

August 31, 2012

Bulletin

AWP hearings scheduled Labour Day weekend

Two more days of hearings into the Coastal Health Authority's (CHA) Attendance and Wellness Program (AWP) are scheduled over the Labour Day weekend in Richmond, BC. Arbitrator Vince Ready is hearing BCNU's case arguing that the AWP is a tool to compel nurses to work while sick rather than a bona fide wellness program.

BCNU will argue that AWP duplicates existing processes and is unnecessary. The existing Enhanced Disability Management Process (EDMP) works well and can be used to refer at-risk nurses into a process that's supportive and collaborative. BCNU will also argue that absences from work that are not legitimate can be dealt with via the standard disciplinary process. The combination of EDMP and the potential for a disciplinary process means there isn't really any role or need for an attendance management program in the workplace. BCNU contends the AWP is unreasonable and dangerous to both nurses and patients. Over the weekend BCNU will also be introducing some personal histories of how the program has intimidated and harassed nurses.

BCNU is committed to addressing this issue as quickly as possible, and is making itself available for hearings at the call of the arbitrator.

Please sign on to the BCNU Member Portal in BCNU's website and visit www.bcnu.org regularly for information on these and other issues of concern to you.