



**Do you have an interest in helping members return to work from illness/injury?**

**Are you in a permanent job under the Facilities Collective Agreement at a Health Authority, Providence Healthcare or Affiliate employer?**

**You may be interested in this unique opportunity to work with members who are struggling with illness or injury!**

## **EXPRESSION OF INTEREST** **ENHANCED DISABILITY MANAGEMENT (EDMP) STEWARDS**

Health employers under the Facilities Collective Agreement are currently funding an Early Disability Management Program (EDMP).

The objective of EDMP is to ensure that members who are injured or ill can access services that assist them in managing their injury or illness in a timely way and/or return them to work with appropriate supports and accommodation.

HEU knows that having dedicated stewards to support and advocate for members is critical to successful long-term recovery and management of illness and injury.

We are looking for workplace EDMP stewards who will focus on helping members navigate the program and receive the greatest benefit from it.

A description of the role of an EDMP steward, and the experience and qualifications required for the position, can be found in the attached posting.

These postings provide salary replacement for successful applicants. The position term is approximately 24 months with a planned start in April 2020 and ending no later than March 31, 2022.

At this time, funding for the program is in place until March 31, 2022. The extension of the program is subject to the outcome of future collective bargaining negotiations.

Interested? Send a resume outlining the relevant skills and experience you can bring to this role, along with the completed application form. You can mail, fax or email your application and resume to the attention of Miho Shimamura. Applications must be received by **5:00 p.m., Friday, January 17, 2020.**

HEU Provincial Office  
**Attn: Miho Shimamura**  
5000 North Fraser Way  
Burnaby, BC V5J 5M3

Email: [mshimamura@heu.org](mailto:mshimamura@heu.org)

Fax: 604.739.1510

**Please post**

<b>Position:</b>	Enhanced Disability Management Program (EDMP) Steward – <b><u>Facilities Subsector only</u></b>
<b>Remuneration:</b>	Wage <u>replacement</u> and expenses
<b>Estimated start:</b>	April 2020
<b>Length of appointment:</b>	Approximately 24 months but no later than March 31, 2022 (This employer-initiated program is funded until the expiry of the 2019-2022 Facilities Collective Agreement.)

### **Enhanced Disability Management Program**

The union recognizes that early intervention can contribute to successful long-term recovery and management of illness and injury. To this end, HEU, Health Authorities, Providence Health Care and Affiliate employers have negotiated an Enhanced Disability Management Program (EDMP) for the Facilities Subsector.

The goal of EDMP is to ensure that members who are injured or ill can access supports that assist them in managing their injury or illness *in a timely way* and/or return to work with appropriate supports and accommodation.

HEU is recruiting members to act as EDMP stewards. Those stewards will focus on advocating for HEU members and helping them navigate through the program and receive the greatest benefit from it.

We are looking for HEU EDMP stewards from the Facilities Subsector who hold a permanent position in the workplace with a Health Authority, Providence Health Care, or an Affiliate employer (covered by the **Health Services & Support Facilities Subsector Collective Agreement**).

Work hours are Monday to Friday from 8:30 a.m. to 4:30 p.m. with weekends and statutory holidays off.

### **Role of the Steward**

Under the guidance of the Facilities Bargaining Association (FBA) EDMP Administrator, the primary responsibilities of the EDMP steward will be to represent and assist members in the program by contacting members who are participating in EDMP to provide additional information or assistance and do ongoing follow-up, resolve disputes through the EDMP dispute resolution process, and talk to members who have declined to participate in the program, offering information and guidance.

The EDMP steward will also assist in promoting and identifying best practices under the program so that we can continue to improve members' ability to return to – and remain actively at – work.

The EDMP steward will work with the employer's designated Disability Management Advisors to review and provide feedback on the case management plan for participating members.

The EDMP steward will refer labour relations matters to labour relations stewards and union representatives. The EDMP steward must be able and willing to travel within their assigned area, hold a valid driver's license and have access to a vehicle.

### **Skills Required**

- Demonstrated commitment to, and awareness of, disability management and return-to-work programs.
- A minimum of three (3) years' experience in an advocacy role, and knowledge of HEU.
- Ability to maintain the confidentiality of sensitive personal information.
- Good communication skills, both oral and written.
- Good organizational
- Good computer skills.
- Good interpersonal and problem-solving skills.

The office location and the employer work sites in the assignment will be determined in consultation with each successful EDMP steward within each health authority and Providence Health Care. The work schedule is Monday to Friday, 8:30 a.m. to 4:30 p.m. (with weekends and statutory holidays off). Orientation will be provided to new EDMP stewards.

### **Expressions of Interest**

Facilities EDMP stewards will be selected at a provincial level.

If you are interested in being an EDMP steward, we are looking for you to identify any education, training or experience in health care that shows you have knowledge of, or are willing to learn about, issues like disability management and return to work, privacy and confidentiality, collective agreement rights and benefits, or anything else you feel is relevant to this opportunity.

Experience as an advocate for members and knowledge about the union, and experience with OH&S, GRTW and DTA are considered an asset.

EDMP stewards will have access to very sensitive personal information. In order for members to participate in EDMP fully and with confidence, and given that the EDMP steward must dedicate themselves fully to the program, a successful applicant for an EDMP steward position is subject to the following policy:

- Due to the full-time nature of the role, EDMP stewards are advised not to take on a full-time role on their local executive. They may take on a less-demanding role;
- An EDMP steward may not act as a labour relations steward during their term;
- If an EDMP steward is elected to a position on the Provincial Executive or the bargaining committee, they will resign their position as EDMP steward;
- EDMP stewards are full members of HEU and can participate in all union functions, meetings and events, including labour councils.

**Please note:**

Funding for EDMP comes from health employers. If these funds are not available in the future the program will be discontinued. At this time, funding is in place until March 31, 2022, and would have to be renegotiated in the next round of bargaining.



## **EXPRESSION OF INTEREST**

### **Enhanced Disability Management Program (EDMP)**

**NAME:** \_\_\_\_\_

**DEADLINE: Friday, January 17, 2020 at 5:00 p.m.**

*Please complete the attached form and send with your RESUME by fax, email, or mail to HEU Provincial Office:*

**FAX:** 604-739-1510 Attention: Miho Shimamura

**EMAIL:** [mshimamura@heu.org](mailto:mshimamura@heu.org)

**MAIL:** HEU Provincial Office  
5000 North Fraser Way  
Burnaby, B.C. V5J 5M3  
**ATTENTION: Miho Shimamura**

**DATE SENT:** \_\_\_\_\_ **# OF PAGES:** \_\_\_\_\_

**Enhanced Disability Management Program (EDMP) 2020**

**PLEASE REVIEW THE INFORMATION LETTER BEFORE COMPLETING THIS APPLICATION  
PLEASE PRINT CLEARLY IN DARK INK**

**SECTION A – PERSONAL INFORMATION**

**Last Name:** \_\_\_\_\_ **First Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City:** \_\_\_\_\_ **Postal Code:** \_\_\_\_\_

**Mailing Address (if different):** \_\_\_\_\_

**Preferred Contact Phone Number:** \_\_\_\_\_

**Home Phone:** \_\_\_\_\_ **Cell:** \_\_\_\_\_

**Personal Email:** \_\_\_\_\_

**Job Title:** \_\_\_\_\_

**Employer:** \_\_\_\_\_ **Work Site Name:** \_\_\_\_\_

**HEU Local (if known):** \_\_\_\_\_

- Region:**     North     Interior     Vancouver Coastal (includes PHSA)  
                  Fraser     Vancouver Island

**I identify my gender as:** \_\_\_\_\_

**Do you identify as a member of any of the following equity-seeking groups or as a young worker?**

- LGBTQ2S+     Indigenous     People with disAbilities     Person of Colour  
 Women     Young Worker (33 years or younger)

**Emergency contact Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

Do you have any medical condition(s) or is there anything else that we should be aware of that could impact your ability to participate in this event?    Yes     No

If yes, please briefly explain. (In some cases, a Physician’s note may be required)

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*Disclaimer: Personal information collected on this form, will be used to process this application and to update your contact information in HEU’s membership database.*

**PLEASE DO NOT FORGET TO SEND YOUR RESUME WITH THE APPLICATION FORM.**

\_\_\_\_\_  
**Signature of Applicant**

\_\_\_\_\_  
**Date**

**This form must be signed by your Local Chairperson or Secretary-Treasurer for endorsement.**

Applicant cannot sign their own form.

\_\_\_\_\_  
**Local Chairperson/Secretary-Treasurer (please print)**

\_\_\_\_\_  
**Signature**