

**EXECUTIVE REPORT – CHIEF SHOP STEWARD/OFFICE COORDINATOR**

January 2017

Greetings,

One of this month's priority items has been to conduct a significant review of office files to provide documentation related to the local and provincial grievances regarding prescription reimbursements to the CUPE National representative progressing these files on our behalf. Also, health files continue to require considerable amounts of time to progress. However, such time is well spent as generally, the outcomes are favourable and contribute to the health and wellness of our members. Please see various (underlined) sub-headings below.

Long Term Disability (LTD): concerns have arisen regarding benefit provisions, timelines, and the process itself. It continues to be difficult to obtain information and answers to our queries from the Employer.

WorkSafe BC (WSBC): our consultant continues to work with members and stewards to progress several files, including appeals.

Joint Early Intervention Program Committee (JEIPC): each month, the Committee meets to review a summary of files. Currently, CUPE has 33 members on active claims, including 18 members on LTD over two years. We need at least two members to step forward and join this Committee as representatives. Recent discussions with the Employer at Labour Management Cooperation Committee and JEIP meetings regarding the need for paid release time and SharePoint training to be provided to members acting as JEIPC representatives have been encouraging.

Medical Accommodations - member initiated (DtA): these files range from simple to complex. For example, from a specific type of mouse to a customized workstation. Or, from extra minutes for stretching to a completely revised work schedule. A member in need of a formal accommodation, or the need to formalize an existing accommodation (highly recommended), may provide to the Employer (c/o the Employee Health Advisor, not his/her supervisor) medical documentation supportive of the need, for formalization of a written Accommodation Plan. Often, such Plans are regularly reviewed, usually annually, and may be revised, when new information, or needs, arise. It is helpful for the member to take a copy of his/her job description to the medical practitioner providing the documentation to assist with the identification of any workplace restrictions and/or limitations.

Medical Accommodations - employer initiated (DtA): the Employer has progressed files related to its "Duty to Inquire" (legal) responsibility (DtI). This duty may be triggered by the recognition of concerning, unusual, odd, unexplainable, or irregular behaviours in the workplace, which may have an impact upon the member, other employees, the workplace, etc. Participation by a member can be key for the successful progression of such a file.

Return to Work: several Return to Work meetings are held each month.

Sick Leave: the Employer continues to monitor files regarding non-culpable absenteeism.

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