

For CUPE 15 HSPBA 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:

- Discuss the problem with your supervisor. Your supervisor is required to address the issue on an interim basis.
- If the issue is unresolved, write your supervisor and shop steward. Your supervisor is required to provide a timeline for response to your concerns within seven working days, perform an assessment of the workload issue within a reasonable timeframe and then provide a written conclusion to you.
- If the issue remains unresolved, work with your shop steward to file a grievance.

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

CUPE 15 (HSPBA) Chief Shop Steward Mia Nickel:
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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**