

For CUPE 4816 CBA members



Signs your workload might be excessive and/or unsafe:

- You work through your breaks
- You can't leave your work station to take breaks
- You frequently work overtime, paid or unpaid
- Your job demands have become excessive
- You are at risk of injury or are suffering emotional distress as a result of workload

You can take action.

OVER...

Is your workload excessive and/or unsafe?

If you are concerned about your workload, you do have certain rights under your collective agreement and the Workers' Compensation Act.

For more info, visit the “Workload Solutions” section of CUPE’s Community Health website: www.bcchs.cupe.ca

If you find that your workload is excessive or unsafe, we encourage you to:

- Track your workload to gather evidence of the impacts of workload. You can find these forms on the CUPE Community Health website.
- Write your Joint Health and Safety Committee to detail the workload issue, copying your shop steward. Ask for a response and a set date for resolving the issue.
- If you’re unsatisfied with the response, please notify your shop steward and/or **www.worksafebc.com**

You also have the right to refuse unsafe work, which is defined by law as work that would create an imminent danger to yourself or others. Any refusal on this basis is subject to an investigation process conducted by your supervisor or employer, and your union health and safety rep, ultimately adjudicated by WorkSafeBC.

CONTACT

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For all your workload resources, visit:
www.bcchs.cupe.ca

Facebook: CUPE Community Health in B.C.

CUPE National: **www.cupe.ca/overwork**