

ALERT

To all BCGEU members in the
Administrative Services Component

September 5, 2006

PLEASE POST

Practice healthy work... every day!



Don't let excessive workload get to you!

If you're not already doing so, now's the time to start practicing healthy work.

It's easy! Here's how:

- ✓ **Start work on time.**
- ✓ **Take your breaks and take them away from your desk.**
- ✓ **Leave work at the end of your scheduled day.**

Regardless of how big your workload is or how much is added in either tasks or production expectations, there is only so much you can do in a day and you are already doing it.

Don't be tempted to work for free by giving up your personal time by working through your breaks or outside of your paid work hours. Put the responsibility for managing work where it belongs—with your employer.

It's the employer's responsibility to ensure there are adequate staff to handle the workload. Don't let the employer count on you volunteering your personal time as a way for them to manage the work.

If your employer offers overtime, except in an emergency, it's your choice. If you decide to work overtime, make sure that it is authorized and that you get paid for it.

But do consider: overtime isn't a solution to address excessive workload in the long term; it is only a measure that allows our employers to either not hire or delay hiring additional staff. Overtime isn't the answer to relieving your workload.

Public service cutbacks and privatizations over the last several years have impacted Administrative Services members across the province, whether we are still employed in the direct public service, in an authority or other entity in the broader public sector or by a private employer.

The elimination of positions, reorganization after reorganization of workplaces and work processes, and the addition of higher production expectations have all contributed to an unmanageable workload.

Throughout this privatization and downsizing, we've heard our work wrongly described as unnecessary, bureaucratic and better off in the hands of the private sector. Yet, here we are now almost two years later—our work didn't go away; instead, we are expected to provide an even higher level of support services with fewer of us to do it.

How can we cope with workload? By exercising our rights under the collective agreements and practicing healthy work.

Questions?

Contact your steward or a local executive member through your BCGEU area office.

If you missed the introduction of our Workload Campaign in June, please see the Administrative Services Component homepage and vacation alert at www.bcgau.ca.



B.C. Government and
Service Employees' Union

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