



**SECOND  
CALL!**

# HCWCC CONFERENCE 2024

**Support  
— Our  
Care**

**SEPTEMBER 24-27, 2024**

**LOCATION:**

SHERATON PARKWAY TORONTO NORTH HOTEL & SUITES  
600 HWY 7, RICHMOND HILL, ON L4B 1B2



:bk/cope491



**Support  
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# HCWCC CONFERENCE 2024

## REGISTRATION FEES

<b>Affiliates</b>	<b>\$ 350.00</b>
<b>Non-Affiliates</b>	<b>\$ 400.00</b>
<b>Late Fee (Per Delegate)</b> (Applies after August 24, 2024)	<b>\$ 50.00</b>

**[CLICK HERE TO REGISTER](#)**

**\*NO REFUNDS OR CANCELLATIONS WILL BE AVAILABLE AFTER SEPTEMBER 16, 2024.  
\*\*REGISTRATION MUST BE COMPLETED BY LOCAL LEADERS.**

If you require French translation, asl interpretation, childcare services, or any other accessibility accommodations, please submit your request by filing out the access request form by August 24, 2024. (The link to the access request form can be found in your confirmation email.)

## HOTEL INFORMATION

ALL RESERVATIONS ARE TO BE MADE THROUGH  
W.E. UNION TRAVEL

1 (888) 676-7747 -or- [www.weuniontravel.ca](http://www.weuniontravel.ca)

**Sheraton Parkway North** – Room \$249.00

**Best Western** – Room \$209.00

Hotel room rate is subject to tax and fee per room.

Be sure to mention the '**HCWCC Conference**' when making your reservations.



## HEALTH CARE WORKERS COORDINATING COMMITTEE 2024 CONFERENCE

**September 24-27, 2024  
Sheraton Parkway North**

### 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.

# WORKSHOP & PRESENTATION DESCRIPTIONS

## 1. **SLS - Growing our Mobilizing Power (3hrs)**

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.

## 2. **SLS - Ally Skills for Stewards (3hrs)**

Effective stewards are champions for human rights and equality. Explore what it means to be an ally, and ways that stewards can step up as allies in the workplace and the union. \*\*\*

## 3. **SLS - Representing gender and sexually diverse members (3hrs)**

Homophobia, biphobia, and transphobia play out in our workplaces, locals, and communities. Learn how to challenge these kinds of discrimination, and respectfully represent gender and sexually diverse members in your workplace.

## 4. **SLS - Creating Harassment-Free Workplaces (3hrs)**

Learn how to recognize harassment, educate members about harassment, and represent members who are involved in harassment complaints.

## 5. **LET - Duty of Fair Representation (3hrs)**

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.

## 6. **BARG - Mobilizing for Bargaining (6hrs)**

In this workshop, members of local Mobilization Committees look at effective ways to engage members before bargaining begins, and throughout the bargaining process.

## 7. **Anti-Harassment and Bystander Training (3hrs)**

When we are disrespected in our union, or when harm, harassment, and discrimination happen we are unsafe. We would not accept it from our supervisors and managers at work, and it is not ok in our union space. When we witness others being harmed, oppressed or injured, we can intervene in safe and effective ways before, during, or after a harassing or violent situation.

## 8. **SLS - Challenging racism in the workplace (3hrs)**

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

## 9. **Communication Tools (3hrs)**

This workshop covers communications tools and strategies that locals will be able to utilize amongst the membership which can improve their local communications infrastructure.

## 10. **SLS – Solidarity with Indigenous (3hrs)**

Learn about Canada's history of colonialism, engage in some myth-busting, and explore ways you can build solidarity with Indigenous workers and support reconciliation in the workplace.

### **IMPORTANT INFORMATION REGARDING WORKSHOPS**

- **Choose two (2) workshops: one for the morning session and one for the afternoon session. If you select "BARG – Mobilizing for Bargaining", you only need to pick one workshop, as it consists of both the morning and afternoon sessions.**
- **Participants must register for these workshops. Those who do not pre-register will be assigned to workshops based on availability.**
- **Workshops can be selected after conference registration is completed.**
- **A registration link for workshop will be sent to your email once you register for the conference.**

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**HCWCC 2024  
DRAFT AGENDA**

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**TUESDAY SEPTEMBER 24**

- 1:00pm - 6:00pm** Registration
- 4:30pm** 2024 HCWCC Health & Safety/Injured Worker Forum – TOPIC (TBA)
- 6:00pm – 7:30pm** Call to Order  
Equality Statement  
Land Acknowledgement  
UN African Descent  
Welcome  
Indigenous Greetings  
Equity Greetings  
Opening Remarks HCWCC Chair (Debra Maxfield)  
Health & Safety Moment of Silence  
Mark Hancock – CUPE National President  
Candace Rennick – CUPE National Secretary – Treasurer – Video Greetings

**WEDNESDAY SEPTEMBER 25**

- 8:00am – 9:00am** Registration
- 8:15am – 8:45am** New Member Orientation
- 9:00am – 10:00am** Call to Order  
Credential Report  
HCWCC Chair Report – Debra Maxfield  
David Kidd – Retiree Network Report  
Fred Hahn – CUPE Ontario President  
Yoland McClean – CUPE Secretary Treasurer  
Micheal Hurley – OCHU President
- 10:30am-10:45am** *Lifestyle Break*
- 10:45am – Noon** Keynote Speaker - Birgit Umaigba – Registered Nurse & Health Activist - "Supporting Our Care"  
Simran Prihar - Partner of Goldblatt Partners LLP  
"HSCPOA (PSW Oversight Authority) Regulations"
- Noon – 1:30pm** *Lunch Break*

<b>1:30pm – 2:15pm</b>	Venai Raniga – CUPE National Research Representative “Ontario Finances & Labour”
<b>2:15pm – 3:00pm</b>	Elections: <ul style="list-style-type: none"> <li>• Committee Chair (1)</li> <li>• Health &amp; Safety Seat (1)</li> <li>• Injured Worker Seat (1)</li> </ul>
<b>3:00pm – 3:15pm</b>	<i>Lifestyle Break</i>
<b>3:15pm – 4:15pm</b>	Sectoral Meetings: <ul style="list-style-type: none"> <li>• <b>LTC/Retirement Homes</b></li> <li>• <b>Hospitals</b> (elections will take place for 3 hospital seats)</li> <li>• <b>Homecare</b> (elections will take place for 1 homecare seat)</li> <li>• <b>Ontario Health at Home</b> (elections will take place for 1 OHH seat)</li> <li>• <b>CACO</b></li> <li>• <b>Public Health</b></li> </ul>
<b>4:30pm – 5:15pm</b>	Elections: <ul style="list-style-type: none"> <li>• Sectorial Representatives (7 Area Representatives of LTC &amp; Retirement Home Workers each elected solely from among the voting delegates from their respective geographic area)</li> </ul>
<b>8:00pm – Midnight</b>	Social Event

#### THURSDAY SEPTEMBER 26

<b>9:00am – 10:30am</b>	Workshops - AM Session
<b>10:30am – 10:45am</b>	<i>Lifestyle Break</i>
<b>10:45am – Noon</b>	Workshops - AM Session (Continued)
<b>Noon – 1:30pm</b>	<i>Lunch Break</i>
<b>1:30pm – 2:45pm</b>	Workshops - PM Session
<b>2:45pm – 3:00pm</b>	<i>Lifestyle Break</i>
<b>3:00pm – 5:00pm</b>	Workshops - PM Session (Continued)
<b>7:00pm – 9:00pm</b>	Games Night

#### FRIDAY SEPTEMBER 27

<b>9:30am – 11:00am</b>	Opening Remarks Swearing in of new committee members Plenary Presentation (TBA) 50/50 Draw
<b>Noon</b>	Adjournment



**WANTED: Donations for the Carolyn Carter Fund!**



# CUPE



## HEALTH AND SAFETY / INJURED WORKER FORUM

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

September 24, 2024

4:30pm – 5:30pm

Sheraton Parkway

Toronto North Hotel & Suites