

P.E. clerical subcommittee on track with two-year action plan

Clerical benchmark review committee goes to arbitration

Welcome to our second edition of PaperWork. Your clerical subcommittee has been working hard on our two-year plan as reported in our first edition.

At our September meeting, **Teressa Ford**, HEU classification representative, reported on the clerical benchmark review process. Her report was very informative, but the news was rather disappointing. The benchmark committee has been working hard over the past several months – reviewing all 84 clerical benchmarks – to find ways of improving the system for clerical workers.

And while negotiations have been frustrating, the union refused to accept the proposal tabled by the Health Employers Association of BC (HEABC) that would see 25% of the one million dollars allocated for 2007/2008 used to cover employer benefit costs, rather than into the pockets of our members. In order to resolve this impasse, the issue is being taken to arbitration. At this point, negotiations have stalled and no arbitration dates have been set.

It seems HEABC could learn something from HEU about communication, as the collaboration between the HEU benchmark review committee and the clerical subcommittee has been very positive, thanks in part to the dedicated work of Carol Kenzie, who represents the HEU Provincial Executive on both committees.

One of our committee goals is to increase clerical worker participation in the union. We're happy to report that we have seen increased numbers of clerical workers at a range of HEU functions, including OH&S, Introductory Shop Steward, Demystifying Classifications workshops and at HEU's Summer School where we hosted a display table.

We're also encouraging clerical workers to send letters to the *Guardian*.

If you are one of the 1,300 clerical workers who responded to the

Clerical Benchmark Review Survey last December, watch for an upcoming email with copies of the first two editions of *PaperWork*.

If you are not on that email list and would like to be included on the "Clerical Workers Action Network" communication list, please email us at <clericalworkers@heu.org>.

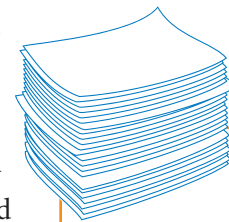
Your committee is currently planning the highlight of our two-year term – a "Clerical Workers' Awareness Day" – on February 12, 2008. Stay tuned for more details.

We have many celebrations planned to call attention to the diverse work we do, and the important role we play in the health care team and to the overall delivery of health care in British Columbia.

For more information, watch for the third edition of *PaperWork* to be published in January 2008.

If there's something you think we should know about or you'd like included in *PaperWork*, contact the committee member in your region.

Look for PaperWork on the union's website



DID YOU KNOW
that 75% of all clerical workers are required to train other staff and students without any recognition or compensation?