



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

2019 PSAC NATIONAL HEALTH AND SAFETY CONFERENCE

“MOBILIZE FOR HEALTHIER, SAFER AND RESPECTFUL WORKPLACES”

MAY 8, 2019

To: PSAC Locals

REGISTRATION DEADLINE: (for both delegates and observers)	Friday, June 7, 2019 4:00 p.m. EST
RESOLUTIONS SUBMISSION DEADLINE:	Friday, June 7, 2019 4:00 p.m. EST
CONFERENCE DATES:	November 29 to December 1, 2019
CONFERENCE LOCATION:	Fairmont The Queen Elizabeth Hotel, 900 René-Lévesque Blvd., West, Montréal, Québec

**INTERPRETATION WILL BE PROVIDED IN THREE LANGUAGES
(English, French, Inuktitut)**

This Registration Package includes the following:

- Introduction/Callout Letter
- Call for Resolutions

I am pleased to be sending you this Registration package for the **2019 PSAC National Health and Safety Conference**, which will be held **November 29 to December 1, 2019** at Fairmont The Queen Elizabeth Hotel in Montréal, Québec under the theme “**Mobilize for Healthier, Safer and Respectful Workplaces.**”

I encourage you to personally inform the members of both Policy Health and Safety Committees and/or Workplace Health and Safety Committees, Health and Safety Representatives, and/or Health and Safety activists in your Local to ensure they are made aware of this conference. Bulletin boards may not always be accessible and additional outreach is very important.

This registration package is available upon request in alternative format through the PSAC Programs Section by contacting us at (613) 560-5457.

CONFERENCE OBJECTIVES

- Engage members to take action, from ideas and strategies to tangible action.
- Raise awareness of new legislative, policy and regulatory initiatives for harassment bullying and violence as well as psychosocial factors.
- Increase involvement and knowledge regarding workers' rights and highlight other redress mechanisms available to workers.
- Examine the unions role and the impacts of addictions and mental health in the context of cannabis legalization and the opiate crisis.
- Connect environmental issues with their impacts on workplaces and communities.

Workshops

1. **Your “Right to Participate” in hazard investigations and how to establish workplace strategies to fix problems (introductory)**

This workshop will deal with the role of a health and safety representative or an employee member on a joint health and safety committee in workplace inspections and investigations. The fundamental “Right to Participate” as well as the “Right to Refuse” dangerous work will be explored using case studies (e.g. asbestos) which emphasize the importance of worker involvement in workplace investigations. The role of government inspectors, and involvement by outside parties who may have technical expertise, will be discussed. Participants will also discuss strategies for documenting health and safety concerns, making recommendations, ways to effectively communicate with the employer and share their experiences on workplace investigations and the right to refuse situations.

2. **Managing Workplace Stress and Overload**

As employers pull back resources, they expect workers to do more with less. This workshop will discuss how we can mobilize and try to change a workplace culture that ignores the damaging impact of excessive stress and unreasonable workloads. Participants will discuss the cause and effects of overwork, and strategies to overcome the ever increasing workload that is not just impacting our health at work, but the relationship we have outside of work.

3. **Strategies for Preventing Workplace Violence (including Domestic Violence)**

This workshop will provide an overview of the expanding concept of workplace violence (physical violence, psychological violence, bullying, harassment and domestic violence). Strategies to respond to situations involving violence in their workplaces, new recourses, differences and similarities between jurisdictions will be discussed. Participants will explore what local unions can do to protect members from and assist members affected by all forms of violence.

Focus Group

Delegates will participate in a focus group that explores timely issues including impairment at work, cannabis, opiates, medical use, medical monitoring. Participants will be able to respond to these issues as they arise in the workplace (e.g. employer policies and practices), as well as, how health and safety protections intersect with human rights and privacy rights.

PARTICIPANTS

1. Delegates

PSAC members in good standing may apply to be a delegate to this Conference. Priority will be given to those union activists who are members of Policy Health and Safety Committees, Workplace Health and Safety Committees, Health and Safety Representatives for their workplaces, or their locals/branches. The selection of delegates will take into account union and health and safety activism, as well as representation (Region, Component, language, gender, youth and other equity group representation).

Delegates will be selected by their respective Regions and Components. The delegates will be entitled to full voice and vote during the conference, including the resolutions.

Funding for Delegates:

Delegate costs to the 2019 PSAC National Health and Safety Conference will be fully covered as per the 2003 PSAC Triennial Convention decision and PSAC Travel Directive. Costs covered are as follows:

- travel costs, including ground transportation;
- hotel accommodation costs at Fairmont The Queen Elizabeth;
- loss of salary;
- per diem for meals;
- incidental costs;
- child care as per the Family Care Policy;
- costs related to accessibility requirements.

2. Observers

PSAC members in good standing may also attend the Conference as observers; however, observers will be responsible for all costs associated with their participation, including:

- loss of salary and meals;
- hotel and travel arrangements;
- incidental costs;
- the conference registration fee of \$200;
- any additional accessibility needs and childcare arrangements (subject to meeting deadline requirements).

Please note that the number of observers will be limited to the space available at the Conference. They will have voice only during the discussion period after the panel presentations. They may attend workshops, if space permits, but we may not be able to accommodate their 1st option. **Observers do not have the right to voice or vote during the resolutions debate.**

3. Guests

Members of the PSAC National Board of Directors are eligible to attend the Conference as guests.

SELECTION OF DELEGATES AND OBSERVERS

If you are selected as a delegate to this conference, you will be advised by email by end of August 2019. Observers will be advised at a later date.

DEADLINE TO APPLY IS: June 7, 2019, 4:00 p.m. EST
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For further information or assistance:

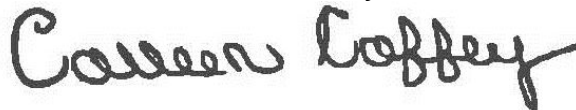
- Call (613) 560-5457. Leave a message and someone will get back to you within 24 working hours.
- You may also contact the Programs Section by email at conferences@psac-afpc.com.
- The fax number is (613) 236-9402.

We look forward to the upcoming 2019 PSAC National Health and Safety Conference and see it as an opportunity for our members to continue the important work of maintaining and improving the militancy and activism of the Union in the struggle to improve the health and safety and working conditions of all PSAC members.

Please consult the PSAC web site (www.psacunion.ca) periodically as background conference material will be posted as soon as it becomes available.

Thank you for your cooperation and support.

In Solidarity,



Colleen Coffey
AEC Officer responsible for the
2019 PSAC National Health and Safety Conference

CC: National Board of Directors
Component National Officers and Head Offices
Regional Offices
Area Councils
National Human Rights Committee (NHRC)
National Indigenous Peoples' Circle (NIPC)
Regional Committees
Regional Council Members
PSAC Management Team



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You may **complete the registration form:**

- **on-line** on the PSAC web site (<https://psacunion.ca/2019-health-safety-registration>). (Please note: **When applying on-line, you must receive a confirmation number that your application form has been received successfully. This does not guarantee your seat at the Conference. You will be notified under separate cover once delegates are selected.**)
- **by fax:** at (613) 236-9402
- **by regular mail at:**

2019 PSAC National Health and Safety Conference
Public Service Alliance of Canada
Programs Section
233 Gilmour Street, Suite 901
Ottawa, Ontario, K2P 0P1

**APPLICATIONS RECEIVED AFTER THE DEADLINE
WILL NOT BE ACCEPTED**

- If you have any questions with respect to the application form or the Conference, call (613) 560-5457. Please leave a message and someone will respond to your inquiry within 24 working hours.
- You may also contact the Programs Section by email at conferences@psac-afpc.com



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CALL FOR RESOLUTIONS

THE DEADLINE FOR SUBMISSION OF RESOLUTIONS IS
June 7, 2019, 4:00p.m. EST

Preparations for the 2019 PSAC National Health and Safety Conference, to be held in Montréal from November 29 to December 1, 2019, are well underway.

CONFERENCE OBJECTIVES:

- Engage members to take action, from ideas and strategies to tangible action.
- Raise awareness of new legislative, policy and regulatory initiatives for harassment bullying and violence as well as psychosocial factors.
- Increase involvement and knowledge regarding workers' rights and highlight other redress mechanisms available to workers.
- Examine the unions role and the impacts of addictions and mental health in the context of cannabis legalization and the opiate crisis.
- Connect environmental issues with their impacts on workplaces and communities.

The resolutions should be aimed at strengthening and improving the Union's work on health and safety issues and at advancing our objectives.

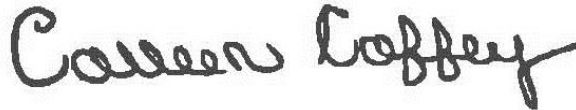
Resolutions will be discussed, debated and voted on at the Conference and then subsequently submitted to the appropriate bodies including the next PSAC Triennial Convention in 2021.

- The traditional resolutions process will be utilized for the 2019 PSAC National Health and Safety Conference (i.e. resolutions committee, debate at the Conference).
- All PSAC constitutionally recognized bodies and union structures will be entitled to forward resolutions to the 2019 PSAC National Health and Safety Conference.

- Only resolutions submitted properly will be accepted (e.g. debated and voted by the constitutionally recognized body.)
- Only five (5) resolutions per body/structure will be accepted.
- Please limit your resolution to a maximum of 150 words.
- Submitted resolutions are to be formatted in 14 point Arial font.
- Resolutions can be submitted in either the traditional or clear language format (please see the following examples of the two formats).
- Submitted resolutions should not include any special formatting such as boxes or drawings.

Should you have any questions regarding the resolutions process, please contact Andrea Peart, the PSAC Health and Safety Program Officer by email at pearta@psac-afpc.com.

In Solidarity,

A handwritten signature in black ink that reads "Colleen Coffey". The signature is written in a cursive, flowing style.

Colleen Coffey
AEC Officer responsible for the
2019 PSAC National Health and Safety Conference

The following is a **sample resolution** reproduced in both the Traditional format and the Clear Language format:

TRADITIONAL FORMAT

TITLE:	PSAC TO SUPPORT ASBESTOS REGISTRY
ORIGINATOR:	PSAC – LOCAL 40022
LANGUAGE OF ORIGIN:	ENGLISH

WHEREAS We have reached a critical point in time where many buildings containing asbestos have reached an age that they now require demolition or extensive renovation. As there are many forms of asbestos, workers and clients may not recognize the hazard and risk exposure if there is a release of fibres. The establishment of a registry of public buildings is essential to the health and safety of all Canadians:

BE IT RESOLVED THAT That the Public Service Alliance of Canada support the establishment of a mandatory registry of public buildings containing asbestos in Canada which includes an enforcement strategy for those who do not fully comply with the legislation.

CLEAR LANGUAGE FORMAT

TITLE:	PSAC TO SUPPORT ASBESTOS REGISTRY
ORIGINATOR:	PSAC – LOCAL 40022
LANGUAGE OF ORIGIN:	ENGLISH

THE PROBLEM OR ISSUE:

We have reached a critical point in time where many buildings containing asbestos have reached an age that they now require demolition or extensive renovation. As there are many forms of asbestos, workers and clients may not recognize the hazard and risk exposure if there is a release of fibres. The establishment of a registry of public buildings is essential to the health and safety of all Canadians.

THE ACTION REQUESTED:

That the Public Service Alliance of Canada support the establishment of a mandatory registry of public buildings containing asbestos in Canada which includes an enforcement strategy for those who do not fully comply with the legislation.