

Clerical subcommittee lays out 2010 outreach plans

Since our December 2009 issue of *PaperWork*, HEU clerical workers have achieved many successes.

The \$3 million Clerical Benchmark Series Review, negotiated in 2006, finally concluded on January 22, 2010.

After three years of extensive consultations with HEU members, meetings with the Health Employers Association of BC (HEABC), and mediation with labour arbitrator Vince Ready, many benchmarks were revised. Some were to bring the benchmark language up-to-date to accurately reflect the work currently being performed, while others had significant changes that resulted in wage rate increases.

On behalf of the HEU clerical subcommittee, we'd like to thank the members of the committee – chair Barb Burke (Penticton local), Shelley Adams-Turner (Surrey local), Carol Kenzie (Kelowna local), Teresa Ford (HEU classification representative) and HEU administrative assistant Helen – for their unwavering commitment to what proved to be a very challenging process.

Full details on the clerical benchmark review are available on the union's website at <www.heu.org>.

FACILITIES BARGAINING

During HEU's pre-bargaining conferences last fall, clerical workers streamlined the following bargaining priorities: retaining current health and welfare benefits, seeking higher compensation for nursing unit assistants, no re-testing, no contract-

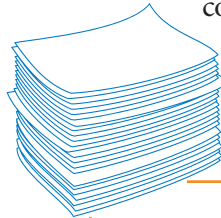
ing out, and compensation for training.

Although the Provincial Bargaining Committee was unsuccessful in achieving compensation for training, they did manage to gain a special wage increase for nursing unit assistants (NUAs).

In addition, NUAs will now be included in a new joint engagement committee with LPNs and care aides to focus on system-wide improvements and expanded utilization within their training and competencies.

And a newly negotiated contract provision will ensure that when clerical workers have successfully completed a typing/keyboarding test, the results will stand for 24 months. Clerical staff will no longer be required to take a test when applying for a position that requires the same

over



DID YOU KNOW:

that facilities bargaining achieved these clerical objectives?

- special wage adjustment of 1.5% for NUAs
- vision care increase from \$225 to \$350 every 24 months
- HEU members currently employed by SSO will stay in FBA
- Joint Engagement Committee which includes LPNs, care aides, and for the first time, NUAs
- health authority-wide seniority
- continued funding of \$1.25 million for FBA Education Fund

or lesser keyboarding standard than their current position.

NEW CLERICAL ONLINE SURVEY

Although this is a step forward, we still have a long way to go. The HEU clerical subcommittee has put together an online clerical survey designed to measure how much time and health care money are wasted on clerical re-testing.

Data collected from the survey will be presented by the Facilities Bargaining Association in meetings with the Leadership Council (health authority CEOs and senior Health Ministry officials) as a viable way to save money for health authorities in a time of shrinking budgets.

Bargaining steps for 2012 begin now for clerical workers. Please take a few minutes to complete the online survey at <www.heu.org>.

Clerical workers have made great strides in the past four years, and the clerical subcommittee will continue to work hard on your behalf to ensure clerical issues remain in the forefront of HEU's long list of priorities.

Finally, HEU has declared **September 22, 2010** as *Clerical Team Appreciation Day*, so start making plans to celebrate!

In solidarity,
HEU clerical subcommittee