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HIGHLIGHTS FROM CSSEA'S 2018 AGM



CSSEA's 2018 Awards of Excellence was presented to: Vanessa Burnett, Rising Star; Sheena Sharp, Hero; Shari Mahar, Leader; and Eyob Naizghi, Legend.

CSSEA's 2018 AGM and Conference, *Leading in Complexity*, welcomed nearly 300 delegates over three days for learning opportunities that centred around navigating our increasingly complex workplaces. This year's workshops ranged from hands-on activities-based sessions, to spirited panel discussions, to a well-attended keynote address that featured leadership expert Steve Patty. Professional development sessions were complemented by our fourth annual Community Social Services Awards of Excellence, presented with generous support from Telus and drawing our largest attendance to date. CSSEA was pleased to recognize four outstanding individuals working in the sector: Vanessa Burnett, Rising Star; Sheena Sharp, Hero; Shari Mahar, Leader; and Eyob Naizghi, Legend. We were also grateful to have the Minister of Child and Family Development, the Honourable Katrine Conroy, attend the event and join in presenting the awards to this year's winners. As the event continues to grow and attract sectoral support and interest, we hope the number of nominations keep increasing.

The AGM also provided a venue for the membership to discuss and vote on a number of significant issues relevant to the sector. Most consequential among the four Special Resolutions presented at the AGM was a proposed change to Article 7.10, which would give government the power to confirm or appoint a Board Chair from outside the sector. This resolution was prompted by a letter from Minister of Finance Carole James to our Board Chair requesting the change. The membership was clear in its rejection of the resolution, with 83% of attendees voting against it. The results of the vote and the view of the membership will be conveyed to PSEC and Minister James.

While 2018 was no doubt a successful year for CSSEA and the sector, we have much to look forward to as CSSEA turns 25 in 2019. We are excited to celebrate the upcoming milestone with you at our next AGM and conference, taking place from October 8-10 in Vancouver.

STAY IN TOUCH

We welcome all suggestions and comments. Feel free to send your feedback to Doris Sun, Director of Communications, at: dsun@cssea.bc.ca.

LEADING IN COMPLEXITY: A PHOTO HIGHLIGHT REEL



New friends were made and old friends re-connected at the conference's various networking functions.



The Hon. Katrine Conroy, Minister of Children and Family Development, provided a heartfelt and humorous introduction at the Awards of Excellence.



CSSEA's registration staff not only provided swift check-ins but also lots of smiles, cheerfulness and chocolate!



HBT's first sponsored reception was a smashing success, judging by the large turnout of attendees.



A representative from TELUS (far left), along with the Minister and CSSEA's Executive, join to honour Eyob Naizghi (centre), recipient of the 2018 Legend Award.



It was a treat to unwind with a cold beverage after a full day of workshops.

CONGRATULATIONS TO CSSEA'S 2018-2019 BOARD AND PANELS

Board Members

Chair - David Young, Chief Executive Officer, Sources Community Resources Society

Vice Chair - Fernando Coelho, Chief Executive Officer, posAbilities Association of British Columbia

Treasurer - Deborah Joyce, Chief Executive Officer, District 69 Family Resource Association

Janice Barr, Executive Director, Richmond Society for Community Living

Dawn Hein, Chief Executive Officer, Mission Association for Community Living

Michael Lord, Assistant Deputy Minister, Ministry of Social Development and Social Innovation

Seonag Macrae, Chief Executive Officer, Community Living BC

Chris Rathbone, Assistant Deputy Minister, Public Sector Employers' Council Secretariat

Bernadette Spence, Chief Executive Officer, Vancouver Aboriginal Child and Family Services Society

Philip Twyford, Assistant Deputy Minister and Executive Financial Officer, Ministry of Children and Family Development

Indigenous Services Panel

Chair, Bernadette Spence, Chief Executive Officer, Vancouver Aboriginal Child and Family Services Society

Vice-Chair, Lyndale George, Co-Executive Director, Haida Child and Family Services Society

Kathleen Bennett, Executive Director, Northwest Inter-Nation Family and Community Services Society

Colleen Lucier, Executive Director, Lii Michif Otipemisiwsak Family & Community Services

Karen Wainwright, Co-Executive Director, Haida Child and Family Services Society

Community Living Services

Chair, Tammy Khanna, Executive Director, Independent Living Housing Society of Greater Victoria

Vice-Chair, Dawn Hein, Chief Executive Officer, Mission Association for Community Living

Janice Barr, Executive Director, Richmond Society for Community Living

Fernando Coelho, Chief Executive Officer, posAbilities Association of British Columbia

Tanya Sather, Executive Director, Burnaby Association for Community Inclusion

Anita Sihota, Executive Director, Delta Community Living Society

Ellen Tarshis, Executive Director, Community Living Victoria

Julie Unger, Executive Director, Chilliwack Society for Community Living

General Services

Chair, Diane Entwistle, Chief Executive Officer, Okanagan Boys & Girls Clubs

Vice-Chair, Rod Santiago, Executive Director, Abbotsford Community Services

Sherry Beal, Executive Director, North Coast Community Services Society

Sanjay Gulati, Executive Director, Mission Community Services Society

Deborah Joyce, Chief Executive Officer, District 69 Family Resource Association

Debbie Scarborough, Executive Director, South Okanagan Women in Need Society

Judy Valsonis, Executive Director, Touchstone Family Association

David Young, Chief Executive Officer, Sources Community Resources Society

ASK AN HRLR CONSULTANT: VANESSA WONG

Q: I have an employee who is not eligible for the Early Intervention Program and is away sick.

What medical information am I entitled to?



Infrequent employee absences are a normal part of life. Frequent, unexplained, or suspicious absences, however, are concerning. For these absences, employers have the right to request proof of illness and doctors have a positive, professional duty to cooperate with their requests for medical information.

When a proof of illness is provided, it may be lacking in substance, appear to be self-reporting and/or cryptic in nature. As such, employers should prepare a package for the employee's doctor to review and complete. The package would include:

1. A cover letter which outlines what the employee is expected to do on a daily basis, describes the client population served and provides any

other relevant information, including any self-disclosed information or history of absenteeism;

2. The employee's job description; and
3. The CSSEA and CSSBA agreed-to Medical Information Form, which can be found on the CSSEA website.* The employer pays for the completion of the form.

The package is given to the employee to take to his/her doctor. Employers cannot contact the employee's doctor directly unless they have the employee's written consent.

The referenced form collects the following information from an employee's doctor:

1. Whether a course of treatment has been recommended and whether the employee is following it;
2. What the restrictions and limitations are in relation to the employee's current job;
3. Whether medical follow-ups are occurring;
4. Whether the employee has been referred to a specialist;
5. Whether the condition is permanent or temporary; and
6. What the estimated timeframe for improvement is.

Employers cannot seek the following information from an employee's doctor:

1. What the diagnosis is;
2. What kind of treatment the employee is receiving; and
3. The employee's medical records.

If employers have questions about the completed form, employers should prepare a follow-up letter identifying any gaps and inconsistencies and seeking clarification about the information provided. The follow-up letter is given to the employee to take to his/her doctor. Again, employers cannot contact the employee's doctor directly unless they have the employee's written consent.

**Find the Medical Information Form on CSSEA's website by logging in, going to Members Home/H&W Benefits/Early Intervention Program Frequently Asked Questions/Revised Medical Information Form.*

Do you have a question for our HRLR team?

Email us at: dsun@cssea.bc.ca and we may feature your question.

HAPPY HOLIDAYS AND BEST WISHES FOR 2019!

From all of us at CSSEA



THANK YOU TO THIS YEAR'S CONFERENCE SPONSORS AND EXHIBITORS

We appreciate the support of our sponsors, whose financial contributions helped make our conference a success!
Gold Sponsor: TELUS **Silver Sponsors:** Vancity and Healthcare Benefit Trust **Bronze Sponsors:** BC Housing, Federation Association Benefit Plan; Community Services Benefits Trust and WorkSafeBC **Awards Table Sponsor:** Comvida Corporation.

We also thank all those who participated in our Trade Show: Community Services Benefits Trust, ComVida Corporation, CSSEA's Research and Knowledge Management Department, Federation Association Benefit Plan and Telus.

