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EXTENDED SICK LEAVE AND EMPLOYER OBLIGATIONS

When employees go on sick leave, the Collective Agreement requires employers to refer all regular full-time employees who are absent for five days or more (and part-time employees who are absent for eight calendar days or more) to the Early Intervention Program (EIP). Employees who are injured and who may file claims with WorkSafeBC or ICBC must be referred immediately.

EIP is a mandatory program. It was originally introduced as a voluntary program, but it has been mandatory since 2014. The intention of the program is to help employers get people back to work, to help employees feel supported in returning to work, and to reduce costs from sick leave, Long Term Disability claims, and WorksafeBC leaves.

The evidence is that people fare better in health outcomes when they stay connected to the workplace despite being injured or ill, and return to work as soon as reasonably possible. EIP has a role to play in achieving these outcomes.

Employers have numerous obligations in the Early Intervention Program. They must make contact immediately with all regular employees who are absent due to illness or injury in order to determine if the employee should be referred to EIP. They must refer employees to EIP within the timelines outlined in the EIP policies and procedures [https://www.cssea.bc.ca/PDFs/HRLR/Policies_Procedures/2017CSSEIP_PoliciesProcedures.pdf].

Employers sometimes think that their responsibilities under EIP end once they have made the initial referral. In fact, employers have a continuing obligation to engage with the absent employee in concert with the EIP provider. If the EIP provider is not able to contact the employee and does not receive the Occupational Fitness Assessment (OFA) and consent

forms within seven days, the employer should reach out to the employee to remind them that participation in EIP is mandatory. The employer should also reach out to the local area union representative and the assigned union representative for the EIP (see www).



STAY IN TOUCH

We welcome all suggestions and comments. Feel free to send your feedback to Doris Sun, Director of Communications, at: dsun@cssea.bc.ca.

YOUR CSSEA 2022 BARGAINING COMMITTEE

We thank all panel members who volunteered to represent the community social services sector in 2022 Bargaining:



CSSEA's 2019 Bargaining Team, led by HRLR Director Mark Slobin, in action in the summer of 2018

Fernando Coelho – PosAbilities Association of BC
Tammy Khanna – Independent Living Housing Society of Greater Victoria
Ann Kutcher – Westcoast Family Centre Society
Sanjeev Nand – Langley Community Services Society
Tanya Sather – Burnaby Association of Community Inclusion
Bernadette Spence – Vancouver Aboriginal Child & Family Services Society
Judy Valsonis – Touchstone Family Association
Anita Sihota –Delta Community Living Society (*Alternate*)
Dawn Hein –Mission Association for Community Living (*Alternate*)

Send Us Your Bargaining Objectives

Send us your bargaining questions, concerns and priorities - we want to hear from you. Members are welcome to send their objectives, in confidence, to:

bargaining2022consultation@cssea.bc.ca

WANT TO WIN A SAMSUNG TABLET?



Over the past year, the work environment we all have been accustomed to has changed drastically, forcing many of you to reimagine the ways in which you deliver services, support clients and keep your staff connected. As a CSSEA partner, TELUS has worked with a number of agencies to help meet these new demands and shifting modes of service delivery.

In order to ensure we continue to add value and support all members, we are asking that you take a few moments to click on the link below and complete this survey. The data will be collected and used to design and deliver programs to help you transition services and continue to provide quality care to your constituents. As a token of TELUS' appreciation, two Samsung Galaxy TAB A devices will be given away in a random draw of survey participants once the survey closes on April 15th. The survey can be found at:

<https://forms.gle/mkBMR79HY6FM1MTg7>

Hellos and Goodbyes



This feature of CSSEA News will keep you informed about new incoming and outgoing CSSEA members. In this issue, we welcome:

Active Care Youth and Adult Services Ltd., General Services, based in Kamloops
Ann Davis Transition Society, General Services, based in Chilliwack

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csseip.ca) early on and ask them to assist in connecting with and supporting the employee. A full outline of employer's obligations are outlined in section 2.3 of the EIP Policies and Procedures [https://www.cssea.bc.ca/PDFs/HRLR/Policies_Procedures/2017CSSEIP_PoliciesProcedures.pdf].

Employees have obligations under the program as well, as do the service providers as set out in the EIP Policies and Procedures. If employers believe that service providers are not meeting their obligations, employers should let CSSEA know so that we can coordinate feedback with them.

Some employers report problems with employees going on medical leave when they face performance management or disciplinary issues. One of the service providers' obligations is to ensure that the sick leave is properly substantiated by the medical evidence, and if so, to support the employee to return to employment as soon as reasonably possible. If the sick leave is not properly substantiated, the service provider is to refer the employee back to the employer to follow up as soon as possible. In either case, once a return to work date is set, employers can then arrange for performance management or disciplinary meetings to take place as appropriate.

Please see the EIP FAQ on our website (https://www.cssea.bc.ca/index.php?option=com_content&view=article&id=91&Itemid=495)

For more information, and contact your HRLR consultant if you have any questions.

WELCOME NEW MEMBERS OF THE CSSEA TEAM!

CSSEA is excited to introduce you to two of the newest members on our HRLR team: Allan Sproule and Mike Laverty. Both come to CSSEA with many years of HRLR experience in both the public and private sectors, and will be a great fit with the organization. Here are a few more fun facts about Allan and Mike



Mike Laverty joined CSSEA in January 2021, coming from a three-decade career mainly in the public sector. He grew up in Vancouver and has lived in the Lower Mainland his entire life. He was educated at SFU, the JIBC, and has a Lean Green Belt and CHRP designation. When not at work he often cannot be found, as he will either be hiking or fly fishing out of cell range, occasionally prompting a call from his wife to the local detachment, usually to make sure that their dog Finn is okay.

Allan Sproule grew up in Victoria, as the 2nd youngest and fourth oldest in a family where labour relations was dinner table fare. He obtained a BA in Political Science and has completed graduate school work in Conflict Analysis and Management at Royal Roads. He has enjoyed a diverse career working with and learning from colleagues in private sector operations management with his own 100+ staff, to owning his own multi-site business and multi-national HR Business Partner work to public multi-cultural health care HRLR. When not supporting CSSEA clients he can be found consulting with HRLR-related Artificial Intelligence start-ups, assessing high performance hockey players, trying to locate his recently struck golf ball or discussing international relations with his partner over hand crafted coffees.



The Community Social Services Awards of Excellence is back!

Recognize an outstanding individual working in community social services.
Nominate them for the 2021 BC Community Social Services Awards of Excellence

BC COMMUNITY SOCIAL SERVICES

AWARDS OF EXCELLENCE



NOMINATION CATEGORIES

RISING STAR

Someone with less than five years of experience who demonstrates early success.

LEADER

Someone with more than five years of formal leadership experience who mentors a team to achieve a common goal.

HERO

Someone who goes the extra mile to make a difference, not necessarily in a formal leadership position.

LEGEND

An ED or CEO with at least 15 years of experience who has made extraordinary contributions to the community and the sector.

Anyone can submit a nomination

Submissions will be accepted now until April 16, 2021

For more information: awards.cssea.bc.ca

Twitter: @csseabc

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