



Impact

SPRING 2019

COMPENSATION EMPLOYEES' UNION



Message from the President

May 2019

Reflections

Membership and minimal pain! I have heard from many of you that you are pleased with the outcome, also. For me, this round of bargaining had a significant meaning as it will be my last. I will be retiring in November of this year and it was nice to have my last round of bargaining be one that resulted in gains achieved without a strike vote.

I have been on the Union Executive for 24 years - the last 16 years as your President. It has truly been an honour that you have supported me in this position for so many years. Thank you. I leave knowing that a competent Executive Member has stepped forward with a desire to run for the CEU President position this Fall. Laura Snow, your current Treasurer, has made it known she will be seeking election this Fall to fill the vacant President position. It comforts me to know that someone who has been at the Executive table and witnessed what it takes to achieve gains for the Members has come forward. I will wholeheartedly support her in the upcoming election.

Having been at the Executive table for 24 years,

What a relief to come out of bargaining with some significant gains for the

I have heard from

I have pretty much seen it all. The last 6 years have been “interesting” to say the least! Bargaining in 2012 and 2014 led to strike votes, which is what we all thought was needed at that time. The Membership was frustrated in many quarters, and not insignificantly in Claims where workflow

issues have incrementally climbed since the launch of CMS. They say hindsight is 20/20; and I can say now that perhaps the fights we had in 2012 and 2014 were not the best routes to achieve what

you needed most on that topic.

Since the end of bargaining in 2014 we have worked hard to rebuild the fractured relationship with the Employer. Some senior people at WCB have changed; some changes have happened in the Union office; and, BC elected an NDP government. These are all factors that have added to our ability to influence the Board’s decision to increase their administrative budget. This increase in the

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INSIDE THIS ISSUE...

Solidarity Committee	2
New Collective Agreement Implementation Update	3
Significant Dates in June	4

administrative budget has resulted in over 235 new Full Time Equivalent (FTEs) positions being put in place, with more to come in 2019/20. I always knew simply adding extra people would not solve the workload issue. Unfortunately, the problem is more complex than that. We have been trying since 2007 to highlight the workflow issues and get workload language inserted into the Collective Agreement to give us a concrete way of measuring what negatively impacts your ability to provide quality service. We now have that language in our Collective Agreement - in addition to the hiring of more FTEs. While there is a lot of work still to be done to make that Collective Agreement language work meaningfully, I don't think we could have achieved the language

(and FTEs) without all the background work we did with the government, and with those representatives on the Employer's side who were receptive to resolving this problem. Things we couldn't achieve in 2012 and 2014, in large part to our acrimonious dealings with the Employer.

There is a lot of good work ahead of us in 2019. Work from Home, Flexible Work Arrangements, and the new Training Position opportunities, to name a few. All good things to make a better work environment for you. I know that all these things will be achieved with a Union Executive who remain focused on providing the entire Membership with the best possible representation and Collective Agreement.

CEU 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. We formed our Solidarity Committee based on this spirit.

Our goal is to create opportunities for your Union to advance its social justice initiatives while building solidarity with other Unions and community groups. We are committed to advancing solidarity between our own Members, between your Union and other Union Executive bodies, and to lending our voice to social justice issues.

We know many of you are active in your communities, so let us know about organizations and causes you believe in - causes you think the CEU should lend time to or donate money to.

Actively supporting broader social justice

issues is important to CEU. Currently, we are members of the Canadian Centre for Policy Alternatives and the BC Childcare Advocacy group. Part of our community involvement has included donations to: Women's Centres; the BC

Federation Christmas Dinner Fund; and, asbestos awareness organizations. Within our workplace, we: sponsor four CEU Member's children to attend Camp Jubilee annually; co-sponsor WCB's Vancouver Sun Run team; and, pay the administrative costs for Helping Hands.

Solidarity Committee members are: Toni Murray (Chair), Laura Snow, Debbie Naidu and Sandra Wright.

Please contact any of the

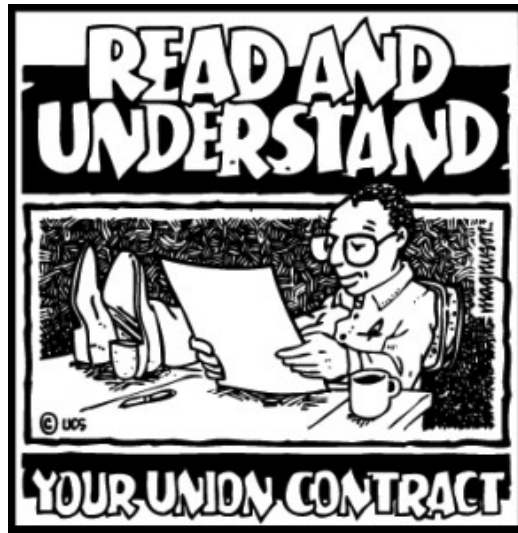
committee members with your ideas about organizations or causes you think we should support. By getting more involved, we'll make the CEU more visible in your communities. We look forward to hearing from you and to furthering solidarity within your Union, with other Unions and within your communities.



New Collective Agreement Implementation Update

Following ratification of the 2019-2022 Collective Agreement on April 12, 2019, the Union has been working diligently to ensure that new benefits and terms are implemented quickly. The following is an update on the implementation of the new language:

1. The 2% wage increase was applied to Members' salary on the April 25th pay cheque;
2. The retro wage amount due to April 1, 2019 was paid on the May 9th pay cheque;
3. New standby rates are now on WHRPS with retro standby amounts to be paid on May 23rd;
4. Joint presentation on extended benefits – the Employer and Union met at the end of April and agreed to draft and then present information on extended benefits to Members across BC between September 30th and October 22nd. Benefit coverage both as active employees and as retirees will be covered, as well as, price-shopping tips when buying pharmaceuticals, for those interested Members;
5. The Union and Employer have edited the Collective Agreement to ensure that the contract language is gender-neutral. These changes will be reflected in the printing of the new Collective Agreement (which we hope to have completed in Fall 2019);
6. The Union and Employer are having an initial meeting at the end of May to discuss the types of flexible work schedules to trial and appropriate locations/departments/classifications etc.;
7. Borrowing sick leave into a negative balance – the Union and Employer will meet at the end of May to discuss communication strategies on this change and to support Members who are currently struggling with a negative sick balance before the change date of



8. April 1, 2020;
8. The parties are meeting in July and then again at the beginning of September to review changes to the LTD Appeal procedure (1 panel member instead of 3) and ensure that the third-party provider is prepared for the change on October 1st, 2019;
9. In mid-April, CEU sent a letter to all Members who have served in Acting Excluded roles since January 1, 2019. The letter explained the new rules in the Collective Agreement with regard to the yearly seniority cap while serving in Acting Excluded roles;
10. The parties are currently revising the documents on the Work from Home portion of the WSN site and the application procedure has been discussed between the Union and Employer. The Union will be sending full information during the first week of June 2019 to explain the application process for the Work from Home program;
11. The parties have agreed to meet in January 2020 to begin to discuss part-time provisions for inclusion in the next round of bargaining;
12. The parties are meeting in June 2019 to discuss the Employer's alignment with the National Standards for Psychological Health;
13. The first meeting of the Joint Workload Committee will occur during the first week of June 2019. The Union hopes to have the first 2 areas of workload examination agreed upon in this meeting so that the Committee's work can begin ASAP; and,
14. The parties will be meeting prior to mid-July 2019 to discuss areas and classifications where Training Positions may be developed.

We will continue to update the Membership as we implement the new provisions of the Collective Agreement. And as always, if you have any questions, feel free to contact CEU.

Significant Dates in June

**Trade Union Act Passed
June 15 1872**



**World Day Against Child Labour
June 12 2012**



**Iron Workers' Memorial
June 17 1958**



**National Aboriginal Day
June 21, 1960**



**National Multicultural Day
June 27 2002**



Your Executive Members

Sandra Wright, President
Toni Murray, Vice - President
Laura Snow, Treasurer
Greg Thuveson, Secretary
Debbie Naidu, Chair - Shop Stewards

Adam Andrews, Director
Kevin Bennett, Director
Paul Bergin, Director
Jennifer Hamilton, Director
Michael Hess, Director

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