



Update on Enhanced Disability Management Program for community health workers

In March 2014, the Enhanced Disability Management Program (EDMP) rolled out to community health members working in all provincial health authorities.

Since then, the multi-union Community Bargaining Association (CBA) – which includes HEU – has been working with the Health Employers Association of BC (HEABC) to choose an EDMP service provider for all affiliate employers in the health sector collective agreements, and to formulate an implementation plan for the program.

HEABC, however, was unable to ensure compliance of all affiliate employers in providing this negotiated program to our CBA members. And as a result, the CBA filed a policy grievance against HEABC and the employers for non-compliance on April 30, 2015.

Subsequently, HEABC advised that the EDMP will be implemented by all affiliate employers who remain associated with the Health Benefits Trust (HBT) and Great West Life for EIP services and LTD coverage. The rollout date for this group was June 22.

Morneau Shepell is the chosen provider of the program to these affiliate employers whose benefits are provided through the HBT. Morneau Shepell Disability Management Professionals will provide supports and services to our members referred to EDMP.

EDMP involves support from the Disability Management Professional at Morneau Shepell and your union EDMP Advocate.

For those affiliate employers who currently purchase their benefits from the Community Services Benefit Trust (CSBT), Disability Management Institute (DMI) will provide the EDMP program to our community health members. We are still awaiting an implementation date for this group of employers, and are continuing discussions with the provider and HEABC.

Additionally, despite the requirement in the community health collective agreement, HEABC has yet to include the CBA on the Provincial Steering Committee (PSC). The PSC is the governing body of the program and is integral to the dispute resolution process negotiated.

The CBA filed a policy grievance on March 13 and a hearing date was set for June 22.

...more

Page Two

Employers who will be complying with the EDMP implementation plan rolling out June 22 will be providing information to our members in the coming weeks.

If you have questions with regard to the implementation date of EDMP at your workplace, please direct questions to your employer for clarification.

If your employer does not implement EDMP at your workplace, please contact:

Community Health Disability Management

Telephone: 604-563-6448

Toll-free: 1-855-799-1104

Email: support@CommHealthDM.ca

The Community Health Disability Management (CHDM) team represents all members in the CBA, except HSA. If you are a member of the BCGEU, UFCW 1518, HEU, CUPE, BCNU, USW 1-425 or CLAC, CHDM is your union representation in the program.

The CHDM website will provide you with important resources and links related to EDMP, your rights and responsibilities and your CHDM team at <http://www.commhealthdm.ca/>.

July 9, 2015