



## CEU "Breaking the Silence" Bulletin #3

March 23, 2009

### CEU committee adopts strategy

#### *Committee plans membership outreach to address working conditions*

On March 17, 2009 the committee held its first meeting. Members of the committee are Carole Diaz, Renee Leung, Chris Lundquist, Toni Murray, Jose Peroni, and Sandra Wright. After reviewing the CEU memberships' emails concerning working conditions, three consistent themes arose as depicted below:

Working Conditions	Communication Issues	Professional Concerns
<ul style="list-style-type: none"><li>• Members breaking down because they can't keep up</li><li>• Inability to get time off i.e. denied ETOs or vacation</li><li>• Excessive overtime &amp; health concerns</li></ul>	<ul style="list-style-type: none"><li>• Some SDLs do training on Sunday when it's quiet; others told to juggle it during the week</li><li>• Members afraid to discuss issues for fear of retaliation</li></ul>	<ul style="list-style-type: none"><li>• Members urged to accept claims with minimal investigation to reduce the queues</li><li>• Members embarrassed by manager for failed tests</li></ul>

The committee's goal is to ensure members' voices are heard. When millions of dollars have been spent on the CMS system, management's tendency is to move ahead and ignore the human face of change. As evidenced by your emails, some managers are ignoring ongoing health concerns. For example, one employee had worked daily overtime and suffered chest pain while at work. Without the intervention of a CEU steward, the member felt pressured to continue working.

If you have concerns about what's happening in your SDL, call one of the committee members and arrange a meeting. In the meantime, Carole, Renee, Chris, Toni, and Jose will also be reaching out to members so don't be surprised if you find yourself having a conversation with one of them.

On a go forward basis, the committee will broaden its connection with CEU members, and it will continue to raise issues with the employer.

Let's keep putting the pressure on management. That's where it belongs. Only they can solve the pressure and workplace inequities brought on by CMS.

Please forward your experiences to one of the committee members or to [susanep@ceu.bc.ca](mailto:susanep@ceu.bc.ca)

