



Health & Safety/  
Injured Workers  
Advocacy Committee  
**Virtual Conference**  
OCTOBER 20-22, 2021

# HEALTH & SAFETY/INJURED WORKERS ADVOCACY COMMITTEE VIRTUAL CONFERENCE – FINAL CALL WITH AGENDA October 20-22, 2021

**Wednesday, October 20 (9am-5pm)**

**Thursday, October 21 (9am-5pm)**

**Friday, October 22 (9am-5pm)**

- Registration Fee: Affiliates \$225.00
- Non-Affiliates - \$385.00

<https://cupe.on.ca/hsiwac-2021-conference-registration/>

Password: hsiw2021

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

If you require Simultaneous French Translation, ASL, or have any other accessibility needs, please see complete the online form or contact our office at 905-739-9739.

**THESE FORMS MUST BE COMPLETED AND RETURNED BY OCTOBER 4<sup>TH</sup>, 2021**



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September 13, 2021

## **Important Notice**

Thank you for considering a registration for our upcoming Ontario Health & Safety, Injured Workers Conference.

This communication is to be clear with locals sending delegates about election processes at this event.

The Health & Safety Committee and the Injured Worker's Advocacy Committee both fall under the CUPE Ontario Constitution. As committees of CUPE Ontario, delegate entitlement for voting is in accordance with Article 4 (d) 1 of our Constitution.

Locals are free to send as many members to the Conference as you are able.

For the purposes of voting, in terms of any motions at the event, and for elections of committee members who are elected at large during the conference, if your local sends more people than their voting entitlement, you will need to designate those who are entitled to vote.

There is one fee per member for all people attending the Conference.

In Solidarity,

A handwritten signature in black ink that reads "Fred Hahn".

Fred Hahn  
President

A handwritten signature in black ink that reads "Candace Rennick".

Candace Rennick  
Secretary-Treasurer

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## WORKSHOP DESCRIPTIONS

### IWAC:

#### 1. **WSIB 101 and How CUPE can Assist**

Designed for workers who haven't taken a WSIB course before and would like to know what WSIB is, what's required if injured on the job, what forms need to be filled out and what CUPE National can assist with. There is no pre-requisite for this workshop.

#### 2. **Chronic and Traumatic Mental Stress – Where are we now?**

This workshop focuses on two of WSIB's newest policies, Chronic Mental Stress and Traumatic Mental Stress and how these policies are helping or hurting injured workers. There will also be a section on COVID and the impact COVID has had on mental health.

#### 3. **Duty to Accommodate – including COVID**

What is the Duty to Accommodate and how does it apply during covid? This mini workshop will focus on the Duty to Accommodate, both from a legal perspective and from a worker's perspective as well as what this means during COVID. Since this is a mini workshop, no pre-requisite is required.

#### 4. **Preventing Musculoskeletal Disorders**

Here you will learn about what musculoskeletal disorders are, some of the common causes and how to protect yourself against these disorders in the workplace. There will also be some discussion on how WSIB looks at these types of injuries and some documentation you can obtain to assist with your claim.

#### 5. **Occupational Health Clinics for Ontario Workers**

This is a presentation on what exactly OHCOW (Occupational Health Clinics for Ontario Workers) is and how they can help. Who works there and what do they do as well as how they help injured workers? No pre-requisite required as this is an information workshop only.



## WORKSHOP DESCRIPTIONS

### HEALTH & SAFETY:

#### 1. Ergonomics in Health Care and Social Services

The health care sector has the fourth highest rate of lost-time injuries in Ontario. In 2008, musculoskeletal disorders (MSDs) accounted for 53 per cent of those injuries. Not only do workers suffer the painful consequences of MSDs, so do their families, employers, and society. Given the immensity of MSD hazards faced by health care and social service workers, this program was developed to provide them with the skills to recognize, assess and eliminate or control MSD risk factors. This module examines what musculoskeletal disorders are by looking at the term, common types and the effects they have on workers. Participants will thoroughly explore the two categories of risk factors that lead to MSDs—job demands and workplace components. With an understanding of what causes MSDs, participants will examine the sciences behind ergonomics and the importance of making the work fit the worker. Participants will learn how to identify tasks that may cause workers to adopt awkward postures, require forceful exertions or are repetitive in nature. They will gain an understanding of how to assess these tasks and will learn that often simple changes or adjustments to workplace components can reduce job demands allowing the job or task to be completed comfortably and safely. Included within the Participant's Manual are several valuable resource sheets, many of which are very specific to health care workers such as: • Community Health Care Worker Pain and Discomfort Form • MSD Identification Form for Maternity RN • MSD Assessment Form for Maternity RN • Potential MSD Hazards for Housekeeping Workers • Potential MSD Hazards for Radiology and Sonography Workers • Potential MSD Hazards for Laundry Workers • Potential MSD Hazards for Dietary Workers.

#### 2. Emergency Response and Pandemic Planning Emergencies and pandemics

This is a fully revised version of the previous hazard module Emergency preparedness and pandemic response plans. The module has been rewritten to use the standard structure of a hazard module. Emergencies and pandemics are hazard events and in this module are treated like a collection of hazards with similar properties and control strategies. Session one starts with an active lecture to orient participants to the problem of emergencies and pandemics. After an active lecture about the characteristics of emergencies and pandemics, participants individually complete a worksheet to identify scenarios that could affect their workplace and their source locations. Using the information from the worksheet, the instructor prompts a group discussion on the

pathways by which emergencies enter the workplace. After a short active lecture about the concept of “hazard cascade,” the instructor leads a brainstorm on the resources workplaces may need if an emergency or pandemic scenario becomes active. Session two starts with a brainstorm on emergency and pandemic laws leading to an active lecture on sections of the OHS Act and its regulations that relate to emergencies or pandemics and Canada’s emergency agencies. After an active lecture on the role of the JHSC, the session plan includes the core element on the hierarchy of controls. The instructor then does a brainstorm on the unique challenges of controlling emergencies and pandemics followed by an active lecture on the issues of business continuity and decision implementation. This is followed by an active lecture on the six elements of a response and recovery plan and the value of workplace drills. The instructor divides the class into buzz groups for the second worksheet, which evaluates participants’ ability to apply the six-element framework to selected scenarios.

### **3. Ontario Health and Safety Law**

This three-hour module is an introductory training session to the Ontario Occupational Health and Safety Act. The session covers the history of health and safety legislation in Ontario, the rights and responsibilities of the workplace parties and the enforcement of the Act. As well, the procedures for work refusals and work stoppages are outlined. An emphasis on due diligence, the internal responsibility system and the duties of the joint health and safety committee is stressed during the session to ensure that those individuals with duties under the Act understand their roles in improving health and safety in their workplace.

### **4. Psychosocial Hazards & Mental Health:**

This program provides a basic understanding of psychosocial hazards and how they may impact a worker’s mental health. It outlines the health effects associated with psychosocial hazards, explains workplace and contributing factors and discusses methods for their identification, assessment and control. The program concludes with a discussion on preventative and protective measures for a safer and healthier workplace.

### **5. Indoor Air Quality:**

During the three-hour module on Indoor Air, workers will learn how to: identify indoor air quality hazards, types of contaminants, sources of contaminants and contributing factors gather and analyze information about air quality hazards, including the hazard characteristics, area and level of exposure to the hazard, and possible health effects assess different tools and techniques for workplace environmental monitoring interpret laws and limits related to indoor air quality, including sector regulations and ASHRAE Standards control indoor air hazards using the hierarchy of controls, including increased ventilation rates for viruses like COVID-19 use forms such as the hazard document and indoor air quality worker survey.



# HEALTH & SAFETY/ INJURED WORKERS ADVOCACY COMMITTEES CONFERENCE

October 20 – 22, 2021 (Virtual)

## AGENDA – subject to change

Wednesday, October 20<sup>th</sup>, 2021

**Injured Workers Day**

9:00 am – 10:30 am PLENARY SESSION

- ▶ Welcome & Announcements
- ▶ IWAC Committee Introductions
- ▶ Greetings from Lily Chang (CLC), Fred Hahn (CUPE ON)
- ▶ Keynote Speaker: Deena Ladd (Workers Action Centre)  
Topic: Long Haul Impact of COVID-19

10:30 am – 10:45 am LIFESTYLE BREAK

10:45 am – 12:00 pm PANEL DISCUSSION – “This Side of COVID-19”

- ▶ Chandra Pasma
- ▶ Andréane Chénier
- ▶ Yolanda McClean

12:00 pm – 1:00 pm LUNCH BREAK

1:00 pm – 4:00 pm INJURED WORKERS WORKSHOPS

- ▶ WSIB 101
- ▶ Duty to Accommodate COVID-19
- ▶ Musculoskeletal Disorders/OHCOW
- ▶ How OHCOW Can Help You with A WSIB Claim
- ▶ Chronic/Traumatic Mental Stress

**Thursday, October 21<sup>st</sup>, 2021**  
**Health and Safety Day**

**9:00 am – 10:15 am** PLENARY SESSION

- ▶ Welcome & Announcements
- ▶ HS Committee Introductions
- ▶ HS Activist Program
- ▶ Keynote Speaker: Dr. Lorraine Smith MacDonald  
Topic: Vicarious Trauma, Moral Injuries, Compassion Fatigue

**10:15 am – 10:30 am** LIFESTYLE BREAK

**10:30 am – 12:00 pm** PLENARY SESSION – Guest Speakers

- ▶ Nancy MacLean (Public Service Alliance of Canada)  
Topic: BIPOC, Environmental Racism & COVID-19
- ▶ Ken Porter (Mood Disorders Society of Canada)  
Topic: Absenteeism & Presenteeism
- ▶ Jason Ramsay & Bonnie Dineen (CUPE Local 4400)  
Topic: Work Refusal Success Stories

**12:00 pm - 1:00 pm** LUNCH

**1:00 pm – 4:00 pm** HEALTH AND SAFETY WORKSHOPS

- ▶ Ergonomics in Health Care and Social Services - Preventing
- ▶ Emergency Response and Pandemic Planning
- ▶ Ontario Health and Safety Law
- ▶ Psychosocial Hazards and Mental Health
- ▶ Indoor Air Quality

**4:15 pm – 5:30 pm** Election Caucus

## Friday, October 22<sup>nd</sup>, 2021

**9:00 am – 10:30 am** SECTOR BREAKOUT SESSIONS

- ▶ HCWCC
- ▶ OMECC
- ▶ OSBCU
- ▶ OUWCC
- ▶ SSWCC

**10:30 am – 10:45 am** LIFESTYLE BREAK

**10:45 am – 12:00 pm** SECTOR BREAKOUT SESSIONS Continue

**12:00 pm - 1:00 pm** LUNCH

**1:00 pm - 3:00 pm** PLENARY SESSION

- ▶ HS/IWAC Award Winners (2019, 2020)
- ▶ Elections of Members at Large: (2) IWAC, (2) H&S
- ▶ Polls
- ▶ Final Words – Candace Rennick (CUPE ON)
- ▶ Draw

