$160.00 for non-affiliates would be applied to the first per capita tax payment if a local joins the Ontario Division within three months of the conference)

**Please make cheque payable to "CUPE ONTARIO" and forward with Registration Form to:**

Injured Workers/Health & Safety Conference  
CUPE Ontario, 80 Commerce Valley Dr. E., Suite 1, Markham, Ontario L3T 0B2  
Phone: 905-739-9739 Fax: 905-739-9740

SECRETARY:	LOCAL NO.
ADDRESS:	
PHONE NO.	SIGNATURE:
EMAIL:	