



HEALTH & SAFETY INJURED WORKERS ADVOCACY COMMITTEE CONFERENCE 2024

Start Date/Time: Monday, October 21st, 2024, at 3:30pm

End Date/Time: Friday, October 25th, 2024, at 12:00pm

Sheraton Parkway Hotel

600 Highway 7 East, Richmond Hill, L4B 1B2

Hotel Guest Room Fee: \$199 Best Western | \$229 Sheraton

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

Guest room reservations are to be made through W.E Union Travel by September 26th, 2024.

Phone: 1(833) 778-9669 [Mention IW & HS Conference when booking your room(s)]

Guestroom booking link: www.weuniontravel.ca

Registration Fee:

*On-line registration will be closed 5 business days prior to the conference

Affiliates:	\$350 by September 21 st , 2024, after cut-off date \$400
Non-Affiliates:	\$450 by September 21 st , 2024, after cut-off date \$500

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 July 21, 2024. (The link to the access request form can be found in your confirmation email.)

[Click HERE to Register](#)

***No refunds or cancellations will be available after October 14th, 2024**

***Full payment must be received by October 21st, 2024, otherwise a late fee of \$100 will be applied to each delegate.**



IMPORTANT NOTICE:

Workshops are scheduled for the entire day on Wednesday, October 23rd, 2024. You will be able to select two workshops, one in the morning and one in the afternoon. A registration link for the workshops will be sent to each delegate's email, after they've been registered.

INJURED WORKERS ADVOCACY WORKSHOP DESCRIPTIONS

1. WSIB 101 (Prevention Link) – 35 Spots

This workshop introduces participants to the compensation system in Ontario, the history and principles of compensation legislation and third-party rights of action. Key definitions within the system are described, including worker, employer, accident, disablement, recurrence, secondary injuries, aggravation, occupational disease, stress and chronic pain.

2. Creating accommodation-friendly workplaces (CUPE) – 35 Spots

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.

3. Understanding Mental Health (CUPE) – 35 Spots

Explore the steward's role in supporting and representing members dealing with mental health issues. Learn how to challenge stigma, and how to approach a conversation with a member about a possible mental health issue.

4. WSIB - Return to Work (Prevention Link) – 35 Spots

This workshop provides participants with the tools to develop strategies to assist workers with disabilities, individually and collectively; and return them to long term healthy and productive employment. The workshop will review noteworthy case law and Human Rights legislation.

5. Disability and Ableism in the Workplace – 25 Spots

Explore what ableism is, how to recognize it, and ways to address it. Learn about how to make your workplace and union accessible to workers with visible and invisible disabilities.



HEALTH & SAFETY WORKSHOP DESCRIPTIONS

1. Critical Incident and PTSD (WHSC) – 25 Spots

The workshop “Critical Incident and Post Traumatic Stress” explains causes, effects and symptoms of Critical Incident Stress (CIS) and Post Traumatic Stress Disorder (PTSD). Strategies and controls to eliminate situations which cause these disorders, and to handle them when they do occur, are extensively discussed.

2. Ontario H&S Safety Law (WHSC) – 25 Spots

This three-hour workshop 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.

3. Preventing Mental Injuries at Work (CUPE) – 35 Spots

New forms of work, job insecurity, work intensification, high demands, violence and a resulting poor work-life balance are resulting in psychosocial and mental health problems in CUPE workplaces. This module focuses on the workplace as the cause or a contributor to mental health issues, and not the individual. Discuss strategies and actions that actually help make workplaces psychologically healthier and safer.

4. Workload and Overwork (CUPE) – 35 Spots

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.

5. Workplace Violence Incident Response – 50 Spots

Violence is one of the most common health and safety hazards. Work-related violence policy and programs often contain gaps which Joint Health and Safety Committees are not effectively addressing. Most often this is related to gaps in the health and safety program that maintains the JHSC and that is contained in the Terms of Reference.

This workshop is designed to provide participants with the skills to identify the gaps in the occupational health and safety system with respect to work-related violence.

Note: workshop participants who bring a copy of the work-related violence policy and program and terms of reference documents will have a customized review of the Terms of Reference and work-related violence policy and program for their workplace, a list of identified gaps, and a strategic plan to address them.



Draft Agenda

(Subject to change)

Monday October 21

3:30pm Registration

4:00pm New Delegates and Young Workers Orientation

6:00pm Equality Caucus

7:00pm Evening Plenary and Meet & Greet

- Opening Greetings and Land Acknowledgement
- Equality Statement
- Equity Greeting
- Indigenous Greeting
- Announcements
- Council Greetings
- NDP Speaker - TBA
- Conference Opening Remarks – Fred Hahn (CUPE Ontario)
- Meet & Greet (to follow)

Tuesday October 22

8:00am-9:00 am Registration

9:00am-12pm Plenary with Guest Speakers

- Announcements
- Introduction of Committees' Members
- Conference Overview
- Andre Gauvin – OHCOW Heat Stress Toolkit
- Harry Goslin - Local 1750 (OCEU) campaigns
- Industrial Accident Victims' Group of Ontario/Injured Workers Action for Justice

12:00pm-1:30pm Lunch Break



1:30pm-5:00pm Plenary with Guest Speakers

- Anne Tenier (CCOHS) – Health Effect of Climate Change
- Panel- Hot Topics in Health & Safety and Injured Workers -
 - Sandra Lafave (Local 4705 – Greater Sudbury Transit)
 - Alyssa McGee (Chair CUPE ON Young Workers)
 - Brenda Cervantes (Chair Workers with Disabilities)

5:00pm-6:30pm Dinner Break

6:30pm-7:15pm Injured Workers Caucus

7:15pm-8:00pm Health and Safety Caucus

Wednesday October 23 – Workshop Day

9:00am-12:00pm Workshops

Health and Safety

- Workload and Overwork
- Critical Incident and PTSD
- Workplace Violence Incident and Response
- Preventing Mental Injuries at Work
- Ontario Health and Safety Law

WSIB/Injured Workers

- Disability and Ableism in the Workplace
- Creating Accommodation Friendly Workplaces
- WSIB 101
- Return to Work
- Understanding Mental Health

12:00pm-1:30pm Lunch Break



1:30pm-5:00pm Workshops

Health and Safety

- Workload and Overwork
- Critical Incident and PTSD
- Workplace Violence Incident and Response
- Preventing Mental Injuries at Work
- Ontario Health and Safety Law

WSIB/Injured Workers

- Disability and Ableism in the Workplace
- Creating Accommodation Friendly Workplaces
- WSIB 101
- Return to Work
- Understanding Mental Health

5:00pm-7:00pm Dinner Break

7:00pm-8:00pm Election Forum

Thursday October 24

9:00am-12:00pm Plenary with Guest Speakers

Elections

- Two (2) members at large – IWAC
- Two (2) members at large H&SC

Navigating the Right To Refuse and Workplace Violence - Paul Sylvestre (CUPE National)

Keynote Speaker – TBA

12:00pm-1:30pm Lunch Break

1:30pm-4:30pm Sector Breakouts

- Health Care (HCWCC)
- Municipal (OMECC)
- School Boards (OSBCU)
- Social Services (SSWCC)
- Post-Secondary (UOWCC)

5:00pm Dinner Break

8:00pm Social



Friday October 25

9:00am-12:00pm Plenary and Guest Speakers

- Sector Breakout Report Back
- AORAP Greetings
- Retirees Network Greetings
- Local Injured Workers Advocacy - TBA
- Conference Evaluations
- Open Floor for Success Stories/New Business
- Conference Closing Remarks –Yolanda McClean (CUPE Ontario)
- 50/50
- Final Words