

13TH WAGE POLICY CONFERENCE

Setting the bargaining agenda

THE BARGAINING process for new HEU collective agreements gets under way Oct. 16 and 17 when close to 400 delegates gather in Richmond for HEU's 13th Wage Policy Conference.

Meeting with the theme, From Community to Facilities, Health Workers Unites, delegates will consider more than 900 bargaining demands sent in by HEU locals and the Provincial

Executive. They will elect a bargaining committee and draw up HEU's agenda for upcoming bargaining of master agreements which expire March 31, 1996.

"The major challenge we will face is to advance HEU's goals in a time of massive change in health care," said HEU secretary-business manager Carmela Allevato.

"We have to ensure that the skills of health care workers are not discarded in the name of health

care reform. These skills should be protected, and opportunities provided," Allevato said.

HEU president Fred Muzin said HEU members want to have more meaningful control over their working lives.

"Members are feeling uneasy about how health care reform is evolving," he said.

"This wage policy conference is where we will decide what our priorities are for the coming round of bargaining," he said.

Major issues to be discussed are expected to include employment security, contracting out, pay equity, workload and a single contract for health care workers.

Guardian



VOL. 13 NO 5

THE VOICE OF THE HOSPITAL EMPLOYEES' UNION

SEPTEMBER/OCTOBER 1995

DAN HINGLEY PHOTO

welcome!

HEU says hello to hundreds of health care workers, many of them already CUPE members, who have chosen HEU as new regulations change health care's labour relations map.

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Parksville home support worker Elaine Turner, pictured with her clients, is one of 1,500 health care workers who will become HEU members.

**I care for
medicare**

National medicare week will focus on the fight against two-tier health care. Oct. 30 to Nov. 3.

PAGE **THREE**

STEPHEN HOWARD PHOTO

A senior Vancouver health board official is linked to Jim Nielsen's MRI clinic by an HEU investigation.

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will it be svend?

As the Guardian goes to press, a new federal NDP leader will be elected in Ottawa. HEU's Provincial Executive is backing B.C.'s Svend Robinson as the best bet in the process to rebuild the NDP into a progressive, activist party.



COMMENT

Defending medicare starts with a commitment to care – and to caregivers

by Carmela Allevato



AS THIS *GUARDIAN* makes it way to members, nearly 400 HEU delegates will be sitting down in Richmond for our union's 13th Wage Policy Conference. The direction set at the conference will guide us through what promises to be the most challenging round of bargaining we have ever faced.

Joining us for the first time will be delegates from dozens of new locals, almost all in the growing community sector, who have organized into HEU or transferred as a result of health care restructuring.

Our new bargaining agenda must confirm our commitment to a reformed medicare system that provides a continuum of quality care from community to facilities.

The new community-based system now emerging from the achievements of medicare's first 25 years won't be successful without an equally firm commitment to fairness, dignity, equity and respect for care providers.

How can employers talk about delivering better care in the community when those community-based care providers face discrimination in wages and working conditions?

How can claims of better utilization be believed when tens of mil-

lions of dollars are wasted to pay for injuries that could have been avoided?

How can government claim to be implementing improvements in health services when health workers' voices are stifled? And how can health workers do the best possible work when employers reserve the right to lay them off or contract out their job to the lowest bidder?

The next few months will see our bargaining begin. We'll have a provincial election. We'll join with other unions representing health workers to create new bargaining associations. We will see the impact of massive federal budget cuts that could, if not reversed, cut \$375 million out of our medicare services. It's not going to be easy.

Front-line caregivers are already under attack. The B.C. Medical Association, fighting to maintain the power and privilege doctors enjoy under the fee-for-service system, is attacking the Employment

'Our new bargaining agenda must confirm our commitment to a reformed medicare system that provides a continuum of quality care from community to facilities'

Security Agreement to distract the public from its own refusal to stand on the side of medicare.

But we know that British Columbians are committed to medicare. We know they

agree with collective agreements that protect our investment in the skills and training of health workers. And we know that British Columbians look to health workers to speak out for medicare.

A fair wage, equity, a safe and reasonable workload, employment security – those are the commitments we're calling on employers to make, not just to us, but to medicare.

voice/mail

THE *GUARDIAN* WELCOMES YOUR FEEDBACK. SEND LETTERS TO 2006 WEST 10TH AVE., VANCOUVER V6J 4P5 OR PHONE 1-800-909-4994. PLEASE BE BRIEF.

Doctors aren't paid that much

I'm tired of the doctor bashing our union is doing. Let's try to work together with these people.

I know for a fact that doctors aren't paid that much money. Thirty or 40 per cent tax, then their overhead, the hours that they put in. It's just not fair.

Why aren't we going after the administrators and the top heavy people?

RICHARD HALBACK,
HEU St. Mary's,
Sechelt

HEU members struggle to make the workplace safe

In matters relating to occupational health and safety, there has

always been the perception that "nobody cares" or that "nobody is doing anything."

Sometimes it's the employer accusing HEU members of not taking OH&S seriously; sometimes it's the members themselves who are discouraged by what they see as disinterest in this vital process.

Up until fairly recently, this perception has not been too far off the mark.

That was then; this is now. I offer the attached list of activities at Vancouver Hospital and Health Sciences Centre (12th and Oak Street site) as proof positive that the entire OH&S process has, indeed, 'come a long way, baby.'

I realize that in the current climate of upheaval and disorganized "re-engineering," many issues of vital importance to HEU are threatening to explode all over the health care landscape, and in such chaotic times it is easy to lose sight of

other, less exotic concerns.

The individual HEU member, largely unsung, continues to do her/her bit to make the workplace safe.

In the face of crushing workloads, supervisor resistance, and smouldering anxiety, safety committee members have remained focussed on the OH&S issues in their area and continue to work diligently towards solutions.

Any recognition of their efforts by the *Guardian* is greatly appreciated.

No matter what future form health care takes, there will always be workers and there will always be work-related injuries.

And anything that helps to dispel the "nobody cares" mindset is priceless to those who know very well that lots of people care.

DANNI PHILLIPS,
OH&S Officer,
VGH Local



Talk to us! 1-800-909-4994

You can now phone in your comments on *Guardian* articles or issues that affect you on the job or in the union. Just phone 1-800-909-4994. Keep your comments concise, and leave your name and contact number for verification.

Guardian a "blatant misuse of union funds"

After receiving the Vol. 13 No. 4 [July/August] edition of the *Guardian*, I was left with some disturbing thoughts.

Firstly, during this time of universal restraint, the necessity of producing a 'glossy,' high end publication, when a scaled down version would be just as informative must be questioned.

Do we really need BOLD headlines, colour photos, and large print mode to effectively convey newsworthy items to the membership?

Coupled with the unnecessary and costly practice of individual mailing, I am offended by the blatant misuse of union funds for this purpose.

Please remove my name from the 'mailing list,' as I have made arrangements to use the old fashioned 'buddy system,' and will share a co-worker's copy of the *Guardian*.

D. WILLIAMSON,
HEU Vernon local,
Vernon

Guardian

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

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The *Guardian* is published on behalf of the Provincial Executive of the Hospital Employees' Union, under the direction of the following editorial committee:

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CALM
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What we're up to

Whoops, we goofed

We gave out two wrong numbers in the last issue of the *Guardian*. The toll-free organizing hotline is number 1-800-663-5813 loc. 215.

The contact for HEU's People with Disabilities caucus is 530-9493.

Shame on Gorge Road for appealing WCB audit

Thanks to pressure from HEU and other unions, the WCB has

been conducting health and safety audits at facilities across the province.

In most situations, employers have not balked at the results, which are designed to make work safer. But enter the Gorge Road Hospital in Victoria, where the employer is consciously trying to delay implementing the compliance plan ordered by the WCB.

Local chairperson Allan Forrest says the Gorge is appealing the results of the audit. "I'm really appalled that they'd appeal something that would prevent injuries," Forrest said. "Every injury we face here at Gorge costs an average of \$7,500."

"Apparently they're upset because the WCB won't buy their efforts to delay compliance for up to two years," he said.

The appeal

They left their hearts of health care in San Francisco. From left, HEU president Fred Muzin, Linda Lochrie and Wendy Johnston from Menno local and Laura Muzin from the VGH local were part of an HEU contingent attending the Aug. 20 rally to protest the corporate takeover of the U.S. health system. See page seven.

hearing dates haven't been set but Forrest said the locals will be stepping up member education as they wait to see what happens.

Employer pressure behind WCB claims clampdown

HEU has received reports that the Workers' Compensation Board is clamping down on claims and cutting people off WCB benefits earlier.

Union members whose claims are rejected or cut off should get in touch with their servicing

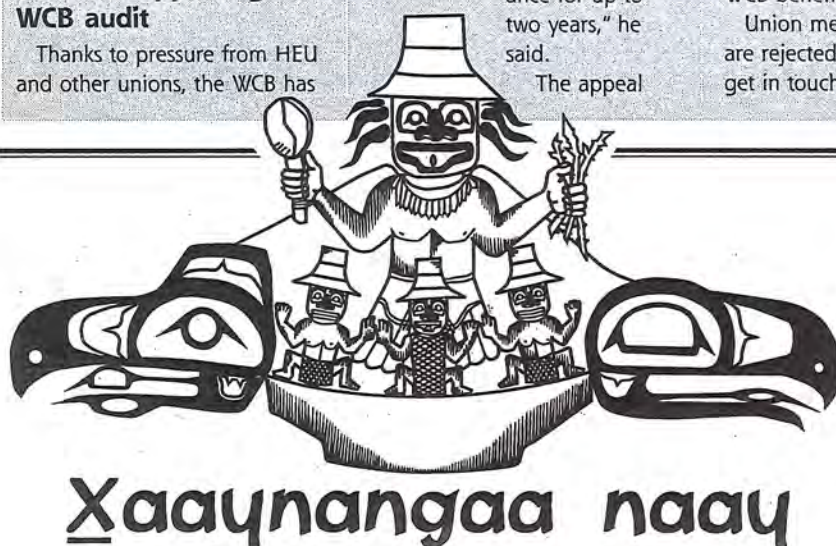
representative and consider appealing the decisions.

The changes in WCB policy follow the suspension of the WCB board of governors last July by labour minister Dan Miller. Miller's actions followed a campaign against the WCB undertaken by employers in cooperation with Liberal leader

Gordon Campbell to undermine progressive changes made at the WCB.

Employers are determined to reduce their WCB premiums and WCB management is responding to this pressure by rejecting more claims and cutting people off benefits sooner.

continued on page 4



HAIDA HEALERS Meet the new HEU members working at Xaaynanga Naay.

First Nations breakthrough part of HEU organizing gains

HEU extends a warm welcome to health care workers at eight facilities across the province who have signed up to win better wages and working conditions.

And the union has made a small breakthrough in relations with B.C.'s First Nations communities in the North. In August, 19 caregivers at Xaaynanga Naay (House of Life) Health Centre, operated by the Skidegate Band Council for the Haida Nation and serving the Skidegate community on the Queen Charlotte Islands, joined the union. It's the first HEU certification in a First Nations community facility.

Xaaynanga Naay staff provide counselling, alcohol and drug abuse programs, community health representatives, homemakers and youth services.

Here are the other facilities where workers have joined HEU:

- Community Connections Enterprise, a for-profit ministry of social services funded group home in Sydney;
- Gold River Health Clinic, a diagnostic treatment centre in the North Island community;
- Golden & District Home Support, which provides community services in Golden;
- Gabriola Home Support, also providing similar community support for Gabriola Island residents;
- Kiwanis Intermediate Care, a long-term care facility in New Westminster;
- Chateau Elan, an unfunded, for-profit long-term care facility in Nanaimo;
- Delta Lodge, a funded, for-profit mental health residence in Delta.

LRB redefinition will open a 'Pandora's Box'

A Labour Relations Board suggestion to throw wide open the definition of who is a "paramedical professional" is an attack on HEU that could undermine the progress of health reform, the union has warned.

The board has scheduled several days in November to hear submissions on a issue that could once more throw health care labour relations into confusion.

HEU is preparing for the upcoming hearings, secretary-business manager Carmela Allevato said, and the issue will be front and centre at the union's mid-October Wage Policy Conference.

"By its actions, the board is really organizing a raid on our union," said Allevato. "If the goal is to divide health workers and slow down health reform just as we head into bargaining, they could not have picked a better strategy."

"We're ready to sit down and solve this problem with the other unions through the B.C. Federation of Labour, but we are not prepared to surrender our right to represent anyone."

A board review of the narrow technical issues raised by some biomedical

engineering technologists — who believe they are paramedical professionals — was one element of the recent Bill 48 regulations restructuring health care bargaining, said Allevato.

But when LRB chair Stan Lanyon invited any health care worker to jump into the argument, "he opened a Pandora's Box that could divide health workers and undermine health reform."

"All our members perform their work in a highly professional way," Allevato said. "There is also a long-standing definition of who is a paramedical professional in the narrow labour relations sense that has served well."

"Bill 48 commissioner Jim Dorsey clearly indicated that a narrow, legal definition is appropriate. But now the LRB is opening the possibility that thousands of workers should now be deemed 'paramedical professionals' and forced to join BCGEU or HSA."

"When Bill 48 came down, we warned HEU's exclusion from the paramedical bargaining association would cause instability. Lanyon's move will be the source of that upheaval," she said.

B.C.-wide events set for national medicare week

The Canadian Health Coalition's campaign to defend medicare against federal cutbacks and privatization moves into high gear for National Medicare Week, set for Oct. 30 to Nov. 3.

Two events will take place in Vancouver on Wednesday, Nov. 1, including a noon hour demonstration against privatization in the park at 12th and Willow at Vancouver Hospital.

As well, Canadian Labour Congress president Bob White and B.C. health

minister Paul Ramsey will appear at 6:30 p.m. at a Celebration of Medicare at the Operating Engineers Hall at 4333 Ledger in Burnaby.

Events are also planned for Nanaimo, Prince George, Kamloops and elsewhere during the week.

Later in the fall, the coalition will be organizing a lobby of federal politicians on the importance of repealing the Canada Health and Social Transfer (CHST).

When the CHST takes effect on April 1, 1996, it will cut an estimated \$375 million a year from B.C.'s budget.

Both the CLC and the B.C. Coalition for Health Care Reform have produced special pamphlets on medicare, which will be distributed during medicare week activities.

WHAT WE'RE UP TO

continued from page 3

Itching to learn?

The Capilano College Labour Studies Program offers courses that help develop the knowledge, skills and effectiveness of union activists that builds stronger unions.

In its 20th anniversary year the Labour Studies Program is offering an exciting schedule of courses for the fall which range from labour law and Workers' Compensation to retirement programs and B.C.'s new Freedom of Information and Protection of Privacy Act.

The Provincial Office picks up all course registration costs. For more information, contact your union local or the union's education department in the Provincial Office, Vancouver site.

Bending your MLA's ear

Earlier this year, HEU embarked on an ambitious

political action campaign to arrange face-to-face meetings between local leaders and their MLAs.

It was unabashed lobbying and the goals were to make sure politicians knew that the Employment Security Agreement has had a positive impact on health care restructuring and to set up a process to deal with local concerns.

It's also given health workers an opportunity to refute incorrect information used by ESA opponents, as was the case recently at Vancouver Hospital when Liberal MLA Gary Farrell-Collins claimed that workers are being paid to stay at home.

The campaign has been a success, and about 35 locals have met with NDP, Liberal and Reform MLAs. Another 59 locals have meetings already set.



On the political action trail: Above, VGH local's Doreen Plouffe with Liberal MLA Gary Farrell-Collins, left, and NDP MLA Tom Perry. Top right, Sunnyhill's Bill Willis, far left, Gillian Morrison and Nancy D'Olliver with the NDP's Glen Clark. Right, NDP MLA Emery Barnes, second from right and St. Paul's Raimo Hietakangas, Tom Knowles and Raj Sandhanwalia.



ROGER KISHI PHOTO

Watching out for women

by Chris Gainer

WOMEN'S equality minister Penny Priddy was a surprise no-show when the New Democrat caucus met recently in her home base of Surrey, and she was late that evening for a fundraiser being held for her and fellow MLA Sue Hammell.

The reason? Priddy was with her daughter, who was giving birth that day to Priddy's first grandchild.

To Priddy, this was an example of setting priorities and living by them. "You have to be really clear about your priorities. Your job isn't everything."

Before she became MLA for Surrey-Newton and minister of women's equality in 1991, Priddy worked for 25 years as a nurse and administrator, working with people with disabilities. "But being a nurse has made me a pragmatist."

BALANCING



IT ALL

This has led to improvements in the Pension Standards Act so that it covers part-time work, reforms to the Employment Standards Act to benefit working women, 'bubble zone' legislation to protect clients and workers at abortion clinics, and a change to the Criminal Injuries Act to win compensation for victims of stalkers.

The ministry has done work to promote pay equity in the public sector. Support for child care has included operating funds for new spaces. Funds were also found to improve wages for low paid child care workers, whose pay is lower than similar workers in the public sector.

Working and raising a son and a daughter with her husband Rob, Priddy also used her training as a nurse to be well organized.

In four years as minister, an important part of her work has been to ensure that every government policy is examined for its impact on women, regardless of which ministry is involved.



STEPHEN HOWARD PHOTO

Through the BC 21 initiative, new child care spaces are being built in workplaces, including five hospitals, Priddy said. The \$145 million the ministry spends on child care services is the highest in Canada.

Child care is a crucial issue, she said, because it has been identified as one of the biggest barriers to women who need training or job upgrading.

Fighting violence against women is also a major priority. The number of sexual assault centres has tripled and new women's shelters and transition houses have been built.

Children who witness violence against women are obtaining counselling, and conflict resolution programs in schools are helping children and adolescents solve problems without fighting.

She said the ministry is also doing work to support women workers, including health care workers, who face violence on the job.

"We have to stop the cycle of violence. Just putting people in jail doesn't work," Priddy said. "I'm proud of the work we've done to stop violence in the community and violence against women."

Priddy pointed out that most of the work done by

UNIQUE Women's equality minister Penny Priddy says the work done by her ministry isn't done anywhere else in Canada.

her ministry is unique in Canada. "It's all new work. It's never been done before," Priddy says she has always had good support from her colleagues in caucus, cabinet and even treasury board, where her ministry has won spending increases. But she believes resistance to equality of opportunity, security and access for women is growing in society in general.

"I say that when you're talking about women, you're talking about families and communities. Many people see the links between women, families and communities."

In her own life, these links are important. "I have a very supportive family, two great kids and circle of supportive friends," Priddy said she also knows that listening to other people is important in all the work she does.

"I would be arrogant and disrespectful to say from behind a desk in Victoria what's right and what's wrong. That's why I get out on the road as much as I can and listen to what people are saying."

'When you're talking about women, you're talking about families and communities'

WHAT WE'RE UP TO

Gearing up for the B.C. Federation of Labour policy convention

HEU will be sending a full complement of 183 delegates to the B.C. Federation of Labour's three-day policy convention starting Nov. 21.

It's the first time the federation has held a policy convention. There will be fewer resolutions debated but there will be more time to focus on critical issues through workshops and indepth analysis to help labour develop progressive social and economic alternatives to the corporate agenda.

The biennial policy convention replaces the normal federation convention in the off-election year for BC FED leaders.

Surrey builds on a restructuring success

In an example of keeping HEU members working during

the upheavals of health care restructuring, a team of HEU tradespeople at Surrey Memorial Hospital is now doing renovation jobs in other hospitals that otherwise would have gone to outside contractors.

HEU member and supervisor Ron Johannes said the crew of four full-time, four part-time and several casual tradespeople has been doing renovation work at Surrey for five years. Early this year, they began doing offsite jobs at Peach Arch Hospital and Delta Centennial Hospital.

"We've never had any complaints about our workmanship," Johannes said, and the crew of carpenters, electricians, painters and a plumber has a good record of completing projects on time and under budget.

Marg Jackson of HEU's Surrey local said, "it's working really well." Jackson said the existence of the crew has saved the jobs

of HEU tradespeople and has provided the hospital with an efficient and effective service.

When Purolator Courier, which is owned by Canada Post, locked out its Lower Mainland clerical staff in August, HEU members were on hand to lend their support. Pictured at right are Joyce Barzey, Don Allen and Bonnie Thurston from HEU's Burnaby local. That kind of solidarity helped members of the Public Service Alliance of Canada win big gains in a new contract that was ratified Oct. 2.

CU&C extended health plan covers scooters and wheelchairs

What started as a simple inquiry to prepare for a possible bargaining issue turned in to some immediate good news on the extended health benefits front for HEU members.



Financial secretary Mary LaPlante wrote CU&C to see whether the non-profit health and dental insurance company could possibly provide extended health coverage for scooters and wheelchairs.

"Yes," CU&C wrote back, "and

you're existing extended health plan already covers these."

A simple needs test is used by CU&C: you need a note from your doctor to validate there's an actual need by the person covered under your plan.

Feds refuse to back off big cash cuts

Provincial health ministers from across Canada met in Victoria in September with federal health minister Diane Marleau but failed to resolve disagreements resulting from the Chretien government's cuts to health funding.

The federal cutbacks, contained in the Canadian Health and Social Transfer which takes effect next year, will undermine the federal government's ability to enforce the Canada Health Act's protections against extra billing, user fees and privatized health clinics.

In an attempt to make it appear that Ottawa is protecting medicare despite these cuts, Marleau announced that she will penalize Alberta if it continues to violate the Canada Health Act with private clinics after Oct. 15.

The ministers also discussed a report on paying for doctors' services prepared by B.C. health ministry consultant Miles Kilshaw.

In his report, Kilshaw urged that the fee-for-service system for paying doctors be replaced by a system in which physicians would be paid according to the number of patients they serve.

In an analysis of the report, the Canadian Union of Public Employees noted that Kilshaw proposes a system which still gives doctors too much power over the health care system.

CUPE is urging that physicians work for salaries in publicly run clinics alongside other health care professionals, as is already the case in Quebec and in some areas in other provinces.

The B.C. Nurses' Union also raised the issue of clinics with a press conference during the ministers' meeting.

During the meeting, a demonstration put on by the Victoria and District Labour Council with support from HEU members raised workers' concerns about doctors' incomes and federal cutbacks to medicare.

New Pharmacare plan will reduce drug costs, multinationals' profits

by Chris Gainor

The provincial government is taking aim at skyrocketing drug prices with a new policy that will restrict Pharmacare coverage to drugs which a panel of experts determine are the most effective from a medical and cost viewpoint.

The new policy, called reference based pricing, will be phased in starting with nitrates for stable angina and H2 blockers for gastrointestinal drugs on Oct. 1.

Reference based pricing has become the target of an expensive campaign launched by multinational drug companies, whose bloated profits in recent years have led to medication cost increases for individuals and for gov-

ernment and private drug plans.

"In the past six years, Pharmacare costs have almost doubled from \$215 million to \$407 million," health minister Paul Ramsey said.

He blamed the introduction of more expensive medications which he warned was a serious long term threat to Pharmacare benefits provided to thousands of British Columbians.

"This new program will prevent wasted tax dollars on prescription drugs that are expensive but no more effective than less costly alternatives," Ramsey said.

Many new drugs are introduced each year to treat certain conditions which are similar but not identical to existing

drugs, and do not have a proven advantage over less expensive alternatives.

Doctors who believe it medically necessary for a patient to have a certain drug not fully covered under reference based pricing will be able to get authorization from Pharmacare.

Since the former Mulroney government eliminated competition in the pharmaceutical business by tightening patents, drug prices have soared. The Liberal government has declined to take action to reintroduce competition.

The multinational drug companies have spent hundreds of thousands of dollars on an expensive campaign to frighten British Columbians about reference based pricing.



COOK AND CHILL HEU food service activists got a first hand look at Burnaby Hospital's cook chill kitchen facility Aug. 11. It helped the union understand the technology that's at the heart of a proposal for a mega Lower Mainland shared food service system. West Kootenay employers are also pushing for a shared system that would be managed by VERSA or Marriott. Above, Burnaby workers vacuum seal soup. At left, local chair Michael Maann points out problems with retherm cart heating units.

Smithers disappointed by hospital review

HEU members in Smithers aren't pleased with the results of an outside review of their troubled hospital.

While the review recommended additional one time funding of \$600,000 to help deal with Bulkley Valley Hospital's \$700,000 deficit, it didn't call for an increase in the facility's base budget, said local chairperson Claudia Sia.

The review was called as a result of a community campaign that highlighted problems at the hospital.

Sia was particularly critical of the review because it ignored the lack of adequate community services in Smithers. With home support having its funding cut, Sia said only people who could afford to hire outside caregivers would get adequate at-home care.

Earlier this year the hospital created a furor with its plan to charge extended patients \$450 each a day in user fees as a way to get them to go to other facilities in the North West.

The review recommended shipping out elderly residents as places in surrounding communities came open.

PRESIDENT'S DESK



The NDP deserves a second term

by Fred Muzin

THE PROVINCIAL EXECUTIVE has endorsed the re-election of the B.C. NDP government. It was a tough decision in the sense that we are sensitive to both our constitution and bylaws – which state that HEU supports politicians who support our aims and objectives – and feedback from members who don't like to be told how to vote.

The best decisions result when we consider our relationship to politicians over the entire four year electoral cycle, not just as a reaction to the rhetoric that occurs after the writ is dropped.

Government ministers and officials have been accessible to HEU at both a provincial and local level. While we have some disagreements, there is an ability to have open and honest dialogue. We can focus on real issues without having to establish that government's mandate is to serve people, not just the business elite.

Contrast this to the Campbell Liberals who would trash the Employment Security Agreement, and continue to support mismanagement, inappropriate utilization and lack of consultation. Fair wages and the elimination of poverty will alleviate much of the demand for health services, yet the Liberals prefer tax breaks for their rich corporate friends instead. The Liberal and Reform parties want to import privatization from the U.S. – two tier medicine that provides deluxe care for the rich yet nothing for over 40 million Americans.

We are on the verge of a provincial election. We are also heading into a critical set of negotiations. The restructuring of health care under New Directions means that the transfer of services and members from acute care into the community will

'The evidence is compelling that our interests are intertwined with the re-election of the NDP'

continue. The implementation of the Dorsey Commission report reduces the number of unions representing health work-

ers from 19 to seven and results in about 5,000 workers changing unions. Meddling by the Labour Relations Board is resulting in yet another struggle in order for HEU to retain our members in technical occupations.

Nationally, medicare is under severe attack because the Chretien government is cutting B.C.'s health care funding by \$340 million for the next year alone.

These developments present enormous challenges for HEU. Workable solutions must include our input. Employers, as evidenced by their resistance to enhanced consultation and educational upgrading initiatives, will continue to try to marginalize our contributions. Doctors, some of whom are Liberal candidates, want to retain their privileged political and economic status and will never willingly agree to being on salary to help preserve universal medicare.

The Provincial Executive, between HEU conventions, has the responsibility of setting a clear direction for HEU. The evidence is compelling that our interests are intertwined with the re-election of our NDP government.

A second term for the New Democrats will send a crystal clear signal to health care employers and to anti-worker politicians that workers' rights to dignity and fairness will not be denied.



HURDLERS Vernon Jubilee Hospital activity worker Craig Robson, at left, with resident Ian Stead. At right, records clerk Nancy MacDonald.



Working with a disability

Craig Robson and Nancy MacDonald are two HEU members who face different day-to-day challenges on the job. They're workers working with disabilities.

Both work at Vernon Jubilee Hospital. Robson is a part-time activity worker for the hospital's extended care residents.

MacDonald is a clerk in the records department. Hired in the summer of 1973, she proved she could do the job, and she's been processing emergency and outpatients' records ever since.

Robson – who describes himself as differently abled – is a study of how people can overcome obstacles. Thirteen years ago he was involved in a bad car crash in his hometown Winnipeg. He suffered a broken neck and extensive head injuries. After two months in a coma he had to learn to walk again.

Six years later he'd finished his university degree in recreation.

To overcome difficulties in communications, planning, and decision-making he uses a detailed daily planner.

"People ask me 'don't you think you're pretty lucky?'," says Robson, who's involved in the B.C. Therapeutic Recreation Association and with a Vernon head injury support group.

"No I'm not lucky – breaking my neck and smashing my head wasn't luck. I am fortunate, not lucky. I've

worked hard to earn this fortune."

Robson also faces another challenge. It's one he shares with all activity workers: the lack of full time work opportunities. He's taken on several recreation positions to make ends meet.

MacDonald was born with cerebral palsy. She enjoys her job and the people she works with, but chafes to do something different. "It's a bit frustrating. Here in my head I know how to do different jobs, but I'm limited in what I can do with my hands. But I want to do something more challenging."



Off the job, "I never go out feeling 'handicapped'," says MacDonald, "People accept me for who I am. But there are still barriers, like my speech. I'm out shopping and the clerk

asks me 'can I help you?' like I'm a little kid."

She's upgraded her skills, taking computer and medical terminology courses at the local college. She's still waiting to apply those skills – one day!

"It would be good if a lot more disabled people were given the chance to hold down a job," says MacDonald. Things have come a long way and HEU is trying to make further advances through the union's equity process, but "employers should take the initiative and organize jobs around peoples' skills."

NOTEBOOK

The big BCMA backfire

by Stephen Howard

The B.C. Medical Association has caused quite a stir right across the province with an expensive advertising campaign with a very hostile anti-government message.

"Line up and shut up," screams the ad, which ran in newspapers and on radio stations across the province.

If that wasn't enough, the BCMA brought out more heavy artillery in the form of association president Dr. Victor Dirnfeld, who pledged that doctors will be working closely with Gordon Campbell and the Liberals to defeat the NDP and bring in a two-tier health care system.

(We've run a spoof version of the first BCMA ad, "Line up and shut up," on the back cover of this issue of the *Guardian*.)

The BCMA claimed it was "putting patients first," by grilling the government, but there were more fundamental issues behind its media barrage. As health care funding tightens, organizations like the BCMA have been pushing to increase their incomes through user fees, private clinics and extra billing.

For its part, the government has surveyed the situation and recognized that health care reform designed to safeguard medicare will stall unless it tackles the issue of how doctors are paid. Victoria is now in the process of investigating creative options, like salaries



'The BCMA president has ensured that a vote for the Liberals is a vote to destroy medicare'

and the capitation system, to replace the very costly fee for service payment system for doctors.

Study after study shows that private sector health costs are rising faster – the U.S. is a good example – than public sector health costs.

Yet many B.C. surgeons and specialists have bankrolled the handful of private clinics that are blazing the trail for American-style care here. Take Dr. Brian Day's private surgical centre in Vancouver, where 16 surgeons, with total medical services plan billings of more than \$4 million a year, have invested up to \$100,000 each to make their dream of two-tier profits a reality.

But did the BCMA's hardline approach work? The evidence says no. On hotline shows and in letters to the editor, public feedback on the BCMA ads – which included more pot shots against the Employment Security Agreement – was extremely negative.

Even the normally mild mannered health minister Paul Ramsey, who takes a kid gloves approach to his dealing with doctors, was furious. The campaign, said Ramsey Oct. 5, had everything to do with politics and nothing to do with patients. The BCMA should be "ashamed," he said, for the "lies" they're telling British Columbians.

Even Dirnfeld's would be ally, Gordon Campbell, has also suffered some unwanted collateral damage from the BCMA campaign. Right now he must feel pretty uncomfortable being in bed with Dirnfeld. By linking his U.S.-style, two-tier health care prescription to the Liberal bandwagon, the BCMA president has ensured that a vote for the Liberals is a vote to destroy medicare.

welcome!

Health care workers are choosing HEU as sweeping new government regulations change the labour relations map

by Geoff Meggs

They may be mental health group home workers, public health department employees, AIDS counsellors, adult daycare workers, transition house workers, long-term care workers or home support workers, but they have one thing in common: they're transferring to HEU and they're making our union stronger.

As this issue of the *Guardian* went to press, HEU staff were putting the final touches on the paperwork necessary to confirm the transfer of more than 1500 workers, most already represented by the Canadian Union of Public Employees, into HEU's ranks.

In every case, these locals held membership meetings to confirm their desire to join forces with HEU members in the fight for respect, fairness and equity for all health workers.

Their vote of confidence in HEU means that the union's strength in community-based health services will more than triple to at least 2,000 workers.

"There are two main reasons so many are moving to HEU," says HEU secretary-business manager, Carmela Allevato. "One is the strong gains we have made in our Master Agreement. The second is the fact that we are committed to organizing health workers only and have no other mandate."

"By early October, the new local executives should be fully integrated into our system, be receiving regular mailings and the services of a staff representative.

"We're calling on all HEU members to make sure these new locals feel welcome, because they have a lot to teach us about their experience organizing and working in their facilities and they're looking forward to feeling the strength and support of a union dedicated exclusively to the needs of health workers."

(Where possible, this issue of the *Guardian* is being mailed to new members. All new locals will receive bundles to ensure their members get plugged in as quickly as possible.)

The changes mean HEU will have to work hard to be an even more effective advocate for community-based health service workers, Allevato said, and find even more resources to organize in this sector, where private employers and non-union operations are dominant.



BUILDING A STRONGER UNION

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WEALTH OF EXPERIENCE New members can provide new insights for HEU based on their own work place experiences. Workers at Vancouver's BROADWAY PENTECOSTAL LODGE, far left, were the first to choose HEU under the Bill 48 process. They used to have their own employee association. At top are caregivers at HAVEN HILL RETIREMENT CENTRE, a 76-bed multi-level facility housed in Penticon's original hospital building. Former members of CUPE local 608, the Penticon municipal local, their concerns are workload and short staffing. There's a wonderful staff at the SUMMERLAND LODGE, pictured below. They used to be members of CUPE local 1136, and being part of a union of health workers was a big attraction to join HEU.

Locals which have voted to make a complete transfer to HEU will be entitled to voice and vote at the upcoming Wage Policy Conference and will have the right to participate in elections for the province-wide bargaining committee.

The transfers have been forced by Bill 48, the sweeping amendments to the Health Authorities Act which are designed to bring bargaining and union organization into line with the overhaul of the health care system.

"Some tough challenges remain," Allevato said. "The compulsory changes imposed by Bill 48 have caused a lot of upheaval and open the door to serious divisions among unions representing health workers. We're determined to ensure that health workers remain united."

Next steps on HEU's unity agenda include:

- efforts to ensure effective representation for CUPE locals which have agreed to allow HEU to represent them at the table but which have elected to remain outside HEU for now;
- continued efforts to ensure that HEU is entitled to represent its paramedical professional members at the paramedical bargaining table;
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The changes have also opened the door for HEU to represent workers in public health employed by municipal governments in the Greater Vancouver and Victoria regions.

"We're pleased to embrace public health staff as an integral part of the health care continuum," Allevato said. Their inclusion in HEU will add to the unity of health workers.

The union has also been working through the B.C. Federation of Labour to ensure that the potentially destructive processes unleashed by Bill 48 do not undermine the unity of the health unions as they prepare to head to the bargaining table.

The new locals are concentrated on Vancouver Island and the Lower Mainland, but there are some in every region of the province.

Licensed practical nurses and care aides in McBride previously

represented by the B.C. Nurses' Union are among them, as are homemakers at Barriere House, which is operated by the Kamloops Home Support Services Association.

Allevato said the union is taking steps to reorganize the workload of servicing representatives to ensure new members get the best possible representation as soon as the transfer is completed. In the case of locals previously participating in the B.C. Division of CUPE, the transfer has been assisted by the close cooperation offered by CUPE staff.

"This has been a tough process for many CUPE locals," Allevato said, "and we respect that. By moving from the B.C. Division of CUPE to HEU, which is CUPE's health services division in B.C., members have the advantage of maintaining their CUPE membership."

As the transfers of workers are completed, health unions must turn to the task of developing new bargaining associations to meet health employers at the bargaining table by next spring.

'Transferring CUPE locals are joining forces with existing HEU community service locals to make our union stronger'



STRONGER COMMUNITY Parksville home support worker Pepper MacLeod, at left, talks nutrition with one of her clients. With the influx of new members, HEU will have to work hard to be an even more effective voice for community-based health workers like MacLeod, who is vice-president of CUPE local 3238.

who's new

- Aurora Centre HEALTH SCIENCES ASSOCIATION VANCOUVER
- Barriere House CUPE LOCAL 900 BARRIERE
- Braddan Private Hospital CUPE LOCAL 2209 VANCOUVER
- Braemore Lodge CUPE LOCAL 608 PENTICON
- Broadway Pentecostal Lodge EMPLOYEE ASSOCIATION VANCOUVER
- Canadian Mental Health Assoc. VANCOUVER-BURNABY BRANCH CUPE LOCAL 3495
- Chown Adult Daycare Centre* VANCOUVER
- City of Vancouver Health Dept. CUPE LOCAL 15 VANCOUVER
- City of New Westminster Health Dept. CUPE LOCAL 1577 NEW WESTMINSTER
- Coast Foundation CUPE LOCAL 3495 VANCOUVER
- Cordova House/Taylor Manor CUPE LOCAL 15 VANCOUVER
- COUNTRY Squire Villa* CUPE LOCAL 608 OLIVER
- Glen Hospital CUPE LOCAL 1731 VANCOUVER
- Greater Vancouver Mental Health Services PROFESSIONAL EMPLOYEES ASSOC. VANCOUVER
- Greater Victoria Hospital Soc. BUILDING TRADES UNIONS VICTORIA
- Grouse View Care Home CUPE LOCAL 3495 NORTH VANCOUVER
- Haven Hill Retirement Centre CUPE LOCAL 608, PENTICON NORTH VANCOUVER
- Marine View Lodge CUPE LOCAL 3495 NORTH VANCOUVER
- McBride & Dist. Hospital LPA & CARE AIDES, BCNU MCBRIDE
- Mental Patients Association CUPE LOCAL 1978, VANCOUVER
- Mountview Lodge CUPE LOCAL 3495 NORTH VANCOUVER
- Napier Intermed. Care Home CUPE LOCAL 1731, VANCOUVER
- Parkdale Place* CUPE LOCAL 1136 SUMMERLAND
- Parkside/Rainbow Intermediate Care Home* CUPE LOCAL 2316 PRINCE GEORGE
- Parksville & District Home Support* CUPE LOCAL 3238, PARKSVILLE
- Persons with AIDS of B.C.* CUPE LOCAL 3495, VANCOUVER
- Pioneer House CUPE LOCAL 3495 ABBOTSFORD
- Pleasant View Care Home* CUPE LOCAL 1267, MISSION
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- Summerland Lodge CUPE LOCAL 1136, SUMMERLAND
- Tom Uphill Memorial Home* CUPE LOCAL 2093A FERNIE

*These CUPE locals are joining HEU in a two-year "phase-in" arrangement agreed to by HEU and CUPE.

Labour

NOTEWORTHY NEWS ABOUT ISSUES AFFECTING WORKING PEOPLE HERE AND ABROAD

Move over Ralph Klein ... here comes 'Mike the knife'

by John McCracken and Shannon McManus

SO WHAT'S LIFE going to be like for Ontarians – and CUPE members in Ontario – for the next four years?

The people of this province were given a pretty accurate sampling when, four weeks into its mandate, the recently-elected Tory government of Mike Harris unveiled its first 'economic statement' in July. It was followed by a pledge to scrap the anti-scab provisions of the labour code and to make joining a union more difficult for workers.

In a nutshell, it was the beginning of the Harris government's assault on Ontario's public services. As if to give Ontarians a taste of things to come, the economic statement outlined \$1.9 billion in spending cuts.

The Harris government is moving quickly to implement the mean-spirited election platform which it calls the "Common Sense Revolution". He claimed that his government has inherited a "spending crisis" from the previous NDP government. According to Ontario's treasurer Ernie Eves, this year's deficit would grow to \$10.6 billion if they didn't act.

With the \$1.9 billion in spending cuts, the government projects a deficit of \$8.7 billion. This compares with the previous government's plan for a \$5.8 billion deficit, which Eves says was unrealistic.

Who are the big losers? Poor people, the unemployed, minorities and public sector workers will be hurt the most by the Harris' cuts. Here's how:

- **People living in poverty:** The biggest single hit is on social assistance recipients who will see their benefits reduced by 21.6 per cent across the board. A single mother with two children living in Ontario will have her basic allowance – which must cover all expenses other than rent – reduced to \$572 per month effective Oct. 1st.

Cuts to childcare, non-profit housing and training programs will also hammer

low-income earners and the unemployed. Provincial funding of affordable housing has been stopped and 385 non-profit housing projects were cancelled.

- **Minorities:** Other cuts take away important reforms to benefit minorities and vulnerable people. Eliminating Ontario's Employment Equity Commission will save less than \$20 million.

'Layoffs could reach 20,000, one-quarter of Ontario's government employees'

- **Public sector workers:** The \$1.9 billion in cuts will certainly result in thousands of public sector layoffs. Senior provincial civil servants have been instructed to prepare plans to cut

13,000 positions, as promised in the Common Sense Revolution. Harris has suggested that provincial government layoffs could reach 20,000, one-quarter of Ontario's government employees.

Over the next few months municipalities, hospitals, school boards, universities, utilities, social service agencies and other employers will decide how to absorb the provincial funding cuts. Unprecedented job losses are likely.

Contrary to the Harris' rhetoric about a "spending crisis", its own statement showed that lower revenues contributed as much to the increased deficit as did increased spending.

His real aim is to permanently reduce the size of public services, not to create jobs. This is why he says he will cut taxes even if it means allowing the deficit to increase.



LAFONTAINE/CALM GRAPHIC

Instead of reducing the deficit by strengthening the economy, Harris is determined to deepen Ontario's economic downturn. CUPE estimates that close to 30,000 Ontario jobs will be lost as a result of the economic impact of \$1.9 billion in spending cuts.

- McCracken and McManus are CUPE communications staff working in Ontario.



KEEP IT IN B.C. The Chretien government wants to further cuts to Canada's public broadcasting system that would cause the elimination of all CBC radio and TV programming produced in B.C. HEU's Bonnie Colbeck,

second left, and Sandy Partridge, far right, took part in a Sept. 14 rally to oppose the cuts. They were joined by Don Waterston of CEP local 813, and concerned citizens Jack Wilson and Judy Chryslar.

Corporate control hit at big U.S. health care rally

SAN FRANCISCO – More than 10,000 nurses, hospital workers, community health workers and health reform organizers tramped across the Golden Gate Bridge behind Rev. Jesse Jackson Aug. 20 to condemn the corporate take-over of America's health care system.

Joining them for the historic demonstration was an

HEU delegation headed by union president Fred Muzin and Canadian health union leaders from CUPE locals across the country.

"It was a very moving experience," Muzin said, "to be marching with so many health workers who are confronting the same issues we find here in Canada. The corporate agenda for health care is very much a challenge to us with the implementation of free trade and steep budget cuts."

The march, organized by Local 250 of the Service Employees International Union and endorsed by the North American Health Workers' Network, charged that private-for-profit corporations now dominating U.S. health services are sacrificing quality care to maximize profits.

The result is a wave of layoffs, service cuts, and hospital mergers that is reducing the quality of care which American workers pay through the nose to obtain. (Because U.S. workers have no medicare, they must pay for their own health insurance.)

"Highly skilled nurses are being eliminated and our workers are losing control over the quality of care," said SEIU 250 president Sal Roselli.

Jackson told marchers that the top 10 executives of the private hospital system earned more money last year than the entire national AIDS research budget.

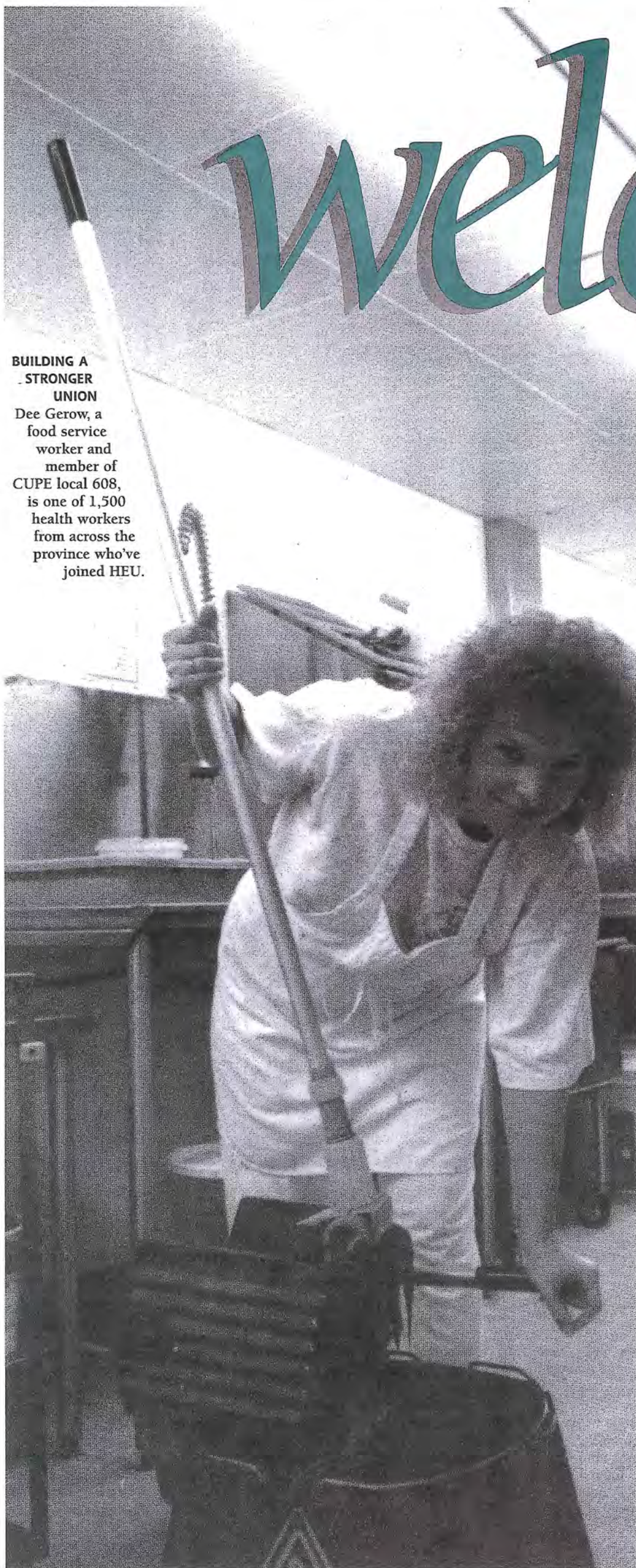
The network's next project is co-ordination of workers internationally to support Canada's National Medicare Week.

- see photo page three

welcom

BUILDING A STRONGER UNION

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Health care workers are choosing HEU as sweeping new government regulations change the labour relations map

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STEPHEN HOWARD PHOTOS

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who's new

Aurora Centre
HEALTH SCIENCES ASSOCIATION
VANCOUVER

Barriere House
CUPE LOCAL 900
BARRIERE

Braddan Private Hospital
CUPE LOCAL 2209
VANCOUVER

Braemore Lodge
CUPE LOCAL 608
PENTICTON

Broadway Pentecostal Lodge
EMPLOYEE ASSOCIATION
VANCOUVER

Canadian Mental Health Assoc.
VANCOUVER-BURNABY BRANCH
CUPE LOCAL 3495

Chown Adult Daycare Centre*
CUPE LOCAL 3495
VANCOUVER

City of Vancouver Health Dept.
CUPE LOCAL 15
VANCOUVER

City of New Westminster
Health Dept.*
CUPE LOCAL 387
NEW WESTMINSTER

Coast Foundation
CUPE LOCAL 3495
VANCOUVER

Cordova House/Taylor Manor
CUPE LOCAL 15
VANCOUVER

Country Squire Villa*
CUPE LOCAL 608
OLIVER

Glen Hospital
CUPE LOCAL 1731
VANCOUVER

Greater Vancouver Mental
Health Services
PROFESSIONAL EMPLOYEES ASSOC.
VANCOUVER

Greater Victoria Hospital Soc.
BUILDING TRADES UNIONS
VICTORIA

Grouse View Care Home
CUPE LOCAL 3495
NORTH VANCOUVER

Haven Hill Retirement Centre
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Marine View Lodge
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McBride & Dist. Hospital
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Intermediate Care Home*
CUPE LOCAL 2516
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Pioneer House
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In the 1991 provincial election, **Gordon Wilson** led the B.C. Liberal Party out of the political wilderness. But inside two years he was deposed as leader by former Vancouver mayor **Gordon Campbell**. Wilson then formed the Progressive Democratic Alliance.

LIBERAL WARNINGS

In a recent interview with *Guardian* associate editor **Chris Gainor**, Wilson rings the alarm bells about who really controls Liberal health policy.

How do you think the New Directions health reforms have gone so far?

I was not wildly supportive of the idea of community councils. The failure of this, if it was a failure, was that we didn't take a couple of communities and run pilot projects and see how this was going to work. The government has moved into this program and started dismantling the existing system before they had the new system running.

I have serious concerns about the degree to which health policy in this province is set by the (B.C. Medical Association). The BCMA has far too powerful a voice. When doctors get upset while they're bargaining, everyone cringes. But they're only one component of the system. If we want to find new, cost effective ways of delivering service, then we should increase the involvement of health care deliverers other than physicians.

Unlike the Liberals or the Reform Party, the Progressive Democratic Alliance will not toss out this new system. That's because there have been far, far too many community hours put into trying to make this work.

We would bring together all the health providers and try to find a way to make this work. We would try to have a more fair application of dollars with respect to the component parts of the new system. We would set up health advisory committees that include your membership.



When you were with the Liberals, I recall that the BCMA was close to the Liberals.

They sat in the Liberal office in the legislature writing Liberal opposition policy. The Liberal health critic, Linda Reid, listens almost exclusively to the doctors. The president of the BCMA at the time is now a candidate for the Liberals in Kamloops, and is definitely involved in drawing up Liberal policy. If I can call it Liberal, because what we've got now is anything but honest Liberal policy. It's the Socred back-room entrenched again.

What's your policy on two-tier medicine and private clinics?

I believe that two-tier medicare is becoming a reality. The reason I say that is because I think the Chretien government has capitulated entirely to the harmonization of our social services and health delivery systems because of the FTA (Free Trade Agreement) and NAFTA.

Health care is a multi-billion dollar industry, and the drug companies are very closely aligned with many practitioners. Canadians have got to wake up and realize that this harmonization is taking place and is being driven by a continental based agenda. I don't support it. I'll make that very clear.

What do you think of the Healthcare Labour Accord (Employment Security Agreement)? Do you think it should be continued?

I don't have a problem with employment security as long as it meets the needs of people in the community. When you have employment security based on seniority, I have some concerns that perfectly good health care workers might find themselves bumped by people coming in from outside. The

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autonomy of the unit is important.

I was quite concerned about (Bill 48), which brought in changes to health care bargaining in an omnibus bill. I don't think it was in your interest. I thought it was really dishonest.

You have been critical of government labour policies, including both the new labour code and back-to-work legislation.

We have to find a way to get the hammer of government intervention out of the collective bargaining process. If you allow a group to have the right to



STEPHEN HOWARD PHOTOS

NO HOWE ST. BOY Gordon Wilson says he was dumped by the Liberals because he wouldn't kowtow to corporate interests that had taken over the party.

organize, the right to unionize, and the right to strike, then you have to allow that group the right to exercise that right. I opposed the back-to-work legislation for Vancouver teachers (in 1993) because it was purely political.

What do you think of the current leadership of the Liberal Party?

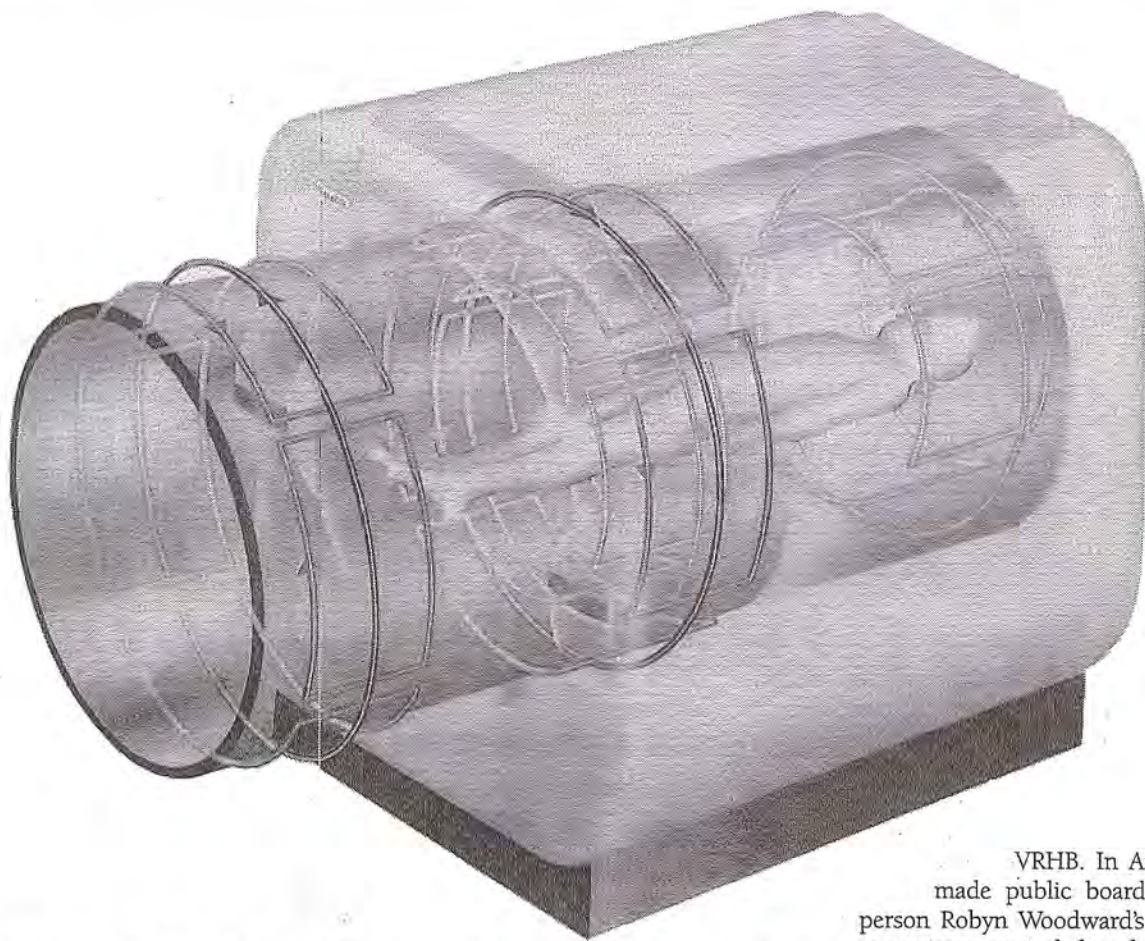
I knew within a month of the election in 1991 that I would face a challenge to my leadership. The agitation started almost immediately. I simply would not choose to toe the line for the Howe Street types that ran the Socred party. When I didn't toe the line on the Charlottetown Accord – I took a very aggressive stand for the No side – this establishment basically tried to blackmail me to the Yes side. I just am not interested in recreating the Social Credit Party under the Liberal banner.

Gordon Campbell began raising money in January of 1992. He didn't become leader until the fall of 1993, after I got the most amazing trashing in the press because I divorced and remarried, and happened to marry a caucus colleague. Quite frankly, my relationship with Judy Tyabji had little or nothing to do with me losing the leadership. If it had not been that issue, it would have been another issue. That back room bunch wanted me gone. The back room bunch is the same old Socred group. They're all the same players.

If you look at the literature, it says in big type, 'Gordon Campbell,' and in small type, 'and the B.C. Liberals.' They're promoting Campbell because there are a lot of Socreds and a lot of Tories, for whom the word Liberal sticks in their throat. These are people for whom politics is a short cut to the public trough so they can stuff their pockets, and the public be damned. That's the reason I left. So we worked on setting up a party that has a sound foundation in centre left politics.

Tell me what the major policies are for your party, the Progressive Democratic Alliance.

We want to provide a greater degree of regional autonomy in delivering service. We would like to decentralize services and integrate ministries to provide integrated services. We are absolutely committed to a reduction in the tax burden. We have to curb government spending, but without slashing social services.



CAUGHT!

Another top Vancouver Regional Health Board official is in trouble as HEU bares details of his business links to Jim Nielsen's MRI Clinic

by Stephen Howard

HEU is pressing for the resignation of a top administrator in B.C.'s largest regional health board after a lengthy union investigation turned up more cosy links with private, for-profit health care entrepreneurs.

According to corporate records obtained by HEU, Vancouver Regional Health Board chief financial officer Del Brooks was a major shareholder in the controversial Richmond MRI clinic headed by ex-Socred health minister Jim Nielsen up until Sept. 21. Brooks also served as a director in the company which is at the forefront in the fight over two-tier medicare.

"There is no question that this is a serious conflict of interest," said HEU secretary-business manager Carmela Allevato. "It affects public confidence in our new regional board system. It's untenable, and Brooks must go."

Brooks purchased 200,000 shares in Nielsen's company, Canimaging Technologies Ltd., in 1993, less than a year after the former Vancouver General vice-president parted ways with the hospital armed with a \$156,000 "golden handshake."

And Brooks, who was hired in March as VRHB's top financial whiz, maintained his directorship in the company

while he worked for the board. He didn't resign the post until June 2 when he issued a letter to company lawyers.

Despite the conflict, Brooks is still on the job, even though he disobeyed specific orders from Vancouver Regional Health Boards chief executive officer to "divest" himself of his business interests before he started work.

After a hasty spree of closed door meetings — "to finalize who said what to whom," says VRHB chief executive officer Peter Warwick — unrepentant board officials denied wrong doing and moved quickly to limit the damage.

In the space of 36 hours between

'If you've thrown your lot in with for-profit, American-style health care like Brooks has, you should be ineligible to be a senior administrator stewarding our medicare system'

Sept. 19 and Sept. 21, Brooks sold his shares back to Nielsen's company. Then the board came out swinging with a stinging press release condemning HEU, claiming that the union had "launched an unwarranted personal attack," on Brooks.

The Brooks brouhaha is the second example uncovered by the union in less than two months involving financial backers of two-tier health care and the

VRHB. In August, HEU made public board vice-chairperson Robyn Woodward's connection to a private surgical clinic being built in Vancouver.

Allevato called on health minister Paul Ramsey to take action on two fronts.

"In the short term," she said, "Victoria should conduct an immediate investigation to determine whether other top administrators in B.C.'s 21 regional health boards have similar financial connections."

In the longer term, she demanded tougher conflict of interest rules for senior health board officials.

"In our view if you've thrown your lot in with for-profit, American-style health care like Brooks has, you should be ineligible to be a senior administrator stewarding our public medicare system."

"It's ironic that the government can move quickly to prevent front line health workers from being involved in regional health boards because it's a 'conflict of interest.' But there are no ground rules covering administrators."

The union is still awaiting a response from Ramsey.

In an interview with the *Guardian*, Brooks denied he'd done anything wrong. He claims he told Warwick, who interviewed him for the job, that he had a financial stake in Nielsen's clinic.

Warwick acknowledges that Brooks told him that he was "involved indirectly in the MRI — a holding company or something." But he says he gave Brooks clear direction. "I told him 'you're simply going to have to be out of those."

You're going to have to divest."

Warwick was at a loss to explain why it took so long for Brooks to comply. "That wasn't timely," Warwick said. "I don't know why it took so long."

Even Brooks' protégé Jim Nielsen agreed that clearer conflict rules are needed. "When you have someone with the integrity of Del Brooks you don't have to be concerned [about conflict of interest]," Nielsen said.

They fought the private clinic and they won ... so far

by Mike Keelan

In July, news broke of a grand scheme to open a private surgical day care facility in the Comox Valley. Lifestyles Inc. and Hunter Pacific Development of Victoria were apparently in the final stages of property acquisition for the new facility.

The new clinic would offer special surgical procedures and charge user fees.

In response, the Comox Valley formed a coalition for medicare, spearheaded by the local labour council and MLA Margaret Lord.

Union and community activists answered the challenge through public debate, lobby efforts directed at municipal councils, and a successful campaign to elect allies to the local community health council.

Local newspapers that initially lauded the announcement of the new clinic have since been silent, as have the many municipal politicians who had expediently positioned themselves as defenders of private enterprise. Curiously, these crusaders laid down their swords at the first sign of public opposition.

So the Comox Valley's *fait accompli* clinic is now fate unknown ... for now. We intend to use this breathing space before the next election to muster support for a fragile and vulnerable public health care system that has served Canadians well, in the hope that where the people lead, the politicians will surely follow.

• Mike Keelan is a Canadian Union of Postal Workers member and past president of the local labour council. This is an excerpt of his article that appeared in *Pacific Current* magazine.

"But that doesn't satisfy the policy and principles because not everyone has the integrity of Del Brooks. I think there should be guidelines so that people know what the ground rules are."

Nielsen's company owns a 50 per cent stake in the Riverside Magnetic Resonance Centre in Richmond. The other 50 per cent stake is owned by Edmonton entrepreneurs Don Cameron and Don Little through their company Magnetic Resonance Centres of Canada Ltd.

The Edmonton duo also own a 50 per cent stake in a North Vancouver MRI clinic, as well as similar facilities in Alberta.

The other 50 per cent of the North Vancouver clinic is owned by Richard Dalon.

Earlier this year Dalon announced he would seek the Liberal nomination for the provincial riding of North Vancouver Lonsdale. But he withdrew his name soon after a B.C. Supreme Court justice openly questioned Dalon's honesty in dismissing a civil suit launched by Dalon.

1,500 members benefit from labour adjustment agency programs

More than 1,500 HEU members have benefitted from early retirement, job placement, retraining and other programs offered by the Health Labour Adjustment Agency, according to information released by the agency in early October.

It's paved the way for displaced HEU members to find new jobs under the Employment Security Agreement, and created vacancies that reversed displacement for hundreds of other union members.

Total financial resources allocated for HEU mem-

bers in HLAA programs has topped \$12 million since the agency started up in 1993.

"These figures are quite significant and show just how much benefit the agency has been for HEU members and the health restructuring process," said union secretary-business manager Carmela Allevato.

Here are the figures for specific HLAA programs:

- 364 members matched to new jobs under the HLAA priority placement program;
- 44 members matched to new jobs under the voluntary transfer program, which have avoided or reversed the displacement of HEU members;
- 471 members have retired early under various HLAA programs, at a cost of \$10.7 million;
- 270 members have been approved under HLAA's training program at a cost of \$1.1 million;

- 327 members have been approved for vocational counselling at a cost of \$200,000;

- 22 job shares involving HEU members have been approved at a cost of \$94,000.

In other HLAA news, only 36 former HEU Shaughnessy members remain to be placed. Nineteen are currently seconded to other Lower Mainland facilities, while the remainder are on WCB, LTD or unpaid leave.

The agency also reported on the overall decline in full-time equivalent positions in the acute care sector brought about through the 10 per cent restructuring reduction target set in July 1993. BCNU FTEs declined by 7.1 per cent, HEU's fell by 5.5 per cent, and HSA's by 3.3 per cent. The boss' FTEs have actually increased by 0.7 per cent.

There's nothing fair about workfare

The magic welfare reform plan of right-wing politicians is just plain old poor-bashing

by Dan Keeton

WORKFARE is a scheme that has nothing to do with solving Canada's dire unemployment situation. Instead, it's a method by which governments cut welfare rolls while attacking union-set wage standards and job security.

So charges the Canadian Union of Public Employees which is waging a national campaign against workfare with the National Anti-Poverty Organization.

The term "workfare" applies to enforced labour for welfare recipients. It is banned by the federal government and it violates the United Nations convention on human and economic rights.

The two organizations point to the examples of Quebec and New Brunswick to show that workfare doesn't work.

Quebec's program has been pronounced a dismal failure, even by Quebec's PQ government (which, in fairness, didn't launch the scheme; the former Liberal government did). In New Brunswick, newly re-elected Premier Frank McKenna's Liberals are using the scheme to put employable recipients to work on jobs vacated by laid-off union members.

CUPE and NAPO launched their anti-workfare campaign with a boisterous demonstration in Saint John, N.B., earlier this year. Union members, clergy and senior citizens marched in inclement weather and staged a mock funeral for unemployment insurance and other social programs.

CUPE national president Judy Darcy told the demonstration, "The New Brunswick model that the federal Liberals are so fond of just encourages employers to lay off existing workers and rehire others at poverty wages."

Darcy said the workfare schemes recall the relief camps of the hated Tory government of R.B. Bennett during the Depression.

"The cheap labour strategies of Premier Frank McKenna promote competitive impoverishment," said Jean Swanson, NAPO's president.

Swanson, who also heads B.C.'s End Legislated Poverty, told the protesters, "McKenna is in a race to the bottom, forcing welfare recipients to work for their assistance and telling businesses in other provinces that New Brunswick citizens are more willing to be poorer than others."

"There are three things that force people into these



programs," says Swanson. "The compulsion of law, the compulsion of need, and the compulsion of hope."

The New Brunswick program - called NB Works - operates on the compulsion of hope, she says.

Welfare recipients are forced to work in jobs such as clearing brush and assisting kindergarten teachers. CUPE's research department has gleaned several examples of its effects.

In one, a woman named Michelle was paid \$6.25 an hour as a school board clerk for a 20-week term while regular employees earned \$10. In another, a unionized school clerical worker complained new jobs are being filled by "grant" workers who work 35 hours per week, as opposed to the 18 hours granted to CUPE members.

Poor training of grant workers on a provincial beautification program caused one death and 76 injuries over a six-month period in 1991-92, according to the New Brunswick's Occupational Health and Safety Commission.

The drop-out rate for this work was 45 per cent, according to a report. Some 75 per cent of the participants were single-parent women who couldn't obtain adequate child care or transportation.

Quebec's EXTRA program pays an additional \$150 per month to participants who receive a base welfare rate of \$500. Labour laws do not apply to workers in the program.

Only about three per cent of EXTRA workers get a permanent placement after their term expires.

Alberta is the home of true workfare: either take retraining or forced labour, or you're cut off. In that province, 347 full-time equivalent positions were recently cut at hospitals in Red Deer. Meanwhile, Alberta's workfare program was advertising for nurs-

ing attendants and personal care aides. The jobs paid half the wages of the positions cut.

Critics say workfare in whatever guise is an agent of cost-cutting for employers, private or public.

It doesn't increase jobs, but replaces jobs paying union-scale wages and benefits with substandard rates. Worse, in some cases it exempts the replacement workers from the protection of labour legislation.

Even some pro-business commentators decry workfare. In a *Globe and Mail* column last June, Terence Corcoran criticized Ontario's new Tory government for plans to impose workfare on younger welfare recipients. He warned the scheme would create "a parallel employment stream in the province, a pool of workers who are forced to work at jobs and wages that are outside the actual employment market."

Last April, B.C.'s Liberal caucus released its own version of workfare. In a press release leader Gordon Campbell stated a Liberal government would create a Job Preparation Contract.

It was vague on the details, promising "a plan to establish personal goals enabling an early and effective transition off welfare and back into the economy." It also promised "community-based work" to those who failed to find employment after going through a job-training program.

The caucus' research department says the scheme would involve career consultation with participants rather than forcing them to work at jobs they don't like. It's possible, however, that those not participating could face a penalty such as a reduction in benefits, the department acknowledged, while saying details had yet to be worked out.


CUPE and NAPO say the real danger lies in the federal government's plans to cut funding to provinces for health, education and social assistance. That will allow provinces like New Brunswick to do whatever they want, including the establishment of full workfare.

AUTUMN has come, and with it thoughts of — ough — Christmas. Why be so down about the season of giving? Probably because it conjures images of driving in blinding rain or snow to the mall, where, shoulder to shoulder with thousands of other shoppers you seek out that pink hair dryer for Aunt Hortense or that bathrobe for Dad.

Why bother? There are better, even cheaper ways to find gifts. Books, CDs and tapes, and other goods distributed by Canadian companies that are easy on the budget and let you do a good turn while giving a gift.



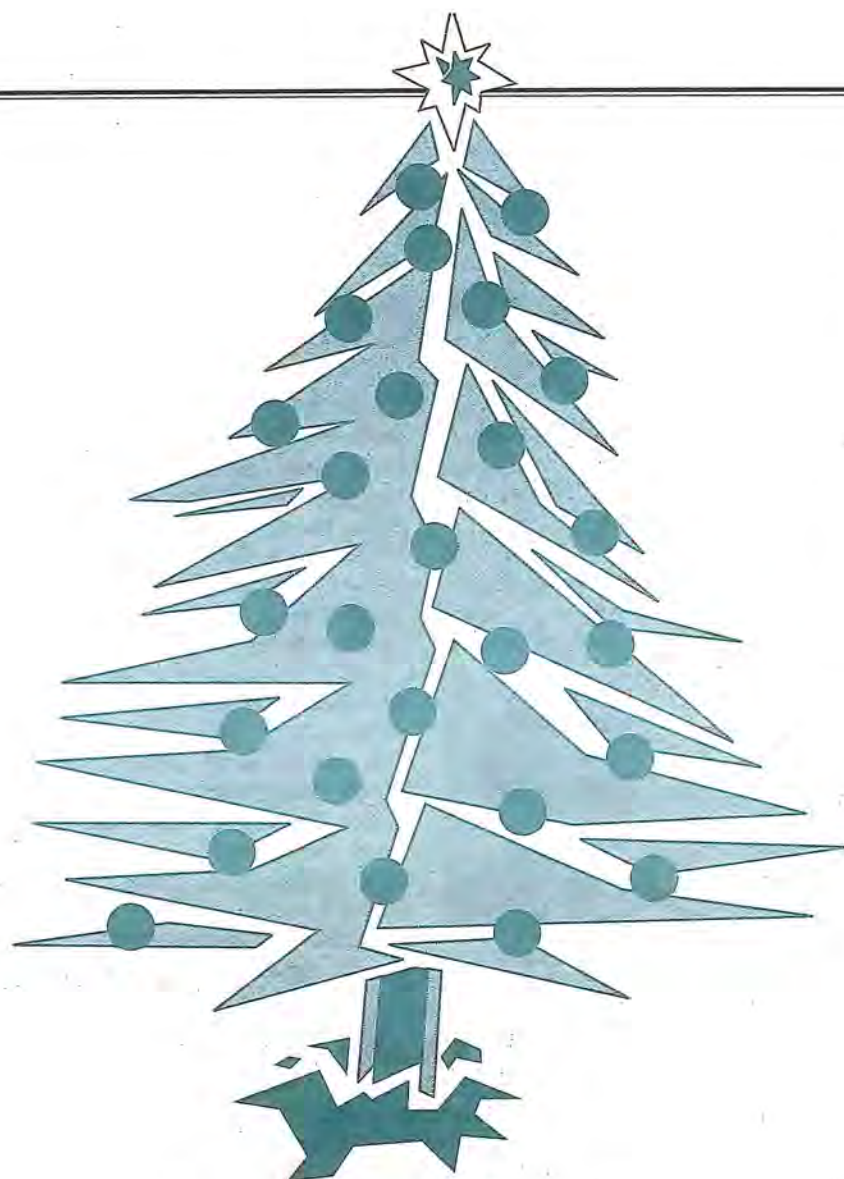
BOOKS

 "I gave the hospital a lot of unpaid time. Eventually, I learned you don't do things like that." That quote comes from Mavis Hairs, a former health care worker whose story is one of several chronicled in *Against the Current: Canadian Women Talk About Fifty Years on the Job*, by Judith Finlayson (hardcover, Doubleday Canada, \$32.95). Former Vancouver street kid Evelyn Lau offers a new collection of stories in *Other Women* (hardcover, Random House, \$25). Polestar Press is releasing *To This Cedar Fountain*, a new book of poems from Vancouver union activist Kate Braid.

It might not seem Christmassy in spirit, but the holidays are a good time to dig into the 500-plus pages of *On the Take: Crime, Corruption and Greed in the Mulroney Years*, now out in a scandal updated paperback version (McLelland-Bantam, \$8.99). Another interesting read is Ronald Segal's *The Black Diaspora: Five Centuries of Black Experience Outside Africa* (hardcover, Harper Collins, \$37.95).

Older children might appreciate the fractured fairy tales in *The Frog Prince Continued*, by Joy Scieszka, with illustrations by Steve Johnson (Penguin, hardcover \$19.99, paperback \$5.99). *The Streets Are Free* by Kurusa, with illustrations by Monika Doppent, introduces children to the spark that ignites community activism (paperback, Annick Press, \$7.95).

New Star Books of Vancouver has two new titles coming out in paperback for the season: Daniel Gawthrop's *Highwire Act: Politics, Pragmatism and the Harcourt New Democrats*, and *Grace Hartman: A Woman for her Time*, by Susan Crean, on the late former president of the Canadian Union of Public Employees.



Under the tree alternatives

BY DAN KEETON



GIFT GIVING Here are some good choices: *On the Take*, top left; the kids' CD *Papa's Dream*, above; and OXFAM's Bridgehead gift catalogue.

CDs & TAPES

 Vancouver's Festival Distribution carries recorded music from around the world: blues, country, world-beat, punk, cajun and a host of other styles. Festival Distribution's products are sold throughout the Lower Mainland (HMV, Black Swan and Highlife records) and other stores in B.C. You can get a Festival catalogue by phoning 253-2662 or 1-800-633-8282, faxing 253-2634 or e-mailing fdi@wimsey.com.

Festival's Jack Schuller recommends *The Silverwolf Homeless Project*, featuring songs from several topical singer-



songwriters, including the traditionals, such as Tom Paxton, and the relative newcomers, like Ani DiFranco. A perennial seller is *Carry It On*, with songs from Pete Seeger, Jane Sapp and Si Kahn.

When it comes to kids, there's plenty to choose from. The Cajun band Buckwheat Zydeco offers *Choo Choo Boogaloo*. The Los Angeles based Chicano band Los Lobos combines efforts with Lalo Guerrero to create *Papa's Dream*, a compelling and touching fantasy trip to Mexico. From

Ladysmith Black Mambazo in South Africa comes *Gift of the Tortoise*.

The late Canadian singer-songwriter Stan Rogers made music that never dies. Try any album, but the best are *Between the Breaks*, *Northwest Passage* and *Home in Halifax*, a recent compilation of live concert takes.



GLOBAL GOODS

You've had a sneaking suspicion the Peruvian blanket you gave a loved one last Christmas meant profit for the retailer and the wholesaler, but only pennies for the person who made it. You'd likely be right. But Oxfam-Canada offers items from around the world through a system that pays dividends to the producer. It does this through Bridgehead (Vancouver store 3309 W. Broadway), a trading company that buys from grassroots co-operatives, self-help groups and unions.

Bridgehead works with 90 artisan and farming groups in 30 developing countries, as well as in Canada. It helps craftspeople buy raw materials, and shares any profit with them. This year's catalogue has just been distributed. Among the offerings: Indian elephant bookends of soapstone for \$26.50; a colourful "oil can guitar" from South Africa, \$42; and a pencil box from El Salvador, \$19.50.

Oxfam also accepts donations in the name of the gift receiver. Call them at 1-800-466-9326 to get a catalogue and donation information.



MAGAZINES

Canada is home to a wealth of magazines of alternative lifestyles and viewpoints

The Canadian Forum, a monthly opinion and arts journal with a strongly nationalist bent, costs \$23.54 per year (send to: 5502 Atlantic St., Halifax, N.S. B3H 1G4). The left-wing *Canadian Dimension* comes out six times a year (\$24.50, cheaper for seniors, jobless and students; write: 401-228 Notre Dame Ave., Winnipeg, MB. R3B 1N7). Activists in the labour movement will appreciate *Our Times*, although Ontario affairs tend to dominate its pages (\$20; 390 Dufferin St., Toronto, Ont. M6K 2A3). In Vancouver, the magazine of public affairs from the left bower is the relatively recent *Pacific Current* (\$25; Box 34279, Vancouver, B.C. V6J 4P2).

Horizons is a women's quarterly out of Winnipeg (\$23.50; PO Box 128, Winnipeg, MB, R3C 2G1).



UNION GOODIES

Still stuck for a gift? Why not try shopping your union?

"Mary's Boutique" is the name given to the stockroom of the HEU.

Therein lie scads of potential gifts for loved ones. Like an HEU monogrammed jogging suit, in sizes S-XXXL, for only \$67.50. Or winter and summer jackets, from \$49. Or T-shirts and sweatshirts. Or assorted coffee mugs, tote bags, briefcases, binders, clocks and so on. You can order through your local.

• Keeton is a Vancouver freelance writer and a frequent *Guardian* contributor.

HEU awards 21 bursaries for post-secondary students

October 16/17

HEU 13th Wage Policy Conference, Richmond.

October 22-27

CUPE national convention, Montreal.

October 24-26

HEU advanced shop stewards course, Kootenay region, Nelson.

October 30-November 3

National medicare week, sponsored by the Canadian Labour Congress, local labour councils, HEU and CUPE.

October 31-November 2

HEU advanced shop stewards course, Northern region, Prince George.

November 6-8

HEU advanced shop stewards course, Vancouver Island region, Victoria.

November 15-17

HEU advanced shop stewards course, Fraser Valley and Lower Mainland regions, Vancouver.

November 21-23

B.C. Federation of Labour policy convention, Vancouver.

November 22/23

HEU advanced shop stewards course, Okanagan region, Kelowna.

CLOSE TO \$10,000 have been awarded through HEU's special bursary program to help 21 union members and their children attend post-secondary studies this school year. HEU financial secretary Mary Laplante said almost 200 applications were received for the union's bursary program.

"Helping to develop the skills of our members and their children is an important commitment for HEU to make," LaPlante said. "With post-secondary costs so high these bursaries should be a big help."

Bursary winners are Evelyn Ackah (mother Beatrice Ackah from the Children's local); Sanjit Bennis (mother Harbans Bennis, Royal Columbian local); Kerrie Hewitt (mother Myrna Hewitt, Richmond local); and Jessy Domasso (mother Rosa Domasso, Kitimat local).



LAPLANTE

Other winners are Adam Inglis, a St. Paul's local member who is studying environmental science at University of Northern B.C.; Karen Jones (mother Anna Jones, Royal Jubilee local member); Tracy Lukaniuk, a Fellburn local member who is attending SFU; and Debra Starck, a Luther Court member from Vancouver Island.

Half a dozen other union members are heading off to school with HEU bursaries. They are: Sanna Marie Schumaker, Royal Jubilee; Caroline Wood, Belair local in White Rock; Stuart Grant and Vijay Rathore, St. Paul's; Dayna Hart, Comox local; and Tara Griffin, from North Vancouver's Cedarview local.

Damian Rajakarunanyake (mother Shirani Rajakarunanyake, Peace Arch local) is another bursary recipient, as are Charlotte Unsworth (mother Caroline Unsworth, Queens Park local); Lee Wittmann (mother Marilyn Wittmann, Kitimat local); Jennifer Lee (mother Marjorie Lee, Penticton local); Rochelle Bacigalupo (parents Bonnie and Theo Bacigalupo from the Salmon Arm local); Jennifer Hargin (mother Suzanne Hargin, Royal Columbian local); and Rebecca Sober (father Brian

Sober, Beckley Farm local).

The bursary program is sponsored by the Provincial Executive and a number of union locals, including Surrey, Lions Gate, Royal Jubilee, Prince George, Richmond, St. Paul's, UBC, VGH, Victoria General, Pioneer, Kimberley Special Care and Evergreen.

'Almost 200 applications were received for the bursary program'

A number of new bursaries were offered this year. The Lions Gate local established the Lois Reimer Bursary in memory of long-time local activist Lois Reimer. Reimer died last year.

The Bill and Nora Smart Bursary was awarded for the first time. Retired HEU member Bill Smart donated \$5,000 to the union for the bursary program after the union won his lengthy WCB appeal.

And two bursaries were awarded as part of a 50th anniversary present to HEU from the Hospital Employees' Staff Union which represents HEU staff.

Restructuring Song

by Susan Segal, RN
California Nurses' Association
(to the tune of Casey Jones)

The nurses at the hospital are working mighty hard
Taking care of sicker patients keeps us on our guard.
Cuts in staffing quickly leads to mandatory overtime,
While administration fights us over every dime.

Restructuring!
They tell us that its progress!
Restructuring!
It's a money saving trick!
Restructuring!
Administrators love it!
Who do they think takes care of them when they get sick?
Our work is being farmed out to unlicensed personnel,

SONGS TO



MARCH BY

When will the public see that patient care has gone to hell?
A patient's not a car that can be broken into parts
Except to those with pocket books instead of hearts.
Restructuring!
How will it affect us?
Restructuring?
We're all supervisors now.
Restructuring!
Will our licenses protect us,
When we leave our patient's care to those who don't know how?

Coffee break



All stories guaranteed factual.
Sources this issue: Globe and Mail, CEP Typographic, CALM.

Business acumen bankrupt

When Arizona voters last went to the polls they elected a governor who promised to apply his business acumen to state government.

Well, it now appears that governor Fife Symington, a real estate developer, can't practise what he preaches. He's filed for bankruptcy claiming \$24 million in debts from soured deals. Creditors circled in like vultures after rejecting Symington's offer to settle his debts at 10 cents on the dollar.

No wonder the papers are bad

The top bosses who run Vancouver's two daily newspapers won't win any awards for brilliance. The brass at Pacific Press, which puts out the Sun and the Province, recently decided to spend \$120 million on new presses. That decision

puts an end to a \$60 million fiasco that resulted from their last decision on new printing presses.

But ... stop the presses! It turns out that the new presses aren't suitable for the company's new printing plant in Surrey. Some heads rolled in management ranks over this latest fiasco, but other bosses involved still live on to mismanage another day.

Calling all grannies

The Raging Grannies started in Victoria years ago singing songs of protest at demonstrations and rallies staged by unions and community organizations. It was the start of a good thing.

Now there are so many Raging Granny groups across Canada that they held an un-convention in Edmonton in early September.



Missing in action, not AWOL

U.S. federal government employees were furious at remarks made by Republican Senator James Inhofe after last spring's bombing of the federal building in Oklahoma City.

Inhofe, who represents Oklahoma, suggested in the media that workers missing

after the catastrophic bombing may have been playing "hooky."

In fact most of those unaccounted for were either dead or badly injured.

A day at the office with daddy

How nice. Structural Dynamics Research Corp. of Montreal was having

HEU people

Roy will curl

Elmer Roy of the Richmond Lions Manor retired Aug. 31 after more than 13 years of service.

A maintenance worker, Roy held a number of local union positions including chairperson, secretary-treasurer, warden and chief shop steward.

Roy, who sings in his church choir, is looking forward to retirement. He'll take a holiday and hone his curling skills this winter.

Chetwynd's "caring caregiver" retires

Chetwynd General Hospital LPN **Ruth Klaasen** bid farewell to friends and colleagues this past summer, retiring after 14 years of caregiving.

Her colleagues describe her as "a caring caregiver," whose "reliability will be missed."

Klaasen and her husband John will be retiring to Sechelt on the Sunshine Coast to pursue their hobbies of gardening, handicrafts and woodworking.

Pickering's sense of humour will be missed

Ron (Pick) Pickering has retired from the Golden and District Hospital after 17 years of service. Local activist Lorna Joy writes that Pickering, a maintenance worker, "is well known for his sense of humour and love of salmon sandwiches and will be missed by everyone."

Pickering has plans to keep busy because "he never sits still for long," says Joy.

TEMPORARY RESPIRE
Golden Hospital maintenance worker Ron Pickering takes a short breather in his favourite chair to gear up for retirement.



Staff on the move

Welcome to Koni Marrington who started with HEU as a staff rep II in late September. Marrington is a former Vancouver Municipal and Regional Employees Union staff rep who started out as a payroll clerk and shop steward in the Vancouver police department. She'll be servicing locals in the Vancouver area, plus Bella Bella and Bella Coola on the Central Coast.

With former HEU Kootenay director **Mark Atkinson** having started his new job at the Labour Relations Board, **Emil Shumey** has been appointed director of the Nelson office. Shumey was serving as director in the Kelowna office, where he's been replaced by **Ken Strange**, who is returning to the director job from long-term disability. Welcome back, Ken.

In the Provincial Office Vancouver site, long-time office casual **Mary Lee** from

the VGH local has been appointed to a permanent secretary II position.

Kootenay office staff rep **Stan Reese** has accepted a new Provincial Office position with responsibility for bargaining.

Sylvia Sioufi who is responsible for organizing retraining programs for HEU members is now on maternity leave. She gave birth to a healthy baby boy Sept. 30.

Three reps have been promoted to staff rep II positions. They are: **Brendan Dick**, Provincial Office Vancouver site, **Terri Griffin**, Victoria office, and **Kathy Jessome**, Prince George office.

Also in news from the North, long-time local activist **Nancy Lang** has been hired as a rep/organizer in the Prince George office.

Gary Spence, a staff rep in the Provincial Office Vancouver site, has left the union to work for Royal Columbian Hospital.

PEOPLE WITH DISABILITIES

talk to us

We're working hard to make our union better for HEU members with disabilities. We'd like to hear from you. If you are on WCB or LTD, or if you're invisibly/visibly disabled in the workplace, let us know how the union can better meet your needs.

LEAVE A MESSAGE AT 604-530-9493 AND WE'LL GET BACK TO YOU. ALL INFORMATION IS CONFIDENTIAL.

HEU
People with
DisAbilities
Caucus

HEU LESBIANS AND GAYS

for support

- afraid of being identified?
- feeling isolated?
- being harassed?
- want to know your rights?

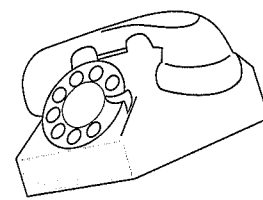
for information

- same sex benefits
- fighting harassment
- combatting homophobia
- fighting discrimination

CALL!

739-1514 (Lower Mainland)
1-800-663-5813, local 514

Confidential Service of
HEU Lesbian and Gay Caucus



HEU's Confidential Human Rights Harassment Process

Complaints investigators can help if you are being harassed at work because of your

- sex — including sexual harassment
- race
- sexual orientation
- disability
- religion

CALL 1-800-310-6886

for a recorded message about the process

(see Art. 1.03 Master Collective Agreement or Art. 1.05 Standard Collective Agreement)

a "Take our Daughters to Work Day." So Bill Means took his eight-year old girl to work.

She was beside him when he was abruptly called into his supervisors' office and fired.

Father and daughter were then escorted from the building.

That's what you call strikebreaking

A small steel manufacturer in Whitby Ont., reacted to a strike by its 45 unionized employees by running people over.

Four members of the Steelworkers Union were slightly injured when owner Rosalie Fabricius drove through the picket line.

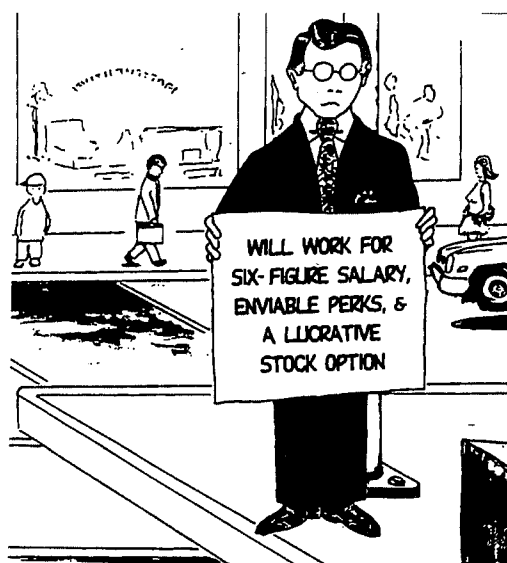
"It's hard to believe that a company hates its employees so much that it would engage in that kind of violence," said union rep Ron Varley.

I wouldn't want her job

"After our local union's office secretary passed away, I had to fill in for three weeks at the office," writes Keith Sullivan who's treasurer of local 9 of the Pulp and Paper

Workers' Union in the union's newsletter.

"I normally work as a millwright in a pulp mill, and you could not pay me enough to do the secretary's job full time. I spent three weeks of sheer hell in there."



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1. save HEU money
2. save trees
3. get your *Guardian* quickly

by notifying us promptly of any change of address.

Just clip this coupon, which has your mailing label on the back, fill in your new address below and mail to the *Guardian*, 2006 West 10th Ave., Vancouver V6J 4P5.

Name _____

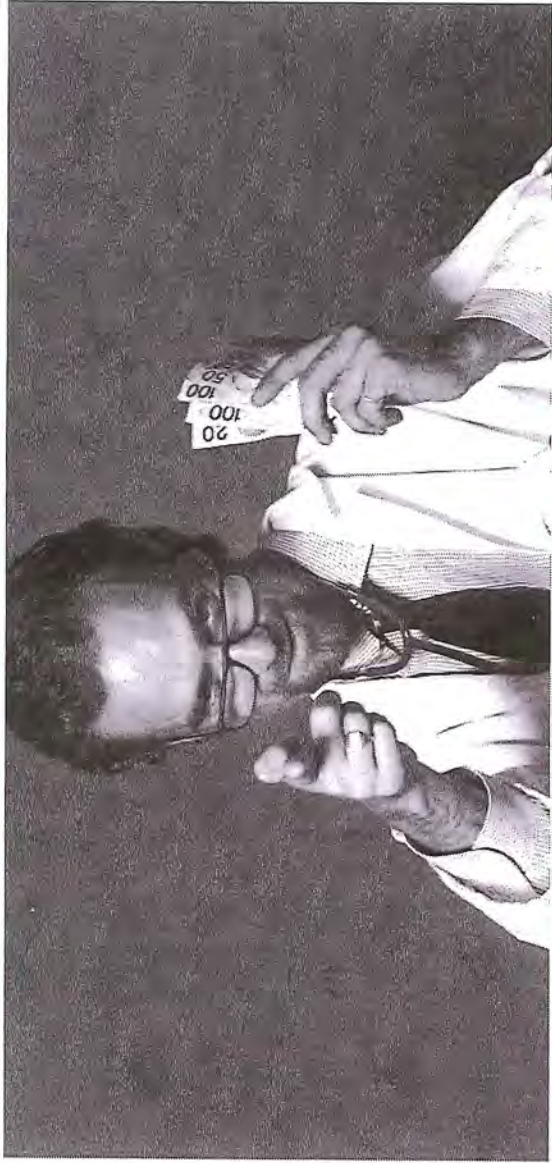
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Postal Code _____

Telephone _____

Facility _____

“PAY UP OR SHUT UP.”



That's the BC Medical Association's attitude toward your health care.

Whether they are pushing user fees, extra-billing or a two-tiered, US-style health care system, the attitude of the BCMA is that their profits come first.

The BCMA claims in their controversial ad campaign that they put the needs of patients first. But that's hard to accept from an organisation that formally opposed the principles of accessible and universal health care in 1992. In addition, at a time when federal cutbacks are putting tremendous financial pressure on public health care, BC doctors' incomes have swelled to an average of \$183,043 per year—a 22% increase since 1990.

The BCMA wants a health care system that allows doctors to charge fees only the wealthy can afford. The rest of us will have to “pay up or shut up.”

It doesn't have to be that way. Health care unions are working with government and employers under the Employment Security Agreement to protect quality Medicare services. Please ask your doctor to cooperate with the rest of the health care community to keep Medicare strong.



Xaaynangaa naay

Breakthrough

HEU has organized caregivers at eight facilities across B.C., including Xaaynangaa Naay Health Centre, the first HEU local at a First Nations community facility.

PAGE 3

Watching for women

NDP cabinet minister Penny Priddy talks about priorities and the work of her ministry of women's equality which has won big gains for B.C. women.

PAGE 4



Welcome!

More than 1,500 caregivers have joined HEU in response to big changes in health care labour relations. Meet some of the people who'll make our union stronger.

PAGE 8

Rally for medicare – Nov. 1

National Medicare Week, Wednesday, Nov. 1, noon to 1 p.m., Dr. Brian Day private clinic, 2836 Ash St., close by VHG. Show the federal liberals and the BCMA that you won't stand for two tier care.



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