



**ONTARIO MUNICIPAL EMPLOYEES
COORDINATING COMMITTEE
2020 CONFERENCE**

“Communities, not cuts”

FIRST CALL

**APRIL 1 - 4, 2020
9:00AM START**

LOCATION:

**CAESARS WINDSOR HOTEL
377 RIVERSIDE DR EAST, WINDSOR**

REGISTRATION FEES

AFFILIATES	\$ 250.00
NON-AFFILIATES	\$ 405.00
LATE FEE (PER DELEGATE) (EFFECTIVE MARCH 1, 2020)	\$ 50.00

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 2020.

THE AGENDA AND REPORT FORM WILL BE SENT WITH THE SECOND CALL.

INFORMATION SENT WITH THE OMECC FIRST CALL PACKAGE INCLUDES, REGISTRATION FORM, AND WORKSHOP INFORMATION/CHOICES.

If you require small local financial assistance, on-site child care, Simultaneous French Translation, ASL, or have any other accessibility needs, please visit our website at www.cupe.on.ca or contact our office at 905-739-9739.

THESE FORMS MUST BE COMPLETED AND RETURNED BY FEBRUARY 28TH, 2020
If you require this notice in French, please also visit our website.

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:

\$140.00 + TAXES

STANDARD ROOM SINGLE / DOUBLE OCCUPANCY

HIGH SPEED INTERNET ACCESS INCLUDED

**PLEASE MENTION THE “OMECC CONFERENCE”
WHEN MAKING YOUR RESERVATIONS TO RECEIVE THE ABOVE RATE.**

**CUT-OFF DATE TO RECEIVE BLOCKED & SPECIAL ROOM RATES:
THURSDAY, MARCH 5TH**

NOTE:

**A ONE (1) DAY PARAMEDICS MEETING WILL BE HELD ON:
TUESDAY MARCH 31ST, 2020 FROM 9:00AM TO 4:00PM.**

**A ONE (1) DAY PUBLIC HEALTH FORUM WILL BE HELD ON:
TUESDAY MARCH 31ST, 2020 FROM 9:00AM TO 4:00PM.**



Saving lives in our community

OMECC CONFERENCE

APRIL 1-4, 2020

CUPE AMBULANCE COMMITTEE OF ONTARIO

ALL DAY CAUCUS

(NO ADDITIONAL FEE)

TUESDAY MARCH 31, 2020

9am - 4pm

Caesars Windsor Hotel
377 Riverside Dr. East
Windsor, ON

ROOM: LUNA/MARTIS/
MERCURY



Full day forum 9am-4pm
March 31, 2020

PUTTING COMMUNITIES FIRST

JOIN THE CUPE PUBLIC HEALTH WORKERS' FORUM

Learn, share and organize together for the future of public health. Let's talk about the "modernization" plan, mergers and amalgamations, and public health funding.

When: March 31st, 2020, 9am - 4pm

Where: Caesars Windsor Hotel, 377 Riverside Drive East,
Windsor, ROOM: Saturni

Who: All CUPE members who work in Public Health
both OMECC and HCWCC welcome

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

REGISTRATION FORM

2020 OMECC CONFERENCE

First Call

Registration Fees:

Until February 28, 2020 - Affiliates: \$250.00 (per delegate) / Non-Affiliates: \$405.00 (per delegate)

After February 28, 2020 - Affiliates: \$300.00 (per delegate) / Non-Affiliates: \$455.00 (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 WORK IN AREA: (1-10)	I am attending the Paramedic Meeting (YES or NO)	I am attending the Public Health 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 YOUR LOCAL: _____

YOUR EMPLOYER: _____ LOCAL CONTACT NAME: _____ SIGNED: _____

(Keep a copy of the registration form for your records.)

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 5, 2020

[Mention the "OMECCC CONFERENCE" when making your reservations]

COMPLETE AND RETURN THIS REGISTRATION FORM WITH YOUR CHEQUE MADE OUT TO:

CUPE ONTARIO – OMECC CONFERENCE 2020

AND MAIL TO:

Dana Kaminski, Secretary
CUPE Ontario 2020 OMECC Conference
80 Commerce Valley Drive East
Markham, ON L3T 0B2

USE this chart to determine your Area:

IF YOU WORK IN THIS AREA:	YOUR AREA #
Districts of Kenora, Rainy River and Thunder Bay	1
Districts of Algoma, Manitoulin, Sudbury, Cochrane, Timiskaming, Nipissing and City of Sudbury	2
Counties of Renfrew, Lanark, Prescott-Russell, Stormont Dundas & Glengarry and City of Ottawa	3
Counties of Leeds & Grenville, Frontenac, Lennox & Addington, Hastings and Prince Edward	4
Counties of Haliburton, Peterborough, Northumberland, City of Kawartha Lakes and Region of Durham	5
Regions of York, Peel, Halton and City of Toronto	6
Districts of Parry Sound and Muskoka, Counties of Simcoe, Grey, Bruce and Dufferin	7
Cities of Hamilton, Haldimand, Norfolk and Region of Niagara	8
Counties of Wellington, Brant, Perth, Oxford, Huron, Middlesex, Elgin and Region of Waterloo	9
Counties of Lambton, Kent and Essex	10

The following shall be how the number of voting delegates are selected from each Local Union.

Number of Local Members	Voting Delegates
Up to 100	2
101-250	3
251-400	4
Each additional 150 members	1
District Council	1

In addition, the President of the Ontario Division, or their appointee, shall be accorded delegate status. Area Councils shall be allowed one (1) voting delegate. Fraternal delegates shall be permitted voice in any debate which is of a non-constitutional nature. A coordinated bargaining committee composed of five (5) or more Local Unions shall be allowed one (1) voting delegate. At no time shall any one local have more than ten (10) voting delegates.

Workshop descriptions OMECC 2020

Workshop #1	LET: Duty of Fair Representation	Learn about your local's duty to represent the members in your union, the legal requirements of fair representation and how it applies to your collective agreement and other laws covering your workplace.
Workshop #2	LET: Leading as a team	In this workshop, executive teams explore power and responsibility that comes with it, how we work in teams and how to balance our leadership styles to engage the membership and work effectively across diversity.
Workshop #3	PSLRTA, Sale of Business, Restructuring, Transfer of jurisdiction	Preparing for PSLRTA/Mergers — Member engagement is so important in a time of uncertainty with Government prescribing future restructuring. Know the Legislation; Understand how to: Prepare your Local in advance; Working with the resources CUPE National provides. Pre-Mergers — Campaign Period — Post Campaign.
Workshop #4	Market Value Assessment, Job Evaluation and Pay Equity	This workshop will interest you if your local would like a better understanding of the pros and cons of how Market Value Assessments impact your wage structure. The workshop will include a review of methods used to determine job rates, joint job evaluation processes and requirements for pay equity compliance in Ontario.
Workshop #5	Finding your voice: Public Speaking and Assertiveness	This workshop will help you gain the confidence you need to speak up at a meeting or public event. Take the opportunity, in a supportive environment to practice speaking on various issues and resolutions. Learn ways to deal with nervousness, and how to prepare and present.
Workshop #6	H/S Workload and Overwork	As employers pull back resources, they expect workers to do more with less. This module will examine workload, the causes 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.
Workshop #7	Accommodation	This session will focus on tips and tools for Union representatives engaged in workplace accommodation activities. We will review best practices when attending accommodation meetings; dealing with employers who want to terminate employees who require accommodation; and, dealing with members who require accommodation. In addition, we will review the law and leading arbitration decisions in respect of the following types of accommodation and other issues in relation to accommodation: <ul style="list-style-type: none"> ▪ Mental and emotional health ▪ Addiction ▪ Family status ▪ The use and usefulness of last chance agreements ▪ The use of medical marijuana



CUPE ONTARIO On-Site Child Care Registration

Any delegate intending to bring their child(ren) to a conference, please complete a **separate form for each child to be registered**. (Additional copies may be photocopied).

NAME OF FUNCTION	DATES

CHILD'S NAME	Age	Medical Problems, Allergies or Special Care

CONSENT

I, _____ (parent/guardian) hereby give permission for my child registered above to participate in various recreational and leisure activities offered by the trained staff of the On-Site Child Care during the period of the above-named conference.

RELEASE OF RESPONSIBILITY

I, _____ (parent/guardian) hereby release CUPE Ontario from any and all claims for damages to the safety or health of my child registered above, howsoever caused, while participating in any activities of the On-Site Child Care during the period of the above-named conference.

Signature of Parent/Guardian: _____ Date: _____

Name of Parent/Guardian: _____

Address : _____

_____ Postal Code _____

Phone (home) _____ (work) _____ Local No. _____

Email: _____

Signature of Witness: _____ Date: _____

Name of Witness: _____
(please print)

Please note on-site childcare will ONLY BE OFFERED if we have requests for a minimum of 4 children

Please complete and return the above form
NO LATER THAN ONE MONTH PRIOR TO EVENT to:
On-Site Child Care Registration - CUPE Ontario
80 Commerce Valley Dr. E., Suite 1, Markham, ON L3T 0B2
Phone: 905-739-9739 Fax: 905-739-9740

Local #: _____

TO BE COMPLETED BY THE DELEGATE

Name: _____

Address: _____

Email Address: _____

Phone: (home) _____ (alternate) _____

Preferred Language: English French

Please check service(s)/accommodation(s) required (all services will be provided by CUPE Ontario).

I require accommodation(s): Yes No

Dietary Restrictions/Allergies*

Personal Support Worker

Service Animal

Braille/voice on elevator

Assistance at check in/registration

Assistance in case of evacuation

Accessible Seating*

Ergonomic chair

Hotel room accommodation(s)*

Scooter rental

Sign Language Interpretation

Alternative Communication*

French Translation

Real Time Captioning

Alternative Media:

 Large Print (Font Size:____)

 Braille

 CD

Advance Material:

 Electronically

 Hard Copy

Other*

*Please see reverse of form

Specific details about accommodation: _____

Hotel Room Accommodations

- Physically Accessible Room (including a roll in shower)
- Visually Accessible Room for D/deaf & HoH guests
- Fridge
- Unscented product use
- Automatic Door Closer turned off
- Hardware changed:
 - Door handles (rounded to levered)
 - Automatic door opener (push button)
 - Bathroom grab bars
 - Non-slip mats
 - Cordless phone
 - Raised toilet seat
 - Bath seat
 - Transfer Board(s)
- Furniture change/removal:
 - Removal/rearrangement for mobility device turning radius
 - Box spring removed
 - Closet doors removed

Please complete and return 30 days prior to event to:
CUPE Ontario Access Request
80 Commerce Valley Dr. E., Suite 1
Markham, Ontario L3T 0B2
PHONE: 905-739-9739 or FAX: 905-739-9740



Local Support Application For Attendance at the CUPE Ontario Conferences

Local # _____

Event Name _____

Name of delegate attending event: _____

Contact person for the local: _____

Email Address: _____

Daytime contact number: _____

Number of members in local: _____

Is the local in the process of bargaining a first collective agreement?

YES NO

Has the local been on strike or locked out in the past year?

YES NO

Method of travel: Air Train Drive

Please enclose the following (***does not apply to newly organized locals bargaining a first collective agreement***):

1. Approved recent trustees report
2. Copy of current bank statement

PLEASE RETURN ONE MONTH PRIOR TO EVENT

Candace Rennick, Secretary-Treasurer
CUPE Ontario
80 Commerce Valley Dr. E., Suite 1
Markham , ON L3T 0B2

GUIDELINES FOR LOCAL ASSISTANCE TO SECTOR CONFERENCES

CRITERIA

In order to be considered for local assistance the local must fall into one of the 4 categories:

1. Small local from the sector of less than 100 members.
2. A Northern local located north of the French River or more than 500 kms from the location of the event.
3. A newly organized local union currently negotiating their first collective agreement.
4. A local which has been on strike or locked out within the previous year leading up to conference.

In order for a local to be considered for local assistance the following must apply:

1. With the exception of locals negotiating a first collective agreement, the local must be up to date with its CUPE Ontario Per Capita Payments.
2. For purposes of this requirement - up to date shall be not more than 3 months in arrears at the time of the conference subsidy being awarded.
3. The local must demonstrate an inability to pay.

DEMONSTRATING INABILITY TO PAY

A local's inability to pay will be determined based on cash assets in excess of 10x the amount to send one delegate to the conference in question. For example, if it is determined that the cost to send one delegate is \$1,000.00 the local must have less than \$10,000 available to them in cash. The following process will be applied:

1. Once an application form is received, the Secretary-Treasurer will determine the cost of the local's participation based on their delegates' current day reality (location, wages, accommodation, registration fees).
2. The local will be required to demonstrate an inability to pay by submitting to the Secretary-Treasurer a recent and approved local trustees report. The local will also be required to send a copy of their bank statement which will identify cash assets.
3. Office furniture and equipments as well as property will not be considered for purposes of determining assets.
4. Special circumstances, like a pending arbitration or strike averting campaign will be considered when determining the local's inability to pay.

APPLICATION

In order to be considered for assistance to attend an event an application must be filled out and sent back to the Secretary-Treasurer by the deadline specified on the assistance form. Such form and guidelines shall be mailed with the conference call notice.

FINANCIAL ASSISTANCE

Local assistance shall be built into the conference budget using conference revenue. Assistance shall be limited to the following:

1. Assistance will normally be limited to one member per local. Assistance will not be available if the local is otherwise sending a delegate.
2. The registration fee to attend the event shall be waived and such delegate will be entitled to all rights and privileges in accordance with the sector by-laws.
3. Return travel shall be provided in the case of air or train travel and reimbursement of mileage in the case of automobile travel. The decision should be based on the most economical and reasonable method of travel.
4. Where possible and where a conference has any unused complimentary rooms, accommodation may be provided as well.

NEWLY ORGANIZED LOCALS

Some additional support may be provided in recognition of newly organized locals who have no collective agreement and no union dues being collected. Such support to be considered at the time of conference budget planning.