

# Windsor and District Labour Council's 3<sup>rd</sup> Annual Conference



Thursday November 16 – Sunday November 19, 2017

Holiday Inn Hotel and Suites, 1855 Huron Church Road, Windsor, ON, (519) 966-1200

- Workshops and lunch provided each day.

- Speakers each evening:

Thursday: Expert Panel Discussion

Friday: Updates on Current Topics

Saturday: Graduation Dinner

- Solidarity Pub each evening

**Registration deadline Tuesday October 31.**

**Earlybird rate until September 30.**

Cheques payable to: WDLC

Mail the bottom of this form and payment to:

WDLC H&S Conference

200-3450 Ypres, Windsor, Ontario, N8W 5K9

## For More Info:



[wdlcHealthAndSafety.webs.com](http://wdlcHealthAndSafety.webs.com)



[facebook.com/wdlcHealthAndSafety](https://facebook.com/wdlcHealthAndSafety)



[@WDLC\\_HandS](https://twitter.com/WDLC_HandS)



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NAME \_\_\_\_\_ PHONE Home (\_\_\_\_) \_\_\_\_\_

E-MAIL ADDRESS \_\_\_\_\_ PHONE Other (\_\_\_\_) \_\_\_\_\_

☐ Student   ☐ Injured Worker   ☐ Unemployed   ☐ Non-Unionized   ☐ Unionized Worker

UNION \_\_\_\_\_ LOCAL \_\_\_\_\_ EMPLOYER \_\_\_\_\_

Indicate any dietary restrictions or accessibility/accommodations: \_\_\_\_\_

| Rank | Course                            | Fee with Accommodations            | Fee without Accommodations         |
|------|-----------------------------------|------------------------------------|------------------------------------|
|      | WHSC – Level 1                    | \$849 / \$799 Retirees & Earlybird | \$374 / \$349 Retirees & Earlybird |
|      | WHSC – Level 2 – Committees       | \$849 / \$799 Retirees & Earlybird | \$374 / \$349 Retirees & Earlybird |
|      | ODRT – Level 1 & 2                | \$924 / \$874 Retirees & Earlybird | \$449 / \$424 Retirees & Earlybird |
|      | ODRT – Level 4 – Return to Work   | \$924 / \$874 Retirees & Earlybird | \$449 / \$424 Retirees & Earlybird |
|      | Health and Safety Advocacy Stream | \$849 / \$799 Retirees & Earlybird | \$374 / \$349 Retirees & Earlybird |

☐ Indicate if you will be using the hotel accommodations

☐ Indicate if you need to be considered for financial assistance through the WDLC Rolly Marentette fund.

Please note that we must have 10 participants in order to run a course

## **Course Descriptions:**

### **WHSC Level 1**

Level I embraces an entire gamut of health and safety issues by focussing on hazard recognition and the rights and responsibilities of the workplace parties, as prescribed by existing legislation. This 30-hour core program consists of seven modules that identify the respective roles of the workplace parties - management, government and labour regarding health and safety; explains current health and safety legislation, provincial or federal; discusses how the body functions and the damaging effect hazards have on it; features carcinogens, and how to recognize them and toxic substances, as well as their sources.

### **WHSC Level 2: Committees**

*Pre-requisite: WHSC Level 1*

The Level II Committees program is an advanced training for worker members of the joint health and safety committees in Ontario. It provides them with the necessary skills to make them more effective, such as communication skills, consensus building, conflict resolution, problem solving, goal setting, and presentation skills. Participants learn how to conduct a joint health and safety committee meeting. They acquire skills in how to do an assessment, research a hazard, and evaluate a scientific study. They gain knowledge of accident and disease investigation steps.

### **ODRT (Prevention Link) Levels 1 & 2**

**Level 1 WSIB Rights & Obligations.** This is an introductory course that provides an overview of Ontario's compensation system, the development of legislation and the general principles of the system. Participants will learn: the basics of a disability prevention framework: how the WSIB determines whether an injury is compensable; about workplace injuries and occupational illnesses; and explore how to properly file a claim, including applicable time lines. Workers and Employers obligations are covered as well as roles and responsibilities with respect to work reintegration. The WSIB work reintegration policies are discussed and the new direction that the Board is taking with respect to returning workers to their pre-injury job with the accident employer. Disability Prevention best practices and shared responsibilities are also discussed and ways in which unions should participate in work reintegration are explored. Protections under other legislation are also discussed should a work reintegration plan not provide sufficient protection to a worker in a work reintegration plan.

**Level 2 WSIB Benefits & Representation.** In this course, participants learn: the significance of legislation (OHSA and WSIA), regulations and policy, including changes to the legislation and the effects these changes have had on benefits; and the benefits available under the WSIA in the three different eras, including PT, TT, FEL, NEL, and LOE. Participants further learn about funding, including: which employers are covered; optional insurance; how the system is funded; how incentive programs work; and experience rating work and when claim costs can be transferred. Participants will also learn how to make a case plan for a successful outcome and different types of evidence to use. The organization of a Board file is presented and participants will explore how to effectively review a file.

## **ODRT (Prevention Link) Level 4: Return to Work**

*Pre-requisite: ODRT Levels 1 & 2*

The fourth of six modules offered within Prevention Link's core curriculum, is designed for participants who will or already work in assisting injured workers through a therapeutic work reintegration (WR). The course provides workplace parties with the tools necessary to develop strategies that ensure successful outcomes.

Through the exploration of leading research, participants learn:

- the principles of good WR practices and the Duty to Accommodate;
- barriers to successful WR with a focus on attitudinal barriers and their elimination using the social model of disability and therapeutic return to work (RTW) principle;
- an in-depth comparison between older methods of disability management and the newer progressive disability prevention model;
- the paradigm shift from management to prevention; and
- roles of the parties involved (employer, an injured worker, representative, H&S representatives) are discussed.

WR and the Workplace Safety and Insurance Board (WSIB) are presented with respect to the Board policies. The hierarchy of RTW job opportunities and the definitions for an early and safe WR, roles of all the involved parties, communications, dispute resolutions and penalties are covered. The Ontario Human Rights Code (OHRC) and RTW are discussed with a comparison of WSIB and OHRC obligations.

## **Health and Safety Advocacy Stream**

*Pre-requisite: WHSC Level 1*

**Facing Management Effectively.** This course will look at economic, political, and social forces at play between union and management. It will examine the roles and rights of each group and the different types of union/management relationships and styles. We will look at the power, bias, and privilege dynamics between union and management and how we can communicate effectively. We will focus on problem solving – understanding issues, developing strategies, finding and presenting facts and argument, finding areas of agreement, building solutions, implementing and maintaining solutions. Participants can expect lots of participation, interaction, and role-plays along with practical skills and tools for communication, analysis, strategy, and critical thinking.

**Appeals – Provincial.** To evaluate MOL inspectors decisions and orders, and investigate the merits of contacting the union to file an appeal in a timely manner.

**Documenting Health and Safety.** Identify, track, document and detail health and safety issues at work to improve working conditions and protect workers from reprisals.

**Stress in the Workplace.** Many sources of stress exist in our workplaces. The growing concern is the affect these have on our health and well-being. This program defines stress, identifies workplace stressors and reviews how the body reacts to them both in the short and long term. Participants explore methods of recognizing and assessing workplace stressors along with a brief look at the inadequacies of existing legislation. Principles of control as they relate to workplace stressors are also discussed.