



# Bulletin

## BC Hydro: Arbitration on Employer's Sick Leave Support Program Regarding Your Medical Privacy Rights

Wednesday, July 12, 2017

**To all MoveUP members at BC Hydro:**

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MoveUP and BC Hydro met with arbitrator Wayne Moore on June 27th, 28th, and 29th, 2017 regarding the Union's policy grievance on the new Sick Leave Support Program the employer introduced on May 1, 2015.

Prior to the arbitration the parties were able to resolve some of the Union's concerns on the Attending Physician Form (APS), Sick Leave Support Statement (SLSS) and Functional Assessment Form (FAF) regarding the consent which the Union stated was too broad. Some questions on the above forms were changed to address the Union's concerns regarding medical privacy. Also, changes were made to the questions asked by Sun Life Case Managers on the telephone intake call to our members when off on sick leave. As those changes were agreed to prior to the arbitration they are not reflected in the settlement agreement.

The changes the Union was able to attain to the telephone intake questions, APS, SLSS, and FAF better protect our members' medical privacy and address the Union's specific concern regarding the consent being too far reaching and members revealing their medical diagnosis which is not required.

Per the settlement agreement, BC Hydro has one month from the date of the agreement to make the changes to the forms and questions in the telephone intake.

To access the Settlement Agreement please click [here](#).

If you have any questions or concerns regarding what information you need to provide the employer in regards to sick leave, please contact your job steward or the Union office.

In Solidarity,

Barbara Junker, Union Representative

Tony Geluch, Union Representative

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**MoveUP**

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web version: <http://moveuptogether.ca/bc-hydro-arbitration-employer-s-sick-leave-support-program-regarding-your-medical-privacy-rights>