



Impact

JUNE 2018

COMPENSATION EMPLOYEES' UNION



Message from the President June 2018

As summer draws near, the issue of workload continues to be a worry for many Members -

consider relaxing some of these requirements while the new staff are being hired and trained.

However, the new staff and any relaxation of administrative tasks may not address the issue. The Employer also needs to consider work design and

how it affects workload. Does

Industry segmentation contribute?

Does centralized types of claims

impact? Is the amount of

incoming work being counted

correctly and are reopenings being

given proper consideration?

Members want job satisfaction.

Feeling in control of your work

day, feeling valued and respected

for your skills, and being allowed

some variety in your day all

contribute to that. I think if

the Employer wants a happier

workplace they need to also take a hard look

at some of these issues.

especially in the Claims areas. While we must acknowledge the Employer did finally listen to workload concerns and an unprecedented number of new employees have been or are being hired to assist in addressing the problem, not much has changed in most people's daily grind. Even with an increase in WCB's administrative budget of over 250 new positions (and these are not just in Claims), workload remains a concern.

Recently, we presented a list of administrative tasks to the Employer that many find too much to handle and, more importantly, feel that it is not value-added work. When you are over-worked you want to be able to cut corners that don't impact service yet assist in moving the claim to a successful resolution. When you are managed to "red light, green light", the focus becomes servicing the system rather than the client. We asked the Employer to take a hard look at these tasks and



INSIDE THIS ISSUE...

In an Acting Excluded job? What you should know to protect yourself.....	2
Appealing your WCB Claim? We can Help!.....	3
Solidarity Committee.....	3
Steward Spotlight - Ruth Headrick.....	4

In an Acting Excluded job?

What you should know to protect yourself.

There are limitations on CEU Members who take on “acting” positions that are not in the bargaining unit. The most common excluded position for a Member to be “acting” in is Manager.

The Collective Agreement language is found in Article 2.04. This Article outlines the agreement between the parties related to the appointment of bargaining Members into excluded positions. It should be an existing excluded position that is temporarily vacant ie. there must be an incumbent Manager who still owns the position permanently. The Employer cannot assign or appoint an “extra” Manager.

During this assignment the CEU Member remains in the bargaining unit and continues to accrue all the rights and benefits as a Union Member. However, an Acting Excluded must not, “be involved in hiring, firing, discipline, performance appraisal or any other activities that would place them in a conflict of interest”.

The penalty for doing so is high. If an Acting Excluded performs duties outside the terms of Article 2.04, they are deemed to have left the bargaining unit and will not be able to return to their Union position. The only way back into a Union position would then be through the posting process, without the value of “internal” status and without any Union seniority.

Often time’s Managers or Directors are not familiar with the terms of the Collective Agreement, or the potential impact to the Acting Excluded who assists them in the hiring process, performance management or any of those other activities noted above. Management may ask an Acting Excluded to

help on one of those areas that have the potential to place the Member in a conflict. For example, under Article 2.04, the Employer should not be asking Acting Excludeds to assist in the recruitment and assessment process. Marking tests (even if blindly); observing interviews; and, attending Role Plays or Behavioural Interviews are all activities inherently “involved in hiring”, and thus, prohibited

by Article 2.04 of the Collective Agreement. Acting Excludeds should not be involved in performance appraisal activities, either.

If an Acting Excluded is

directed to perform duties contrary to Article 2.04, they should explain their concerns to the Management personnel providing the direction and/or seek out Union advice. No one wants their time in an Acting position to place them in jeopardy of losing their bargaining unit position and unionized status.

You might also be interested to know that the limitation on CEU Executive and Stewards with regard to Acting positions is even more stringent. The CEU Constitution and Bylaws require that whenever an Executive or Shop Steward applies on a position which is exempt from Union membership, they must tender their Executive/Shop Steward resignation. And, if they accept an Acting position, even on a temporary basis, they must immediately inform the President of the Union of such action. If the temporary Acting position goes beyond thirty (30) calendar days, the Executive Board at CEU will determine if there is a conflict of interest.



ACTING

Appealing Your WCB Claim? We can help!

In 2009 the CEU negotiated a service agreement with the BCGEU for appeal assistance for our Membership.

The CEU Executive's policy on appeal assistance notes that although there is no legal requirement under the BC Labour Code to provide appeal representation, we signed the agreement with BCGEU to assist our Members. All costs associated with a Member's WCB appeal are paid by the CEU through this service agreement.

As part of the service agreement, the CEU accepts all decisions of the BCGEU, including: whether a claim should proceed through an appeal; whether further medical evidence is needed to support the claim; whether the appeal should be by oral hearing or written submission; and, any other decisions

related to the appeal of the claim.

The CEU and BCGEU when providing this service do not take ownership of the file. The ownership of the file remains with the Member. Should a Member not agree with a decision made regarding the appeal, they have the right to pursue their claim on their own. There is no right to challenge or appeal a decision of the BCGEU regarding the conduct of the file.

If you would like to pursue an appeal of your WCB claim's decision through this service, just call the CEU office and our Staff will be able to send you the appropriate forms to fill out (604-278-4050). Please do not call BCGEU directly. They must receive signed forms from us prior to providing any service to our Members.

Solidarity Committee

The concept of solidarity is at the heart of trade unionism. It is best expressed by the old Industrial Workers of the World (IWW) slogan: "An injury to one is an injury to all". As trade unionists, solidarity means we stand up for each other and help each other out whenever it is needed. It is in this spirit that the CEU has formed its own Solidarity Committee. The

Committee also assists us in meeting the terms of the Constitution and Bylaws to support other organizations having purposes and objectives similar to, or related to, those of this Union.

We are committed to: advancing solidarity between our own Members; advancing solidarity between our Union and other Unions; and, to lending our voice to social justice issues. We also want to make our Union more visible in the public eye.

As a Committee, we have donated time and money to many different causes. We talk to many other trade unionists about the CEU. We have bought organizational memberships in the Canadian

Centre for Policy Alternatives and the BC Childcare Advocacy group. We have donated money to women's centres, the BC Federation of Labour Christmas Dinner fund, an asbestos awareness organization, and many other worthwhile causes. We also co-sponsor the Board team for the Vancouver Sun Run and pay the administrative costs for

Helping Hands.

At this time, we are reaching out to our Members to let us know about organizations and causes in their communities that are worthy of CEU donations – be it in the form of time or money. Please keep in mind we are looking for opportunities for us to advance the name of the CEU as well as to advance social justice issues

and solidarity with other Unions.

Please contact Toni Murray, Solidarity Committee Chair, with your suggestions.

We look forward to hearing from you and to furthering solidarity within our own Union and with all the Unions in BC.



Steward Spotlight – Ruth Headrick

I've worked at the Board since I was 21 years old. I started with the Board as a temp file clerk in Prince George. I became a permanent OA1 and from there I jumped to OA2, then OA3, then Team Assistant, then CSR and finally to Entitlement Officer in 1998. I became involved with the Union because in my early years, I had a run in with a difficult Manager. I had a really great Shop Steward who dealt with everything and talked me through my anxiety related to the situation. He was great and I believe in giving back, so I signed up for the Steward job. Both of my parents were not in Unions. They just took what was 'dished' out because they had to if they did not want to lose their job. But, I can stand up and say I don't agree with that, here's why...and MY collective agreement can back me up. So great!

The best part of my role is supporting and helping Members when they are struggling through a situation. Whether I sit in with them in a meeting with a Manager, explain how the Collective Agreement pertains to the issue they have or, if need be, file a grievance, it is really rewarding to support a Member. However, the role can be

stressful because you always hope that you are doing things correctly and in a timely manner. But I know I have the support of my Business Representative at the Union office. And, the education given to me by CEU over the years of being a Steward has been fantastic and has helped me in this area.



The longer I am a Steward the more knowledge I gain. I am so proud of our Union. I have utilized and been so thankful for the Leave provisions of the Collective Agreement. We all have so many friends and family that do not have these rights where they work and when I talk with them it really saddens me. I know at some point in my career with the

Board I took them for granted until I needed them. And, at this stage in my life, I now look after aging parents. I'm fortunate to be able to use ETO and other Leaves to take my Mom to appointments... which is really great considering some other family members only have vacation time to access. And now that I start to think about retirement, I realize that I can retire at 56 with a full pension and with my extended benefits as a retiree entirely paid for by the Employer. Whoop whoop!!

Your Executive Members

Sandra Wright, President
Toni Murray, Vice - President
Laura Snow, Treasurer
Vacant, Secretary
Howard Lin, Chair - Shop Stewards

Adam Andrews, Director
Paul Bergin, Director
Daryn Brousseau, Director
Michael Hess, Director
Vacant, Director

IMPACT is a publication of the CEU.

#120 - 13775 Commerce Parkway, Richmond, BC V6V 2V4 Phone (604)278-4050 Fax (604)278-5002

Printed on paper with 30% recycled post consumer waste

www.ceu.bc.ca

The interpretations in this document are provided on a without prejudice to errors and omissions basis to any position the Union may take in any arbitral proceedings or any other forum.