

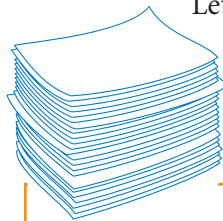
## Clerical workers make strides over last two years

Welcome to the fifth edition of *PaperWork* – the voice of HEU's clerical workers.

The past two years have been very exciting for HEU's clerical subcommittee. We hit the ground running in early 2007 after our "big committee meeting" with all the newly elected subcommittees to review our responsibilities. During that meeting, we were briefed on HEU's strategic goals for the following two years, and spent time developing some broader goals that included encouraging clerical workers to become better self-advocates.

At our first full meeting, committee members refined the broad goals and developed some action steps to form our two-year plan. We decided to:

- develop an action network where clerical workers could discuss issues important to the group;
- establish a clerical workers e-mail list where discussion could take place, especially as we prepare for bargaining;
- raise the profile of clerical workers in the union;
- create and publish a regular newsletter for clerical workers;
- encourage clerical workers to become more actively involved in their union, and



- declare February 12 as *Clerical Workers Awareness Day*.

We're happy to report that we've achieved a number of our goals.

The subcommittee has published four editions of *PaperWork*, also available on the union's website. And we're proud to say that we were the first subcommittee to establish regular, direct communication with members in our group via e-mail. Letters from, and issues about, clerical workers have appeared in the *Guardian*. There was an increase in the number of clerical workers attending HEU's 2007 summer school;

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### BECOME ACTIVE IN YOUR UNION. IT'S THE BEST WAY TO CREATE CHANGE.

There are a number of ways you can get involved:

- take union courses and workshops
- apply for HEU summer school
- sign-up for the equity conference
- attend the occupational conference
- become a union shop steward

HEU also has several Provincial Executive Subcommittees consisting of members-at-large, P.E. representatives, and staff advisors. The union sends out an "Expression of Interest" for these various subcommittees in the New Year. Check the union website at [www.heu.org](http://www.heu.org) and watch your local bulletin board for more details.

**Remember: You are the union. Make your voice count.**

# PaperWork

and while it's difficult to tell whether or not there's been an increase in clerical shop stewards, high numbers of clerical workers have attended the union's Demystifying Classifications course and participated in the first-ever HEU Women's Conference.

The HEU Provincial Executive endorsed February 12 as *Clerical Workers Awareness Day*, and our cartoon clerical sister "Fredrica" became a symbol for multi-tasking, efficient and always friendly clerical health care workers across British Columbia.

*Clerical Workers Awareness Day* was a great success. HEU members wore buttons, adorned their work areas with clerical posters, and locals (even some employers) celebrated clerical workers with flowers, chocolates, balloons and cake. But most importantly, everyone acknowledged the vital work we do as part of the health care team.

Not all of our work, however, has been about fun and celebrations. There were some disappointments along the way. The clerical subcommittee had hoped to work closely with the clerical benchmark committee, but when employers forced the process to stall, the clerical subcommittee wasn't able to be of assistance to the benchmark committee. We had particularly hoped to celebrate a new pay rate for Nursing Unit Assistants, but unfortunately that never materialized.

One of the last projects we took on was drawing attention to the serious problem of clerical workload and the high injury rates among us. We designed and sent a small workload poster to locals, asking HEU clerical members to think of ways they could work with their local union to



start addressing the very serious, and potentially dangerous, issue of workload.

Following convention, our term as a subcommittee ended, but a new subcommittee will be appointed after the new P.E. meets. As clerical workers, we know our work has only just begun, but we are excited by the support we've had from clerical workers around the province, whom we encourage to get more involved.

We'd like to thank everyone who has worked with us on various projects, and ask clerical workers to continue organizing by joining the e-mail list at <clericalworkers@heu.org>, and by purchasing HEU clerical worker coffee mugs through the HEU boutique.

We wish the next subcommittee well as we gear up for 2010 bargaining.

In solidarity,

*HEU clerical subcommittee: Carol Kenzie (co-chair), Pat Shaw (co-chair), Jean Birch, Amita Dosanjh, Erin Grant, Deb Lang and Betty Valenzuela.*

