



## HEALTH & SAFETY INJURED WORKERS ADVOCACY COMMITTEE CONFERENCE 2025

Start Date/Time: Monday, October 20<sup>th</sup>, 2025, at 3:30pm

End Date/Time: Friday, October 24<sup>th</sup>, 2025, at 12:00pm

**DELTA HOTELS OTTAWA CITY CENTRE**  
101 Lyons Street North, Ottawa

**Hotel Guest Room Fee: \$299.00**

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 18<sup>th</sup>, 2025.

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

Guestroom booking link: [www.weuniontravel.ca](http://www.weuniontravel.ca)

### Registration Fee:

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

Affiliates:	\$350 by September 20 <sup>th</sup> , 2025, after cut-off date \$400
Non-Affiliates:	\$450 by September 20 <sup>th</sup> , 2025, 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 September 20 <sup>th</sup> , 2025. (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 12<sup>th</sup>, 2025**

**\*Full payment must be received by October 20<sup>th</sup>, 2025, otherwise a late fee of \$100 will be applied to each delegate.**



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## Education Workshop

Workshops will take place from 9:00 a.m. to 5:00 p.m. on Wednesday, October 22, and from 9:00 a.m. to 12:00 p.m. on Thursday, October 23. Please select ONE workshop bundle for your participation.

### **Workshop Bundle #1 – 35 Spots**

#### Critical and Post-Traumatic Stress - WHSC

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.

#### Hours of Work - WHSC

One in four employed Canadians work something other than a standard, daytime schedule. Health care workers, protective service workers, accommodation and food industry workers as well as those in transportation, warehousing, sales, service and primary industries make up the majority of those required to work non-standard shifts. Working non-standard shifts or extended hours jeopardizes workers' physical health. Studies have found a connection between working non-standard shifts and digestive disorders, heart problems, cancer, stress, and fatigue, to name a few. These shifts also negatively affect workers' mental and psychological well-being by creating challenges in achieving a satisfactory work-life balance and inhibiting workers' ability to participate in social and cultural activities. Shift work is also attributed to workplace accidents which may affect not only workers but others whom workers provide care or services such as patients or clients. Solutions and controls do not have to be overwhelming or costly undertakings. While eliminating or reducing non-standard shifts or excessive overtime may be ideal, where not practical, allowing workers to have input into scheduling, providing flextime (allowing flexibility of hours worked each day) or flexplace (where the work is done) are all initiatives that promote worker well-being. Further, studies have shown these initiatives reduce stress, increase productivity, reduce absenteeism and lower overhead costs. This module examines various types of non-standard shifts; the effects they have on worker well-being and ways to minimize the harmful effects of unavoidable shift work.

#### Workplace Violence and Harassment - WHSC

Workplace violence and harassment are serious health and safety hazards. Canadian workers report some of the highest rates of assault in the world. Harassment is often a precursor to violence. Workplace violence can have detrimental impacts not only on the victim but also on the victims' family and friends, co-workers and others who may have witnessed the incident or been targeted. Incidents of workplace violence can result in serious injuries, psychological trauma and in some cases, fatalities. This three-hour module reflects legislative amendments made to the Act to include workplace violence and harassment. In this module, participants will explore what workplace violence and harassment are, risk factors associated with workplace violence, how to assess the workplace and specific risk factors, requirements of the Occupational Health and Safety Act, what should be included within required policies and programs and how to control risk factors when elimination of same is not possible. In addition, working in buzz groups, participants will use several valuable tools to identify and assess workplace risk factors.



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## **Workshop Bundle #2 – 20 Spots**

### **Ergonomics: Basic Principles - WHSC**

The workshop was developed to empower workplace parties with the skills to recognize, assess and control or eliminate the job demands that can lead to musculoskeletal disorders through the application of ergonomic principles. Armed with this information, JHSCs can do their part and conduct surveys and workplace inspections where occupational MSDs are suspected or have been raised as a concern. The first part of this program, Module 1, "Ergonomics: Recognizing Injuries and Risk Factors" explains what MSDs are, how the body is affected and provides participants with the information necessary to recognize the risk factors that contribute to MSDs. The second half of this program, Module 2, "Ergonomics: Design Principles" deals with the principles of work design. Making the work fit the worker does not always have to be an expensive undertaking nor does it always require a trained ergonomist to identify solutions. Changes to the work can mean using new or modified tools, equipment or machinery. Changes can also be made to how the work is done by slowing down the pace of work, rearranging work tasks. This supports the science of ergonomics, which is to fit the job to the worker.

### **Work Organization - WHSC**

Work organization is about how, when, and where work is done and how the workers will be awarded. Work pace, working alone, overtime and shift work are the basic elements of work organization. This three-hour module will help participants to understand work organization hazards, how they can be recognized, assessed and controlled. The program is divided into five sections: recognizing hazards in work organization, health and safety effects, assessing hazards in work organization, legislation review and controlling work organization hazards.

## **Workshop Bundle #3 – 35 Spots**

### **H & S Law Ontario - WHSC**

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.

### **H & S Law and Orders - WHSC**

This module covers the basic origins of health and safety law, how to find, read and interpret relevant section of law and highlights some of the more important aspects of the specific health and safety law that applies to you.

### **SLS - Challenging Racism in the Workplace – CUPE**

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



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## **Workshop Bundle #4 – 70 Spots**

### **Preventing Mental Injuries at Work - CUPE**

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.

### **Creating Accommodation-Friendly Workplaces – CUPE**

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.

### **SLS - Disability and Ableism in the Workplace - CUPE**

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.

## **Workshop Bundle #5 – 35 Spots**

### **SLS - Literacy Awareness – CUPE**

Literacy affects all of us at work. Learning new computer programs, understanding collective agreements, completing forms, or writing reports can all pose barriers for our members. Learn about how stewards can increase literacy awareness and help make the union inclusive and accessible to members.

### **H & S Identifying and Documenting Hazards - CUPE**

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.

### **H & S Recommendations and Notetaking – CUPE**

Health & Safety Learning Series

Learn how to take notes at committee meetings and prepare recommendations.



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## Workshop Bundle #6 – 20 Spots

### SLS - Ally Skills for Stewards - CUPE

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.

### Safer Spaces for Two-Spirit, Trans, and Non-Binary Workers - CUPE

This workshop explores how to create inclusive, safer workplaces for Two-Spirit, trans and non-binary staff. It will provide tools to better understand our Two-Spirit, trans and non-binary colleagues and fight transphobia. Participants will have the opportunity to assess their workplace and determine what steps they can take to build safer spaces.

This workshop can have two audiences; a mixed audience of staff and management or an audience of only CUPE members.

### Sexual Violence and Harassment at Work – CUPE

This workshop will help participants:

- Recognize sexual harassment and sexual violence.
- Understand the impact of sexual violence and harassment on workers.
- Know our rights, roles and responsibilities.
- Practice how to address sexual violence as an active bystander.
- Learn how to deal with and prevent sexual violence and harassment.

## Workshop Bundle #7 – 80 Spots

### Duty to Accommodate - CUPE WSIB

Learn about the rights and responsibilities of both employers and unions under the Duty to Accommodate.

In this workshop you will:

- Explore case law, key concepts and the prohibited grounds of discrimination under human rights law
- Learn to make the case for accommodating workers and how to help union representatives and employers come up with appropriate accommodations for members
- Look at how we can break down stereotypes and stigma to support the accommodation process for those who need it.

*\*Participants should bring a copy of their collective agreement.*



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## **Workshop Bundle #8 – 35 Spots**

### **Intro to H & S - CUPE**

Health & Safety Learning Series

This course serves as an introduction to the world of health and safety and explores different basic concepts such as:

- Identification of hazards;
- Hierarchy of controls;
- The basic role of health and safety committees;
- Basics on the right to refuse.

## **Workshop Bundle #9 – 35 Spots**

### **WSIB 101 - CUPE WSIB**

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.

### **Return to Work - CUPE WSIB**

This Return to Work workshop is a sample of the longer Prevention Link course. It is designed for individuals who assist injured workers in their therapeutic return to work process. It provides participants with the necessary tools to develop strategies that ensure successful outcomes. The course covers the roles of the parties involved, including their rights and responsibilities, and the hierarchy of RTW job opportunities. It also addresses the Ontario Human Rights Code and the responsibilities of WSIB and OHRC. Participants will learn about the Return to Work process, including dispute resolutions and penalties, and the importance of evidence gathering and legal preparation for hearings. This course is beneficial for WSIB representatives, Workers' Compensation activists, RTW specialists, union leadership, H&S representatives, supervisors, human resources specialists, employers, and young workers.

*This is not a certificate course but an introduction to the certificate course offered through Prevention Link.*

### **Workload and overwork - CUPE**

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.