



# OH&S STEWARDS BULLETIN

## Introducing HEU workload journals

As OH&S stewards, you are well aware of the connection between excessive workload and the increase risk of injuries to your members.

The most effective way to address workload is as a health and safety issue. The *WCB Act* states that the employer must ensure the health and safety of all workers (**WCB Act Division 3, section 115**). The employer is also required to eliminate, or if that is not possible, minimize the risk of musculoskeletal injuries to workers (**WCB Regs Part 4, sections 4.46 – 4.53**).

In order to assist you in addressing workload as a safety issue through your Occupational Health & Safety Committee, HEU's OH&S department has developed a workload journal.

This journal is intended for members who are facing workload issues that they believe are unsafe. There's a checklist to remind members what to do when faced with a workload situation, and a one-page form to fill out. When the form is completed, a copy should be forwarded by the member to their work site's HEU OH&S steward.

We hope this tool will provide you, as OH&S stewards, with the documentation necessary to have the issue of workload addressed as a health & safety issue through your local OH&S committee. One of the most common problems we hear from our stewards when they try to address workload as a safety issue is that it's difficult to provide the level of detail the employer wants: who, when, where, why etc. We believe that this journal will provide you with that information.

Because this is a brand new tool for our members, the OH&S department will be sending out a short survey, via email, at the end of April asking you for information on who is using the form, any problems and any successes.

Please feel free to contact us if you have any questions.

In solidarity,

***Della McGaw***

*OH&S Representative  
Hospital Employees' Union  
Direct line: 604-456-7029  
Email: [dmcgaw@heu.org](mailto:dmcgaw@heu.org)*

***Ana Rahmat***

*OH&S Representative  
Hospital Employees' Union  
Direct line: 604-456-7102  
Email: [arahmat@heu.org](mailto:arahmat@heu.org)*

HEU's toll-free switchboard: 1-800-663-5813; or fax: 604-739-1510.

January 2013

