



ONTARIO NURSES' ASSOCIATION

# 2026 Education Brochure

**Revised December 2025**

Version 1

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The Ontario Nurses' Association (ONA) is the union representing 68,000 registered nurses and health-care professionals, as well as 18,000 nursing student affiliates, providing care in hospitals, long-term care facilities, public health, the community, clinics and industry.

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## An Introduction to ONA Education

This brochure provides you with information about ONA education and what is planned for the future. The Member Education Team (ME Team) continues to update education in response to member needs. Please visit the education and eLearning pages of ONA's website for the latest information and related documents.

### Workshop & Events Calendar

Available on ONA's website, the 'Workshop & Events Calendar' displays all scheduled:

- Workshops
- Provincial Education
- Contract Administration Connects
- ONA Events
- Commemorative Dates
- Holidays

### The Benefits of Participating in ONA Education

- Gain an understanding of how your collective agreement and legislation impact members' workplaces and work lives.
- Understand ONA's governance structure at the Provincial, Local and Bargaining Unit levels.
- Obtain and enhance skills to empower members to take on leadership roles at the Bargaining Unit, Local and Provincial levels.
- Develop the skills required to represent members in all aspects of service delivery so members' rights are protected, and their terms and conditions of employment adhere to the collective agreement.
- The Regulated Health Professions Act requires all regulated health professionals to participate in a Quality Assurance Program (QAP). Several of ONA's workshops may help satisfy members' obligations under the College of Nurses of Ontario (CNO) QAP or other regulatory college requirements.

### How to Register and What to Expect

**Attendance at ONA workshops is FREE for all members and CNSA students!**

If you are interested in attending a workshop, please self-register through your Access ONA account prior to the registration deadline.

Access ONA is ONA's secure online portal where you can register for workshops, cancel your registration, print a certificate after attending a workshop, and much more.

Log in via <https://ona.org/access-ona/>

Once your registration has been processed, you will receive a confirmation email that includes additional information and instructions on attending the workshop.

### **Reimbursement Requires Pre-Approval**

If you wish to obtain reimbursement for meals, accommodation, salary or travel (MAST) related to your attendance at a workshop, you must obtain approval from your Local Coordinator or designate prior to attending a workshop. Reimbursement for MAST is determined by your Local's policy. Please contact your Local Coordinator for funding approval.

If you are not seeking funding for your participation in an ONA workshop, letting your Local know of your interest in ONA education is a great idea – this helps them know who in their membership is informed, could be a potential resource and who they could source for succession planning!

ONA workshops are available to non-ONA members upon invitation by the Local at a cost of \$100 per person, per day.

### **Workshops delivered Digitally**

Members can expect an interactive workshop as the tools and features available through digital delivery provide the ability to share thoughts, discuss the topic at hand, watch videos, participate in polls and provide an anonymous evaluation of the workshop at the end of the education.

Members will need to have the following in order to participate:

- A device that has good quality speakers, a microphone (this is usually integrated in newer devices), a web cam, and an internet connection.
- The digital App downloaded on their device in advance of the workshop.

### **Expectations of Members during a Digital Workshop**

Please be sure you are able to actively participate in the workshop from start to end. Our workshops are designed to deliver key learning points through group discussions and exercises, brainstorming sessions, polls and sharing in the chat function. To get the most out of the workshop, and in consideration of other members in attendance, we ask that you be sitting at a computer or tablet with your camera on and microphone enabled. Please do not participate in a workshop while traveling or at work.

### **Best Practices for a Successful Digital Workshop**

- Choose a location that is functional, quiet and free of interruptions.
- Be mindful of what is visible in the space behind you and have light in front of you so you can easily be seen by other participants.
- Do your best to look into the camera when speaking and remember that your facial expressions and body language are visible.
- If you need to step away, click “Stop Video” to limit distractions to others.
- If possible, save food and beverages for break/lunch time.

## **eLearning**

### **New eLearning Platform Launched April 2025!**

We have partnered with Brightspace, a state-of-the-art Learning Management System (LMS) with cutting edge tools and functions for engaging online learning. Access eLearning through your Access ONA account!

Course offerings will continue to cover a variety of topics, such as:

- Contract Administration
- Health and Safety
- Human Rights & Equity [Anti-Racism and Anti-Oppression (ARAO)]
- Professional Responsibility
- Running Your Local/Bargaining Unit
- And more!

Our new eLearning platform continues to be available to all ONA members and CNSA students. Members/students will be able to work through courses at their own pace and convenience, and certificates will continue to be available upon successful course completion.

Lots more information to come!

## 2026 Provincial Education

### **‘Ask a Specialist’ Sessions**

ONA’s ‘Ask a Specialist’ Sessions will continue in 2026! Sessions are delivered digitally and take place on Tuesday’s from 11:00 to 12:00 EST. Topics rotate between Professional Practice, Health and Safety, and Workplace Safety and Insurance Board (WSIB) issues. A specialist from each respective team facilitates their session.

To view the specifics of each session, visit our [Workshop and Events Calendar](#)

Registration is required via [Access ONA](#) by 08:30 the business day prior to the session.

### **Provincial Leadership Meeting**

In 2026, ONA’s Provincial Leadership Meeting will take place March 10 and 11 at the Sheraton Centre Hotel Toronto, 123 Queen St. W., Toronto. Registration is often conducted through an online registration website rather than via Access ONA. When registration is ready, the link will be posted on ONA’s website. More information will be shared closer to the date.

### **Health and Safety Caucus**

Each May, ONA’s Health and Safety Caucus is delivered in each region, often attached to the region’s Area Coordinators Conference. The topic of the Caucus changes each year and is determined by staff and the Board based on issues emerging in the area of health and safety.

A memo will be delivered to leaders detailing the topic of the Caucus once determined. Registration is often conducted through an online registration website rather than via Access ONA. When registration is ready, the link will be posted on ONA’s website.

The target audience for our Health and Safety Caucus is usually:

- Health and Safety Representative
- Union Representative
- Frontline Members
- Bargaining Unit Presidents
- Local Coordinators

The following dates and delivery methods have been confirmed for 2026:

- Region 1: May 26 (In-Person, Sudbury)
- Region 2: May 20 (In-Person, Kingston)
- Region 3: May 7 (In-Person, Toronto)
- Region 4: May 6 (In-Person, Burlington)
- Region 5: May 28 (In-Person, Stratford)
- Provincial: May 29 (Digital, Zoom)

### **Leadership Summit: Mental Health and Wellbeing for Leaders**

In 2026, ONA's Leadership Summit is scheduled for September 21-25 at the Oakwood Resort in Grand Bend. More information will be posted on our [Leadership Development](#) webpage when available.

### **Treasurers Conference**

2026 is the last of our three-year education cycle for Local Treasurers. We will deliver a one-and-a-half day in-person conference on October 6 and 7 to address emerging trends. Registration details, funding specifics, venue information and an agenda will be communicated closer to the date.

A two-day conference will take place in October 2027.

### **Anti-Racism, Equity and Human Rights Caucus**

In 2026, ONA's Anti-Racism, Equity and Human Rights Caucus is November 17 at the Sheraton Centre Hotel in Toronto. The exact timeframe of the education, along with the topic, is to be determined.

### **New Executive Partnership Workshop**

Local leadership is a critical component to member engagement, support and the relationship between the Local Coordinator and Local Treasurer. This relationship is crucial to the operation of the Local.

Following our New Executive Partnership Workshop is a two-day in-person workshop for newly elected Local Coordinators and Local Treasurers that focuses on the specialized skills of each role. These workshops are often held at ONA's provincial office.

### **New Local Coordinators Workshop – December 2 & 3, 2026**

The goal of this workshop is to train new Local Coordinators to coordinate and facilitate the functioning of the Local within the parameters of ONA's Constitution and ONA provincial policies and to ensure there is effective communication throughout the Local and at all levels of the organization. The

Local Coordinator will act as a resource on governance issues and serve as a link between the broader membership and the ONA Board of Directors.

**New Treasurers Workshop – December 2 & 3, 2026**

The goal of this workshop is to train new Local Treasurers on the use of recording transactions in the Sage 50 accounting program and maintaining financial records in compliance with ONA's Local provincial policies. As well, it will guide new Local Treasurers on key accounting dates, including reporting to the Canada Revenue Agency (CRA) and Ministry of Finance, and audit deadlines, while ensuring the Local's financial accountabilities are met.

**New Executive Partnership Workshop – December 1, 2026**

Our New Executive Partnership Workshop brings together newly elected Local Coordinators with their Local Treasurer, and newly elected Treasurers with their Local Coordinator. With all pairs together, this one-day workshop covers the following topics and more:

- Role descriptions, accountability, clarity and responsibilities.
- A review of governance requirements, ONA policies and Local policies.
- The exploration, coordination and development of an executive partnership to support the administration of the Local and governance.

This in-person workshop is usually held at a venue near the ONA provincial office.

Registration details, funding specifics, venue information and an agenda will be communicated closer to the dates.



## List of Workshops

Workshops are open to all members unless indicated as private for a specific Local or Bargaining Unit in the workshop calendar.

Workshops available in 2026 are listed below in alphabetical order. Descriptions of the learning points for each, along with the target audience, are provided in the next section of the Brochure.

1. **Advocacy in Action 101**  
*(Half Day, Digital & In-Person)*
2. **Advocacy, Proficiency and Professionalism**  
*(Full Day, Digital & In-Person)*
3. **ARAO for Elected Leaders**  
*(Full Day, Digital & In-Person)*
4. **An Introduction to the Professional Responsibility and Workload Process for Ontario Health atHome**  
*(90 mins. Lecturette, Digital only)*
5. **Basic Introduction to Human Rights**  
*(Half Day, Digital & In-Person)*  
*(90 mins. Lecturette, Digital & In-Person)*
6. **Becoming an ONA Unit Representative: A Beginner's Guide**  
*(Half Day, Digital & In-Person)*
7. **CNO Quality Assurance Learning Plans**  
*(Half Day, Digital & In-Person)*
8. **CNO Standards and Accountabilities**  
*(Half Day, Digital & In-Person)*
9. **Conducting Effective Meetings**  
*(Half Day, Digital & In-Person)*
10. **Disability Income Protection Plans**  
*(Full Day, Digital & In-Person)*
11. **Election Process at the Local and Bargaining Unit Level**  
*(Half Day, Digital & In-Person)*
12. **Executive Skills I: Leading a Local**  
*(Two Full Days, Digital & In-Person)*

13. **Executive Skills II: Leadership Moving Forward**  
*(Two Full Days, Digital & In-Person)*  
*\*Available by Additional Workshop Request only\**
14. **Facing Professional Practice Concerns: What You Can Do**  
*(Half Day, Digital & In-Person)*
15. **Grievance Arbitration**  
*(Half Day, Digital & In-Person)*
16. **Grievance Process**  
*(Half Day, Digital & In-Person)*
17. **Harassment, Mobbing and Bullying**  
*(Half Day, Digital & In-Person)*  
*(Lecturette, Digital & In-Person – available Fall 2026)*
18. **Health and Safety: What You Need to Know**  
*(Full Day, Digital & In-Person)*
19. **Health and Safety: Now That You Know**  
*(Full Day, Digital & In-Person)*
20. **Health and Safety: Taking It One Step Further**  
*(Full Day, Digital & In-Person)*
21. **Homes Provincial Contract Interpretation Workshop**  
*(Full Day, Digital & In-Person)*
22. **Hospital Central Contract Interpretation Workshop**  
*(Half Day, Digital & In-Person)*
23. **Introduction to Being a Human Rights and Equity Representative**  
*(Half Day, Digital & In-Person)*
24. **Introduction to Technology for New Bargaining Unit Presidents**  
*(Half Day, Digital Only)*
25. **Joint Health and Safety Committee Toolkit**  
*(Half Day, Digital & In-Person)*
26. **LEAP: CNO Complaints and Reports**  
*(Half Day, Digital & In-Person)*
27. **LEAP: Investigations Beyond the CNO**  
*(Half Day, Digital & In-Person)*

28. **Local Executive Training: The Importance of the MIRE, Entitlements and Digital Engagement**  
(120 mins. Lecturette, Digital Only)
29. **Making it Count at Investigations and Disciplinary Meetings**  
(Full Day, Digital & In-Person)
30. **Making it Count at Labour Management Meetings**  
(Full Day, Digital & In-Person)
31. **Making it Count at Return to Work and Accommodation Meetings**  
(Full Day, Digital & In-Person)
32. **Managing Disruptive Physician Behavior**  
(90 mins. Lecturette, Digital & In-Person)
33. **Microsoft Teams for Local Leadership**  
(Lecturette (60 mins), Digital Only)
34. **New Bargaining Unit President Workshop**  
(Half Day, Digital & In-Person)
35. **New Grievance Chair Workshop**  
(Half Day, Digital & In-Person)
36. **ONA's Investigation Guide to Fatality, Critical Injury, Illness, Accident and Exposure**  
(90 mins. Lecturette, Digital Only)
37. **Political Action Representative Workshop**  
(Half Day, Digital & In-Person)
38. **Preparing Your Team for Negotiations**  
(Half Day, Digital & In-Person)  
\*By request with your regional Labour Relations Officer\*
39. **Privacy and Confidentiality**  
(90 mins. Lecturette, Digital & In-Person)
40. **Professional Responsibility Workload Process - Hospital Sector**  
(90 mins. Lecturette, Digital Only)
41. **Professional Responsibility Workload Process - Multi Sector**  
(Lecturette (90 mins), Digital & In-Person)
42. **Professional Responsibility Workload Process – Long Term Care Sector**  
(Lecturette (90 mins), Digital & In-Person)

43. **Representing Members Returning to Work with Mental Health Conditions**  
(Half Day, Digital & In-Person)
44. **Resolving Conflict**  
(Half Day, Digital & In-Person)
45. **Return to Work and Accommodation: An Introduction**  
(Half Day, Digital & In-Person)
46. **Right to Strike**  
(Half Day, Digital & In-Person)  
(Lecturette (90 mins), Digital Only)
47. **Rocking Your Role as a Bargaining Unit President**  
(Two Full Days, Digital and In-Person)
48. **Safe Return to Work/Accommodation Representative**  
(Full Day, Digital & In-Person)
49. **Scope of Professional Practice**  
(Half Day, Digital & In-Person)
50. **Secretaries Workshop**  
(Full Day, Digital & In-Person)
51. **Stronger Bargaining Units: Strength Through Intergenerational Solidarity**  
(Half Day, Digital & In-Person)
52. **The CNO's Code of Conduct, Principle 2 and You**  
(Half Day, Digital & In-Person)
53. **The Power of the Occupational Health and Safety Act, ONA and You**  
(120 mins. Lecturette, Digital & In-Person)
54. **Unionism 101: The History, the Impact, the Power**  
(Half Day, Digital & In-Person)
55. **Violence: Be Savvy and Safe**  
(Half Day, Digital & In-Person)
56. **Working with Unregulated Care Providers**  
(Half Day, Digital & In-Person)
57. **Workplace Safety and Insurance Board**  
(Full Day, Digital & In-Person)

## Launching in 2026

- Advanced Technology for Elected Leaders (Launches April 2026)
- Whistleblower Protection (Launches September 2026)

## Workshop Descriptions

### Advocacy in Action 101

#### Half Day, Digital & In-Person

In this workshop, members will:

- Recognize nurses and health care professionals as advocates.
- Build awareness of who the decision-makers are.
- Understand how change happens.

Target Members:

- Frontline ONA Members
- Political Action Representatives
- Elected Leaders

### Advocacy, Proficiency and Professionalism

#### Full Day, Digital & In-Person

In this workshop, the member will:

- Describe the professional responsibility and workload process.
- Articulate the role of the Professional Responsibility and Workload Representative.
- Identify trends from evidence gathered to populate relevant resources.
- Advocate for change at Labour Management Meetings.
- Identify strategies to use if external resources are needed to ensure resolution.

This workshop, revised in October 2023, reflects the recent changes to practice standards introduced by the College of Nurses of Ontario in the Summer of 2023.

Target Members:

- Professional Responsibility and Workload (PRW) Representatives (or the member holding the portfolio of PRW in the bargaining unit)
- Bargaining Unit Presidents

## ARAO for Elected Leaders

### Full Day – Digital & In-Person

In today's diverse and interconnected world, fostering inclusive communities is imperative for organizational and societal progress. This workshop is designed to provide members with a comprehensive understanding of Diversity, Equity, and Inclusion (DEI), Human Rights and Equity (HRE), and Anti-Racism and Anti-Oppression (ARAO), and how they are different.

Through a combination of interactive discussions, activities, and practical exercises, this workshop will equip members with the knowledge, skills, and tools necessary to support more inclusive workplaces.

In this workshop, the member will:

- Recognize the importance of Community and Group Engagement Guidelines.
- Delve into ONA's HRE, DEI and ARAO approaches, the differences, and the journey.
- Identify Human Rights and ARAO terminology.
- Understand the realms of privilege.
- Learn what it means to be an ally, and how to turn allyship into action.
- Utilize ONA's ARAO Advocacy 101 Digital Toolkit.

Target members:

- Elected Leaders
- Human Rights and Equity Representatives
- Human Rights and Equity Committee Members

## An Introduction to the Professional Responsibility and Workload Process for Ontario Health atHome

### Lecturette (90 mins.) – Digital Only

In this lecturette, members will:

- Recognize professional practice issues.
- Verbalize how to leverage use of the Professional Responsibility Workload Process (PRWP).
- Completion of the Professional Responsibility Workload Form (PRWF).

Target members:

- All ONA members in the Ontario Health atHome Sector

## Basic Introduction to Human Rights

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand human rights terminology.
- Identify discriminatory and harassing behaviour.
- Recognize current resources and strategies for human rights and equity at ONA.

Target members:

- Front Line Members
- Human Rights and Equity Representatives
- Bargaining Unit Leadership

### Lecturette (90 mins.) – Digital & In-Person

In this lecturette, the member will:

- Become familiar with human rights terminology.
- Discuss the effects of discriminatory and harassing behaviour.
- Understand ONA resources available to help when there is discrimination in the workplace.

Target members:

- Front Line Members
- Human Rights and Equity Representatives
- Bargaining Unit Leadership

## Becoming an ONA Unit Representative: A Beginner's Guide

### Half Day – Digital & In-Person

This workshop is for frontline ONA Members eager to learn more and get involved in their union, and for newly elected Unit/Site Representatives.

In this workshop, the member will:

- Identify the structure of ONA and how communication flows.
- Identify the importance of union democracy.
- Recognize ONA services and the advantages of membership with entitlements.
- Apply Unit Representative accountabilities to workplace and union scenarios.

Our half-day “Unionism 101: The History, the Impact, the Power” workshop compliments this workshop well.

Target members:

- Frontline ONA Members
- Elected Unit/Site Representatives

## CNO Quality Assurance Learning Plans

### Half Day - Digital & In-Person

In this workshop, the member will:

- Build an awareness and knowledge of the College of Nurses of Ontario (CNO) Quality Assurance (QA) Program and explore self-assessment through reflective practice.
- Discover how to identify learning gaps and create SMART learning goals.
- Understand how to determine learning activities and create learning statements to meet the requirements of legislation and the CNO Code of Conduct.
- Understand how to evaluate the success of a QA Program, next steps, and resources available to members.

Target Members: all members registered with the College of Nurses of Ontario.

## CNO Standards and Accountabilities

### Half Day – Digital & In-Person

In this workshop, the member will:

- Identify the CNO Practice Standards and Guidelines.
- Understand the expectations of the accountabilities for CNO members.
- Identify the consequences of not adhering to Standards.
- Understand ONA resources for support.

Target Members: any ONA member registered with the College of Nurses of Ontario.



## Conducting Effective Meetings

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand how actions before, during, and after meetings can enhance participation in, and the effectiveness of, meetings.
- Understand how effective minute taking can enhance the participation in, and effectiveness of, meetings.
- Utilize ONA meeting tools to enhance meetings.

Target Members:

- Bargaining Unit Presidents
- Local Executives
- Union Representatives in a committee or role

## Disability Income Protection Plans

### Full Day – Digital & In-Person

In this workshop, the member will:

- Understand the purpose of Disability Income Protection Plans (DIPPs).
- Get to know DIPPs and the mechanics of the plans.
- Understand Short Term Disability (STD) Plans, Weekly Indemnity and Cumulative Sick Plans.
- Understand Hospitals of Ontario Disability Income Program (HOODIP) Long Term Disability (LTD) Plans.
- Understand Permanent Disability Options including the ONA Benefit Plan.
- Understand their accountabilities in the application for LTD; or when a denial, suspension or termination occurs with their LTD benefits.

Target members: This workshop is designed for ONA Leaders looking to improve their knowledge and better understand disability income protection plans for their members during periods of disability.

## Election Process at the Local and Bargaining Unit Level

### Half Day – Digital & In-Person

In this workshop, the member will:

- Describe the ONA Constitutional requirements regarding the election process (pre-work).
- Explain the Election Process at the Local and Bargaining Unit Level as based on the ONA Constitution and Local and Bargaining Unit Election Policy.
- Recognize leadership accountabilities and best practices in the election process.

A Vice-President will attend this workshop to share best practices to ensure Locals and Bargaining Units adhere to policy and the Constitution when guiding and participating in elections.

Target Members:

- Local Coordinators
- Bargaining Unit Presidents
- Local Executive and/or Bargaining Unit leadership team members
- Local Election Committee

## Executive Skills I: Leading a Local

### Two Full Days – Digital & In-Person

In this workshop, the member will:

- Come to understand ONA's provincial structure.
- Learn about ONA's Local and Bargaining Unit structure.
- Identify the accountabilities and competencies of the Local Executive Committee.
- Recognize actions needed for policy review and development.
- Identify the role ONA tools play in enhancing meetings and communication.
- Gain awareness into Local and Bargaining Unit election policies and accountabilities.
- Discuss strategies to engage membership.
- Recognize ONA's strategic planning and budgeting process.

Target Members:

- Local Executive inclusive of all Executive.
- New Executive members.
- All members who may be interested in running for office of their Local.

## Executive Skills II: Leadership Moving Forward

### Two Full Days – Digital & In-Person

#### ***\*By Additional Workshop Request only\****

This is a two-day workshop. Each day begins at 09:00 hours and will end around 16:30 hours. Registrants are expected to attend both days in full.

Target Members: This workshop is specifically designed for an intact Local Executive Committee. The following members, at minimum, will be in attendance both days:

- Local Coordinator
- First Vice-Coordinator (where applicable)
- Bargaining Unit President(s)
- Secretary
- Treasurer
- Committee Representatives as outlined in the ONA Constitution (where applicable) and/or any other person as deemed necessary by the Local Coordinator.

For digital delivery only: All registrants of this workshop will be required to complete an online Personality Dimensions assessment well in advance of the workshop. The assessment will take approximately 10 minutes to complete. It will be provided to registrants via email from 'CLSR Assessments', bounce@clsr.ca, shortly after the registration deadline. The results of this assessment will be utilized during the workshop.

### PERSONALITY DIMENSIONS

On day 1 of this workshop, members will:

- Discover one's own temperament and leadership style.
- Appreciate the diverse leadership styles through stretching and blending.
- Understand introversion and extroversion.
- Appreciate the unique strengths and needs of each temperament.

### LEADERSHIP COMPETENCIES AND ACCOUNTABILITIES

On day 2 of this workshop, members will:

- Explore and understand the accountabilities and competencies of each position within the Local and the skills needed to be successful for each position.
- Identify the existing gaps within the current Local Executive's skills set to be able to meet the accountabilities within each position using an accountabilities and competencies checklist.

- Identify resources within ONA which are accessible to Local Executives to assist in skill development to meet those accountabilities and competencies.
- Understand and explore what is needed to close the gaps in the skills needed as identified by the Local Executives by using an action plan.

## Facing Professional Practice Concerns: What You Can Do

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand and recognize professional practice concerns.
- Understand the importance of completing workload forms.
- Understand the professional responsibility workload process.

Target Members:

- Front Line Members.
- Unit Representatives.
- Professional Responsibility Committee Representatives.
- Bargaining Unit Presidents.

## Grievance Arbitration

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand the laws affecting ONA members in the grievance arbitration process.
- Understand the importance of gathering evidence in order to establish your grievance case.
- Understand the accountabilities of the Grievance Committee members/leaders, regional Labour Relations Officer and litigator in the arbitration process.

Note: it is recommended that members attend our half-day 'Grievance Process' workshop prior to taking this workshop.

Target members:

- Grievance Committee members
- ONA Unit Representatives

## Grievance Process

### Half Day – Digital & In-Person

This workshop will provide members and leaders with basic knowledge of the grievance process necessary to ensure their rights are maintained. In this workshop, the member will:

- Learn about the grievance process, including the types of grievances, steps, and time limits.
- Gain an understanding of the resources available to assist union representatives and members in the grievance process.
- Understand the role of the leader and member to achieve success in the grievance process.

Target members:

- Any member interested in increasing their knowledge of the grievance process.
- Unit Representatives.
- Novice Grievance Committee members.
- Novice Bargaining Unit Presidents.

## Harassment, Mobbing and Bullying

### Half Day – Digital & In-Person

In this workshop, the member will:

- Define what harassment, mobbing and bullying look like in the workplace.
- Identify union supports and resources to use in their workplace to prevent and deal with harassment issues.

Target members:

- Front Line Members
- Union Representatives including Human Rights and Equity Members
- Bargaining Unit Presidents

**Lecturette – Digital & In-Person Available Fall 2026!**

## Health and Safety: What You Need to Know

### Full Day – Digital & In-Person

This workshop was developed to give front line members an overview of the Occupational Health and Safety Act, including:

- Violence in the workplace
- The Joint Health and Safety Committee
- The Internal Responsibility System

The responsibilities of all parties of the Internal Responsibility System will be explored to enable members to gain an understanding of what their obligations are and the obligations of their employers within the Occupational Health and Safety Act.

This workshop is the first in a series of three workshops on the topic of health and safety for ONA members.

Target Members:

- Front Line members
- Bargaining Unit Presidents
- Local Coordinators

## Health and Safety: Now That You Know

### Full Day – Digital & In-Person

In this workshop, the member will:

- Gain an understanding of supervisory competence in the context of a health care workplace.
- Gain an understanding of how to drive your health and safety agenda in the workplace.
- Understand how to gather evidence on workplace hazards.
- Understand “Your Duty is Your Power” in your workplace.
- Learn how to write a recommendation using ONA’s templates and tools.

This workshop is the second in a series of three workshops on the topic of health and safety for ONA members.

Target Members:

- Joint Health and Safety Committee Representatives.
- Any frontline member interested in expanding their knowledge of health and safety in their workplace.

## Health and Safety: Taking It One Step Further

### Full Day - Digital & In-Person

In this workshop, the member will explore the concept of “Blame the Worker,” a behavior-based approach to health and safety issues embraced by many employers.

Post-traumatic stress disorder and its impact in the workplace will be introduced, examining the risk factors and triggers, and the Representative’s role in supporting members. Violence will also be explored, along with its risks and strategies.

Finally, participants will be provided with an opportunity to practice writing a recommendation and doing a presentation on how they would approach a full Joint Health and Safety Committee meeting.

This workshop is the third in a series of three workshops on the topic of health and safety for ONA members.

It is highly recommended that members attend “Health and Safety: What You Need to Know” and/or “Health and Safety: Now That You Know” prior to attending this workshop.

Target Members: Although this workshop was designed for advanced Joint Health and Safety Committee members, it is open to any ONA member who wants to increase their knowledge in health and safety.

## Homes Provincial Contract Interpretation Workshop

### Full Day – Digital & In-Person

In this workshop, the member will:

- List the general use of the manual.
- Describe how to use the manual in relation to terminations and grievance language.
- Describe how to use the manual template agreement with various issues (e.g., bargaining unit work, scheduling, health and safety).
- Determine key messages.

Target Members: Bargaining Unit Presidents and Grievance Chairpersons in participating or non-participating Homes.

NOTE: This workshop requires a minimum of 10 registrants due to the increased resources required to deliver content, and the in-depth group work. At least 10

registrants ensures the education is engaging and effectively covers the subject matter. This workshop will be canceled the day following the registration deadline if there are fewer than 10 registrants. A notice of cancellation will be emailed to registrants.

## **Hospital Central Contract Interpretation Workshop**

### **Half Day – Digital & In-Person**

In this workshop, the member will utilize the Hospital Central Contract Interpretation Manual for Leaders and the Hospital Central Collective Agreement for interpreting:

- Premium pay issues
- Seniority issues
- Accommodation issues
- Layoff issues

Target Members: Hospital Sector Bargaining Unit Presidents and Grievance Chairs who wish to become more knowledgeable on interpreting the Hospital Central Collective Agreement.

NOTE: This workshop requires a minimum of 10 registrants due to the increased resources required to deliver content, and the in-depth group work. At least 10 registrants ensures the education is engaging and effectively covers the subject matter. This workshop will be canceled the day following the registration deadline if there are fewer than 10 registrants. A notice of cancellation will be emailed to registrants.

## **Introduction to Technology for New Bargaining Unit Presidents**

### **Half Day – Digital Only**

In this digital workshop, the member will:

- Recognize why Bargaining Unit Presidents use technology to meet their role's competencies and accountabilities.
- Become familiar with the tools in *Access ONA*.
- Utilize best practices via Teams.

Target members:

- Bargaining Unit Presidents
- Local Leaders



NOTE: This is an introductory workshop and is not intended to be the only education a new Bargaining Unit President receives. We recommend that new BUPs attend our half-day “New Bargaining Unit President Workshop” and then register for our two-day “Rocking Your Role as a Bargaining Unit President” workshop.

## Joint Health and Safety Committee Toolkit

### Half Day – Digital Only

In this workshop delivered digitally via Zoom, the member will:

- Build awareness of the Joint Health and Safety Committee Toolkit
- Mobilize on safety issues

Target members:

- Bargaining Unit Presidents
- Health and Safety Representatives
- ONA Unit Representatives

## LEAP: CNO Complaints and Reports

### Half Day – Digital & In-Person

In this workshop, the member will:

- Receive an overview of the Legal Expense Assistance Plan (LEAP) and the work of the LEAP Team.
- Learn about the governing legislation for health care professionals in Ontario.
- Achieve a better understanding of the complaints and reports processes for professional practice and health issues, and the plan coverage for these matters.

Target Members:

- Front-Line Members
- Union Representatives
- Bargaining Unit Presidents
- Local Leaders

NOTE: This workshop, combined with “LEAP: Investigations Beyond the CNO” creates a full-day of LEAP education that provides an overall understanding of the services provided by ONA’s Legal Expense Assistance Plan and LEAP Team staff. These workshops are scheduled concurrently to achieve that education.

## LEAP: Investigations Beyond the CNO

### Half Day – Digital & In-Person

In this workshop, the member will:

- Receive an overview of the Legal Expense Assistance Plan (LEAP) and the work of the LEAP Team.
- Achieve a better understanding of their rights and responsibilities regarding coroners' investigations, inquests and criminal matters, and the assistance available through LEAP.
- Learn about Personal Health Information Protection Act (PHIPA) proceedings, Ministry of Health and Long Term Care Inspections, and the assistance available under LEAP.

Target Members:

- Front-Line Members
- Union Representatives
- Bargaining Unit Presidents
- Local Leaders

NOTE: This workshop, combined with “LEAP: CNO Complaints and Reports” creates a full-day of LEAP education that provides an overall understanding of the services provided by ONA’s Legal Expense Assistance Plan and LEAP Team staff. These workshops are scheduled concurrently to achieve that education.

## Local Executive Training: The Importance of the MIRE, Entitlements and Digital Engagement

### Lecturette (120 mins) – Digital Only

In this lecturette, the member will:

- Understand the Membership Information Record Excel (MIRE); its importance, ways to effectively use and keep information up to date.
- Understand bonafide membership with entitlements: how to ensure your members have signed their Membership Application Form, and ways to ensure their entitlements are protected.
- Learn how to engage members through the use of digital platforms like Zoom, Teams and Microsoft Forms.

Target Members: Local Executive Leaders, Local Coordinators, First Vice-Coordinators, Treasurers, Secretaries, Bargaining Unit Presidents.

## Making it Count at Investigations and Disciplinary Meetings

### Full Day – Digital & In-Person

In this workshop, the member will:

- Outline the disciplinary process.
- Describe the role of the Union in workplace investigations.
- Demonstrate how to conduct workplace investigations.

Target members:

- Bargaining Unit Presidents
- Grievance Chairs/representatives
- Unit Representatives

NOTE: This workshop requires a minimum of 10 registrants due to the increased resources required to deliver content, and the in-depth group work. At least 10 registrants ensures the education is engaging and effectively covers the subject matter. This workshop will be canceled the day following the registration deadline if there are fewer than 10 registrants. A notice of cancellation will be emailed to registrants.

## Making it Count at Labour Management Meetings

### Full Day – Digital & In-Person

In this workshop, the member will:

- Understand the importance of labour history, union participation, and the impacts of Labour Management Meetings (LMM).
- Identify issues appropriate for LMMs.
- Recognize how to demonstrate an effective presentation of issues.
- Understand post meeting tracking and follow up responsibilities.

Target Members:

- Bargaining Unit President
- Local Coordinators who hold the role of Local Coordinator/Bargaining Unit President
- Workload/Professional Practice Representatives
- ONA Unit Representatives
- Labour Management Committee Members

NOTE: This workshop requires a minimum of 10 registrants due to the increased resources required to deliver content, and the in-depth group work. At least 10 registrants ensures the education is engaging and effectively covers the subject matter. This workshop will be canceled the day following the registration deadline if there are fewer than 10 registrants. A notice of cancellation will be emailed to registrants.

## **Making it Count at Return to Work and Accommodation Meetings**

### **Full Day – Digital & In-Person**

In this workshop, the member will:

- List the legislation that plays a role in return to work/accommodation.
- Describe the roles and accountabilities of the workplace parties in return to work/accommodation.
- Acquire best practices to represent members effectively in return to work/accommodation meetings.

This workshop concludes with a simulation where members prepare for and conduct a return to work meeting with the employer.

Target members:

- Return to Work Representatives
- Bargaining Unit Presidents
- Grievance Committee Representatives.
- Any Bargaining Unit Representative who provides representation on return to work issues.

NOTE: This workshop requires a minimum of 10 registrants due to the increased resources required to deliver content, and the in-depth group work. At least 10 registrants ensures the education is engaging and effectively covers the subject matter. This workshop will be canceled the day following the registration deadline if there are fewer than 10 registrants. A notice of cancellation will be emailed to registrants.

## Managing Disruptive Physician Behaviour

### 90 minute Lecturette – Digital & In-Person

In this lecturette, the member will:

- Define disruptive physician behaviour and its effects on the recipient and environment.
- Identify strategies to deal with disruptive physician behaviour.

Target members:

- Frontline members
- Bargaining Unit leaders

## Microsoft Teams for Local Leadership

### 60 minute Lecturette – Digital Only

In this lecturette, the Local leader will:

- Learn to use the *Chat* function to communicate with other Local leaders as an alternative to email.
  - Understand where chats are located
  - Learn how to send a chat to one or more participants
  - Learn how to send files and where files are stored
- Learn how to create a Teams Meeting and how to invite meeting participants.
- Understand the various Teams Meeting functionalities.
- Understand the *Record* function:
  - Understand who can see recordings from Teams meetings
  - Understand where recordings are saved
  - Learn how to replay saved recordings
  - Learn how to share recordings to those who were not participants of the recorded meeting

Target members: Local leaders

## New Bargaining Unit President Workshop

### Half Day – Digital & In-Person

In this workshop, the member will

- Define the role, competencies and accountabilities of the Bargaining Unit President (BUP).
- Understand ONA's dues structure and member entitlements.
- Discover the core level union business (grievances; negotiations; professional responsibility).
- Recognize resources available to support them in their BUP role.

Target Members:

- New Bargaining Unit Presidents.
- New Bargaining Unit Presidents Elect.

NOTE: This is an introductory workshop and is not intended to be the only education a new Bargaining Unit President receives. We recommend that new BUPs attend our half-day "Introduction to Technology for New Bargaining Unit Presidents" and then register for our two-day "Rocking Your Role as a Bargaining Unit President" workshop.

## New Grievance Chair Workshop

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand the competencies and accountabilities of the Grievance Chair.
- Understand the grievance process and the importance of timelines and gathering the facts and documents necessary to support a grievance.
- Tips and tools to be an effective advocate for ONA members.

Workshop attendees need to have their current Collective Agreement easily accessible (electronic or hard-copy) for this workshop. Members can utilize the 'Find Your Contract' tool on ONA's website or the ONA app to locate this document.

Target Members:

- New Grievance Chairpersons
- New Bargaining Unit Presidents

## ONA's Investigation Guide to Fatality, Critical Injury, Illness, Accident and Exposure

### 90 minute Lecturette – Digital Only

In this lecturette, the member will:

- Learn about the purpose of an investigation for a fatality, critical injury, illness, accident or exposure.
- Understand the key concepts in the Occupational Health and Safety Act (OHSA).
- Learn about conducting an investigation.

Target Members:

- Health and Safety Representatives
- Joint Health and Safety Committee members
- Any Bargaining Unit Representative who has an interest in health and safety issues

## Preparing Your Team for Negotiations

### Half Day – Digital & In-Person

*\*Bargaining Unit Presidents: this workshop is by request to your Labour Relations Officer\**

In this workshop, the member will:

- State the goals of collective bargaining.
- Describe how Negotiating Committees are formed.
- Articulate the Negotiating Committees roles, competencies and accountabilities.
- List ONA's negotiations process – all sectors.

Following this education, Negotiating Committee members often spend time working with their Servicing Labour Relations Officer on proposal development.

Target Members: Negotiating Committee Members.

## Privacy and Confidentiality

### 90 minute Lecturette – Digital & In-Person

In this lecturette, the member will:

- Recognize how privacy and confidentiality affect ONA members.
- Identify their obligations and the consequences of privacy breaches.

Target Members: all ONA members and all regulated healthcare professionals.

## Professional Responsibility Workload Process – Hospital Sector

### 90 minute Lecturette – Digital Only

In this lecturette, the member will:

- Recognize professional practice issues.
- Verbalize how to leverage use of the Professional Responsibility Workload Process (PRWP).
- Understand the importance of completing the Professional Responsibility Workload Form (PRWF).

Target Members:

- Workload Reporting Representatives
- Bargaining Unit Presidents
- Unit Representatives
- Any member of the Bargaining Unit leadership team/member with an interest in Professional Responsibility issues
- Front Line Members

## Professional Responsibility Workload Process – Long Term Care Sector

### 90 minute Lecturette – Digital & In-Person

In this lecturette, the member will:

- Understand the Professional Responsibility language in the Homes Central Collective Agreement.
- Recognize professional practice issues.
- Learn how to complete a Professional Responsibility Workload Form (PRWF).



Target members:

- Workload Reporting Representatives
- Bargaining Unit Presidents
- Unit Representatives
- Any member of the bargaining unit leadership team or member with an interest in professional responsibility issues
- Frontline members

## Professional Responsibility Workload Process – Multi-Sector

### 90 minute Lecturette – Digital & In-Person

In this lecturette delivered digitally via zoom, the member will explore the Professional Responsibility Workload Process to recognize professional practice issues, how to use the process, and how to complete the form to engage their employer in resolving workload issues using a collaborative and problem-solving approach.

Target members: all members who are regulated healthcare professionals in all sectors.

## Representing Members Returning to Work with Mental Health Conditions

### Half Day – Digital & In-Person

In this workshop, the member will:

- Gain an understanding of the prevalence of mental health conditions.
- Gain an understanding of the unique challenges faced by members who are returning to work.
- Gain an understanding of the relevant legislation pertaining to accommodating members with mental health conditions.
- Understand the Union's role in representing members with mental health conditions in return to work and accommodation.

NOTE: it is highly recommended that members attend our half-day '*Return to Work and Accommodation: An Introduction*' workshop prior to taking this workshop.

Target members:

- Bargaining Unit Presidents
- Return to Work Representatives

## Resolving Conflict

### Half Day – Digital & In-Person

In this workshop, the member will:

- Define conflict.
- Articulate how to deal with difficult behaviours.
- List approaches to resolve conflict.

Target Members:

- Bargaining Unit Leadership Team.
- Local Executive.
- Any member interested in creating a more positive work atmosphere.

## Return to Work and Accommodation: An Introduction

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand the duty to accommodate, how it is triggered, and the role of the workplace parties involved in the accommodation.
- Understand the steps and elements of return to work and accommodation.
- Understand best practices in the return to work and accommodation process.

Target Members:

- Bargaining Unit leaders and members interested in and/or responsible for representing members in the return to work and accommodation process.

## Right to Strike

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand their right to strike under the Collective Agreement, the Employment Standards Act, the Labour Relations Act, as well as relevant obligations under the College of Nurses of Ontario (CNO).

- Recognize committee responsibilities to prepare for a successful strike.
- Encourage mass participation both within their unit and the community.
- Utilize effective messaging and ONA resources.

Target Members: ONA members in the right to strike sector.

### **90 minute Lecturette – Digital Only**

In this lecturette, the member will:

- Understand their right to strike under the Collective Agreement, the Employment Standards Act, the Labour Relations Act, as well as relevant obligations under the College of Nurses of Ontario (CNO).
- Recognize resources to support a successful strike.

Target Members: ONA members in the right to strike sector.

## **Rocking Your Role as a Bargaining Unit President**

### **Two Full Days – Digital & In-Person**

On day one of this workshop, the member will:

- Discover ONA's history and achievements.
- Understand ONA's structure and governance.
- Understand how the Local Executive work together, leveraging power through advocacy and leadership.
- Recognize the fiduciary responsibilities of the Local Executive.
- Understand the importance of the Constitution and policies in the work of Local.

On day two of this workshop, the member will:

- Delve into the human rights and equity (HRE) and anti-racism and anti-oppression (ARAO) journey and terminology.
- Understand how to conduct effective meetings.
- Understand how to prepare for negotiations.
- Understand the Bargaining Unit President's (BUPs) role in the grievance process.
- Understand the BUPs role in the professional responsibility and workload process.
- Building awareness of resources available to support you in your role.

Target members: New Bargaining Unit Presidents.

**\*Special Registration Process for this Workshop\***

In the summer of 2024, the registration process for this workshop was changed from self-registration via Access ONA to submission of a workshop-specific registration form. Members seeking registration for this workshop are required to:

1. Complete the two pre-requisite workshops: “New Bargaining Unit President Workshop” and “Introduction to Technology for New Bargaining Unit Presidents”.
2. Contact their Local Coordinator to obtain, complete and submit the required ‘2026 Rocking Your Role as a Bargaining Unit President’ workshop registration form prior to the registration deadline (3 weeks prior to the workshop). The form will be manually processed, and notification of registration will be provided by email.

Questions? Member Education Team Intake: METintake@ona.org, ext. 2468.

**\*Minimum Number of Registrants Required\*****In-Person Delivery**

In-Person delivery of this workshop requires 8 registrants. If there are fewer than 8 come the registration deadline, the workshop will be changed to digital delivery. Registrants will be notified by email shortly after the registration deadline if the workshop has been changed to digital (Local Coordinators will be Cc’d).

There must be 4 registrants to proceed with digital delivery. If there are fewer than 4, the workshop will be cancelled. Registrants will be notified by email (Local Coordinators will be Cc’d).

**Digital Delivery**

Digital delivery of this workshop requires 4 registrants. If there are fewer than 4, the workshop will be cancelled. Registrants will be notified by email shortly after the registration deadline (Local Coordinators will be Cc’d).

## Safe Return to Work/Accommodation Representative

### Full Day – Digital & In-Person

The content in this workshop is advanced. It is highly recommended that members attend our half-day “*Return to Work and Accommodation: An Introduction*” workshop before attending this workshop.

In this workshop, the member will:

- Understand the specific role of the Safe Return To Work/Accommodation Representative.
- Understand the interfacing roles of the Safe Return To Work/Accommodation Representative and the Regional Labour Relations Officer (LRO).
- Establish an effective Safe Return to Work/Accommodation plan.

Target members:

- Elected Safe Return to Work/Accommodation Representatives and Committee members.
- Bargaining Unit Presidents
- Any other Bargaining Unit or Local leader in this role.

## Scope of Professional Practice

### Half Day – Digital & In-Person

In this workshop, the member will:

- Understand the legislated scope of practice for nursing.
- Advocate for a practice setting to support quality practice.
- Identify nurses’ accountabilities in relation to competence.

Target Members:

- Front Line members
- Professional Responsibility Representatives
- Bargaining Unit leaders

## Secretaries Workshop

### Full Day – Digital & In-Person

In this digital workshop, the member will:

- Describe ONA's governance structure and where the Local Secretary position fits into the Local structure.
- Define the competencies and accountabilities of the Local Secretary.
- Improve communication and member engagement, including the use of social media.
- Utilize templates from the Minutes, Motions and Meticulous Meeting (MMMM) Toolkit and ONA policies to ensure accurate maintenance of the Local's records.
- Review, utilize and access the MIRE, DRR, One Drive features, Access ONA member portal and additional resources.
- Describe the role the Local Secretary plays in supporting ONA's election policies.

Target members: new and returning Secretaries.

## Stronger Bargaining Units: Strength Through Intergenerational Solidarity

### Half Day – Digital & In-Person

This workshop is centered upon addressing the challenges raised amongst membership regarding teambuilding with a focus on age groups/generations.

In this workshop, the member will:

- Challenge barriers around intergenerational solidarity.
- Identify the importance of union engagement and teambuilding.
- Bridge differences and engage in teambuilding conversations.

Target members:

- Frontline ONA Members
- Elected Leaders

## The Power of the Occupational Health and Safety Act, ONA and You

### 120 minute Lecturette – Digital & In-Person

In this lecturette, the member will:

- Gain a high-level understanding of the Occupational Health and Safety Act (OHSA) in Ontario.
- Understand health and safety issues in the workplace.
- Understand ONA's tools and resources.

Target Members: all ONA members who have an interest in health and safety.

## Unionism 101: The History, the Impact, the Power

### Half Day – Digital & In-Person

This workshop will introduce members to the core principles of unionism and its pivotal role in empowering workers. Members will discover the transformative power of building solidarity amongst workers and their communities.

In this workshop, the member will:

- Delve into the historical evolution of labour unions.
- Explore workers' rights and their impact on communities.
- Identify the importance of social unionism.

Target members: all Frontline ONA Members

## Violence: Be Savvy and Safe

### Half Day – Digital & In-Person

In this workshop, the member will:

- List their role in working toward eliminating violence in the workplace.
- Describe obstacles to ensure members/workers can recognize and report violence.
- Record, in writing, Internal Responsibility System (IRS) activities and ONA resources that assist in working toward eliminating violence.

Target Members: any grassroots/frontline members interested in knowing more about violence and their role in working toward eliminating it in their workplace.

## Working with Unregulated Care Providers

### Half Day – Digital & In-Person

With the emergence and expansion of the Health Care Team scope of practice, ONA members need to understand their roles and responsibilities in relation to working with Unregulated Care Providers (UCPs): teaching, assigning, delegating, and supervising.

This workshop, revised in September 2023, reflects the recent changes to the practice standards introduced by the College of Nurses of Ontario. This workshop will assist ONA members with understanding the concept of safe staffing levels and tools to advocate for safe and ethical care.

Target Members:

- Front Line members
- Professional Responsibility Representatives
- Bargaining Unit Leadership

## Workplace Safety and Insurance Board

### Full Day – Digital & In-Person

In this workshop, the member will:

- Understand the Workplace Safety and Insurance Act (WSIA), the Workplace Safety and Insurance Board (WSIB), and available supports from ONA.
- Recognize insurable/compensable injuries/illnesses.
- Understand the benefits and services available to workers.
- Understand how to file a claim and the appeal process.

Target members:

- Safe Return to Work/Accommodation Representatives
- WSIB Representatives
- Bargaining Unit Presidents
- Unit Representatives
- Any member interested in learning more about WSIB