

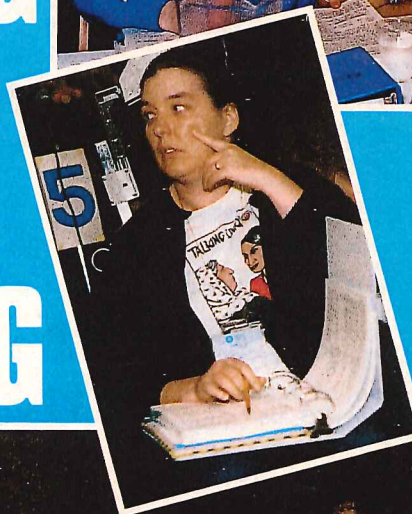
# THE HOSPITAL Guardian

SPECIAL CONVENTION ISSUE

MARCH 1989



**KEEPING  
OUR  
UNION  
STRONG**







"In humble dedication to all those who toil to live."

## THE HOSPITAL Guardian

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# Keeping our



More than 400 delegates representing 213 HEU locals attended the union's Sixteenth Biennial Convention in Vancouver last October.

More than 400 delegates representing 213 HEU locals from across the province gathered in Vancouver in late October to chart the course of the union for the next two years.

Delegates to the Sixteenth Biennial Convention vowed to keep HEU strong and to continue to fight against Social Credit government cutbacks in health care services.

The convention voted to step-up the union's campaign against privatization and contracting out. And Premier Bill Vander Zalm was put on notice that health care workers in B.C. will fight to defend quality services for the province's sick, injured and elderly.

The convention — followed by the Eleventh Provincial Wage Policy Conference — attracted 433 delegates to the Richmond Inn, October 28 to November 3, 1988.

In addition to debating union policy, delegates elected a new Provincial Executive. Both HEU President Bill Macdonald and Financial Secretary Mary LaPlante were re-elected by acclamation for two-

year terms. The executive selection of secretary-business manager will now go to convention for ratification, a move made to strengthen democracy within HEU.

In total, 129 resolutions and 116 constitutional amendments were submitted by locals to the convention. The resolutions passed by the convention become part of union policy. Constitutional amendments that received a two-thirds majority at the convention will be incorporated into the union's Constitution and By-Laws.

Delegates to the Wage Policy Conference sifted through more than 500 wage and contract demands submitted by locals from throughout the province. Those bargaining demands that were adopted at the conference will form the basis of HEU's proposals in negotiations for a new collective agreement.

Among the key priorities established by the Wage Policy Conference was a decision to fight against the introduction of so called "local issue bargaining." The union has

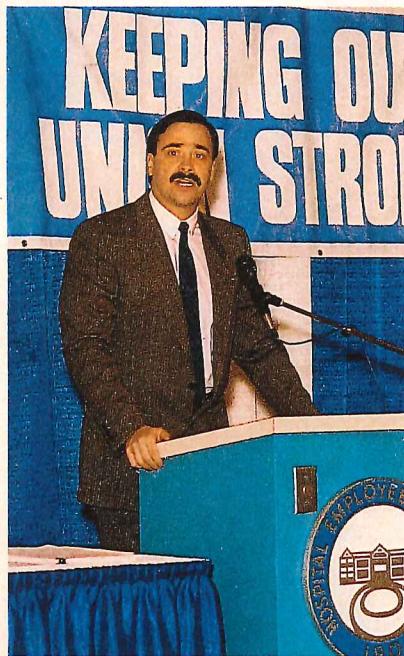


# Union strong!



HEU President Bill Macdonald and CUPE President Jeff Rose vow to keep trade union solidarity strong in the face of health care cutbacks in B.C. and across the country.

learned that the Health Labor Relations Association may attempt to roll back the provisions of the Master Agreement by decentralizing the bargaining process. Delegates expressed the view that such a process would only dilute the union's success at the bargaining table.



B.C. Federation of Labor President Ken Georgetti calls for greater solidarity between working people.

The Wage Policy Conference also reaffirmed the union's long standing goal of one union, one collective agreement.

Delegates to the Biennial Convention voted to drop the symbolic designator "Local 180" from the HEU title and to rename all units as locals. The Local 180 designation was first given to the union in 1944 by the parent body of the Canadian Labor Congress. For years, it has had no real meaning to the union structure.

Policy resolutions adopted included:

**Child Care** — HEU will seek improved child care services for children by demanding that both the provincial and federal governments allocate more tax dollars to a high quality, non-profit child care system.

**Free Trade** — The union will call on the federal government to abandon the free trade deal with the

United States because it will open the door to health care privatization and will threaten Canadian sovereignty.

**User Fees** — Delegates to the convention voted to call on the federal and provincial governments to eliminate all user fees for medical services.

**Bill 19** — The union voted to continue its boycott of Bill 19 and the Industrial Relations Council.

**The Nursing Team** — The HEU campaign to save the jobs of Licensed Practical Nurses, Orderlies and Patient Care Aides will continue.

**HEU Summer School** — Delegates enthusiastically supported a Provincial Executive resolution that called for the continuation of HEU's Summer School education program.

**CLC Affiliation** — The convention voted to reaffirm HEU's commitment to affiliate with the CLC and decided that any final arrangements regarding affiliation will be subject to ratification by the membership. (HEU negotiated a four year trial affiliation with the Canadian Labor Congress in 1984. That agreement stated that during the trial affiliation, HEU would negotiate with the Canadian Union of Public Employees and attempt to reach an understanding to allow HEU's affiliation to become permanent. In the event an understanding was not reached, HEU had agreed to withdraw voluntarily from the CLC.)

**Contracting Out and Privatization** — HEU will continue to fight to preserve the health care system by vigorously campaigning against privatization and contracting out.

The five day convention was also highlighted by a number of guest speakers.

B.C. Federation of Labor President Ken Georgetti called for greater solidarity between working people.



"Unity is more than just rhetoric," Georgetti said. "It is a tangible tool of the labor movement; a tool which has, and will continue to force successes for working people all across the province. You (HEU) have been demonstrating that unity is a way of life for the labor movement."

He asked delegates to persevere in their attempt to become permanently affiliated with the house of labor.

"The CLC and the B.C. Federation will suffer equally with HEU if the affiliation problem is not resolved," he said. "But it is a problem that can be resolved as long as we recognize the value of a strong, united labor movement."

Provincial NDP leader Mike Harcourt also brought greetings to the HEU convention. He pledged NDP support for HEU's efforts in the campaign to save the jobs of Licensed Practical Nurses and other members of the nursing team. CUPE National President Jeff Rose, representing 350,000 members, praised HEU for building one of the strongest, most respected unions in the country.

CUPE's 97,000 health care workers and HEU members face the same challenges, he said. "The threat of contracting out and privatization continues to cast a shadow over everything we do in the health care field."

Rose noted that health care workers across Canada have looked to HEU as one of the trendsetters in wages, vacations, benefits and many other essential areas of contract language.

Other guest speakers included Elsie McMurphy, president of the B.C. Teachers' Federation and David Martinez from the United Farmworkers' Union.



## GEROW RECEIVES EMOTIONAL FAREWELL



President Bill Macdonald presents Jack Gerow with a gift from the union.

Former secretary-business manager Jack Gerow received an emotional standing ovation when he addressed convention delegates on November 1.

Gerow, who had been with the union for 20 years, thanked delegates — and the union — for giving him the opportunity to participate in what has become "the strongest and the best" union in B.C.

"Success isn't just a destination, it's a journey," he said. "Your journey is now 44 years long, and in that period of time, you have established one of the most democratic unions in the province and in Canada...and, it is going to become even more democratic as the years

go by."

He praised HEU for achieving a prevailing standard of wages and benefits for all members in every corner of the province, a victory that will need to be preserved at the bargaining table in 1989.

Gerow, who stepped down on June 30, 1988 for personal and family reasons, said he wasn't really saying goodbye. "When there is a fight to save B.C.'s medicare system, a fight against Bill 19 and Bill Vander Zalm, or if there is ever a time when the HEU is under threat, 'you can count me in!'"

The secret of HEU's success lies in two words, he said: Solidarity forever!



Delegates give Gerow an emotional standing ovation. Left to right: Shirley Vincenzi, Carl Pradas, Marie Hawkes and Ana Hernandez, Mission Local.



# In unity there's strength

Increased trade union militancy and united action have helped to fight back attempts by the Social Credit government to wipe out basic social and democratic rights in B.C.

That was the message from HEU President Bill Macdonald in his address to the Sixteenth Biennial Convention.

"Our hard-won rights — rights that we all thought we could take for granted — are under attack," said Macdonald.

Macdonald singled out "hard-nosed" employers who are blindly following the Social Credit agenda by trying to roll back basic contract provisions such as sick leave, injury-on-duty leave, seniority and posting rights.

Equally disturbing is the general state of labor relations in the province, Macdonald said.

Labor legislation, as represented by Bill 19, has been tailor-made for employers, the HEU president said, adding that arbitrators are also now frequently accepting the employer's interpretation and version of collective agreements.

But Macdonald said unions are joining forces to fight these attacks.

"We have demonstrated to the public that (Bill 19) is not only unfair legislation, it is bad legislation; it is unworkable legislation and (we have) public support on the issue," he told the delegates.

"More and more of the public supports organized labor's vision of a decent, just, caring society."

Macdonald went on to say that



HEU members can be proud of their union. "We have a union that is not only respected in British Columbia, but a union that is known and respected in the labor movement across Canada."

He noted that HEU had come a long way since it was affiliated with the Canadian Labor Congress and the B.C. Federation of Labor in 1984.

In keeping with HEU policy of building bridges with other unions and fraternal organizations, Macdonald reported he had visited some 30 union picket lines.

"This helps build support for us in the labor movement," he said. "If we ever need or ask for assistance, our brothers and sisters in the B.C. labor movement who know and understand us will be more than willing to provide that support."

The president praised HEU members for creating one of the most democratic, effective, respected unions in the country.

"This has not happened by accident," he said. "it has happened

because of our unique structure. The rank and file, the grass roots of this union, is in control of the union ... the Provincial Executive that you elect and put your trust in every two years carries out the policies you make (at convention)."

"This is not our union as individuals, it is a union that has been entrusted to us for a while. Built by the commitment of those that went before us, it is given to our care, in trust for us to develop and improve. It is our duty and mandate to hand it over to our successors in better condition than when we received it. I am confident that we are doing this, and with your help, we will continue to do this.

"We are a strong union, with a lot of work to do."

Macdonald paid tribute to former secretary-business manager Jack Gerow, who resigned June 30, 1988 for personal and family reasons.

Macdonald praised Gerow's "profound sense of democracy" and his "endless supply of imaginative solutions to what appeared to be unsolvable problems."

Gerow served as HEU's secretary-business manager from June 1974 to June 1988 and had been on staff since 1968.

Macdonald also noted the passing away of Gordie Meagher, a Provincial Executive member for 14 years and former chairperson of the VGH local; Carol Campbell, elected in 1982 as regional vice-president for Vancouver Island; and Hugh Duff, former financial secretary.



# Financial situation has stabilized

HEU Financial Secretary Mary LaPlante reported to the Sixteenth Biennial Convention that the financial situation of the union had stabilized since the union's 1986 gathering.

LaPlante, an HEU member from the Prince Rupert Local elected to her third term as Financial Secretary, told delegates this improved monetary picture had enabled the union to increase servicing capacity, provide an extraordinary education program, superior collective agreements and ongoing campaigns to defend the membership.

In the spring of 1987 the labor movement was faced with Bill 19, a massive assault on the rights of working people. A Bill 19 conference for 450 delegates was held less than six weeks after the legislation was announced, she said.

The resulting fightback campaign was so effective that HEU was charged together with the B.C. Federation of Labor and other leading unions with seditious conspiracy.

"We took the lead," she said. "We hired former Supreme Court Judge Thomas Berger and had this charge thrown out of court. This was a serious embarrassment and defeat for the provincial government."

The fightback campaign was expensive, she said. "it cost \$469,893 but it was necessary and it was effective."

LaPlante also noted, however, that since the last convention, members have won superior collective agreements without strike action.

The Financial Secretary outlined two other important campaigns — the union's fight against



Financial Secretary Mary LaPlante reports on the union's healthy financial situation.

privatization and contracting out and the campaign to save the nursing team.

On November 10, 1987, a \$100,000 campaign was launched to stop privatization and contracting out: "We burst Vander Zalm's trial balloon of private health care for the rich. We exposed secret meetings between the government and American health corporations about the privatization of health care services. We put the government on the defensive about privatization in our industry."

A \$100,000 campaign to save the nursing team and prevent the layoff of licensed practical nurses, orderlies and patient care aides was launched at the same time.

"The key thing about our union is that we are able to stand our ground because we stand together and we support each other," LaPlante said.

A good example of this, said LaPlante, is the Royal Columbian Hospital Local Defence Fund, set up in July 1986 when members had a sit-in to defend the master agreement. Donations of more than \$15,000 came pouring in from locals throughout the province.

A total of \$146,405 was paid out to HEU members at 17 facilities who honored picket lines set up by the Health Sciences Association, the convention was told. Members who suffered undue financial hardship were paid lost wages, and a per diem of \$30 was paid to all members who honored the picket lines.

An ongoing education program is another one of the things that makes HEU strong, LaPlante reported.

A two-week summer school offering leadership training and educational opportunities for 200 HEU members was held at the University of B.C. in June 1988. LaPlante said, "Our union believes that an informed membership is a strong and involved membership."

LaPlante also reported that HEU has faced increased legal costs since the last convention. In 1986, \$325,999 was paid to outside legal counsel; in 1987 the general legal account was \$397,959, of which \$340,000 went to outside legal counsel for representing members in arbitrations and court cases.

Grievances that once would be settled at the local level end up at troubleshooter and disputes that once would have been dealt with at troubleshooter almost inevitably go to arbitration, she said.

"As of September 20, 1988, 279 grievances were referred to arbitration. In 38 of these cases, we used outside counsel," she said.

LaPlante reported that the new provincial office, purchased for \$1,950,000, will be ready for occupancy in February 1989 and that on September 23, 1988, HEU paid off the mortgages for the union's offices in Nelson and Victoria.

The financial secretary offered congratulations to the 15 new locals certified since the last convention, bringing the number of certifications to 215.

"At the time of the convention call, our union was 27,977 members strong and still growing," she said.



# Character and strength keeps the Union strong

In the eyes of HEU's Provincial Executive, it is the character and strength of HEU members that keeps the union strong.

That was the recurring theme in a special convention report from the provincial executive on the main business of the union.

The report touched on most of the union's major accomplishments of the past two years — years highlighted by such events as the Emergency Conference, the fight against Bill 19, the Industrial Relations Council boycott and the negotiation of no-concessions collective agreements.

The two years between conventions were also marked by the deal to bring equal pay to long-term care, a successful first-ever HEU Summer School, a major occupational health and safety conference, the addition of new staff, major campaigns to save jobs and the nursing team and the steps to further democratize the union.

But the report said the character and strength of HEU was perhaps best demonstrated by the provincial general strike on June 1, 1987. "When it came time for our union to deliver their solidarity in the fight against Bill 19, (we) delivered in spades."

The provincial executive report put the Socreds on notice that HEU members will not tolerate a society that places profit in the driver's seat and people on the curb.

"Mr. Vander Zalm, you're next."

The report went on to address the issue of comparability and said the HEU/CCERA strike was one of the most significant steps towards winning the goal of one union, one collective agreement.

The comparability victory resulted in wage and benefit increases of more than 100 per cent for members in several long-term care locals.

While praising HEU members in

long-term care who stood their ground in the fight for comparability with the master agreement, the report warned about forces emerging to break the union's solidarity.

Local issue bargaining is the new buzz word in employer circles and the Health Labor Relations Association can be expected to try to negotiate some of the employer's demands on a local by local basis, stated the report.

"If there is any strike issue in the upcoming round of negotiations, that issue must be the continuation and the improvement of our right to one union — one agreement ... don't let them turn the hands of the clock backwards."

The report restated that among the union's top priorities is education and called the HEU education program the cornerstone of service to the membership.

"There is no question that it is the team of officers, shop stewards, provincial executive and staff that makes our servicing so successful."

The report congratulated HEU members for taking the lead in the fight against health care privatization. It pointed to a recent HEU study exposing at least 87 different instances where services have been contracted out.

In the fight against the elimination of licensed practical nurses, orderlies and patient care aides, the provincial executive noted a dramatic and courageous battle is still being waged in support of more than 120 VGH members who were given layoff notice in January 1988.

One of the most significant constitutional amendments to come before the convention dealt with the democratization of the union. The report outlined the Provincial Executive recommendation that the secretary-business manager stand the test of membership ratification at biennial conventions.



Assistant Secretary-Business Manager Lee Whyte delivers the report from the Provincial Executive.

HEU's role within Canada's house of labor was another area addressed in the executive report. It stressed that during these times of free trade, privatization, contracting out and de-unionization, extra special effort must be made to keep the trade union movement as united as possible.

"Our ultimate power is our solidarity with our fellow trade unionists in every corner of Canada."

Currently, the union has a trial affiliation, which expired Jan. 31, 1989, with the Canadian Labor Congress, the B.C. Federation of Labor and local labor councils. During this trial period, HEU has been holding discussions with the Canadian Union of Public Employees to attempt to reach an understanding that will allow HEU's affiliation to become permanent.

The report concluded with a summary of the Provincial Executive vision for the union.

"It is a vision of a union that works together to win the best possible wages and working conditions for its members and one that works together for better health care for children, seniors and families.

"It is a vision of a union that works together with the rest of the trade union movement for a society where social services are expanded and private profits are not allowed to run out of control."



# RESOLUTIONS TO MEET THE CHALLENGES OF THE FUTURE

Delegates debated 121 policy resolutions submitted from HEU locals across the province ranging from affiliation with the Canadian Labour Congress, political action, health and safety, the boycott of the Industrial Relations Council, AIDS, and pay equity to child care and nuclear weapons.

The delegates' decisions will be instrumental in forming the policy of the union. Here are some of the key resolutions passed by the convention.

## CLC and Labour Council Affiliation

Delegates endorsed the Provincial Executive's negotiations with the Canadian Union of Public Employees (CUPE), designed to bring the union permanently into B.C.'s house of labor and the Canadian Labour Congress (CLC).

President Bill Macdonald assured delegates that negotiations did not include bringing HEU members under CUPE's constitution.

It was decided that locals in all regions will properly affiliate to the local labor councils.

## Boycott of Industrial Relations Council (IRC)

Convention delegates supported the B.C. Federation of Labour's boycott of the IRC, declaring it to be the instrument of oppression of the labor movement through Bills 19 and 20.

HEU called for the abolition of the IRC and will work with the rest of the labor movement to repeal the anti-labor legislation.



The six member resolutions committee brought 121 policy resolutions forward for consideration and debate by the delegates.

## Compensation for Injured Workers

HEU will lobby both the federal and provincial governments to fully compensate an injured worker who is unable to continue to work.

If an injured worker returns to work at an occupation with a lesser rate of pay, the government should top up the wage to the level at which the worker's former occupation was compensated.

## Back Pain Study

HEU will ask the provincial government for funding to continue the back pain study, which was originally jointly funded by WCB and the government.

## AIDS

HEU will take whatever measures are necessary to protect members from compulsory testing and to ensure that persons with AIDS retain the right to all the benefits of the contract.

## Health and Safety Regulations for B.C. Farmworkers

HEU will petition the B.C. government to include farmworkers in the health and safety regulations of Workers' Compensation.

## Fair Taxation

Delegates overwhelmingly endorsed the demand that the federal government amend the tax structure to shift the tax burden away from working people and back to the corporations in order that they pay their fair share.

## Political Awareness

Delegates instructed the incoming Provincial Executive to keep the membership informed of current political issues at all levels of government, in order to fend off the attack on health care workers by the provincial and the federal government.

## Defence of our Health Care System

Delegates vowed to make the defence of health care a first priority and to establish cooperation with other health care workers and their unions.

They also resolved to provide the necessary resources to defeat privatization, cutbacks, contracting out and user fees.

## Save the Nursing Team

HEU will intensify the campaign to save the nursing team concept of providing health care.



### Education

The tremendously successful two week Leadership Training Course held at the University of B.C. in the summer of 1988 will be continued for the next two years.

The Provincial Executive has been directed to set up some form of a scholarship to assist members to attend the Labour College of Canada program offered by the Canadian Labour Congress.

Provincial and federal legislation to guarantee pay equity for all workers is a goal the union will pursue, in conjunction with an education program for HEU members.

Table Officer/Chief Shop Steward conferences will be held in each region of the province in the early part of 1989 and 1990.



Tom Knowles, St. Paul's Local.

### Extended Hours and Shorter Work Week

Delegates debated several resolutions on extended hours. The freeze on extended work days will be lifted subject to the approval of the Provincial Executive; the union reconfirmed its commitment to achieve a shorter work week with the same pay.

### Child Care

Delegates voted to support the establishment of on-site, non-profit day care centres for hospital employees and demanded that provincial and federal tax dollars be allocated to providing a comprehensive, high-quality, non-profit child care system.

### Peace and International Issues

HEU supports an immediate halt to all nuclear weapons testing and will urge the federal government to pressure the U.S. to cease testing Cruise missiles in Canada.

Delegates pledged to support the present government of Nicaragua and the labor movement in Central

America which is working to achieve peace and justice.

HEU will demand the immediate release of Nelson Mandela and reconfirmed the union's support for the African National Congress in their fight against apartheid.

Delegates also asked the union to support Philippine workers against government repression.



Delegates from the Prince Rupert Local.



First Vice-President Alberta Dorval speaks to a resolution.



Joyce Dawson, Prince George Local.



# Provincial Executive — 1988-'90



**Bill Macdonald**  
President  
(Chilliwack Local)



**Mary LaPlante**  
Financial Secretary  
(Prince Rupert Local)



**Alberta Dorval**  
1st Vice-President  
(Fort St. John Local)



**Dennis Jeffery**  
2nd Vice-President  
(Penticton Local)



**Fred Muzin**  
3rd Vice-President  
(St. Paul's Local)



**Ruby Hardwick**  
4th Vice-President  
(Kimberley Special Care Local)



**Nancy Macdonald**  
5th Vice-President  
(Royal Jubilee Local)



(Photo not available)

**Clarke Gardner**  
Senior Trustee  
(Lions Gate Local)



**Julia Amendt**  
Trustee  
(Surrey Local)



**Mike Barker**  
Trustee  
(VGH Local)



**Cindy Russell**  
Member-at-Large #1  
(Kitimat Local)



**Maurice Smith**  
Member-at-Large #2  
(Burnaby Local)



**Irma Mohammed**  
Regional Vice-President  
Lower Mainland — 1  
(Shaughnessy Local)



**Des Craig**  
Regional Vice-President  
Lower Mainland — 2  
(Surrey Local)



**Margie Wayne**  
Regional Vice-President  
Fraser Valley  
(MSA Local)



**Jacqueline Peters**  
Regional Vice-President  
Kootenays  
(Kiro Manor Local)



**Helen Burnell**  
Regional Vice-President  
Okanagan  
(Kelowna Local)



**Melanie Iverson**  
Regional Vice-President  
Vancouver Island  
(Lady Minto Local)



**Julie Crozier**  
Regional Vice-President  
North  
(Simon Fraser Local)

The Hospital Employees' Union has a new provincial executive to guide the union over the next two years.

In total, 19 people were elected to serve on the executive, the union's governing body between conventions.

Both the President, Bill Macdonald, and the Financial Secretary, Mary LaPlante, were re-elected by acclamation for two-year terms.

The secretary-business manager, who is appointed by the provincial executive, is also a member of the executive, bringing its total up to 20.

Beginning at the next HEU convention, the executive selection of the secretary-business manager will be subject to ratification as well.

The Guardian would like to extend a special thanks to outgoing officers of the 1986-88 provincial executive for their dedicated work on behalf of all HEU members. They are: Phyllis Shiplack, member-at-large #2; Colleen Fitzpatrick, regional vice-president North; Margaret McMahon, regional vice-president Kootenays; Joyce Dawson, trustee; and Neil Anderson, regional vice-president Lower Mainland 1.

There are six new faces on HEU's 1988-90 Provincial Executive. They are Cindy Russell, member-at-large #1, Kitimat; Maurice Smith, member-at-large #2, Burnaby; Irma Mohammed, regional vice-president Lower Mainland 1, Shaughnessy; Des Greig, regional vice-president Lower Mainland 2, Surrey; Jacqueline Peters, regional vice-president, Kootenays, Kiro Manor; and Julie Crozier, regional vice-president, North, Simon Fraser.

All other members of the executive are incumbents, although some have been elected to different positions.

The executive has members from northern B.C., the Okanagan, Kootenays, Fraser Valley, Vancouver Island and the Lower Mainland.



# New Bargaining Committee Elected

Ten HEU members from across B.C. were elected to serve on the union's 1988-1990 bargaining committee.

That committee will be presenting the proposals set at the Wage Policy Conference when it meets in negotiations with the Health Labor Relations Association and the Continuing Care Employee Relations Association.

The Master Collective Agreement with HLRA covers some 23,000 members working at 122 facilities. The Standard Agreement with CCERA covers about 1,500 members at 53 long term care facilities.

Both agreements expire March 31, 1989.

President Bill Macdonald, Financial Secretary Mary LaPlante and the secretary-business manager are also members of the bargaining committee.

Members elected at the Wage Policy Conference to the bargaining committee are Fred Muzin, St. Paul's; Mike Barker, VGH; Phil MacLeod, Queen's Park; Della McLeod, Willowhaven; Tom Knowles, St. Paul's; Monica Knodel, Trinity; Colleen Fitzpatrick, Prince Rupert; Cynthia Ammann, Victoria General; Steve Pawliuk, Vernon and Andy Kozyniak, Prince George.

Bargaining demands approved by the delegates include a call for



Bargaining committee members, left to right: Tom Knowles, St. Paul's Local; Della McLeod, Willowhaven; Monica Knodel, Trinity; Phil MacLeod, Queen's Park; Fred Muzin, St. Paul's; Mike Barker, Vancouver General; Cynthia Ammann, Victoria General; Andy Kozyniak, Prince George; Colleen Fitzpatrick, Prince Rupert; Steve Pawliuk, Vernon.

improvements to the various special leave provisions of the collective agreement, changes to overtime provisions, and improved promotional, technological change and occupational health and safety provisions.

A bargaining priority will be to protect all HEU jobs against contracting out, privatization or reorganization resulting from private and management service contracts especially in light of the Free Trade deal which encourages the American takeover of B.C. health services.

Health care cuts and the contracting out of services severely restrict the ability of hospital workers to provide safe and effective health care. As well, the

patient's right to quality health care must be defended, delegates decided.

HEU will also press for contract language that establishes and maintains the team of RNs, LPNs, orderlies and PCAs.

The union will also be looking for some catch-up wage increases. Delegates to the Wage Policy Conference discussed the fact that hospital workers have been denied the right to free collective bargaining since 1976 when federal wage controls were introduced. Following close on the heels of the federal program were a succession of provincial wage control programs. As a result, hospital workers have fallen behind in the battle against inflation.



Shirley Vincenzi, Mission Local, collects ballots during the election of officers.



Maurice Smith (left), Burnaby Local, and Des Greig, Surrey Local, count ballots.



# Job security means quality health care

Delegates to the Eleventh Provincial Wage Policy Conference were faced with the task of reviewing 522 bargaining demands submitted by HEU locals from across the province.

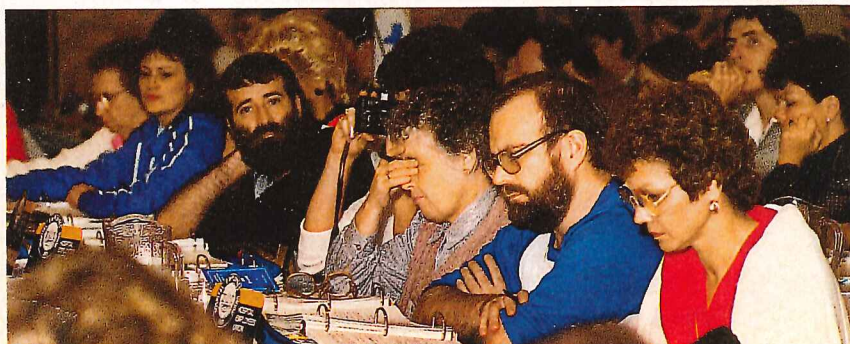
In total, more than 150 demands were passed. Delegates addressed many issues, including job security, hours of work, staff/patient ratios and contracting out.

Delegates reaffirmed the union's strong stand on no-concessions bargaining and vowed to continue the union's fight to preserve one stan-

dard collective agreement for all HEU members to ensure one prevailing standard for all health care workers.

A commitment was made to fight the employer's attempt to implement local issue bargaining, a tactic described as a thin attempt to divide the union.

Two main issues emerged and won the delegates' unanimous support: HEU members must have better job security and the union will fight to preserve B.C.'s health care system.





# DELEGATES VOTE ON CONSTITUTIONAL AMENDMENTS



The Constitutional Amendments Committee, top row, left to right: Iris Reamsbottom, Maple Ridge; Clayton Randle, Holy Family; Janice Broadhurst, Kimberley; bottom row, left to right: Rita Pawliuk, Vernon; Martin Terpenning, Victoria General; Cindy Russell, Kitimat.

Delegates to the Sixteenth Biennial Convention passed 34 amendments that will be incorporated into the union's Constitution and By-Laws.

Constitutional amendments require a two-thirds majority vote in order to be adopted and become part of the Constitution and By-Laws.

Among the changes approved by convention are a reduction in the quorum required for smaller locals; automatic delegate status to B.C. Federation of Labor conventions for provincial executive members; a reaffirmation of HEU's decision to seek permanent affiliation with the Canadian Labor Congress and a change in the size of the union's bargaining committee.

Delegates also voted to support the provincial executive's decision to suspend Susan Alexiou (former

regional vice-president Lower Mainland — 2) from the executive for breaching the confidentiality of the union.

Here are some highlights of several decisions made by convention delegates.

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## **Name of the Union**

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The delegates decided to drop the use of Local 180 from the title of the union, and be known simply as the Hospital Employees' Union.

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## **Units Changed To Locals**

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Delegates decided that using the term "units" creates confusion within the union's ranks and makes the structure confusing for the trade union movement. From now on, all "units" will be referred to as "locals". In addition, the term

"component unit" will be replaced with the term "local" in the Constitution.

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## **Secretary-Business Manager Position**

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Delegates resolved that the appointment of the secretary-business manager be ratified at each Biennial Convention because the position is an important part of the structure of the union and because convention delegates should have the opportunity to express their views on the selection made by the provincial executive. Delegates felt this change would strengthen democracy within HEU.

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## **Financial Secretary to be a Delegate**

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The financial secretary, unlike the secretary-business manager



and the president, was not eligible to attend provincial and national conventions until delegates to this convention voted to give the position automatic delegate status.

**Provincial Executive Given Delegate Status**

Delegates voted to give the provincial executive automatic delegate status to the B.C. Federation of Labour convention.

**Quorum Reduced for Smaller Locals**

Because small locals (under 50 members) need a much higher percentage of their members present than larger locals do to meet the minimum quorum of seven, delegates amended the constitution to read:  
“The quorum for local meetings shall be as follows: Fifty (50) or less, five (5), or a majority.”

**Size of Bargaining Committee Changed**

At the last HEU convention, delegates voted in favour of expanding the union’s provincial bargaining committee to 15 members.  
Delegates to this convention felt that, since the classification issue had been settled, 10 members would be adequate.

**Emergency Resolution Passed**

Delegates voted to set aside \$32,000 from the political education fund to help offset costs for candidates in the November 21 election who supported the aims and objectives of HEU.



The president of Trinity Local, Monica Knodel, accepts the convention gavel from President Bill Macdonald. Delegates honoured members of the local for maintaining their solidarity through three decertification attempts.



The Constitutional Amendments Committee takes the floor.



# Acknowledgements

At all conventions, HEU has traditionally received donations from locals towards the cost of putting on such a major event.

These contributions are greatly appreciated and help HEU to bring those special touches to the convention which make it memorable. It is important to note that these donations are not solicited, but are spontaneous gestures on the part of individual locals.

For the Sixteenth Biennial Convention, contributions were received from the following locals:

UBC	\$1,000.00
Shaughnessy	1,000.00
Victoria General	1,000.00
Royal Jubilee	1,000.00
Priory	100.00
St. Paul's	1,500.00
Mount St. Francis	100.00
Tahsis	100.00
Cranbrook	400.00
Penticton	200.00
Kelowna	200.00
Richmond	300.00
Comox	200.00
St. Vincent's	200.00
Glengarry	100.00
Windermere Lodge	100.00
Mount St. Mary's	100.00

The CU&C Health Services Society, a non-profit society that provides health plans such as HEU's dental plan, contributed \$500, the convention note pads, and pens.

All of the members of the Hospital Employees' Union extend their special thanks and gratitude to the following people who served on committees during the Sixteenth Biennial Convention.

## Constitutional Amendments Committee

Sister Cindy Russell	Kitimat	Chairperson
Sister Janice Broadhurst	Kimberley	Secretary
Brother Martin Terpenning	Victoria General	Member
Brother Clayton Randle	Holy Family	Member
Sister Iris Reamsbottom	Maple Ridge	Member
Sister Rita Pawliuk	Vernon	Member

## Resolutions Committee

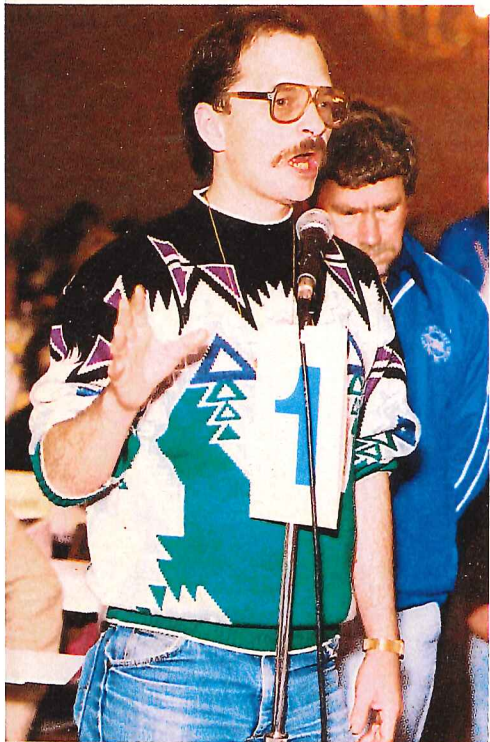
Sister Joyce Reynolds	M.S.A.	Chairperson
Sister Linda Hargreaves	Cumberland	Secretary
Sister Mary Pat Wiley	Prince George	Member
Brother Ken Prokopetz	Kelowna	Member
Sister Della McLeod	Willowhaven	Member
Sister Helen Kenkel	R.C.H.	Member



Bernie Osborne, Royal Jubilee Local, reads a tribute to former secretary-business manager Jack Gerow.

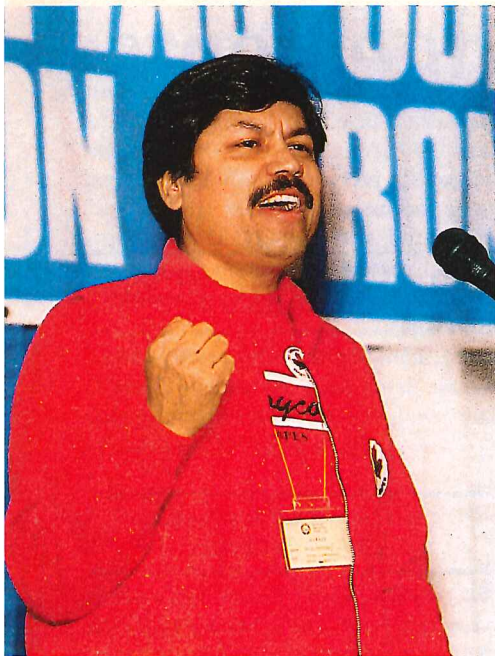


Enid Fell, Golden Ears Local.



Ron Campbell, Vancouver General Local.





David Martinez, United Farmworkers of America, urges delegates to continue the very successful boycott of California grapes.



Mike Harcourt addresses the delegates. The leader of the New Democratic Party of B.C. said Premier Bill Vander Zalm deserves "the golden bedpan award" for his attempts to privatize health care.

### Bargaining Demands Committee

Brother Phil MacLeod	Queen's Park	Chairperson
Sister Janice Mount	Mount Paul	Secretary
Brother Joe Fraser	VGH	Member
Brother Mike Longeuay	Royal Jubilee	Member
Sister Janis Wegrich	Langley	Member
Sister Judy Verbruggen	Dawson Creek	Member
Sister Marilyn McKerracher	Rossland	Member

### Credentials Committee

Brother Tom Knowles	St. Paul's	Chairperson
Sister Gwen Parrish	VGH	Secretary
Sister Irma Mohammed	Shaughnessy	Member
Sister Kathy Anderson	Lions Gate	Member
Sister Audrey Fischer	Gorge	Member
Brother Greg Large	Nanaimo	Member
Sister Janis Pasechnik	Cariboo Lodge	Member
Brother Troy Swanson	Cranbrook	Member
Sister Dianna Van Dyke	Ponderosa	Member
Sister Rita Wensler	Chilliwack	Member

### Tabulations Committee

Brother Maurice Smith	Burnaby	Chairperson
Brother Des Greig	Surrey	Secretary
Brother Tony Beliso	Mount St. Joseph	Member
Sister Lynn Harris	St. Mary's	Member
Sister Kim Matear	Beckley	Member
Sister Judith Attfield	Campbell River	Member
Sister Julia Crozier	Simon Fraser	Member
Sister Donna Peppard	Castlegar	Member
Sister Wilma Baisarowicz	Penticton	Member
Sister Shirley Vincenzi	Mission	Member

### Sergeant-at-Arms Committee

Sister Jeanne Norlin	Cancer Control	Chairperson
Brother Dennis McIntyre	Central City Mission	Secretary
Sister Doreen Adamson	Malaspina	Member
Sister Elaine Pigeau	Terrace	Member
Brother Allen Corson	Hardy View Lodge	Member
Sister Deborah Fairhurst	Penticton Retirement	Member
Sister Susan Boyes	Hope	Member
Sister Pat Dempsey	Richmond	Member

### Information Committee

Brother Neil Anderson	Regional Vice-President, Lower Mainland #1
Sister Margaret Wayne	Regional Vice-President, Fraser Valley
Sister Margaret McMahon	Regional Vice-President, Kootenays
Sister Helen Burnell	Regional Vice-President, Okanagan
Sister Melanie Iverson	Regional Vice-President, Vancouver Island
Sister Colleen Fitzpatrick	Regional Vice-President, North