



2026 HCWCC CONFERENCE FINAL CALL

REGISTRATION STARTS AT 12:00 PM ON SEPTEMBER 22, 2026
HEALTH & SAFETY/INJURED WORKER FORUM 2:00 PM SEPTEMBER 22, 2026
PLENARY START AT 4:00PM ON SEPTEMBER 22, 2026
CONFERENCE ENDS AT NOON ON SEPTEMBER 25, 2026

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

Registration Fee

***On-line registration will be closed on September 13, 2026**

Affiliates:	\$350.00 by August 22, 2026, after cut-off date is \$400.00
Non-Affiliates:	\$400.00 by August 22, 2026, 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 22, 2026**.

(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 13, 2026.
All payment must be received by September 22, 2026, 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, 2026.

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 24, 2026, from 9:00 am – 4:30 pm.

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

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

- Bargaining Program

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.

H&S-Ergonomics (3hrs) - 25 participant spots

- This module looks at the musculoskeletal injuries in the workplace, such as strains or carpal tunnel syndrome, the risk factors, and the employers' obligations to prevent these types of injuries.

H&S- Workload and Overwork (3hrs) - 25 participant 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.

NOTE: Please bring your binder and Health and Safety Committee Resource Kit.."

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.

SLS – Representing gender and sexually diverse members (3hrs)- 25 participant spots

- 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.

SLS – Growing our mobilizing power (3hrs)- 25 participant spots

- 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.

SLS – Mediating member to member conflict (3hrs)- 25 participant spots

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

Supporting Migrant Workers in Healthcare /Q&A - How Can Locals Support Workers (3hrs) - 50 participant spots

- CUPE locals include migrant workers with different immigration statuses. Many don't take part in unions or report problems because they fear losing their jobs. Unlike other workers, they could also lose their status and be deported, which causes stress. This makes them hesitant to complain to the government about their employers.

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.

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.



HCWCC 2026 DRAFT AGENDA

Tuesday, September 22

12 pm – 2:00 pm	HSCPOA Rally Minister of Health's Office (needs to be confirmed)
12 pm – 4:00 pm	Registration
2:00 pm	HCWCC Health & Safety/Injured Worker Forum – “Violence”
4:00 pm	Call to Order Equality Statement Land Acknowledgement UN African Descent Indigenous Greetings Equity Greetings Welcome - Opening Remarks – HCWCC Chair – Debra Maxfield Health and Safety – Moment of Silence Mark Hancock, CUPE National President Candace Rennick – CUPE National Secretary Treasurer

Wednesday, September 23

7:45am - 8:45 am	Registration
8:15 – 8:45 am	New Member Orientation
9:00 – 10:30 am	Open Plenary Credential Report HCWCC Chair Report – Debra Maxfield David Kidd – Retiree Network Report AROP Presentation – Juanita Forde Climate Justice – Aubrey Gonsalves
10:30 - 10:45 am	<i>Lifestyle Break</i>
10:45 – Noon	Panel Discussion – Privatization
12:00 – 1:30 pm	<i>Lunch Break</i>
1:30 – 2:15pm	<i>Talk with Michael Landsberg or HCWCC Campaign -Chantelle Flowers</i>
2:15pm – 3:00pm	Elections: • Committee Chair (1) • Health & Safety Seat (1) • Health & Safety Alternative Seat (1) • Injured Worker Seat (1) • Injured Worker Alternative Seat (1)

3:00pm – 3:15pm	<i>Lifestyle Break</i>
3:15pm – 4:15pm	Sectoral Election Caucus: • Hospitals (elections will take place for 3 hospital seats) • Homecare (elections will take place for 1 homecare seat) • Ontario Health at Home (elections will take place for 1 OHH seat)
4:30pm -5:15pm	Area Meetings Elections (elections will take place 1 member and one alternate) • Area 1 – Kitchener, London, Windsor • Area 2 – Hamilton, Niagara • Area 3 – Barrie, Toronto, Markham, Peel • Area 4 – Oshawa, Peterborough • Area 5 – Ottawa, Pembroke, Cornwall, Kingston (Vacant) • Area 6 – North Bay, Sault Ste. Marie, Sudbury, Timmins (Vacant) • Area 7 – Kenora, Thunder Bay (Vacant)
5:15pm – 5:45pm	<i>HSCPOA Forum – with Chantelle Flowers and Sector Team</i>
7:30pm – 10:00am	Games Night

Thursday, September 24

9:00am – 10:30am	Workshops - AM Session
10:30am – 10:45am	<i>Lifestyle Break</i>
10:45am – Noon	Workshops - AM Session (Continued)
Noon – 1:30pm	Lunch Break
1:30pm – 3:00pm	Workshops - PM Session
3:00pm-3:15pm	<i>Lifestyle Break</i>
3:00pm – 5:00pm	Workshops - PM Session (Continued)
5:15pm – 5:45pm	Sectoral Election Caucus: • Trade Caucus (elections will take place for 1 trade seat elected solely from among the voting delegates who hold trades)
7:00pm – 12:00pm	Social Night

Friday, September 25

9:00am	Opening Remarks Yolanda Mclean, CUPE Ontario President Dawn Bellerose – CUPE Ontario Secretary Treasurer
9:30am	AI Presentation -Chantelle Flowers
10:15-10:30	Break
10:30-11:30	Presentation Campaigns/Cost Share – William Chalupiak 50/50 Draw <i>Adjournment</i>

CUPE



HEALTH AND SAFETY INJURED WORKER FORUM

Hold the Date – More Details to come

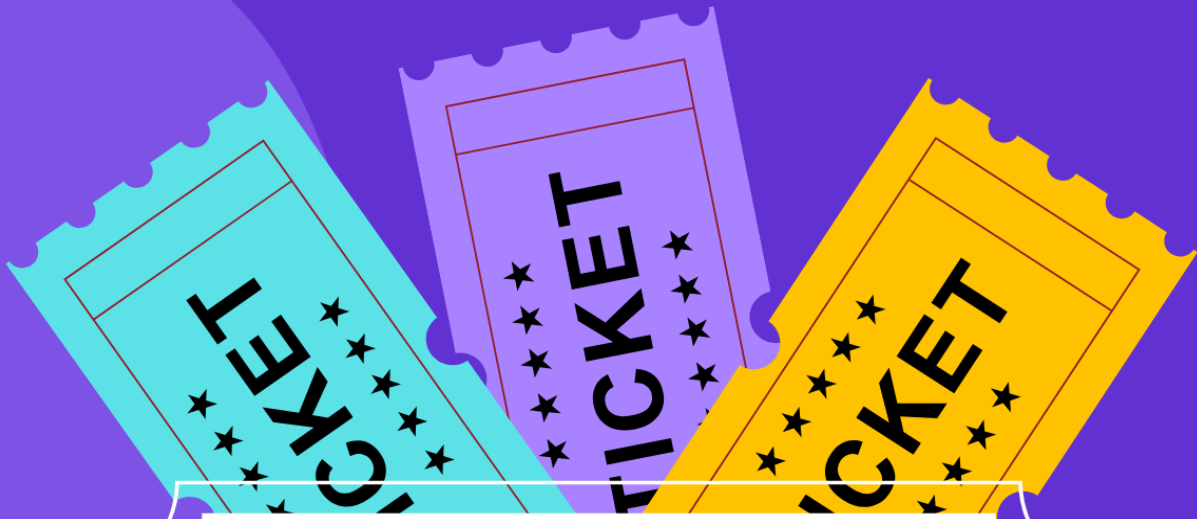
September 22, 2026

2:00 PM – 3:00 PM

Sheraton Parkway

Toronto North Hotel & Suites

HONOURING OUR CUPE HEALTHCARE MEMBER



CAROLYN
CARTER
FUND
PENNY SALE

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.

HCWEEC

SOCIAL NIGHT



GET YOUR COSTUMES READY....
MORE DETAILS COMING SOON...