

# KNOW YOUR RIGHTS

Health and Safety

**CUPE**



**No one has the right to bully, harass, or disrespect you because you have been injured or got sick on the job!**

[www.cupe.bc.ca/committees/occupational-health-and-safety](http://www.cupe.bc.ca/committees/occupational-health-and-safety)

**Workplace health and safety is about *YOUR* health and safety. If you are involved in a WCB claim or appeal and are dealing with your employer (or your employer's "consultant"), follow these guidelines:**

- **Notify your CUPE local immediately if Human Resources contacts you or becomes involved in your WCB claim or appeal. Also notify your WCB Case Manager or Entitlement Office.**
- **Don't participate in any meetings without the designated officer and a CUPE local representative.**
- **Be cautious about what information is disclosed or stated. You are not under any obligation to talk to your employer or their consultant/representative regarding a WCB appeal. If you are questioned regarding a WCB claim, contact CUPE and our occupational health & safety representative immediately.**
- **Take detailed notes and keep a record of any discussions, meetings, emails, letters or telephone calls that occur. Copy the union on these.**
- **Ask what the representative's mandate is. Ask what the employer representative's involvement is, why, expected duration, process for protecting personal information, and the process for adhering to Freedom of Information and Protection of Privacy legislation and WCB policy.**
- **Don't sign any releases, consent forms or paperwork until it is vetted for you by your union recognizing that timelines may be in place that could affect your WCB claim or appeal.**
- **Advise your physician(s) or other treatment providers that Human Resources or their consultant/representative may attempt to contact them and they do *not* have authorization to discuss your medical history, claim, etc. Ensure your physicians are fully up to date on both your limitations and restrictions.**
- **Be careful of any statements that indicate you may get expedited treatment or testing if you agree to the employer consultant/representative's involvement. In general, don't agree to an Independent Medical Evaluation or Functional Capacity Evaluation.**
- **Ask your employer and the employer's consultant/representative what safeguards will be taken for the privacy of your medical and WCB information.**

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# BULLYING STOPS HERE!

**Talk to your CUPE Local:**