

## **Employment of Relatives**

### **Guideline**

Members of the same family group may be employed by the Workers' Compensation Board in any capacity provided they are not in a direct reporting relationship (either in a subordinate or a supervisory capacity to the relative). The reporting relationship must be removed by 2 levels of authority. This applies to all types of employment with WCB (permanent, temporary, summer student and contract).

Employees will not be involved in employment decisions involving members of their family group including recruitment, performance development or termination decisions. Where members of the same family group are working at the WCB, they shall not in any way try to obtain favourable treatment for or enhance the personal careers of themselves or any other member of their family group by asserting or relying upon that family relationship.

For this guideline a family member is defined as: child, parent, brother, sister, husband, wife, common-law/domestic partner, aunt, uncle, niece, nephew, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, legal guardian, grandparent, grandchild, or step children.

When employees of the Workers' Compensation Board become members of the same family group (as defined above), they shall be allowed to remain as employees of the Workers' Compensation Board provided they are not in a direct reporting relationship. However, should this occur, the Workers' Compensation Board will attempt to find a suitable position with the organization to which one of the affected employees may transfer. If accommodations of this nature are not feasible, the employees will be permitted to determine which of them will resign.