

Social Service Sector

Second
Call

Please hold the following dates:

2020 Social Service Sector Conference

When: Thursday, March 26, 2020 2:00 pm to
Sunday, March 29, 2020 at Noon
Please note registration begins at 12:00 Noon

Where: Toronto Sheraton Centre
123 Queen Street West
Toronto, ON M5H 2M9

LOCALS ARE ASKED TO MAKE ALL HOTEL RESERVATIONS THROUGH W.E. TRAVEL.

ASK FOR CHRISTINA OR NORA - 1-888-676-7747 (TOLL FREE)

[MENTION SSWCC-SOCIAL SERVICE CONFERENCE WHEN BOOKING YOUR ROOM(S)]

GUESTROOM RATE OF \$239 SINGLE/DOUBLE PLUS TAXES - BOOK BY MARCH 2ND, 2020

SPECIAL NEEDS: IF YOU REQUIRE ANY SPECIAL ACCOMMODATION NEEDS, PLEASE INFORM
THE HOTEL/W.E. TRAVEL OF YOUR REQUEST UPON BOOKING YOUR ROOM(S).

REGISTRATION FEE (per delegate):

For Affiliates:

\$220.00 until February 28, 2020
\$270.00 beginning February 29, 2020

For Non-Affiliates:

\$375.00 until February 28, 2020
\$425.00 beginning February 29, 2020

Note:

- There is no limit to the number of delegates a local may send; the number of voting delegates is as per the SSWCC Bylaws.
- All forms (Access forms, Daycare forms) are to be submitted by Friday, February 28, 2020

For further information contact:

Lisa Paiano-D'Alfonso at 905-739-3999 or lpaiano@cupe.ca

cope491

NOTE: Additional space for registrants on back of page

REGISTRATION FORM

2020 CUPE SOCIAL SERVICE CONFERENCE

Second Call

Registration Fees: Until February 28, 2020 - Affiliates: \$220.00 (per delegate)
As of February 29, 2020 - Affiliates: \$270.00 (per delegate)

Non-Affiliates: \$375.00 (per delegate)
Non-Affiliates: \$425.00 (per delegate)

(PLEASE PRINT CLEARLY)

DELEGATE NAME	LOCAL& UNIT #	SUB-SECTOR OF DELEGATE: Child Care/Community Agencies- Not for Profit Agencies/CAS/ DS/ Municipal	EMAIL ADDRESS (If available)	PHONE#	WORKSHOP 1 st Choice	WORKSHOP 2 nd Choice	WORKSHOP 3 rd Choice	WORKSHOP 4 th Choice

SIGNED: _____ CUPE LOCAL # _____ NUMBER OF MEMBERS IN LOCAL: _____

IF A COMPOSITE/MUNICIPAL LOCAL PLEASE INDICATE # OF SOCIAL SERVICE WORKERS: _____

EMPLOYER: _____ LOCAL CONTACT NAME: _____

Locals are asked to make ALL HOTEL RESERVATIONS through W.E. Travel.
1-888-676-7747 (toll free)

Ask for Christina or Nora (Please note cut-off date is **March 2, 2020**)
[Mention SSWCC-Social Service Conference when booking your room(s)]

COMPLETE AND RETURN THIS REGISTRATION FORM WITH YOUR **CHEQUE MADE OUT TO: CUPE ONTARIO – SSWCC CONFERENCE 2020**

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

AND RETURN TO:

CUPE Ontario – Social Services Conference (2020)
Attention: Lisa Paiano-D'Alfonso
80 Commerce Valley Drive East – Markham, ON – L3T 0B2

2020 VOLUNTARY SOCIAL SERVICE LEVY ENCLOSED?	YES _____	NO _____	PAID _____
2020 VOLUNTARY DEVELOPMENTAL SERVICES LEVY ENCLOSED?	YES _____	NO _____	PAID _____

TURN OVER →

DELEGATE NAME	LOCAL& UNIT #	SUB-SECTOR OF DELEGATE: Child Care/Community Agencies- Not for Profit Agencies/CAS/ DS/ Municipal	EMAIL ADDRESS (If available)	PHONE#	WORKSHOP 1 st Choice	WORKSHOP 2 nd Choice	WORKSHOP 3 rd Choice	WORKSHOP 4 th Choice

(PLEASE PRINT CLEARLY)

SSWCC

Social Service Workers
Coordinating Committee



CCTSS

Comité de coordination
des travailleurs des
services sociaux

Social Services Workers Coordinating Committee Conference

2020 UDD Workshops

Please choose Workshop choices on your registration form

1.

SLS - Growing our mobilizing power

Description

Stewards can play a key role when the union needs to mobilize our members – whether it's to support the bargaining committee, or stop the employer's attempt to contract out our work. Learn basic mobilization theory and explore how stewards can tackle workplace problems in ways that engage more members and build the union's power.

SDS - Le pouvoir de la mobilisation au travail

Description

Les personnes déléguées syndicales peuvent jouer un rôle clé quand le syndicat a besoin d'outiller nos membres, que ce soit pour soutenir le comité de négociation ou stopper les tentatives de l'employeur de sous-traiter notre travail. Apprenez-en plus sur la théorie de la mobilisation et explorez comment les personnes déléguées syndicales peuvent s'attaquer aux problèmes de façon à impliquer plus de membres et faire croître le pouvoir du syndicat.

2.

SLS - Mediating member-to-member conflict

Description

Practice coaching members who are in conflict with other members, and work with a four-step approach to basic mediation.

SDS - Médiation de conflits entre membres

Description

Pratiquez comment coacher les membres qui sont au cœur de conflits avec d'autres membres et travaillez avec une approche en 4 étapes de la méthode de médiation de base.

3.

SLS – Creating accommodation-friendly workplaces

Description

Learn the legal framework for the duty to accommodate, what a good accommodation process and plan look like, and what to do if the employer is not willing to provide reasonable accommodation.

SDS - Créer des milieux de travail adaptés

Description

Apprenez le cadre légal qui entoure l'obligation d'accommodement, ce que sont et ce à quoi doivent ressembler un bon processus et un bon plan d'accommodation, et ce qui peut être fait si un employeur refuse de fournir des d'accommodements raisonnables.

4.

SLS – Challenging racism in the workplace

Description

This workshop covers what racism looks like in the workplace, and your role as a steward in challenging it.

SDS - Contrer le racisme au travail

Description

Cet atelier couvre les différents aspects du racisme sur le lieu de travail, et le rôle que vous pouvez jouer en tant que personne déléguée syndicale pour le contrer.

5.

Respect at Work: Stop Bullying, Harassment and Violence

Description

What creates respect at work? What is harassment, bullying and violence?

What can we do to stop it?

Le respect au travail: arrêtez le harcèlement, l'intimidation et la violence

Description

Le respect au travail: arrêtez le harcèlement, l'intimidation et la violence
Quelles sont les conditions pour créer un environnement de travail qui reconnaît le respect? Qu'est-ce que le harcèlement, l'intimidation et la violence? Que pouvons-nous faire pour y mettre fin?

6.

HS – Workload and Overwork

Description

As employers pull back resources, they expect workers to do more with less. This module will examine workload, the cause 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.

SST - La charge de travail et la surcharge de travail

Description

Comme les employeurs retirent leurs ressources, ils s'attendent à ce que les travailleurs fassent plus avec moins. Ce module examinera la charge de travail, la cause et les effets du surmenage et des stratégies pour surmonter la charge de travail toujours croissante qui endommage non seulement notre santé au travail, mais aussi les relations que nous avons en dehors du travail.

7.

HS – Solidarity beyond Borders

Description

Health and safety standards are starkly different around the world. Trade deals signed by our government not only keep workers in other countries down, but can also hurt Canadian workers. This module examines a few of the socioeconomic and political realities of the global workforce to illustrate how poor health and safety laws around the world make it harder for us to bring positive change to workers in Canada.

SST - Solidarité au-delà des frontières

Description

Les normes en santé-sécurité varient beaucoup d'un pays à l'autre. Les accords de commerce signés par nos gouvernements maintiennent les travailleurs d'autres pays dans des conditions de misère, en plus de nuire aux travailleurs canadiens. Ce module examine quelques-unes des réalités socioéconomiques et politiques de la main-d'œuvre mondiale afin de montrer que les mauvaises lois sur la santé et la sécurité dans le monde rendent plus difficile l'amélioration du sort des travailleurs au Canada.

8.

HS - Identifying and Documenting Hazards

Description

In this module, you will learn techniques for identifying hazards, such as body maps, surveys, and inspections. You will also develop a methodology for dealing with the hazards you find.

SST - Identifier et documenter les dangers

Description

Dans ce module, vous apprendrez des techniques de repérage de dangers, comme la cartographie corporelle, les sondages et les inspections. Vous apprendrez aussi une méthodologie pour faire face aux dangers que vous trouvez.

9.

HS - Ergonomics

Description

This module looks at the musculoskeletal injuries in the workplace, such as strains or carpal tunnel syndrome, the risk factors, and the employers' obligations to prevent these types of injuries.

SST – Ergonomie

Description

Ce module étudie les blessures musculosquelettiques au travail, comme les foulures ou le syndrome du canal carpien, les facteurs de risque et les obligations de l'employeur en matière de prévention de ce type de blessures.

10.

HS – Equality in Health and Safety

Description

Championing equality in the workplace and the union is a vital role of health and safety activists. But what does it really mean to act as a good ally? In this workshop, we will explore what oppression looks like in a health and safety context, and look at ways to reduce personal bias, challenge oppression, and act in solidarity with members from marginalized and equity-seeking groups.

SST - Égalité en santé et sécurité

Description

L'égalité entre les milieux de travail et l'union est un rôle essentiel des militants de la santé et de la sécurité. Mais qu'est-ce que cela signifie vraiment d'agir comme un bon allié ? Dans cet atelier, nous explorerons ce qu'est l'oppression dans un contexte de santé et de sécurité, et chercher des façons de réduire le biais personnel, de défier l'oppression et d'agir en solidarité avec les membres des groupes marginalisés et qui cherchent l'équité.

11.

BARG – How Bargaining Works

Description

This module can be added to other parts of the Bargaining Education Program. It covers the legal framework for collective bargaining and where we get our power as a union.

NEGO - Comment fonctionne la négociation

Description

Ce module peut être ajouté à d'autres sections du programme de formation sur la négociation. Il couvre le cadre légal de la négociation collective et explique où réside notre pouvoir comme syndicat.

12.

Cannabis in the Workplace

Description

Cannabis legalization puts Canada on the cutting edge in both the medicinal and recreational use of this remarkable product. However, this is likely to result in a learning curve in the workplace. The issues that will arise will in some ways analogous to the issues surrounding the medical use of cannabis, which we have dealt with since it was mandated by the Supreme Court. However, there will also be new issues regarding impairment that will be new and challenging. This presentation will seek to address such issues.

13.

Environmental Racism Workshop

Description

This workshop explains what Environmental Racism is and how it impacts Racialized and Indigenous Communities in Canada. Explains how Racialized and Indigenous workers have been marginalized by the Green Jobs Revolution. It will identify ways for Racialized and Indigenous trade unionists and community activists to take leadership roles in fighting climate change and environmental racism in our communities, workplaces and in our unions. Identify tools, resources and actions to challenge the social economic inequities that Racialized and Indigenous communities face in accessing good green jobs.

* **Please choose Workshop choices on your registration form**

SSWCC

Social Service Workers
Coordinating Committee



CCTSS

Comité de coordination
des travailleurs des
services sociaux

DRAFT SOCIAL SERVICES 2020 CONFERENCE AGENDA

“Our Vision, Our Future”

Thursday, March 26th to Sunday, March 29th, 2020
Sheraton Centre Toronto

Thursday, March 26th, 2020

12:00 pm - 2:00 pm:	Conference Registration
1:30 pm - 2:00 pm:	New Delegate Orientation
2:00 pm - 6:00 pm:	Opening Plenary/Equality Forum Panel
6:00 pm – 7:00 pm:	Delegate Meet & Greet

Friday, March 27th, 2020

8:00 am - 9:00 am:	Conference Registration
9:00 am - 12:00 pm:	Subsector Breakouts: Child Welfare, Child Care, Community Agencies, Developmental Services, Municipal Social Services
1:30 pm - 3:30 pm:	Subsector Breakouts: Child Welfare, Child Care, Community Agencies, Developmental Services, Municipal Social Services
3:30 pm - 5:00 pm:	Election Plenary: Elections for Chair, Health & Safety Representative, Injured Worker Representative, Equity & Inclusion Representative
7:30 pm - 11:00pm:	Silent & Live Auction and Dance

con't...

Saturday, March 28th, 2020

9:00 am - 12:00 pm: Subsector Breakouts
Child Welfare, Child Care, Community Agencies,
Developmental Services, Municipal Social Services

Elections will take place for Sub-Sector representatives for the SSWCC

1:30 pm - 5:00 pm: Union Education Workshops
5:00 pm – 5:30 pm: Health & Safety and Injured Workers, CUPE 1750 Caucus
8:00 pm - 10:00pm: Movie Night “The Public”

Sunday, March 29th, 2020

9:00 am – 12:00 noon: Closing Plenary

SSWCC

Social Service Workers
Coordinating Committee



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January 12th, 2020

Silent & Live Auction Appeal for CUPE Locals

At the upcoming CUPE Ontario Social Services Conference being held March 26th to March 29th 2020 in Toronto we are hosting a Silent & Live Auction as a fundraising event Friday, March 27th starting at 7:30pm.

We are asking for Locals to donate items for the silent and live auction. At previous auctions we have items such as fine food baskets, wine sets, small designer items, unique woven, and handmade jewellery, technology items such as e-readers, Ipods, and apple TV's, and Gift Cards as well. This year our live action will feature larger prizes that we have put together so they provide an experience for the lucky winner.

The proceeds of the Auctions will go to the Out of the Cold Foundation. Out of the Cold is an strives to respond in a meaningful way to the basic physical needs of shelter, food and warm clothing for the homeless and precariously housed – as well as to respond to the deeply human needs of compassion, dignity and feelings of self-worth. In the event we have a CUPE Local on Strike/Lock-out 50% proceeds will be redirected to the impacted Local.

If you have any questions or concerns please feel free to contact me, details are below.

Carrie Lynn Poole-Cotnam
Chair, CUPE Ontario Social Services Sector
sswcc@cupe.on.ca
613.864.1061

2020

SOCIAL SERVICE SECTOR (SSWCC)

LEVY FORM

Please return this form with your cheque.

CUPE Local #: _____

Name of Employer: _____

Number of C.A.S. Workers:	F/T -	P/T -	
Number of DS Workers:	F/T -	P/T -	
Number of Municipal Social Service Workers OR Local 1750 Workers:	F/T -	P/T -	
Number of Community Agency Workers:	F/T -	P/T -	
Number of Child Care Workers:	F/T -	P/T -	
TOTAL SOCIAL SERVICE MEMBERS:			

TOTAL MEMBERSHIP X \$2.00 =

SOCIAL SERVICE VOLUNTARY LEVY ENCLOSED

\$

Please make cheque payable to: CUPE Ontario – Social Service Levy

Conference registration cheques should be written separately

***Mail to: Lisa Paiano-D'Alfonso, CUPE Regional Office
80 Commerce Valley Drive East
Markham, Ontario L3T 0B2***

Please note: While both levies are voluntary, the coordinated efforts in the social services sector rely on having the necessary resources in place. Please consider making a voluntary levy donation so that these coordinated efforts can continue.

2020

DEVELOPMENTAL SERVICES (DS)

LEVY FORM

Please return this form with your cheque.

CUPE Local #: _____

Name of Employer: _____

Number of DS Workers: F/T - P/T -	
TOTAL MEMBERSHIP X \$2.00 = DS VOLUNTARY LEVY ENCLOSED	\$

Please make cheque payable to:
Developmental Service Sector Coordinating Committee (DSSCC) – DS Levy

Conference registration cheques should be written separately

Mail to: Lisa Paiano-D'Alfonso, CUPE Regional Office
80 Commerce Valley Drive East
Markham, Ontario L3T 0B2

Please note: While both levies are voluntary, the coordinated efforts in the social services sector rely on having the necessary resources in place. Please consider making a voluntary levy donation so that these coordinated efforts can continue.

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

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

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.



Local Support Form for Attendance at the CUPE Ontario conferences

Local # _____

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 30 DAYS PRIOR TO CONFERENCE ARRIVAL

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

cope343



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

MOVIE NIGHT

JOIN US IN WATCHING
"The Public"

Saturday,
March 28, 2020

8:00 pm –
10:00 pm

Plenary



POPCORN, CHIPS, PRETZELS & SODA
WILL BE PROVIDED