



# Health Care Workers Coordinating Committee

## 2019 Conference

# Building Strength, Unity, and Resistance

### DATE:

September 17<sup>th</sup> to 20<sup>th</sup>, 2019

### LOCATION:

Caesars Windsor

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

bk\_cope491

If you require small local financial assistance, 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 SEPTEMBER 9, 2019**

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

# **HCWCC CONFERENCE 2019**

## **REGISTRATION FEES:**

<b>Affiliates</b>	<b>\$ 215.00</b>
<b>Non-Affiliates</b>	<b>\$ 375.00</b>
<b>Late Fee (Per Delegate)</b> (Applies after September 9 <sup>th</sup> , 2019)	<b>\$ 50.00</b>

## **HOTEL INFORMATION:**

**All Reservations Are to Be Made Through W.E. Travel: 1-888-676-7747**

**Or online:**

<https://wetravel.eventsair.com/QuickEventWebsitePortal/cupe-on-hcwcc-conference-sep-2019/codcacohcwcc19>

Caesars Windsor – Room: \$185.00 + taxes

**Please be sure to mention the  
“HCWCC Conference”  
when making your  
reservations.**

**Cut-Off Date to Receive Blocked Room Rates:**

**Thursday, Aug 22nd, 2019**

# WORKSHOP DESCRIPTIONS

## **1.0 ISSUE BASED ORGANIZING**

How do we organize for success with all the attacks coming at us? How do we get out and talk to the public about cuts and attacks on public services? Come learn about the issues and build the tools to get out there and educate others.

## **2.0 UNDERSTANDING MENTAL HEALTH**

Explore the stewards' role in supporting and representing members around mental health and mental illness. Learn what to do about stigma and how to approach a conversation with a member about a possible mental health issue.

## **3.0 SOCIAL MEDIA**

Facebook, Twitter, YouTube. How can they benefit my local? What are the guidelines for using social media? What are the legal parameters around using social media?

## **4.0 ATTENDANCE MANAGEMENT**

Learn the differences of culpable and non-culpable absences and how this affects your members.

## **5.0 SURVEILLANCE**

More and more cameras are being used to monitor workers. As well as other forms of electronic surveillance. Whether you work in an office, long term care home, patients' home or acute care centre, all workers experience it in some form. Come explore the legal rights of workers.

## **6.0 PREPARING FOR INTEREST ARBITRATION**

Come learn about how to best prepare for Interest Arbitration. What does the process look like? What is the bargaining team's role? Do the members have a role?

## **7.0 BYLAWS**

Explore the National standard bylaws and some of the requirements of the National constitution.

**Participants must register for these workshops.  
Those who do not pre-register will be assigned to  
workshops based on availability.**



Participants must register for these workshops.

Those who do not pre-register will be assigned to workshops on a first come, first serve basis.

**WORKSHOPS (SUBJECT TO CHANGE):**

- 1.0 ISSUE BASED ORGANIZING
- 2.0 UNDERSTANDING MENTAL HEALTH
- 3.0 SOCIAL MEDIA
- 4.0 ATTENDANCE MANAGEMENT
- 5.0 SURVEILLANCE
- 6.0 PREPARING FOR INTEREST ARB
- 7.0 BYLAWS

**IMPORTANT – CHOOSE TWO (2) WORKSHOPS AND AN ALTERNATE**

**PLEASE COMPLETE REGISTRATION FORM ON THE BACK OF THIS SHEET AND INFORMATION REQUIRED BELOW**

**REGISTRATION FEE:**

Affiliates	<b>\$215.00</b>	X _____ = \$ _____
Non-affiliates*	<b>\$375.00</b>	X _____ = \$ _____
<b>LATE FEE</b> per delegate	<b>\$50.00</b>	X _____ = \$ _____

**(LATE FEE Applies after September 9, 2019)**

**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 (3) months of the Conference.

**PLEASE MAKE YOUR CHEQUE PAYABLE TO: "CUPE ONTARIO"  
FORWARD WITH REGISTRATION FORM TO:**

Brandi Kehoe, Secretary CUPE  
Hamilton Area Office  
21 King St. W. Suite 1700  
Hamilton, ON L8P 4W7  
Phone: (905) 575-5411  
Fax: (905) 575-2826

<b>SECRETARY:</b>		<b>LOCAL NO.</b>	
<b>ADDRESS:</b>			<b># of Health Care Members</b>
<b>PLEASE CIRCLE THE SECTOR YOU ARE IN:</b>			
<b>Hospital</b>	<b>Hospital Sub-contractor</b>	<b>LTC</b>	<b>LHIN</b>
<b>Home Care/Home Support</b>	<b>Laundry</b>	<b>Ambulance</b>	<b>Public Health</b>
<b>Materials Required in:</b>		<b>_____ English</b>	<b>_____ French</b>
<b>TELEPHONE #:</b>		<b>SIGNATURE:</b>	

**WORKSHOPS (SUBJECT TO CHANGE):**

**IMPORTANT – CHOOSE TWO (2) WORKSHOPS AND AN ALTERNATE**

<b>NAME</b>	<b>PHONE #</b>	<b>EMAIL ADDRESS</b>	<b>WORKSHOP <i>1<sup>st</sup> choice</i></b>	<b>WORKSHOP <i>2<sup>nd</sup> choice</i></b>	<b>ALTERNATE WORKSHOP CHOICE</b>	<b>Attending PSW/HCA? (Yes or No)</b>	<b>Attending RN's/RPN's (Yes or No)</b>

*Participants must register for these workshops.  
Those who do not pre-register, will be  
assigned to workshops on a first come, first serve basis.*



**HCWCC & OCHU**

# **PSW/HCA & RN/RPN FORUMS**

**Hold the Date - more details to come**

**SEPTEMBER 17, 2019  
DURING THE DAY - TIMES TO COME  
open to all, don't need to be  
registered for the conference**

Caesars Windsor

# HCWCC

## DRAFT AGENDA

### Tuesday, Sept 17<sup>th</sup>

- 3:00 - 6:00 pm**            Registration  
Meet and Greet - Light Refreshments
- 6:00 - 9:00 pm**            Conference Theme – *"Building Strength, Unity, and Resistance"*  
Call to Order  
Equality Statement & Land Recognition  
Adoption of Agenda  
Welcome - CUPE District Council  
Human Rights Committee Remarks  
Opening Remarks – HCWCC Chair – Heather Duff  
Health and Safety – Moment of Silence  
Mark Hancock, CUPE National President  
Candace Rennick, CUPE Ontario Secretary-Treasurer  
Fred Hahn, CUPE Ontario President

### Wednesday, Sept 18

- 8:00 - 9:00 am**            Registration
- 8:30 – 8:45 am**            New Member Orientation
- 9:00 – 10:00 am**            Call to Order  
Credential Report  
Plenary Presentation – More info to come
- 10:15 - 10:30 am**            *Lifestyle Break*
- 10:30 - Noon**            Plenary Presentation – More info to come
- 12:00 – 1:30 pm**            *Lunch Break*
- 1:30 – 2:45 pm**            Sectoral Meetings – Moving Sectors Forward in Coordinated Bargaining
- LTC*  
*Hospitals*  
*Home Care/Home Support*  
*LHIN*  
*Public Health*  
*Laundry*

## Wednesday, Sept 18 Continued...

- 2:45 - 3:00 pm**      *Lifestyle Break*
- 3:00 - 4:30 pm**      Sectoral Meetings Continued
- 4:30 - 5:00 pm**      Elections: Sectorial Representatives (in caucus rooms)
- 6:00 - 7:00pm**      Health and Safety Forum

## Thursday, Sept 19

- 9:00 - 10:30 am**      Workshops – AM Session
- 10:30 - 10:45 am**      *Lifestyle Break*
- 10:45 - Noon**      Workshops – AM Session continues
- Noon – 1:30 pm**      *Lunch Break*
- 1:30 - 2:45 pm**      Workshops – PM Session
- 2:45 - 3:00 pm**      *Lifestyle Break*
- 3:00 – 5:00 pm**      Workshops – PM Session Continues
- 8:00 – 10:00 pm**      Social Event - TBA



**Wanted:  
Penny  
Sale  
Donations**

## Friday, Sept 20

- 9:00 – 10:00 am**      Credential Report  
New Business
- 9:30- Noon**      **Guest Speaker**
- Noon**      Closing Remarks and Adjournment





## HEALTH CARE WORKERS COORDINATING COMMITTEE 2019 CONFERENCE

SEPTEMBER 17, 18, 19 AND 20, 2019

CAESARS WINDSOR HOTEL

### DELEGATES AND VOTING

- a) Accredited delegates are recognized as members who attend from their own local union and that the local union has paid the registration.
- b) There shall be no restriction on the number of attendees from each local union, but all attendees must be accredited delegates as in a) above.
- c) Notwithstanding the above, for purposes of voting on issues pertaining to the business of the HCWCC, the following shall be how voting delegates are selected from each local union:

<b>Number of Local Members</b>	<b>Voting Delegates</b>
1 to 100	2
101 to 250	3
251 to 400	4
for each additional 150 members	1 additional delegate
District Council	1

- d) Locals, which represent both Health Care and Non-Health Care members, shall be allowed voting delegates based only on the number of workers in the health care sector in their local membership using the above formula.