



Disability Management

Teck Highland Valley Copper Partnership

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History

➤ How It All Started

- Off site meetings – Company and the Union
- Agreement – cost saving measures
- Development of 6,000 sq. foot Centre (MWC)
- Collective Bargaining Agreement – Language

Disability Management



History

- **1992 – Y.T.D.**
 - **Joint committee**
 - **Policies & procedures**
 - **Modified Work Centre**

 - **Disability Management**
 - ❖ **all inclusive**
 - ❖ **aggressive**

Disability Management



Objective

- remain functional/productively employed
- ensure appropriate benefits received
- preserve a skilled & stable workforce

Disability Management



Three Key Components

- **Prevention**
- **Administration**
- **Placement / Rehabilitation**

Disability Management



Modified Work Centre



Disability Management



➤ Suitable and productive work

Based on approval of attending physician

Own Department

Modified Work Centre

protocol is 3 months

Another Department

Disability Management



➤ No special or technical skills

- ✓ refurbishing of tools and small equipment
- ✓ sorting and distribution of rain jackets / pants / gloves
- ✓ construction of cable stands (and pallets)
- ✓ transportation of ill employees to residence
- ✓ recycling of e-waste

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➤ reduce / re-use / recycle

- ✓ rain jacket / pants - ~\$60.00 to purchase brand new
\$2.20 to launder / charge \$15.00 per set
- ✓ cable stands - ~ \$9.00 to \$15.00 to purchase brand new
\$4.50 per stand
- ✓ label maker / engraver - ~\$180.00 2ft x 4ft
\$100.00 (or less)

Disability Management



Disability Management



2009

Accommodations

100 employees (2008 – 60 employees)

18,951 hours of productive work (2008 – 11,516 hours)

average stay of 4.73 weeks (2008 – 4.8 weeks)

84 due to non-occupational injuries / illnesses

\$347,375 - “would be” net savings (W.I./W.C.B.)

\$336,000 - recycled items back into service

Disability Management



2009

241 days lost to WCB

(2008 – 72 days / 6 employees)

6 employees

8,691 days lost to Weekly Indemnity (hourly)

300 claims

(2008 – 235 claims / 9,972 days)

18 hourly employees in receipt of Long Term Disability

(2008 – 19 hourly employees)



Thank You



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