



CUPE Vancouver Island District Council

Steward Conference

November 23 – 25, 2016

Vancouver Island Conference Center Nanaimo



What Does the Conference Offer??

- **Advanced Stewarding Skills**
- **Health and Safety Training**
- **Dynamic Keynote Speakers**
- **Networking Opportunities**

Organizing Committee: Amber Leonard, Sarah Fairbrass, Alison Pringle, Craig Anderson, Lisa Paine, Christine Szaflic, Cherilyn Bray, Karen Garrett, Keith Todd, Laurie Whyte, Greg Burkitt



Conference Information

Welcome to our second Stewards' Conference. Hosted by CUPE Vancouver Island District Council, we are committed to providing the best of CUPE education right on the island! We expect a great turnout and look forward to the opportunity to meet many island activists.

Who Should Attend:

- Shop Stewards
- Executive Officers
- Safety Committee Members
- Any member interested in more advanced union education

Benefits of Attending:

- Network with other delegates, facilitators and council members
- Learn about the latest CUPE safety training
- Recharge your motivation
- Excellent and inspiring keynote speakers

Conference Includes:

- Awesome Educational Workshops
- Prize draws and conference tote bags
- Evening entertainment
- Reception and social
- Beautiful Venue in Downtown Nanaimo



UNIONSAFE
Know Union. Know Safety. Know Living.



Schedule Information

Schedule of Events:

Wednesday November 23rd

3:00 pm – 7:00 pm	Registration
7:00 pm – 9:00 pm	Plenary (all delegates to attend) Opening Remarks – Mark Hancock Keynote Speaker – Michael Bortolotto
9:00 pm – 1:00 am	Social

Thursday November 24th

8:00 am – 8:30 am	Late Registration
8:30 am – 10:00 am	Workshops
10:00 am – 10:15 am	Lifestyle Break
12:00 pm – 1:30 pm	Lunch (delegates on their own)
1:30 pm – 3:00 pm	Workshops
3:00 pm – 3:15 pm	Lifestyle Break
3:15 pm – 4:30 pm	Workshops
6:30 pm – 7:30 pm	Dinner (Buffet Style)
7:30 pm – 10:30 pm	Entertainment with John Reynolds & Isabella Garrett

Friday November 25th

9:00 am – 10:00 pm	Workshops
10:00 am – 10:15 am	Lifestyle Break
10:15 am - 12:00 pm	Workshops
12:15 pm – 1:00 pm	Lunch (Buffet Style)
1:00 pm – 2:30 pm	Guest Speaker – Al Biekša
2:30 pm – 2:45 pm	Conference Wrap-up



Keynotes & Entertainers



Michael Bortolotto, is a successful professional speaker who lives with Cerebral Palsy. For the past twenty-two years people of all ages have been inspired, motivated, educated, and entertained by his "CAN DO" attitude.

By using real life experiences and examples, he encourages and persuades his audience to rethink, what they may believe is impossible to realizing anything is possible by being determined, persistent, and focus on the end result.

Being a positive rebel, self-leadership, teamwork, vision, change, adversity, diversity, and entrepreneurship are Michael's favorite topics to speak about. Because Michael is a positive rebel, he also likes to address hot topics such as bullying in schools and the workplace, diversifying your workforce, and creating an inclusive society for everyone. Michael goes where others don't dare to go.

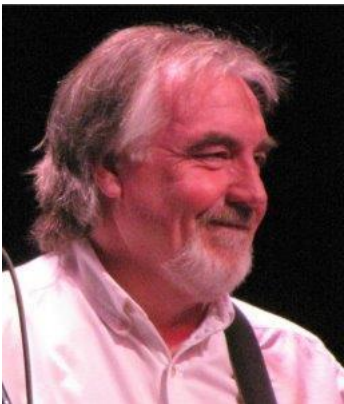


Al Bieksa is the Return to Work Program Co-ordinator for the BCFED Health & Safety Centre. For the past 20 years he was the Director of Training Services for the Ontario Federation of Labour's Occupational Disability Response Team (ODRT). Since the mid 1980's, Al has provided representation to injured workers in all matters from initial adjudication to the Workplace Safety and Insurance Tribunal. He has developed workers' compensation and RTW training for other jurisdictions including; Newfoundland Labrador, Northwest Territories, and Alberta. Al is also a Return to Work specialist often consulted by both employers and unions for the development of Return to Work programs. He is a licensed paralegal, a certified mediator and a facilitator for the National Institute of Disability Management and Research (NIDMAR).





Mark Hancock: CUPE's 6th National President; Mark was elected to the position in November 2015. In 2013, Mark's election as president of CUPE BC, followed four terms as CUPE BC secretary-treasurer. Prior to that he served on the CUPE BC executive board for 12 years in various capacities, including six years as a general vice-president. A CUPE member since 1984, Hancock was the president of Local 498, Port Coquitlam Municipal Employees, for 15 years. Mark chaired numerous CUPE BC committees prior to being elected as secretary-treasurer, including eight years as chair of the Political Action Committee. He also chaired the Municipal Committee, the Transportation Committee, the Universities Committee and the Young Workers Task Force.



John Reynolds: We are so excited to have singer, songwriter and comedian John Reynolds joining us with singing and storytelling for delegates at the 2016 Vancouver Island District Council Stewards Conference. Reynolds was born in Belfast Northern Ireland and worked with the Irish Rovers for over 20 years. He has been nominated for two Canadian Academy of Recording Arts Awards and is a producer and performer of many radio jingles. He has numerous appearances on radio and television including on CTV's The Rita McNeil Show and Madly Off In All Directions, and on two PBS specials.



Isabella Garrett: Isabella is a grade 7 student who started dancing at the Tara School of Irish Dance in Campbell River. While she loves to dance, Isabella has taken a break to commit more time to play competitive soccer. Isabella is on the Comox Valley U13 Girls Select soccer team. While her step-father was deployed to Kuwait in 2015-2016, Isabella organized sending over 200 Christmas cards to the troops. When Isabella isn't dancing or playing soccer, she loves to go camping with her family, take her dog Maisy for walks to the beach and play with her friends.

UNION PROUD



Workshop Descriptions

Introduction to Health & Safety (9 hours) – Minimum 15/Maximum 25 - Health & Safety Learning Series

This course serves as an introduction into 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
- The general duty clause
- Basics and the right to refuse

After completing the Introduction to Health & Safety, members can complete other workshop modules from the Steward Learning Series

Combatting Workplace Bullying (9 hours) – Minimum 15/Maximum 25

Bullying hurts everyone. As union members, we have a role to play in combatting workplace bullying. Come and talk about:

- What bullying is, and isn't
- How bullying hurts the target, the witnesses, the employer, the union, and even the bully
- How not to be a bystander
- How the union can make a difference

Creating Psychologically Healthy and Safe Workplaces (3 hours) - Steward Learning Series

What are the psychological hazards in a workplace? What is our role as stewards in making our workplaces psychologically healthy?

Understanding Mental Health (3 hours) - Steward Learning Series

Learn about mental health and mental illness, explore our own attitudes and stereotypes about mental health, and learn tools for representing members when mental health is an issue.

Violence Prevention In The Workplace (3 hours) - Steward Learning Series

This module examines the risk factors that lead to violence in the workplace, and the employer's obligations around making sure that proper safeguards are in place to prevent members from being exposed to and injured by violence while at work. We will examine relevant health and safety law, and start to develop strategies to make our workplaces safer.



Resolving Grievances without Going to Arbitration (3 hours) - Steward Learning Series

The union wins most grievances without going to arbitration. In this module, stewards discuss the pros and cons of going to arbitration and develop strategies and skills to settle grievances.

Mediating Member to Member Conflict (3 hours) - Steward Learning Series

Helping members resolve day-to-day conflicts builds solidarity in the union. In this module, stewards practice coaching members who are in conflict with other members

Creating an Accommodation Friendly Workplace (3 hours) – Steward Learning Series

Human Rights laws require employers to accommodate workers who face barriers to employment. This module covers:

- The legal framework for the duty to accommodate
- What a good accommodation process and plan look like
- What to do if the employer is not willing to provide reasonable accommodation

Women and Work Hazards: Recognizing the Risks and Developing a Healthy Approach for Women at Work (3 hours) – Health & Safety Learning Series

Employers and governments are reluctant to widen the definitions of occupational health and safety to include concerns specific to women in the workforce. As a result, there has been little progress in the prevention of women's' occupational health and safety problems. Some issues such as musculoskeletal injuries, sexual and sexist harassment, and job demands incompatible with pregnancy, nursing and family life, affect women profoundly. Participants will gain an understanding of the impact of the physical and social work environment on women's health, and ways to influence research, policy and practice to reduce the health disparities related to gender.

Workload and Overwork (3 hours) – Health & Safety Learning Series

As employers pull back resources, they expect workers to do more with less. This module will examine the cause and effects of overwork, and strategies to overcome the ever increasing workload that is damaging not just our health, but the relationship we have outside of work.



General Information

A block of rooms has been reserved for conference delegates at:

Coast Bastion Inn

11 Bastion St., Nanaimo, BC V9R 6E4

1 -800-663-1144

Quote group code CBI-GFC14987

www.coasthotels.com



Amenities include:

- Comprehensive fitness center, spa, and salon for a little on-site pampering
- Minnoz Restaurant & Lounge at the Coast Bastion Hotel. Providing savory West Coast cuisine with an emphasis on local market fresh seafood, beef, poultry and pasta dishes, or visit with friends and other delegates at the Lounge
- In-room dining with an expansive room service menu. In-room dining is available 24 hours a day.



Conference Center



Surrounded by lively cafés, music venues, boutiques, galleries and pubs, the Vancouver Island Conference Centre sits at the heart of Nanaimo's arts and entertainment district. Just a five minute walk from the Coast Bastion Inn and steps from the picturesque harbour front.

Floor Plan - Find your workshop easily with the floor plan below

Floor plans



Tel 250.244.4050
 Fax 250.244.4055
 Toll Free 888.430.6338
www.vtconference.com

101 Gordon Street
 Nanaimo, British Columbia
 Canada V9R 5J8



Places to Eat and Shop

Note: A Hard copy of this map is available at the Coast Bastion front desk

Located in the Lobby
Phone 250-753-2977
Ext 2205

refreshingly local™

Restaurants

1. Asteras Greek Taverna
2. Bocca Cafe
3. Cafe Francaise
4. Dinghy Dock Pub
5. The Tap House
6. Fishhouse Grill
7. Food Koma
8. Gina's
9. Javawoody Coffee House
10. La Stella Trattoria
11. Lighthouse Bistro
12. Modern Cafe
13. Mon Petit Choux
14. Mrs Ritches
15. Meat Bistro
16. New York Pizza & Pasta
17. Noodlebox
18. Old City Station Pub
19. Penny's Palapa
20. Perkins
21. Pirate Chilly's
22. Rewsters
23. Serious Coffee
24. Starbucks
25. Sukho Thai
26. The Keg
27. The Pantry
28. The Vault Cafe
29. Tim Hortons
30. Trollops Fish N Chips
31. Two Chefs Affair



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Conference Registration

Contact your CUPE local to approve sponsorship of your registration then:

1. Complete registration form and submit **with payment** to:

Shareen Witt
#6 – 204 North Island Highway
Courtenay, BC B9N 3P1
P: 250.331.0803
F: 250.331.0868

2. Book your accommodation if required (**prior to October 10, 2016**)

Registration Fee: \$175

Make Cheques Payable to: CUPE Vancouver Island District Council

Registration Deadline: November 1, 2016



CUPE *education*
where the action is!



VIDC STEWARDS CONFERENCE REGISTRATION FORM

Name	Local
Phone (Home)	Phone (Cell)
Email	Food Allergies (Please list)
Address	Emergency Contact Name
City	Emergency Contact Relationship
Postal Code	Emergency Contact Phone

Please select your first and second workshop choices. All efforts will be made to place each delegate in their preferred workshop selection, but workshops will be filled on a first come first served basis

Selection 1: Bundle Number _____

Selection 2: Bundle Number _____

Workshop Selection Options:

Note: Workshops are in Bundles. Select one (1) 9 hour workshop **OR 1 bundle of three (3) three hour workshops**

Bundle # 1:

Introduction to Occupational Health and Safety (9 hours)

Bundle # 2:

- Bullying & Harassment (9 hours)

Bundle # 3

- Understanding Mental Health (3 hours)
- Creating Psychologically Healthy Workplaces (3 hours)
- Violence Prevention in the Workplace (3 hours)

Bundle # 4:

- Mediating Member to Member Conflict (3 hours)
- Creating an Accommodation Friendly Workplace (3 hours)
- Resolving Grievances Without Going to Arbitration (3 hours)

Bundle # 5:

- Women & Work Hazards (3 hour)
- Workload & Overwork (3 hours)
- Disability Issues for Stewards (3 hours)

