

**BRITISH COLUMBIA REGIONAL OFFICE**

6222 Willingdon Avenue, Burnaby, BC V5H 0G3

Tel.: (604) 291-1940 Fax: (604) 291-1194 / cupe.ca / scfp.ca

## *Workload for members of the CBA*

Excerpts from Collective Agreement:

### **22.3 Occupational Health and Safety Committee**

*(c) The Occupational Health and Safety Committee shall have as part of its mandate the jurisdiction to receive complaints or concerns regarding workload problems which are safety-related, the right to investigate such complaints, the right to define the problem and the right to make recommendations for a solution. Where the Committee determines that a safety-related workload problem exists, it shall inform the Employer. Within 21 days thereafter, the Employer shall advise the Committee what steps it has taken or proposes to take to rectify the safety-related workload problem identified by the Committee. If the Union is not satisfied with the Employer's response, it may refer the matter to the Industry Trouble shooter for a written recommendation.*

### **22.11 Employee Workload**

*The Employer shall ensure that an employee's workload is not unsafe as a result of employee absence(s). Employees may refer safety related workload concerns to the Occupational Health and Safety Committee for investigation under Article 22.3 (Occupational Health and Safety Committee).*

---

Therefore, CBA members with an unsafe or excessive workload are asked to take the following action:

1. Write your Joint Health and Safety Committee, either as an individual or as a group, to explain the workload issue in as much detail as possible.
  - a. Copy your shop steward when sending this letter.
  - b. Request a specific resolution to the workload problem by a set date. For example: "Backfill my work while I am absent" or "Reduce my caseload to a maximum of 80 cases" and "I/we request that this change be made by... [2 weeks to one month to make a change]"

**MARK HANCOCK**

National President/Président national

**CHARLES FLEURY**

National Secretary-Treasurer/Secrétaire-trésorier national

**DENIS BOLDUK, FRED HAHN, JUDY HENLEY, DANIEL LÉGÈRE, MARLE ROBERTS**

General Vice-Presidents/Vice-présidences générales

- c. Request a written reply from the Joint Health and Safety Committee with its findings and action it will be taking in response to the complain. When received, forward the reply to your shop steward.
2. If the response of the Joint Health and Safety Committee is unsatisfactory, the Union will take action on your behalf, which may include the involvement of a Industry Trouble Shooter and/or filing a grievance.