



2025 HCWCC CONFERENCE FIRST CALL

REGISTRATION STARTS AT 1:30 PM ON SEPTEMBER 16, 2025
PLENARY START AT 6:00PM ON SEPTEMBER 16, 2025
CONFERENCE ENDS AT NOON ON SEPTEMBER 19, 2025

at

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

Registration Fee

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

Affiliates:	\$350.00 by August 24, 2025, after cut-off date is \$400.00
Non-Affiliates:	\$400.00 by August 24, 2025, after cut-off date is \$450.00

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 16, 2025**.

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

Registration Link - <https://cupe.on.ca/event-registration-hcwcc-conference-2025/>

No refunds or cancellations will be available after September 5, 2025. All payment must be received by September 16, 2025, otherwise a \$100 late payment fee will apply to each delegate.

Hotel Guest Room Fee:

Sheraton Parkway Hotel \$259 per night

Best Western Parkway Hotel \$219 per night

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

Guest room reservations are to be made through W.E Union Travel by August 14, 2025.

Phone: 1(833) 778-9669

[Mention HCWCC CONFERENCE when booking your room(s)]

Guestroom booking link: www.weuniontravel.ca

IMPORTANT INFORMATION REGARDING WORKSHOPS

HCWCC Education Day is scheduled for Thursday September 16, 2025, from 9:00 am – 4:30 pm. Please note if you are selecting the full-day workshop from Group A, you cannot choose any workshop from Group B.

Group A – Full Day Workshop

9:00 am – 4:30 pm

LET - Duty of Fair Representation/SLS - Mediating member-to-member conflict (6hrs)

***** (Bilingual)*** – 40 participant spots**

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

Group B - Morning and Afternoon Workshop

Please choose one workshop in the morning, one workshop in the afternoon.

Morning 9:00 am – 12:00 pm

Afternoon 1:30 pm – 4:30 pm

If you choose a workshop from Group A, you cannot pick any workshops from Group B.

LET - Bylaw Essentials (3hrs) – 25 participant spots

- This workshop explores the benefits of bringing services in-house - both for CUPE members and for those who rely on the services we provide. Learn how to identify possible services to bring in house and the steps to contracting in. Work with CUPE's new toolkit to stop contracting out called "Stop Contracting Out: A guide to bringing jobs and services back in-house."

SLS – Taking on privatization (3hrs) - 25 participant spots

- Learn about different forms of privatization in CUPE workplaces, how it impacts our members, services, and the public, and what stewards can do about it.

SLS – Solidarity with Indigenous & SLS (3hrs)- 25 participant spots

- 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.

SLS - Challenging racism in the workplace (3hrs)- 25 participant spots

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

BARG- How Bargaining Works (3hrs) - 25 participant spots

- 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.

Bring our work in-house: How to stop contracting out (3hrs) - 25 participant spots

- This workshop explores the benefits of bringing services in house - both for CUPE members and for those who rely on the services we provide. Learn how to identify possible services to bring in-house and the steps to contracting in. Work with CUPE's new toolkit to stop contracting out called "Stop Contracting Out: A guide to bringing jobs and services back in house."

Respect at work: Stop Bullying, Harassment and Violence (3hrs) - 25 participant spots

- What creates respect at work? What is harassment, bullying and violence? What can we do to stop it?

Pension Forum/Q&A - What healthcare workers should know about pensions (3hrs) - 50 participant spots

- We could cover what they should know about why workers need pensions, our public pension system, our workplace pension plans and how it can all be defended and improved.

Political Forum/Q&A - Follow the Money: Why government matters to health care workers (3hrs) - 50 participant spots

- You go to work and do the jobs of at least two people. More people need health care now than ever before, health care tops the list of things voters care about all the time, but nothing seems to get better. Join CUPE government relations representative Faiz Ahmed, political action coordinator Ken Marciniak, and one of your own coworkers to learn about why who's in charge at Queen's Park and on Parliament Hill matters to your daily life and what you and your local can do to replace your boss with someone who cares.

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:

Number of Local Members	Voting Delegates
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.

CUPE



HEALTH AND SAFETY / INJURED WORKER FORUM

Hold the Date – More Details to come

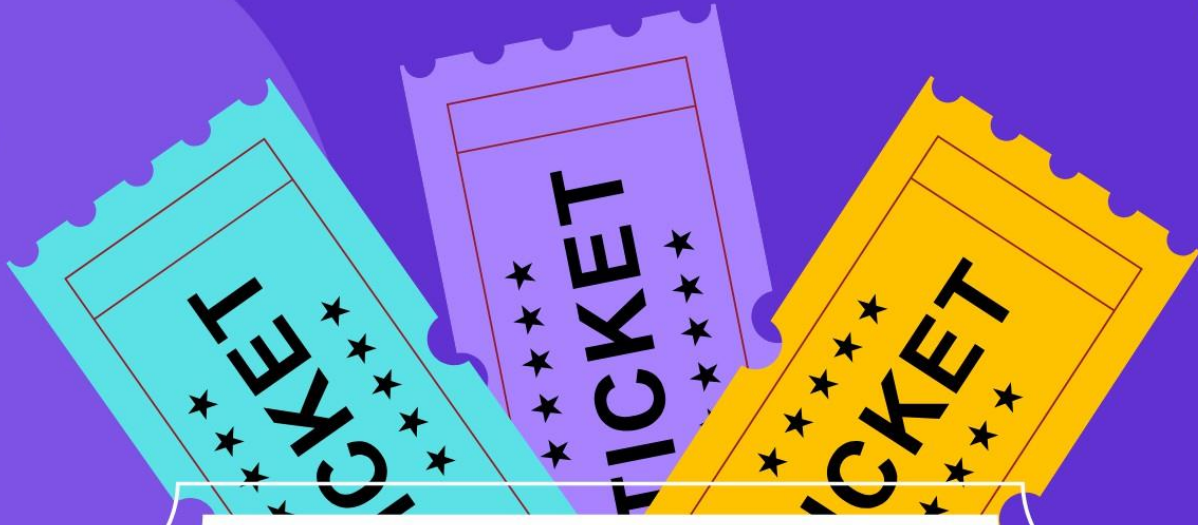
September 16, 2025

4:00 PM – 5:00 PM

Sheraton Parkway

Toronto North Hotel & Suites

HONOURING OUR CUPE HEALTHCARE MEMBER



CAROLYN *CARTER* FUND

WANTED: GIFT DONATIONS

WE INVITE YOU TO MAKE A GIFT DONATION TO SUPPORT THIS INITIATIVE. YOUR CONTRIBUTION HELPS HONOUR THOSE WE'VE LOST WHILE EMPOWERING CUPE MEMBERS TO GROW, LEARN, AND FIGHT FOR A BETTER FUTURE IN HEALTHCARE.

GIFT DONATE TO KEEP THEIR MEMORY ALIVE. GIFT DONATIONS CAN BE DROPPED OFF AT REGISTRATION.