

Guardian



VOL 13 NO. 6

THE VOICE OF THE HOSPITAL EMPLOYEES' UNION

NOVEMBER/DECEMBER 1995



HOMECARE pioneers

WHEN

Stan Henderson (second from right) with his primary caregivers (left to right) Bob Sarti, Mugs Sigurgeirson and LPN Kathleen Cipparone. Henderson is likely the most acute Alzheimer patient still at home in Vancouver and his experience has much to teach us about the future of care for the elderly.

89-year-old Stan Henderson wakes up each morning in the sparsely-furnished bedroom of his East Vancouver home, he's never sure where he is. One day last month, he was reluctant to walk down the hall to the television room because "I'll get completely lost in there." Some days, it seems better just to stay in bed and sing along to Lawrence Welk, something he couldn't do in some long-term care facilities.

The first face Henderson sees in his bedroom doorway is that of Kathleen Cipparone, a licensed practical nurse who has cared for him for the past two years. He'll give her a cheery "good morning," but he doesn't address her by name, because he can never remember that either. If he wants to stay in bed, she lets him.

continued on page 7

HEU 13TH WAGE POLICY CONFERENCE



Bargaining demands committee members Lorna Partridge and Wendy Johnston.

Ready to bargain

Close to 400 delegates attended HEU's October Wage Policy Conference.

PAGE **8**

by **GEOFF MEGGS**

KATE WILLIAMS PHOTOS



COMMENT

How small changes that involved membership helped HEU move ahead

by Carmela Allevato



AS YOU KNOW I am stepping down as Secretary Business Manager of HEU to return to a career in labour law. I intend to continue to represent working people and unions, but in a different role.

It's hard to believe that it's been six years since I became Secretary Business Manager. During those years I have had the immense pleasure of getting to know many, many of you and to work side by side with you to win justice and fairness for health care workers and to defend health care in British Columbia. Together we have made a difference.

During the past six years our union has passed many significant milestones: the Employment Security Agreement, the return to CUPE, pay equity breakthroughs, our strike of 1992.

I want to talk about some of the less high-profile things that have changed our union dramatically.

Among the most important and long lasting changes in our union is the 1990 decision to adopt a new membership education philosophy. We moved away from teaching what is in the contract to teaching how to go about forcing the employer to live up to the contract. Our education programs are second to none and HEU activists are getting results.

Another fundamental change has been the involvement of HEU members and activists in speaking out in the media and at public events on health care issues. It was a most wonderful thing in the 1992 round of bargaining to have literally hundreds of articulate public advocates for HEU in every community throughout this province, all of them fully conversant with issues like pay equity and workload and what these meant in their facility, in their community and in their families.

Putting the face and the voice of the membership up front in all of our struggles is best exemplified by the launching of the current

union through our diversity.

My decision to step down was made in the full confidence that the union is in good hands and that everything is in place for a continuation of the progressive direction that we have followed since our founding, and for the effective administration of the the union through a strong Provincial Executive and a capable and dedicated staff.

I cannot conclude this my last column without reminiscing about the defining moments for me personally as your Secretary Business Manager.

I recall feeling inspired by the sight of 10,000 HEU members with their blue jackets and blue balloons marching to B.C. Place for a rally to support our bargaining in 1992 and knowing then and there that we would win a breakthrough contract.

I recall uttering the final words that concluded the Employment Security Agreement negotiations.

I remember walking my first HEU picket line with my four-year-old daughter who even today has a special memory of Vancouver Lodge.

And I remember the phone call from then president Bill Macdonald on December 10, 1989, to tell me I had been appointed by the Provincial Executive to the position of SBM.

Today, as I leave HEU I am grateful that I have had the opportunity to make a difference in the history of the union and in the lives of our members.

I want you to know that I could not have done any of the things I have been able to do for you without the co-operation, the support and the love of many people that work with me every single day. There is a fantastic team of staff and PE members that give their all to HEU and that make every task easy and every problem surmountable. I will miss working with them, and I will miss you.

format of the *Guardian* in 1990, now recognized as the best labour publication in Canada. In 1991 we decided to mail it to each and every member, thus reaching out to our members and their families outside of the workplace and into their home.

The broadening of our organizing policy in 1991 made it possible for thousands of new health care workers to join HEU. In fact since 1991 the union has grown by 9,000 members!

The recent establishment of our equity caucuses and the union's decision to provide staff and funding to the caucuses will lead to a further strengthening of our

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.

Vancouver Hospital 2010: a contracting out horror

The patient arrives at Admitting, but it's been contracted out to a company in Bellingham. They're barely able to follow instructions on how to access via phone and modem, but the offsite computer is down.

Too tired to wait for the contracted out patient escort person to arrive, they walk to the ward. Eager for their last meal before the operation, they're told the truck delivering the TV dinner from Hope has a flat tire.

Awakening from the operation in great pain, they're unable to summon the nurse. She is cleaning

floors and painting walls down the hall. Eventually they're told Pharmacy has been contracted out and the next shipment of painkillers arrives tomorrow.

A computer screen flashes get-well wishes from friends and relatives. "Visiting" has been contracted out: a Kamloops company looks after this now.

Happy to be going home, the patient tries to collect their valuables from the cashier, but Accounting has been contracted out also. They must either drive to Chilliwack or wait for mail-service.

It's the year 2010. The heart of health care has been contracted out.

MARCEL HILL,
VGH Local

Guardian is authoritative and classy

Thank you all for your tremendous labours in producing the *Guardian*. Don't ever let yourselves underestimate how valuable your labours of love are in producing one of the best papers in Canada, if not all of North America.

It is imperative that we continue to reach out to the workers to counter the massive indoctrination that takes place in the mainstream media. You are doing this in a way that is both informative and entertaining. The choice of subject matter is current and relevant. Articles are written clearly and to the point. The design and layout is clean, attractive and colourful.

The *Guardian* just begs to be picked up and read. And that is precisely why it is read, because it looks good and has an air of authority and class without being too pretentious.

Please do not cheap out on design or presentation of this paper. You must realize the tremendous value of this paper in countering the lies of the right wing corporate agenda. And the paper is only good if it is read. The *Guardian* is read because you've made it so attractive and desirable to read. I'm proud of this paper, I've handed copies of it to my CEO of B.C. Women's Hospital, and many others. The *Guardian* is

valuable and colourful, don't change this!

You'll probably never fully realize how your efforts and labours are changing the course of history. Because unless we counter and re-educate the workers and masses from the daily lies and deceit they are being fed, we will suffer the consequences down the road. Keep up the great work you are doing!

JOHN MCKENZIE,
B.C. Women's Local

Unwise consumers feed bank profits

Re: July/August article concerning huge profits by banks.

On the one hand, it can be argued that it is the consumer that is making the banks rich. Every time a debit card is used for a purchase, a charge by the bank is levied as much as one or two dollars. At five transactions a day averaged over a week, that adds up. Compound that by thousands across the country. With unpaid credit card statements, there are more charges by banks.

For the convenience of not using cash, we are making the banks rich. Before we "raid" banks and charge them with huge profits, let us first look and reorganize our own finances to afford all the service charges.

JAMES LATHAM,
Surrey Local

Guardian

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

EDITOR
Geoff Meggs
COORDINATING EDITOR
Stephen Howard
ASSOCIATE EDITOR
Chris Gainor
DESKTOP PRODUCTION
Carol Bjarnason
DESIGN CONSULTATION
Kris Klaasen,
Working Design
PRODUCTION & PRINTING
Broadway Printers

The *Guardian* is published on behalf of the Provincial Executive of the Hospital Employees' Union, under the direction of the following editorial committee:
Fred Muzin, Carmela Allevato, Mary LaPlante, David Ridley, Maurice Smith, Ruby Hardwick, Melanie Iverson

PROVINCIAL EXECUTIVE
Fred Muzin
President

Carmela Allevato
Secretary-Business Manager

Mary LaPlante
Financial Secretary

David Ridley
1st Vice-President

Maurice Smith
2nd Vice-President

Ruby Hardwick
3rd Vice-President

Tom Knowles
4th Vice-President

Colleen Fitzpatrick
5th Vice-President

Melanie Iverson
Senior Trustee

Della McLeod
Senior Trustee Elect

Aldith Jamison
Trustee

Blair Thomas
Member-at-Large 1

Minnie Dennis
Member-at-Large 2

Kate Marleau
Regional Vice-President
Fraser Valley

Merilyn McKerracher
Regional Vice-President
Kootenays

Kathie Anderson
Regional Vice-President
Lower Mainland - Coastal

Julia Amendt
Regional Vice-President
Lower Mainland - Centennial

Mike Borason
Regional Vice-President
Lower Mainland - Central

Peggy Christianson
Regional Vice-President
North

Kathy Dunn
Regional Vice-President
Okanagan

Linda Hargreaves
Regional Vice-President
Vancouver Island

Richard Dennis
First Alternate
Provincial Executive

UNION OFFICES

Provincial Office:

Vancouver Site

2006 West 10th Ave.

Vancouver V6J 4P5

734-3431

e-mail: heucomm@web.apc.org

Solinet: heucomm

Abbotsford Site

2702 Ware St.

Abbotsford V2S 5E6

852-6571

Okanagan Office

100, 160 Dougall Rd. S.

Kelowna V1X 3J4

765-8838

Kootenay Office

745 Baker St.

Nelson V1L 4J5

354-4466

Vancouver Island Office

415 Gorge Rd. East

Victoria V8T 2W1

480-0533

Northern Office

1197 Third Ave.

Prince George V2L 3E4

564-2102

CALM
ACPS



What we're up to

Revelstoke home care workers finally win contract improvements

Home care workers at Queen Victoria Hospital in Revelstoke finally won big wage increases after a two-year struggle for a contract which the employer appealed every stage of the way.

The four-year deal, retroactive to January 1994, will provide the 20 home care staff pay raises of 33 per cent over the life of the contract, which ends in March 1998. Although employees will earn \$16 an

hour by April 1997, there are no benefits included and the union is still fighting for back pay compensation from 1992.

"We've got our wages and guaranteed work hours," says home support worker Wanda Jarvis. "I think it's going to work out okay once the system gets going."

Working TV gets honourable mention

Vancouver's Working TV, sponsored by HEU and a range of other unions, was shortlisted in two categories for the 1995 Hometown Video Awards, an international video festival celebrating contributions to community television.

This year's awards, presented in Idaho, were chosen from 1,751 entries. Working TV was honoured for a compilation video in the magazine category, and for another production in the ethnic and cultural

Creston local leaders are taking political action. They raised their concerns about New Directions and employment security with NDP MLA Corky Evans at a recent meeting. Pictured from left are Donna Anderson, Hazel O'Rourke, MLA Evans, Ruby Bone and Edie Bornowsky.



expression category.

Working TV will be featured on the Vision network for a special show called "Over the Fence" on Friday, Dec. 8, at 7:30 p.m.

Welcome to more new locals

HEU's organizing department continues to make gains as more workers choose HEU to gain the benefits and respect of a union contract.

Three new locals have joined HEU since our last issue:

- Wedgewood Manor, a government funded, for-profit Qualicum Beach long-term care facility that provides some special needs care;
- Foyer Mallaïrd, a funded non-profit long-term care supported independent living facility in Mallaïrdville (Coquitlam);

- Rideau Manor, a 146-unit apartment and independent living facility in Burnaby that provides some long-term care. Welcome to all our new members.

Do you have an organizing tip? Then phone HEU's 24-hour organizing hotline toll free at 1-800-663-5813, local 215.

continued on page 4

Carmela Allevato steps down as HEU secretary-business manager

Carmela Allevato, secretary-business manager of the Hospital Employees' Union, advised the union's Provincial Executive Nov. 23 of her decision to step down to pursue a new career in labour law.

"Our executive accepted her decision with surprise and regret," said union president Fred Muzin. "She leaves a very proud series of achievements since she was first appointed to the post in late 1989.

"Under Carmela's guidance, the union recovered from a disastrous settlement in the summer of 1989 and rebuilt from the grassroots. In the subsequent round of negotiations, we were able to achieve a pay equity settlement that was far ahead of what employers wanted to give.

"The next year, we were able to achieve the Employment Security Agreement, which protected our membership from bargaining unit layoffs during health care restructuring. During the same period, she led our successful negotiations to merge with the Canadian Union of Public Employees so we came back into the House of Labour.

"We are all very, very sorry to see her go."

Allevato said her decision was a career decision made for personal reasons. "It's been an honour to work for HEU," she said. "It's the right decision for me, and I'm comfortable in the knowledge that the union has strong leadership, both in the executive, the locals and the staff, to carry the union forward."

Muzin said the executive intends to move quickly to determine a process for appointing a successor. Under the HEU Constitution, the secretary-business manager is a full-time officer of the union appointed by the executive. The appointment is subject to ratification at the union's biennial convention.

Massive support for Bill 48 stand

Thousands of HEU members across the province donned "We Shall Not Be Moved" lapel stickers Nov. 28 to show their determination to stay with their union. The stickers were the latest stage of a union-wide information program that culminated as the Labour Relations Board began three days of hearings to determine who should be considered a "paramedical professional."

A wide range of submissions from other organizations, including groups of workers seeking to be considered "paramedical professionals" raised the possibility the definition could be widened, something not contemplated by the lengthy review process that led up to recent changes in the health bargaining structure.

Since HEU has so far been denied the right to represent paramedical professionals under the Bill 48 changes to health bargaining, any widening of the definition could see thousands of workers forced out of the union.

It was those members and many others — up to 15,000 in all — who signed petitions during the campaign calling on the board to admit HEU to the paramedical unit so that it could represent its members regardless of the definition.

"Our campaign through the membership and the House of Labour proved



DIRECT CONTACT Provincial Executive member Minnie Dennis, St. Paul's local officer Barb Lemky and Provincial Executive member Aldith Jamison worked the phones to keep members informed about the implications of a hearing into the definition of "paramedical professional."

effective," said union secretary-business manager Carmela Allevato. "The petitions are hard evidence to the board that our members, especially in categories that could be affected by a new definition, feel a very strong commitment to HEU.

"Equally important was the effective work done both by our national union leadership in CUPE and through the B.C. Federation of Labour to assist in finding a mediated resolution."

Allevato said the union must remain ready to continue its efforts to defend its membership if the board decision contradicts the decisions of special commissioner Jim Dorsey, whose report formed the basis of Bill 48.

The union has applied to be admitted to the paramedical professional bargaining unit, but has urged the board to undertake a narrow definition of the unit consistent with earlier decisions going back to 1977.

Ramsey pledges action to end interest conflicts

by Stephen Howard

Health minister Paul Ramsey says he's concerned by conflict of interest revelations uncovered by HEU involving top officials of the Vancouver Regional Health Board, and he's pledged to take "all steps" to safeguard against it.

"I think the allegations the HEU has uncovered are serious," says Ramsey, about the *Guardian's* recent exposés of board vice-chair Robyn

Woodward and chief financial officer Del Brooks.

At the same time he worked for the VRHB, Brooks was also a shareholder and director in the private for-profit MRI company headed by ex-Socred cabinet minister Jim Nielsen.

The *Guardian* investigation forced VRHB officials into action and Brooks sold his shares.

"You caught him," said Ramsey.

Woodward is involved in a family company that owns shares in the private surgical clinic now under construction near Vancouver Hospital. She's pledged to put her shareholdings in a blind trust.

"It is very important to me that both members of community health councils and regional boards and their employees be free from conflict of interest as they make health governance and administrative decisions," Ramsey said.

"I'm going to be taking all steps to make sure that's the case. And I expect them to ensure that conflict does not exist as health services are delivered in the Vancouver region."

But Ramsey stopped short of outlining a comprehensive conflict of interest policy that would prevent financial backers and proponents of for-profit health care from occupying senior management positions.



GEOFF MEGGS PHOTO

As a member of the resolutions committee, HEU Provincial Executive member, Ruby Hardwick, foreground at right, helped shape the debate at the CUPE national convention in Montreal. See page 12.

continued from page 3

HEU's Hardwick plays key role at CUPE convention

Provincial Executive member Ruby Hardwick played a centre stage role at October's CUPE

national convention in Montreal. Hardwick was selected to serve on the convention resolutions committee along with a handful of other CUPE members from across Canada.

Attending her first CUPE convention, Hardwick and com-

mittee reviewed more than 125 resolutions, pieced together composite resolutions and recommended concurrence or non-concurrence.

"It was a positive experience," says Hardwick. "I really enjoyed it. CUPE members from across

the country face many of the same problems we in HEU do."

Hospital's opening gala for the rich only

Vancouver General Hospital held its "Night of 1000 Stars" opening gala for the new Laurel Pavilion tower Nov. 15.

Those who could afford the \$175 ticket fee were treated to a lavish buffet by the city's top caterers, standup comedy, a New Age harpist and the first opportunity to see the completed two floors of the new tower.

Inside the elegant cocktail reception, an estimated 500 guests sipped on fine wine and champagne while sampling such culinary delights as Thai prawns and Belgian chocolate dip with strawberries.

The event was expected to raise \$65,000 for research, but one HEU member couldn't help wondering about the overhead. "It was very interesting, in our

time of cutbacks, to show us an opening night like this," said the VGH staffer. "When I think the hospital is currently facing a \$5 million deficit, that's pretty frightening."

HEU backs ambulance contracting-in plan

HEU has lent its support to a campaign by CUPE Local 873, Ambulance Paramedics of B.C., to counter the increase in private, non-union transfer companies handling non-emergency patient transport.

Since June, when the B.C. Ambulance Service decided to stop providing non-emergency transfers, hospitals have relied on private companies with minimal training standards and low wages. One company, which recently shut down its operations in Nanaimo because it was unable to pay its bills, has apparently resurfaced under another name.

Watching the media

by Daniel Gawthrop

SHARI GRAYDON still remembers the Grade 10 assignment that awakened her to the overwhelming influence of sexist stereotypes: while the boys in her class got to do a wood carving, the girls had to make an angel out of styrofoam balls and sparkles.

"It was a real no-brainer," recalls Graydon, adding that she went ahead and did a wood carving anyway. "Not only would the art teacher not mark it, she wouldn't even look at it."

The experience was an early catalyst for her later career as a media analyst. When she's not working on her masters degree in communications at Simon Fraser University, the 37-year-old writer and weekly *Vancouver Sun* columnist does presentations for MediaWatch, a national grassroots volunteer feminist organization founded in 1981 to eliminate sexism in the media.

Graydon, now president of MediaWatch, has addressed universities, colleges and high schools, rotary clubs and public art galleries. Recently, she produced a series on women and the media for the Women's Television Network. "DoubleTAKE," a 13-part series beginning in January on WTN, will examine the media's treatment of women in politics, news, and sports, and media related to children.

But it is through her column in the *Vancouver Sun* that most *Guardian* readers will know her. Graydon's relationship with the *Sun* began in 1991 when she was invited to speak to the editorial board on behalf of MediaWatch. A year or two later, she was invited to sit on a 10-member *Sun* advisory committee on women. Then, in December 1994, syndicated columnist Anna Quindlen left the *New York Times* and the *Sun* decided to go local for her replacement. Graydon jumped at the chance. "I love being on that page," she says. "If you're going to have Trevor Lautens in there, it's really important to have alternative perspectives."

BALANCING



IT ALL



MEDIAWATCH'S Shari Graydon says consumer advocacy is having an impact on how companies sell their products to women.

Graydon's response to the *Sun*'s favourite misogynist is refreshingly dismissive. "He has a voice and a forum at the *Sun*," she says, "but after a while he seems less threatening to me than the more insidious and pervasive discrimination you see in the *Sun*'s choice of headlines, like the one about a lesbian schoolteacher 'preying on' students."

Another problem by no means exclusive to the *Sun* is the continuing discrepancy in the media's representation of women. In 1993, a one-day study of 15 newspapers across the country showed that women accounted for only 20 per cent of all news references and 30 per cent of the bylines. Graydon wanted to call the report "Women are dying to get into the headlines": one of the reasons there were so many references to women that day was that Paul Bernardo had just been arrested.

Given that much of her work with MediaWatch focuses on the advertising industry, Graydon is thankful that consumer advocacy is beginning to have an impact. Recently the *Globe and Mail* published a fashion supplement with a perfume ad depicting a woman tied up. Complaint was so vigorous that the sponsor, Holt Renfrew, later ran a full-

page ad to apologize. Saturn, meanwhile, is raising eyebrows with its progressive car ads. In one, a woman walks into a competitor's dealer where she is shown a vanity mirror and is told only about the colour of the car. Then she goes to Saturn and is so impressed by the car's overall performance that she decides to become a sales rep.

"Women would rather see themselves portrayed as intelligent, autonomous human beings than as the dipstick, stereotyped bimbo," says Graydon.

Nevertheless, because brand name identification is far more prevalent than it was 20 years ago, teenagers continue to be her toughest audience.

A year and a half ago, she was addressing a high school audience in Port Moody when one of the girls accused her of 'male bashing.' The incident spoke volumes for Graydon about the

fear of feminism, and the constant pressure to be attractive to boys that young women begin to face in their mid-teens. "She said 'I can't stand to listen to this male-bashing one more second.' It was a real watermark for me."

• BALANCING IT ALL is a regular *Guardian* column that focuses on the challenges faced by women activists.

WHAT WE'RE UP TO

"We'll be going to care homes and care facilities and calling people to let them know these are non-union, non-trained, low income companies," said Don Devine, provincial president of the CUPE local.

Penticton sick leave letters are sick

A management letter campaign targeting sick leave in the nursing department has prompted an HEU survey on work-related stress at Penticton Regional.

Earlier this fall, the hospital circulated two letters: one congratulating the majority of workers with "exemplary attendance" records, the other expressing "concern" with those it believed to be abusing sick leave privileges.

Some staff – including one employee who recently had a hysterectomy – were called into meetings and expected to justify their sick time. The union

demanded an official apology from the hospital.

The staff survey will deal with issues that typically contribute to stress-related sick leave, as well as polling members on how often they come to work sick and why they do it.

Queen Charlotte local says 'No way' to local doctors' plan

As Queen Charlotte Islands residents wrestle with where to locate new acute care services, a cost-cutting proposal signed by seven local doctors has prompted a strong rebuke from HEU local activists.

The physicians' Aug. 17 proposal called for centralization or contracting out of food services and laundry, as well as sharing of relief and casual staffing.

In its October response, HEU local executive members Bob Shane, Alfred Muma and

New federal NDP leader Alexa McDonough, centre left, and Bob White, president of the Canadian Labour Congress were in good company marching under the banners of HEU's VGH and St. Paul's locals at the Nov. 1 National Medicare Week rally.

Heather George pointed out that 14 HEU workers at QCI Hospital would face immediate job loss or hour reductions.

"Why give up local jobs when local residents are having difficulty finding employment already?" the executive wrote. "How would you feel if HEU wrote a letter recommending doctors be laid off, their pay reduced, their benefits eliminated, and some of their positions filled by casuals?"

Errors and omissions

In the last issue of the *Guardian*, we covered our Gorge



STEPHEN HOWARD PHOTO

Road local's fight to force its employer to act on the recommendations of a WCB health and safety investigation.

In fact, says local chair Allan Forest, it's a bigger struggle in which all the HEU locals at the Greater Victoria Hospital Society are involved.

Location, location, location is a saying that hits at the heart of another matter.

Our new Pioneer House local was shuffled out into the valley in our last issue. The facility is located in New Westminster, not Abbotsford, as was reported.

HEU demands Liberals stick to the facts

HEU has called on the Liberal party to stop spreading lies about HEU members. The union made the demand in a recent letter to Liberal leader Gordon Campbell.

North Vancouver-Seymour Liberal MLA Dan Jarvis accused health care workers of "sitting at home being paid" in recent statements condemning the Employment Security Agreement.

On a local cable TV show in October Jarvis said, "From what I understand, and I believe it to be true, hundreds of them are sitting at home being paid; not working. You can tell I'm not a socialist. This is a true bureaucracy and that is what they are creating and it's causing problems. We are going to change it."

Jarvis' comments were followed by Liberal leader Gordon Campbell's Oct. 13 statement in Kamloops claiming that the ESA has drained \$125 million from the health care system. (By HEU's calculations, the Accord has saved more than \$140 million, and no one is paid to stay at home.)

Spirited rally backs medicare

by Daniel Gawthrop

THE TRADE UNION movement was out in full force at Vancouver General Hospital Nov. 1, as more than 300 health care workers, seniors and other unionists observed National Medicare Week with a spirited noon hour rally at Vancouver General Hospital and a protest march at the construction site of Dr. Brian Day's private surgical clinic.

Alexa McDonough, federal NDP leader, called for united action in defending medicare. "We've got a knock-'em-down, drag-'em-out fight on our hands," she said. "It is absolutely critical that we speak with one voice."

McDonough, speaking two days after the Quebec referendum, said the federal government's willingness to "tear apart our social services" was partly responsible for dividing Quebecers.

Several speakers noted how the recent shift toward private clinics and continuing cutbacks to health care services show that governments are willing to sacrifice the basic principles of medicare.



STEPHEN HOWARD PHOTO

DON'T MESS WITH US Seniors took part in the Nov. 1 medicare rally at VGH.

"I was born at home," added Joyce Jones of the Greater Vancouver Seniors Coalition, "not because my parents believed in avant-garde ideas, but because they couldn't afford to go to the hospital. We don't want that again!"

Canadian Labour Congress president Bob White said Canadians just won't support attacks on their medicare.

Outside Day's clinic, HEU president

Fred Muzin said the system must be defended against profit-seeking doctors. "This clinic represents cream-skimming – taking profitable services out of health care and leaving nothing for basic services," said Muzin. "We don't need a system like in the States, where 40 million Americans are without medical insurance, and another 40 million have inadequate coverage."



STEPHEN HOWARD PHOTO

GOOD NEWS Bev Grisdale was reinstated while at HEU's Wage Policy Conference.

Threats continue at Chiwid local

In a tough fight for a fair first contract, HEU's new Chiwid local in Williams Lake achieved a major victory Oct. 16 when a fired HEU activist was reinstated to her counselling job at the women's transition house only moments before a wrongful dismissal hearing was to begin.

But Bev Grisdale, who was initially fired Sept. 27, was one of two members of the HEU bargaining unit to be threatened with further disciplinary action on Nov. 21, only a month after her reinstatement. Grisdale received the written warning after a Nov. 17

bargaining session was called off by the employer rep.

Grisdale's initial firing was prompted by a complaint to management that her husband had dropped by the house to deliver her a bowl of soup. Grisdale won reinstatement with all her back pay but the union has filed various LRB complaints against the employer rep, who left the table two minutes into talks when Grisdale showed up at the bargaining meeting two days after her firing.

Williams Lake Transition House is a residence for physically, emotionally or sexually abused women. The house, which has up to 16 residents at a time, offers counselling for women as well as for children who witness abuse. The facility was certified last May.

PRESIDENT'S DESK



Union ready to face change

by Fred Muzin

THE WAY THAT an organization responds to challenges is a good indicator of its culture and strength. HEU is currently dealing with several very important issues. We are in the countdown to 1996 master bargaining that is anticipated to be extremely difficult, especially given the right wing backlash in Canada and the rebuilding of the provincial NDP.

We are waiting to see the direction of the Labour Relations Board regarding the definition of a paramedical professional. Good or bad, this decision will impact thousands of our members.

After six years as our secretary-business manager, Carmela Allevato has decided to step down to pursue her career in labour law and to attend to personal matters that the rigors of union activism often make difficult.

We are sorry to see Carmela go.

During her term we re-energized after disastrous bargaining in 1989 and achieved tremendous gains, especially in the areas of pay equity and comparability. We were the first major union to strike against the new government and our innovative job action in 1992 united our membership. The Employment Security Agreement remains a landmark document for proper restructuring that has paved the way for other unions. Carmela was instrumental in all of this and HEU re-establishing our place, through CUPE, in the house of labour.

Under our structure, a change in business manager is a natural process. We hire people with specific expertise, political instincts and experience. The reality is that for them to further their career and personal development often requires a change. Only the timing is unknown.

The reactions to Carmela's announcement have been many - initially shock and regret, and then concern for HEU.

Rest assured that HEU remains strong and is not in a crisis. Carmela has helped

'We have terrific members, a dedicated and supportive staff and a progressive vision that will continue'

to develop and expand the skills of our staff and Provincial Executive. We recently concluded a contract renewal with our staff union that expires in 1999. The Bill 48 (the Dorsey health care restructuring plan) process has resulted in us obtaining over 15,000 signatures in a short period of time, mainly as a result of our member to member on-the-job canvas and our phone bank. The Provincial Executive were able to inform each of our locals about Carmela in advance of our media release and reassure them. The bargaining committee is already preparing for negotiations.

A time of change is also an opportunity for growth. HEU has considerable resources to deal with challenges. We have terrific members, a dedicated and supportive staff and a progressive vision that will continue.

We wish Carmela well. After all that she has contributed to HEU, she deserves time for herself. Good luck Carmela!



CAN I BE YOUR TEDDY BEAR? Debbie Zibrik, left, and Ruth Hasman with just a few of their thousand fluffy creations since 1993.

Dear Bears offer Xmas comfort

Looking for a furry friend to keep you warm over the holidays? Wondering what to do with that old fur coat you inherited from your grandmother?

Either way, HEU members Debbie Zibrik and Ruth Hasman have a solution that's bound to melt your heart: Dear Bears, a home-based company that produces stuffed teddy bears from recycled fur coats and other materials.

Zibrik is a part-time dietician and Hasman a part-time clerk at Children's Hospital.

In 1993, Zibrik found a fur coat at a church bazaar and decided to turn it into four bears, one for each of her children. Shortly afterward, Zibrik decided to start a business. Demand for the bears was so high that she quickly asked her colleague to join her. Since then, Zibrik and Hasman have produced about one thousand teddies.

The bears are created to client specifications - you can get them grumpy, happy, carefree or sleepy - and are most popular in Persian lamb or mink. Hand-crafted with fully jointed limbs, glass eyes and embroidered noses, each Dear Bear is identified by a brass medallion inscribed with the words:

We once were all coats worn by someone so dear,

Who, in loving memory will always be here.

So as you give me a hug close to you,

Just remember DEAR BEARS need lots of love too.

"People inherit furs and then put them into storage or stuff them to the back of the closet," says Zibrik. "One of the greatest moments for us is to see the reactions on the faces of our customers when we reunite them with their coat, only this time as a teddy bear."

Adds Hasman, "It appeals to both males and females -

it's not just a cutesy women's sort of thing. Even my 18-year-old son said 'Can you make one for me too, Mom?'"

Several of the bears have been donated to Children's Hospital in Vancouver, as well as Alberta Children's Hospital, the Endeavour Action and the Rotary Club.

The 3B Cancer ward donation was especially poignant, as Zibrik's daughter was on the ward during the summer when she was diagnosed with leukemia.

"Teddies have a magic all their own and steal their way right into your heart," says Zibrik. "It's special!"

AFTER



THE SHIFT

NOTEBOOK

Healing circle helps build determination to overcome equity setback

by Geoff Meggs

A first Nations healing circle initiated by HEU Provincial Executive member Minnie Dennis, herself a Gitksan woman, helped angry, troubled minority delegates, as well as their supporters, to move forward from a devastating setback at last month's CUPE convention.

After many years of struggle to overcome racism and discrimination within CUPE, the union's Rainbow Forum hoped that the national convention would approve two new seats on the National Executive Board, one for a person of colour and another for a First Nations representative.

But convention delegates turned down the proposal - which required a two-thirds majority - by a wide margin on the convention's second day, even before a person of colour had an opportunity to speak.

The debate reflected deepseated concerns about "special rights" and equality that HEU itself is confronting through its equity caucuses.



'Deepseated concerns about special rights and equality'

"I am extremely disappointed," long-time CUPE human rights activist David Onyalo told a subsequent meeting of the forum, "but out of that disappointment I can see some hope."

"We have a movement that speaks out, that's strong, but we have a strong union only when we listen to the pain our members face. We must ensure people feel their voice can be heard in the decision-making process. It has to happen. If we don't solve some of these problems, like sexism, racism and homophobia then we'll speak, but we'll just be another voice."

Mervis White, a black hospital worker who participated in CUPE's illegal hospital strike in Ontario in 1979, recalled the long struggle against discrimination she faced even with her union.

"In the hospital sector, there are many people who look like us," she said. The defeat of the resolution, she charged, meant the union feels "you can accept our dues, but you can't accept us."

When the session ended, Dennis invited all present to form a circle so that each could express their appreciation to every other person present. There were tears, hugging and laughter, but a strong determination to keep the battle going.

In an emotional debate on the convention's final day, union president Judy Darcy announced a series of reforms the National Executive Board will undertake, including a national conference on racism, to continue work on the issue until the next convention.

HOMECARE pioneers



LPN Kathleen Cipparone says nursing Stan Henderson in his home is the best job she's ever had. Is it the wave of the future for health workers caring for the elderly?

continued from page 1

It is five years since Henderson, who is in the later stages of Alzheimers Disease, was assessed as requiring care in an institutional setting. Today, he may be the most advanced case in a home care setting in the province.

Together he, his family and Cipparone, his main at-home caregiver, are exploring new territory, pioneers in a journey thousands of Canadians will have to take as care for the aged moves closer to home.

Their story – in many respects an ideal experience for both patient and caregiver – tells us much about what “quality care” could mean to patients, their families and their caregivers if the resources were there. It serves also as a warning that even the best community-based setting requires a degree of family commitment and unpaid labour that may be beyond the means or the capabilities of many families.



The one-on-one care Cipparone can offer means flexibility for Stan Henderson when he can't or won't get up in the morning.

KATHLEEN CIPPARONE'S working day begins with an early morning drive to Henderson's house in Strathcona, a few blocks east of Chinatown. By 7:30 a.m., she's saying goodbye to Muggs Sigurgeirson, Henderson's daughter, and Bob Sarti, Sigurgeirson's partner, as they head off to work. Until about 5 p.m., five days a week, Cipparone provides Henderson with one-on-one care.

A former HEU member and a veteran of several nursing assignments in an institutional setting, Cipparone declares this “the most satisfying nursing job I've ever had.”

“The shortage of staff in most long-term care wards makes it impossible to give patients the attention and care they deserve. This is heartbreaking and many caring nurses become emotionally and physically drained. It's a very sad situation.”

Stan Henderson, by contrast, “is really treated as an individual. He's ambulatory, and I can give one-on-one care. Music is a major part of the program, but basically we just let Stan be Stan.”

“Every day is different.”
A gentle, quiet and humorous man who likes to make people

laugh, Henderson is slow to anger and quick to recover. Although his condition has progressed through all the classic stages of dementia, he has never been violent or aggressive. Despite his advanced age and congestive heart failure, he remains healthy otherwise, all factors that make caregiving easier.

Most mornings see Henderson awake and talkative by 9 a.m. Cipparone, meanwhile, has prepared breakfast and begins Henderson's routine with a brief chat and some personal grooming.

On a recent October morning, however, Henderson was baffled by the suggestion that he eat breakfast.

“I had breakfast two days ago,” he says grumpily when Cipparone offers juice and cereal. A few moments later, he's changed his mind. “I want breakfast, but I don't want to sit up.”

Noting signs of agitation, Cipparone quickly concedes and heads back downstairs to give Henderson time to compose himself. Within minutes, he's humming along to his cassette player and Cipparone tries once more. “Would you like me to put the towel under your chin?” she asks. “Anything you do is all right,” Henderson says grandly, and the meal is under way.

After breakfast, it's time to coax Henderson out of bed and into some clothes. His diaper needs changing and convincing him to co-operate with toileting procedures can be difficult.

Today, Henderson's slow movement out of bed is accelerated by a sudden desire to go to the bathroom. By the time he arrives, however, the reason for the trip is forgotten. “What are we doing here?” he asks, again sounding aggravated. Cipparone calmly works through the problem with him and Henderson is soon ensconced in the television room watching the Lawrence Welk and figure-skating videos that are his main entertainment.

At least two days a week, Cipparone drives Henderson to a special program for geriatric patients at St. Vincent's Health Care Society in South Vancouver, where he plays and interacts with other adults living at home.

On other days, weather permitting, she will pack a picnic and take Henderson for a stroll in Stanley Park. “We walk from bench to bench and he talks to the little ones. He likes children.”

Because of the intensive care she is able to give, Cipparone can see her efforts reflected in Henderson's health and behaviour. She can monitor his medications with extreme care and advocate adjustments when Henderson visits his physician. She's also able to keep the daycare program staff well briefed on his condition.

She is convinced that the consistency and familiarity of the care he receives in his home has enabled Henderson to live a

Stan's story: what 'quality care' could mean

Henderson likes to relax in front of the television with videos of figure-skating or big-band concerts from the 1940s. Cipparone is able to keep close track of his physical and mental well-being.



longer, fuller life than he might have in an institutional setting. The fact that he remains at home, and will until he dies, was partly his own decision and partly his family's. It was only possible through an unlikely combination of hard work and sheer luck.

IN RETROSPECT, THE CLEAREST WARNING about Stan Henderson's impending illness came when his wife of many, many years threw him out of the house. Muggs Sigurgeirson laughs now when she recalls how horrified the family was, but her mother was right, they now realize, when she said Stan was "acting crazy." "The more we denied it, the more hysterical she became. No one would accept her analysis. We had a family meeting and we all said we would take him. He moved in with my brother in North Vancouver, but he couldn't get the hang of the bus system, so he moved to Victoria with my sister Paddy. "Then, when she went to Japan for several months, he came to live with us in Vancouver and ultimately he decided to stay. He was about 75."

A long-time middle management employee at Imperial Oil, Henderson had led an active life that included lots of mountain-climbing and hiking. He quickly developed a routine of walking each day right across town to the West End Community Centre where he could visit friends and do some carpet-bowling. At suppertime, he would walk back home. This love of walking nearly proved fatal. On Sigurgeirson's fortieth birthday, several years ago, Henderson didn't show up for dinner. The family passed a frantic night on the phone and combing the back alleys. The next morning, he came strolling up the street as if nothing had happened.

"I shouted, 'where have you been?'" Sigurgeirson recalls, "and he just blinked like this was some kind of high school test. And then he came up with some kind of story, trying to please us. To this day, we have no idea where he was." Incredibly, the family remained unconvinced that anything was fundamentally amiss, making adjustments for his failing memory

without considering the possibility of an underlying cause. Sarti thinks this easygoing attitude – or stubborn denial – combined with a strong community safety net made the earlier stages of Henderson's disease easier for all concerned.

Sometimes, Henderson was protected by the many people around the neighbourhood who befriended him during his visits to the local community centre. Although both Sigurgeirson and Sarti work full-time – she as a school board secretary and he as a journalist – both also are active in the Carnegie Centre, the focus for community life on the Downtown Eastside.

When Carnegie regulars learned of Henderson's propensity to wander, they kept an eye out for him. One winter day, a Carnegie friend spotted him far off his regular route and turned in the alarm. "Stan's on the loose again," Sigurgeirson was told and she rushed from work to track him down. She found him wheezing and exhausted in the west end, suffering from what proved to be congestive heart failure.

It was only as a result of this incident that Henderson's doctor realized that something more was amiss and ordered a full assessment. To Sigurgeirson's shock, her father could not remember the most basic facts, including the day, the month or the year.

The diagnosis of Alzheimer Disease was a devastating blow to the family and a signal that what was bad was about to become worse: increased confusion, sleepless nights, incessant wandering. A health unit nurse assessed Henderson as ready for admission to a long-term care home.

But a tour of several facilities, including some of the best in the city, proved demoralizing. The family met once again and agreed that Sigurgeirson should become her father's trustee, using his modest \$40,000 in savings as well as his Canada Pension, Imperial Oil pension and a small monthly insurance payment to care for him in her home. Sigurgeirson decided to take a year off work to help her father through what seemed likely to be his last months.

AN ENORMOUSLY SUPPORTIVE COMMUNITY effort had delayed the day when Henderson might have to be institutionalized. It took a superhuman family effort to postpone it indefinitely.

By taking over her father's finances through a trusteeship, Sigurgeirson was able to increase Henderson's care. What began as a casual arrangement with a former practical nurse in the neighbourhood evolved into a decision to hire an agency nurse to provide five days a week of care in the home.

By late 1994, however, the money was gone. Henderson's remaining income fell far short of what was necessary to keep Cipparone, who had worked with Stan for more than a year.

Another family meeting convened to consider the options. Sigurgeirson estimated it would cost \$500 a month from each part of the family to sustain the effort, enough to force one family member to remortgage his house and to wipe out the savings another branch of the clan had put aside for their children's post-secondary education. Ironically, if Henderson had been institu-

'Home is great ... but without support you wind up



CARING HANDS the one-on-one care receives from Kathleen Cipparone is the elderly – and committed caregiver. For many elderly British Columbian, homecare may be neither feasible nor. Advocates for quality care for the full range of options, all properly provided.



Only a very high commitment from Stan Henderson's extended family makes his homecare situation feasible. Joining him for dinner are (left to right) Cipparone, daughter-in-law Marilyn Henderson, son Stanley W. Henderson, Bob Sarti and daughter Muggs Sigurgeirson. All-in-all, seven adults in four households contribute to Stan's care.



UNPAID WOMEN'S WORK
Sigurgeirson estimates she spends about a day a week on the paperwork necessary to maintain her father at home. She must manage all his affairs and provide detailed monthly statements to government, as well as manage Cipparone's payroll.

"Keeping them at home is great if they have support," Havens says, "but without it you wind up with very sick, very unhappy people."

About 30,000 British Columbians now suffer from senile dementia. About half are institutionalized and about half remain in the home. More support, training and education are required wherever care is delivered, Havens maintains, to make the choices and quality of care enjoyed by Stan Henderson available to all.

FOR STAN HENDERSON, WHO has benefitted from an almost ideal combination of community, family and government support, homecare seems to have been a happy and rewarding experience.

It has been a tremendous amount of work and struggle for his family, but it's a commitment

they would not give up for anything. The arrival of the CSIL funding was "just in time," Sigurgeirson said, "because our money had run out and we couldn't stop caring for Stan."

"I know Stan's history. I know it drives him crazy if his socks aren't pulled up. He can't say it anymore, but I can do it for him."

Much of the burden was eased, she believes, by the special training and assistance she has received from trained caregivers like Kathleen Cipparone and those who preceded her.

Sarti, who works an early morning shift, acknowledges he was often driven to distraction by Henderson's midnight tours of the house, flicking on every light to see where he was.

"People say, 'wow, you even have to wipe his ass,'" Sarti laughs. "But we're glad to have him. Sure, there are restrictions, but there are all the pleasures associated with it. I'm sure we'll look back on the Stan era with fondness."

"He's a pioneer, going into an uncharted area with great dignity. The things he has to put up with — people saying, 'bend over, I'll wipe you' — and he's showing us how to do it, with great dignity. He'll live like that for us forever."

HIS LUNCH PACKED, HIS SHOES TIED, his hat firmly on his head, Stan Henderson takes Kathleen Cipparone's arm and heads for the car. It's time for his daycare program.

He settles in while Kathleen secures his seatbelt.

"Have a good time," the photographer says. "I intend to," he replies.

"Tell us what it's like when you get back."

"No way," he shoots back, not missing a beat. "If you want to find out, go for yourself." ■

with very sick people.'

retain a small sum to cover emergencies.

"I have to keep receipts for every one of Stan's purchases," she says, dragging out a box full of files. "I have to make regular reports to the trustee and our non-profit society has to hold annual meetings and file a financial and bank statement every month. I appreciate why I have to do it, but I don't want to."

The huge administrative burden of being her father's trustee and the employer of his nurse — handling payroll, WCB, monthly statements and much more — takes time away from the one-on-one care that inspired Henderson's family to keep him home in the first place. Sigurgeirson would rather change soiled bedclothes in the night than do more paperwork.

"I don't care if I have to get up in the middle of the night, shave him, take out his teeth and all the rest, but at the end of all that I have to do all this. For the care, I get something back. If I was a spouse taking care of my husband alone, it would be impossible."

In Henderson's case, the burden is shared by many more than those who live with him at home. Sigurgeirson quickly adds up the number of people involved, in addition to Kathleen Cipparone and a seven-hour a week respite homemaker: "All-in-all, seven adults in four households," she says.

THIS HUGE COMMITMENT, COUPLED WITH Stan Henderson's even temperament and generally good health, make his situation exceptional, says Pam Havens, provincial support services coordinator for the Alzheimer Society of B.C.

Although she has not met Henderson, she listens to a brief description of his circumstances and says firmly he "is accessing maximum services. Those services aren't generally available at the moment."

Will the "closer to home" philosophy mean Henderson's situation becomes more common? Havens says that her organization, which provides a range of programs through more than 80 support groups around the province, "advocates options for people to do what's best in their situation."

an Henderson
hat families of
s — dream of,
hough,
appropriate.
rly say a
ed, must

HOW'S YOUR WORKPLACE?

Are you satisfied with the quality of care your workplace allows you to provide? The Guardian would like to hear from HEU members about their experiences in caring for the elderly and their reactions to Stan Henderson's story.

WRITE OR CALL US at the numbers listed on page 2.

Pledge made to bring wages, conditions into the 1990s

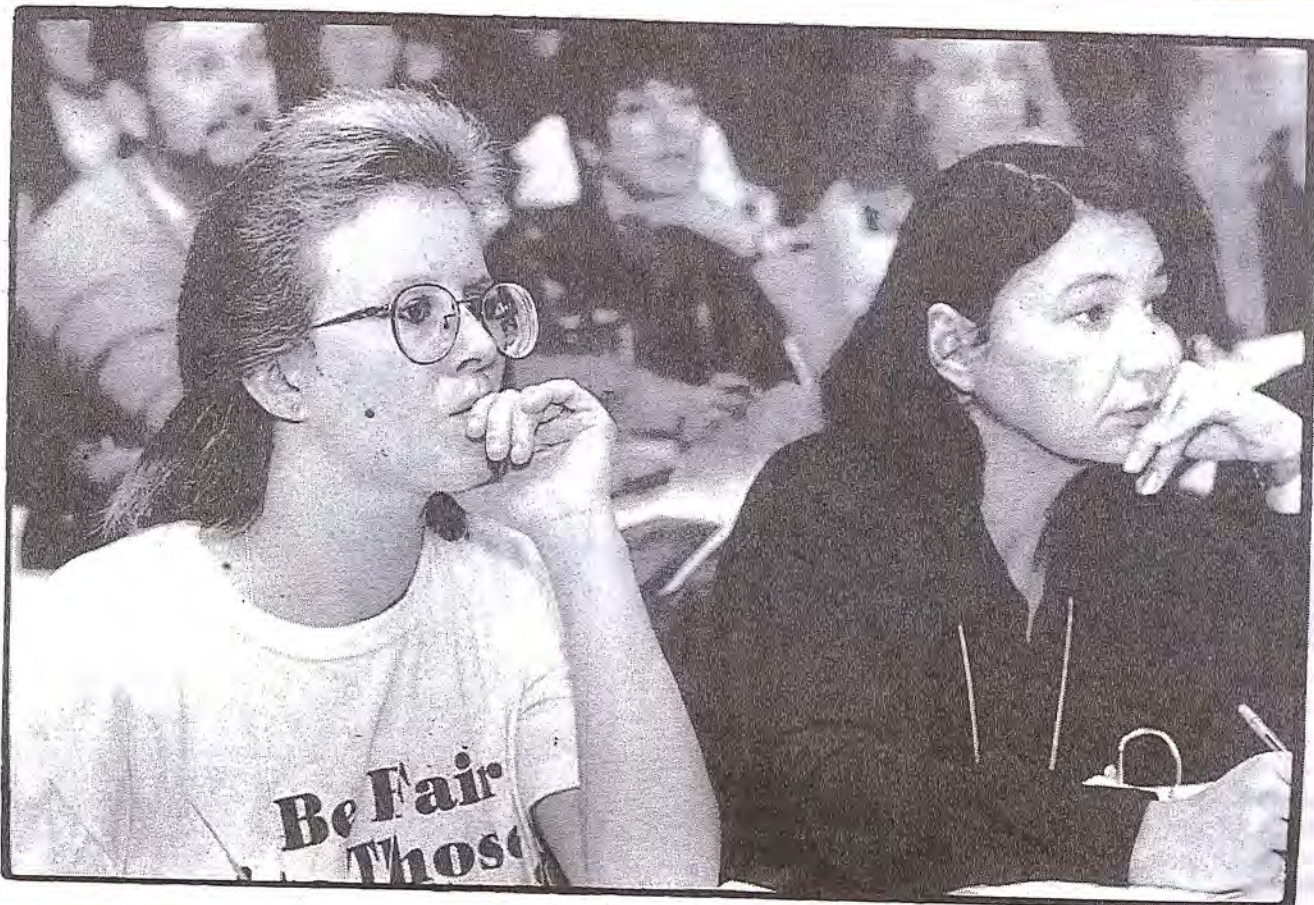
HEU's bargaining spokesperson Carmela Allevato says the union has reached out beyond hospitals and into the community to bring the benefits, protection and respect to community service workers that comes from having a collective agreement.

Since the last Wage Policy conference in 1990, Allevato said hundreds of community workers had joined HEU.

Community health workers "are on the cutting edge of new health care delivery systems, but they are in the 1950s when it comes to wages, working conditions and contract rights," she told delegates at October's 13th Wage Policy conference.

"These workers have joined us because they believe only HEU can meet their needs as health workers."

Allevato pledged that HEU would meet the challenge of making that a reality.



LONG JOB Delegates waded through hundreds of proposals.

The priority plan for bargaining

CLOSE TO 400 hundred delegates from HEU locals across the province wrapped up an intense bargaining conference Oct. 17 with a plan for master agreement negotiations that will start in early 1996.

Delegates at HEU's 13th Wage Policy conference sifted through more than 900 contract demand proposals and pieced together a six-point plan of issues to press for action. The plan includes:

- renewed employment security
- a no concessions pledge;
- one union, one contract;

- action on workload to make the workplace safer;
- a fair wage increase and benefit improvements;
- stepping up completion of HEU's pay equity settlement.

As well, delegates elected a new provincial bargaining committee which is already meeting to prepare for negotiations.

Bargaining committee members are: David Ridley, Royal Jubilee, Sheila Rowswell, G.F. Strong; Barb Burke, Penticton Regional; Richard Dennis, Yaletown; Margaret Cavin, Cornerstone; Maurice Smith, Burnaby; Mike Borason, B.C. Children's; Julia Amendt,

Surrey Memorial; Heather MacLaren, Jackman Manor; and Della McLeod, Willowhaven. They're joined by president Fred Muzin, secretary-business manager Carmela Allevato, and financial secretary Mary Laplante.

Delegates unanimously endorsed a comprehensive employment security demand to preserve health services, fight privatization and contracting out, and enhance early retirement and re-training opportunities. The demand also called for improved access to regular positions for casuals, and improved seniority rights for workers displaced or transferred.

"Winning the Employment Security

For many delegates from new locals, the Wage Policy conference was their first look at how HEU bargains. Here's what some of them thought about it:



"I was pretty impressed with the organizers. I just wish it could have gone on longer, but I found it was very helpful. It was good to see all the First Nations people that were there."

Marie Sawyer,
COMMUNITY HEALTH REPRESENTATIVE
Skidegate Health Centre;
Chairperson, House of Life local.



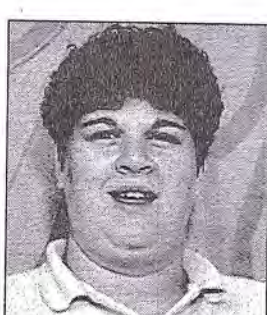
"It was a great learning opportunity because I'm new to union stuff. I was impressed by delegates commitment and support for each other's issues."

Brenda Devine
RECREATION PROGRAMMER
Canadian Mental Health Association
CUPE local 3495



"It's been enjoyable learning about the union's process and seeing the dedication of delegates. I'm looking forward to bargaining a first collective agreement."

Laura Arason
HOUSING SUPPORT WORKER
Progressive Housing local



"It was very informative, very well organized. All the conference staff were attentive to our needs as new members. I learned a lot."

Elaine Page
MENTAL HEALTH WORKER
Braemore Lodge, Penticton
CUPE local 608



"The democracy here is beyond belief and there's lots of compassion. I'm amazed at the quality and depth of delegates. It showed me what HEU is about."

Bob Peacock
NURSING TEAM AIDE
Broadway Pentecostal Lodge



"The conference set an agenda to make health care an important issue I met a lot of really concerned members. Well done!"

Nancy Fryatt
RELIEF COOK/DIETARY AIDE
Haven Hill Retirement Centre, Penticton
CUPE Local 608

A commitment to win fairness

HEU secretary-business manager Carmela Allevato pledged that other unions will not be able to take away HEU members under the process following the report of Health Sector Labour Relations Commissioner Jim Dorsey. And delegates to the Wage Policy Conference followed up Allevato's pledge by approving an emergency resolution mandating the provincial executive to "undertake whatever actions necessary to protect our union's jurisdiction."

In her report to the conference, Allevato outlined how the Labour Relations Board is threatening to take thousands of members out of HEU by redefining paramedical professional after HEU was excluded from representing workers in that category.

"We will fight this attack on our members with all our strength," she said. "This union will not be boxed

in. They will not take any of our members away."

The resolution passed unanimously after members of the provincial executive and other members warned of the danger posed by the the labour board attack on HEU.

"We're going to fight to the bitter end to keep every member, and we won't back down," said Fraser Valley regional vice-president Kate Marleau.

Halle McMullen of the Comox local said that as a Licensed Practical Nurse, "I want to stay in HEU."

Alleavato outlined in her report that HEU has fought many battles and won many important gains in the five years since the last wage policy conference.

"Our adversaries are learning that the worst mistake they can make is to underestimate the health workers of this province," she said.

While HEU's hopes for the New Democratic Party government in



Victoria have been largely realized, she said that these hopes were realized only after struggle.

The Employment Security Agreement has not only been good for HEU members but for the public, who have the leanest and most efficient health care system in Canada.

Alleavato questioned the need for further cuts from health care to deal with the federal deficit at a time when banks are making record profits, tax breaks for the rich have been untouched, and many Canadians, espe-

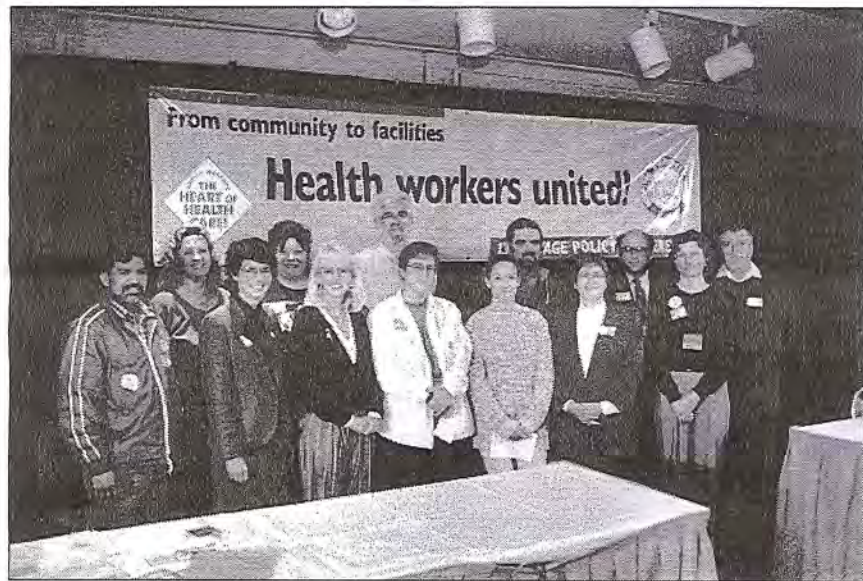
cially women, are suffering from unemployment.

She warned that the coming round of bargaining will be tough: "Employers are so worried about our commitment to win fairness that they have asked for legislated roll-backs to our collective agreements."

But she said she knows that HEU members will stand together both for a fair contract for themselves and a better medicare system for the patients they serve.

"What unites us is our commitment to give the people of B.C. the best possible health services," she said, "in spite of our bosses' incompetence, in spite of terrible working conditions, in spite of the workload injuries, the threat of layoffs and the constant budget cuts."

"These are enormous challenges, but HEU, with our brothers and sisters in CUPE and across North America have more resources, skills and unity than ever before in history to get the job done."



HEU'S BARGAINING COMMITTEE is made up of 10 elected members as well as president Fred Muzin, financial secretary Mary LaPlante and the secretary-business manager. Those elected included: David Ridley, Royal Jubilee; Sheila Rowswell, G.F. Strong; Barb Burke, Penticton; Richard Dennis, Yaletown; Margaret Cavin, Cornerstone; Maurice Smith, Burnaby; Mike Borason, B.C. Children's; Julia Ament, Surrey; Heather MacLaren, Jackman Manor and Della McLeod, Windermere.

All eyes will be on HEU, says CUPE's Kirk



CUPE B.C. President Bernice Kirk.

Workers throughout B.C.'s public sector will be watching HEU bargaining in the coming months because HEU will set the pattern for wage settlements, says Bernice Kirk, president of the B.C. Division of the Canadian Union of Public Employees.

"I cannot stress how important your bargaining is, not only for health care workers, but for the whole public sector in B.C.," Kirk told the Wage Policy Conference.

A number of the delegates present were representing CUPE locals which transferred into HEU under the Bill 48 process.

She said all B.C. public sector workers will face a tough fight at the bargaining table because the new Public Sector Employers' Council is "working against" bargaining by trying to impose wage controls.

"You are going to be leading the way," Kirk said.

The conference was also attended by B.C. Nurses' Union president Ivory Warner and BCNU chief operating officer Anne Harvey.

Agreement is key for our communities to keep them going," said G.F. Strong delegate Sheila Rowswell.

"HEU members have a tremendous capacity and creative ability for winning what's needed, not just for ourselves but for those who use our services, and for those who come behind us," she said.

With the existing ESA set to expire in five months, Cumberland local and Provincial Executive member Linda Hargreaves said you only had to talk to other health care workers across Canada to find out just how important renewed employment security is. She warned that health employers are just sitting back waiting for March 1996 to strip HEU members of their security.

After a lively debate, delegates also adopted a companion resolution that allows displaced or transferred union members to carry 100 per cent seniority to their new work site. The motion also established a job posting and bumping plan that would focus on the facility as the first priority, opening up only to regional and province-wide steps if qualified applicants or a comparable job didn't exist at a local level.

"I've always supported the concept of province-wide seniority," said Lions Gate delegate Clarke Gardner. "It's something we need, and we need it



Bargaining demands committee members.

now," he said.

Royal Jubilee delegate Pam Corzatt said health care reform has forced her to rethink her opposition to expanded seniority rights.

"I'm afraid of losing my job to someone bumping," Corzatt said. "But if we vote for this we achieve protection for everyone. We have to look at protecting the jobs of all our members."

Not all delegates supported the resolution, including Penticton Regional's Bob Bosscher. "I live in the Okanagan. I'd like to think my job is relatively safe. I hear transfer payments are being cut, and I see hospital closures elsewhere

in the province and people saying I'd like to move to the Okanagan. That's a threat to me and my job."

But Vancouver General's Leo Bibo said Bosscher's fears were misplaced. "All the vacancies would be posted in the worksite first," Bibo said. "If the facility can't fill it and the region can't fill it then it

goes province-wide. Only then could you move into the Okanagan."

Delegates also approved measures that focused benefit improvements on those with the greatest need, like long-term disability claimants.

New Vista local's Eva Wallenburg told the conference that she's been on LTD since 1988 and receives \$784 a month. After taxes she has \$350 a month left over.

"I'm fortunate to have a husband who works," Wallenburg said. Without that [members] would be better off on welfare than on LTD as it stands now."

Why I am a "sovereignist"

by Francine Barrette

I AM GOING TO try in a few words to explore what has been on the table for more than 100 years. I can only talk to you with my heart but I will also attempt to use reason in my explanation.

I believe fundamentally that it is possible for us, being the Francophone people of North America, to stand up and be proud of our vitality, our language and our culture, all the while respecting Canadians in the other provinces.

We have tried many times to be recognized as a distinct people within the existing structures of Canada, without success.

This is why I believe that the best way to win this recognition is to become sovereign and to sit down with the other provinces to



'We want to be equal partners with our neighbors in the other provinces'

negotiate a real partnership. Among other things, this would permit us to:

- End the constitutional impasses that have cost so much energy and money (more than \$325 million between 1990 and 1992);
- Prevent federal cutbacks in education and social programs and avoid the damage these cuts would create;
- Decide ourselves what we want to do with our money and our natural resources, and end costly duplication of government ministries such as revenue, agriculture, health, environment, etc;
- Stop inequalities in federal spending: between 1979 and 1991, Quebec received 18.6 per cent of federal funding for research and development, while Ontario got 50 per cent of this money.

I could list many other reasons, but above all, we want to be equal partners with our neighbors in the other provinces, respecting our two peoples for the best possible results.

At the same time, I want to be clear that there is no question of our quitting the Canadian Union of Public Employees after Oct. 30. Our place in CUPE is properly recognized.

• Barrette is a health care worker at Hopital Ste Jeanne D'Arc Montreal, and a member of CUPE local 2885. She wrote this letter to fellow CUPE members in HEU just a few days before the referendum on Oct. 30.



MURRAY MOSHER PHOTO

LEAD ORGANIZER Judy Darcy, national president of the Canadian Union of Public Employees, vowed to fight to defend medicare and the health system.

be fired. These are people who have been doing their job for 20 years and doing it well."

It's the same scenario in Quebec, said Montreal union leader Francine Barrette.

Because nursing managers tend to discriminate against licensed practical nurses "they don't allow us to practice certain kinds of care. They even abolish jobs and others get them."

In Alberta, on the other hand, LPNs are being handed more and more duties, including handing out medication. But even this duty is now being passed to nursing aides because "what they want is cheap labour, right down to \$7 an hour."

CUPE president Judy Darcy, who attended the session, told delegates that "the fight to defend quality health care is not just for the people in this room, it's one of the number one fights for all of CUPE."

A front line in that fight is bound to be Toronto, where the Harris government is targeting 12 hospitals for closure.

In a special meeting at the end of the convention, HEU delegates met with workers from the affected hospitals and representatives of the CUPE National Office in Ottawa.

In several provinces, health workers have absorbed five years of wage freezes, repeated layoffs and now face concession demands. A bright light is New Brunswick, where a general strike by CUPE locals halted a wave of concession demands two years ago.

HEU president Fred Muzin pledged our union's full support to CUPE as it co-ordinates action around cutbacks, shared services and contracting-out.

CUPE pledges national action against service cuts, bed closures

MONTREAL - When health care workers from Newfoundland to British Columbia gathered at last month's convention of the Canadian Union of Public Employees they found that their employers all speak the same language: hospital closures, rollbacks, layoffs, multi-skilling and more workload.

"They want to cure the deficit by making health care more ill," Quebec health activist Guy Croteau said. It's the same everywhere.

And across the country, health workers are turning to grassroots organizing and regional and provincial master agreements as the only way forward as provincial governments impose cuts of up to 20 per cent and massive privatization drives.

"In Saskatchewan, we're heading for one agreement for long-term care, detox centres and women's centres," one delegate said. "Hopefully, we'll soon move to one agreement for all of Canada."

The convention was a homecoming for HEU, which rejoined CUPE as the union's B.C. health services division last year. In three separate meetings, HEU delegates discussed joint action with representatives of CUPE's 120,000 other health workers across the country.

It was a critical convention for CUPE, held on the eve of the Quebec referendum and extended by two days to deal with long-standing issues about the union's structure.

By week's end, delegates had:

- adopted a key policy paper entitled *Organizing the Organized* to provide more support, education and resources to grassroots activists fighting to defend their locals;

- committed to a national effort to bargaining reduced hours of work without a cut in pay to protect jobs and services;

- pledged full support to CUPE's Ontario and Quebec locals in their battle to stop the closure of 12 Toronto hospitals and seven Montreal facilities.

HEU's important place in the national union was acknowledged by the election of union president Fred Muzin to a spot on the National Executive Board. He joins Bernice Kirk, president of CUPE's B.C. Division, and Colleen Jordan, the division's secretary-treasurer, as a B.C. representative to the board.

But for HEU delegates, the main excitement came from the unprecedented opportunity to meet and work alongside public sector workers, especially hospital, long-term care and community workers, from every part of the country.

One problem confronted in every jurisdiction is the incessant pressure to upgrade and train.

"The government is demanding more qualifications to do the same work," said Alberta LPN Gwen DeMaere. "It's either get more education or you will



GEOFF MEGGS PHOTO

UNITED ACTION National action against health service cuts must be a priority, HEU president Fred Muzin told delegates.

Labour

NOTEWORTHY NEWS ABOUT ISSUES AFFECTING WORKING PEOPLE HERE AND ABROAD

Scabs keep Irving open

by Mark Higgins/Labour Times

MONCTON — As a bitter strike at the Irving Oil Refinery in Saint John, NB, moves into its second year, workers in the port city are firmly resolved against their powerful employer.

But aided by a large stable of scabs and union members who have crossed their own union's picket line, the company seems prepared to ignore its protesting workers indefinitely.

Unlike B.C., New Brunswick doesn't have an anti-scab law.

The strike began on May 13, 1994 when company officials escorted unionized staff off the job site after they served strike notice. The 264 workers are members of the Communications, Energy and Paperworkers' Union of Canada (CEP), Local 691. Since that time the only official contact between the company and union officials was a three-day session in May, which resulted in no progress on any issues.

When the strike began the company wanted to increase the standard work week by an average of four hours from the standard 37.5 hours.

Since then, however, Irving has steadily increased its concession demands. According to CEP officials the company sent letters to all union members outlining demands before it would end the dispute. Central was the removal of union representatives from the grievance procedure for promotions, demotions, and terminations. Washburn says that Irving is also demanding an "expectation clause," giving the company total flexibility on contracting out and job descriptions.

Now, the company wants to cut 140 unionized positions, claiming it has found new efficiencies while operating with management and replacement workers.



It's as bad as ever in the Philippines

LABOUR LEADER Crispin Beltran of the Philippines wants his fellow trade unionists in Canada to know this: despite what you've read or heard, things in his country are as bad as they've ever been.

In fact, the circumstances for workers and the poor are worse than they were under the former regime of hated dictator Ferdinand Marcos or even under Japanese occupation during World War II, Beltran told a Vancouver audience of labour activists Oct. 27.

"An ordinary worker in the minimum-wage category in the Philippines earns one-seventh or one-eighth of the earnings of an average Canadian worker," said Beltran, who is the chair of the Kilusang Mayo Uno, or May First Movement.

And political repression continues in the form of violent suppression of trade unionists and legislative attacks on the country's labour code.

The KMU is an independent trade union central recently recognized by the Canadian Labour Congress, and Beltran holds a position akin to that of CLC president Bob White. CLC recognition did not come easily. Canada's central labour body is affiliated with the International Confederation of Free

'Our only alternative is to challenge the powers that be'

Trade Unions, which has traditionally aligned itself with the Trade Union Congress of the Phil-

ippines, organized by Marcos' government in 1974. Nonetheless, in 1989 the CLC voted to recognize the KMU, which has strengthened much-needed international ties.

"My Canadian visit was to rebuild and strengthen existing relations with

GETTING WORSE The situation for workers in the Philippines has deteriorated, says labour leader Crispin Beltran. Filipino workers earn only a fraction of what their Canadian counterparts do.

trade unions here," Beltran told the *Guardian*. "I can say with confidence we are achieving this objective."

While in Ontario, Beltran participated in the demonstration outside the legislature during the Throne Speech of the Tory government of Premier Mike Harris. Beltran sees parallels between Ontario's slash-and-burn tactics and those of Philippines President Fidel Ramos. "Harris blames the NDP for all the problems. That's just like Ramos."

Ramos' government is set to abolish labour code provisions including the right to strike and the right to a living wage. It hopes to create a "flexible" workforce consisting of contracted labour, Beltran related.

Although hopes for change were high with the banishment of Marcos and the subsequent government of Corey Aquino in the 1980s, the Philippines is still dominated by U.S. capital and that of Japan.

"Locally, our only alternative is to get together and challenge the powers that be, to put up a resistance," Beltran said. But it can't be done by Philippine trade unions alone, so the KMU is meeting with other unions in the Asia-Pacific region, he reported.

Beltran started working as a taxi driver in 1955, and initiated the Amalgamated Taxi Drivers' Organization. He helped found KMU in 1980 and held several positions until succeeding KMU president Rolando Olalia, who was murdered by the military in 1986.

Beltran was arrested in 1982 during a sweep of KMU's leaders. He escaped and remained underground until Aquino took power in 1986.

During his Vancouver stay he delighted Filipino sailors by visiting their ships in port during a tour organized by the local representative of the International Transport Federation.

Aussies win battle of wits on wages

In a massive show of solidarity by its 3,500 members in Victoria state, the Health Services Union of Australia has prevailed in a battle of wits with intransigent employers by winning an 11 per cent wage increase within 18 months — the biggest wage rise any union has squeezed from the right wing state government.

The increase, which began with an immediate five per cent boost backdated to July 1, means that workers will earn between \$43 and \$54 more every week within two years.

The union also won the right to arbitrate a number of key issues including job security, paid family leave, access to literacy and numeracy training, access to employer-funded childcare facilities, and commitments to provide healthy

and safe working environments. The increase covers public sector health care workers including cleaners, orderlies, administrative support staff, caterers, radiographers, speech pathologists and many others.

The HSUA had been calling for a 14 per cent increase but was initially offered only six per cent — and that was only if the union made no claim for the next two years and agreed to demonstrate and achieve productivity increases to earn the last half of the increase.

Not surprisingly, workers were doubly outraged that the government was willing to give a 25 per cent across the board pay rise for specialists and 100 per cent rise for anaesthetists.

HSUA members responded with calls for strike action. On Aug. 6 the govern-

ment and employers caved in and offered a better agreement to take to members, but the government reneged on it three days later when the HSUA held its first stop work meeting.

Union members then endorsed a motion to strike for next 24 hours and continue work bans previously introduced in hospitals across the state.

With health workers increasing the pressure, the tentative agreement was won in late August.

"This is a great collective win," said HSUA secretary Jan Armstrong. "It is a marvellous reward for the hard work of shop stewards and union representatives. We can now report that we are presently gaining 100 new members per week. The HSUA will only get stronger."

Health and safety is Canadian workers' number one issue

A national poll of trade unionists by Angus Reid has confirmed that health and safety on the job has become workers' leading concern in the 1990s.

According to the recent survey, sponsored by a number of unions, 89 per cent of those interviewed placed health and safety at the top of their personal priority list for unions. By contrast, 80 per cent placed wage and benefit improvements at the top of their list, and only 54 per cent thought their union's top priority should be supporting progressive social causes and public policies for working people.

JAN. 21 – FEB. 16

Canadian Labour Congress winter school.

JANUARY 25

Corporate tax freedom day.

FEBRUARY 16 – 18

Provincial NDP convention.

FEBRUARY

Multiculturalism Week, third week of February.

FEBRUARY/MARCH

Introductory shop stewards courses.

MARCH 8

International Women's Day.

APRIL 28

Day of mourning for workers killed, injured on the job.

MAY 1

May Day, International Workers' Day.

Alberta wildcat strike stops Klein cuts

Private laundry company has dubious B.C. history

by Daniel Gawthrop

CALGARY – Wildcat strike action by 60 angry hospital laundry workers – all members of CUPE Local 8 – spiralled into a province-wide job action in mid-November that put a torpedo through Ralph Klein's health care cuts. By the time the *Guardian* went to press, Klein had cancelled three years of devastating cuts to Calgary's regional health system, but the job action was continuing, with nurses and paramedical professionals working to rule to back 3,500 striking members of CUPE and the Alberta Union of Public Employees.

The strike began on Nov. 14, after the

Calgary Regional Health Authority announced that it was contracting out laundry services to Edmonton-based K-BRO Linen Systems, the same company which tried to privatize Vancouver Island services until hospitals took the service back last year.

Under the proposed Alberta contract, in which dirty hospital laundry would be trucked 300 kilometres north to Edmonton to be cleaned before being trucked back to Calgary, 120 workers would lose their jobs in April.

Incredibly, the K-BRO bid was much higher than a bid prepared by the workers themselves. CUPE Alberta president Terry Mutton revealed Nov. 16 that Bud McCaig, chair of the regional health authority, was a director of Vencap Equities, which owned 39 per cent of K-BRO.

Already the lowest paid hospital employees, the CUPE workers had earlier accepted wage cuts of 28 to 35 per cent in the belief that they would keep their jobs. With the latest announcement, workers took to the streets in outrage. Unlike earlier job actions in Alberta, the recent strike attracted widespread support among the public, as well as doctors and even the right wing media of Calgary.

CUPE president Judy Darcy, who joined the workers on the picket line Nov. 21, said "this action is the country's first major job action over health

care cuts and will give heart to workers across the country."

Mutton rejected Klein's concession and demanded that he reinstate the \$600 million his government had already cut from the health budget.

"Every health care worker from support staff to nurses and doctors support this strike because they know they can't cope now," Mutton said.

On Nov. 20, about 1,000 hospital workers in Edmonton were prepared to go on strike after learning the regional health authority was considering contracting out housekeeping services at three hospitals in the provincial capital. The United Nurses of Alberta were also set to join.

"The spirits are extremely high," said Ed Mardell, secretary-treasurer of the Alberta Union of Public Employees. "The public's on our side, the media's on our side. One of the right wing stations did a poll and 80 per cent of the callers supported us."

Hospitals were still open in Calgary, but most services were cancelled except for emergency and intensive care. Services affected included laundry, maintenance, some paramedics, food preparation, equipment sterilizing, admitting and housekeeping.

K-BRO has a history in B.C. dating back to the Social Credit government's decision in the late 1980s to privatize laundry service. For four and a half years the company ran a laundry service in Cumberland that served hospitals in Comox, Campbell River and Nanaimo.

The company allowed HEU members the option of staying on at the new plant, but the relationship was not without its difficulties. In the early days, K-BRO was run by an anti-union manager who prompted more than 20 major grievances in three months.

The manager had failed to implement medical and dental plans, made arbitrary schedule changes, denied overtime and rejected requests for holiday time. The manager was later fired and most of the grievances resolved, but problems continued until the hospitals formed a society and took laundry services back to the government through HEABC earlier this year.

WORKING TV DEC./JAN./FEB. SCHEDULE

DECEMBER

Thurs. 9 p.m.
Dec. 7, 21
Vancouver
Sat. 5:30 p.m.
Dec. 9, 23
Network, Shaw
Mon. 7:30 p.m.
Dec. 11, 25*
Van., Bby., Rich.
Tues. 3:30 p.m.
Dec. 12, 26*
Network

JANUARY

Thurs. 9 p.m.
Jan. 4, 18
Vancouver
Sat. 5:30 p.m.
Jan. 6, 20
Network, Shaw
Mon. 7:30 p.m.
Jan. 8, 22
Van., Bby., Rich.
Tues. 3:30 p.m.
Jan. 9, 23
Network

FEBRUARY

Thurs. 9 p.m.
Feb. 1, 15
Vancouver
Sat. 5:30 p.m.
Feb. 3, 17
Network, Shaw
Mon. 7:30 p.m.
Feb. 5, 19; Van.
Bby., Rich.
Tues. 3:30 p.m.
Feb. 6, 20
Network

and every month beginning on the 1st and 3rd Thursdays

*may be pre-empted

Coffee break



All stories guaranteed factual. Sources this issue: Globe and Mail "Quarterly Report."

Blind justice

A Sonora, California Forest Service worker has failed to convince a judge that his eyesight was so bad that he couldn't see how much government property he had stolen.

Gary Gunderson, 43, was sentenced to nine months in jail and five years' probation. Forest officials said he stole truckloads of goods, including tent straps, ready-to-eat meals, furniture and a 5,000-watt generator.

And my social insurance number is ...

A bank robber in Sarnia, Ontario was a bit too helpful when he tried to hold up the Bank of Nova Scotia for \$2,000.

Michael Myers, 31, pleaded guilty and was sentenced to two years less a day in jail after he handed a teller a note demanding \$50 and \$100 bills

or the bank would be blown up. But the note, which was written on a withdrawal slip, had his name and signature on it.

Deja vu, Brian?

Education officials were left scratching their heads after a 32-year-old Glasgow, Scotland man was able to pass himself off as a 17-year-old and spend a year as a pupil at his former school, gaining top exam grades and admission to a medical college.

Officials, baffled by his motive, launched an inquiry into how he managed to fool fellow pupils and teachers, some of whom had been at the school long enough to have taught him the first time around.

Brian MacKinnon's cover was blown when fellow pupils found he had two passports showing different ages.

Canine cunning

Police officers in London, England smashed their way into a house with sledgehammers following an emergency call placed by Jemima, a terrier pup.

Owner Hannah Wilson, 23, was at work when the restless dog pulled the phone off a table at Wilson's east London flat and scratched the '9' button three times, enough to call the emergency line.

Police officers, fearing the caller had collapsed, raced to the scene. "I've forgiven Jemima," said Wilson. "It was just a freak accident."

If it feels good ...

Skydiving shows will be prohibited in Fort Dodge, Iowa, unless parachuting enthusiasts pledge to keep their clothes on, said Mayor Joe McBride. Local officials were enraged when a team of nudists dropped into their town during one show.



Who needs 'Off'?

A 17-year-old Finnish boy swatted his way to a world mosquito-killing record, finishing off 21 of the humming bloodsuckers in five minutes at a contest in arctic Lapland. Harri Pellonpaa defeated 20 other entrants, who bared arms, legs, and chests to attract the insects, plentiful this year because of damp, warm weather. The previous record was seven.

HEU people

Fall scenes spark member interest

The Holy Family local marked Thanksgiving with a special fall display right underneath their union bulletin board and a turkey draw.

What better way is there, says local chairperson **Mojra Goodman**, to get members to take notice of union activities. "It's not a coincidence," says Goodman, "that while people are around the display filling out their tickets for the turkey draw, they are also taking notice of all the news and opportunities on the union board."

Sonner retires at Richmond

Laundry aide **Nancy Sonner** is set to retire from Richmond Lions Manor after more than 16 years of service.

Sonner, whose last day is Jan. 16, is planning to move to Kelowna and hopes to get involved in volunteer work.



TRAVELLER'S RETIREE **Mary Florko**, pictured here with Santa Claus at last year's Travellers' Lodge local Christmas party, is retiring from the Nanaimo facility after 16 years of service.

Florko retires from Travellers' Lodge

Nursing attendant **Mary Florko** is retiring after more than 16 years of service from the Nanaimo long-term care facility. After stepping down from full-time employment in 1994, Florko has continued to work in a pinch as a casual.

Florko, who is affectionately known as 'Mother Mary,' is concentrating on her studies in a literacy program at Malaspina College so she can help others learn to read and write.

"It comes as no surprise," writes local chairperson **Muriel Schmidt**, "that Mary wants to be a literacy volunteer. She is always helping others."

"Thank you for so many good years," says Schmidt.



INTEREST SPARKER Holy Family local used a special Thanksgiving display to attract more members to the union's bulletin board. From left are housekeeping's **Draginja Mrakic**, **Idalina Marcelino**, **May Tan**, **Jeannette Goodwin**, **Mary Serpa**, and **Tay Kee Tan Mok**.

Queen Alexandra makes baseball, horseshoes inroads

Chief shop steward **Merv Schmit** writes to report two summer successes for his Queen Alexandra local from Victoria. First, the local's softball team took top honours in a division of the annual Victoria inter-hospital slow-pitch baseball tournament.

That was followed by top honours at another sporting event - this time in the horseshoes competition at the annual labour day picnic. **Diana Bertrand**, the only woman entered in the competition, and her partner **Bob Wilson**, a Queen Alexandra member now working as an HEU staff rep in Victoria, took top honours in the Victoria Labour Council organized event. They dethroned a BCGEU team that had had a stranglehold on the event for the last three years.

Staff on the move

Welcome to **Marcy Cohen** who joins HEU as a research analyst in a temporary posting. Cohen brings more than 20 years of expertise in labour market development and education. She most recently served as a director of the Canadian Labour Market Development Board, a federal agency.

Also, B.C. Women's local

PRINCE RUPERT'S **Marie Horvack**, right, and **Rose Sawka**, below third from left, both retired recently.

member **Jean Donahue**, has been hired as a permanent secretary II in the Vancouver site of the Provincial Office. Richmond local member **Ken Manthey** has been hired as a permanent part-time building service worker at the Vancouver site.

Lions Gate local's **Sandy Partridge** is now the Vancouver site's switchboard operator. And, last but not least, Burnaby local's **Cathy Shorter** was the successful applicant for a permanent clerk position in the Vancouver site's photocopy/mailroom.

Horvack, Sawka retire in Prince Rupert

Two long-time Prince Rupert Regional Hospital staff retired recently.

Payroll supervisor **Marie Horvack** is another beneficiary of the early retirement provisions of the Employment Security Agreement, after 29 years of service.

Rose Sawka, a housekeeping aide, retired after nearly 20 years of service.



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?

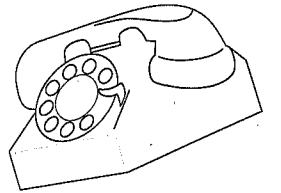
for information

- 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)

You can

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 _____

Address _____

Postal Code _____

Telephone _____

Facility _____

“THE BCMA WANTS YOU TO HAVE A CHOICE...”



“CASH OR CHARGE.”

The BCMA has a plan for your health care. Dr. Gur Singh, former head of the BCMA and a Kamloops Liberal candidate, has told Canadians to “get ready with Visa and MasterCard.” That’s private, for-profit health care—which is what they do in the US, where 37 million people have no medical coverage.

US-style two-tiered health care is a great system for doctors’ profits and for the wealthy who can buy their way to the front of the line. But for the rest of us it’s not so great—treatment is based on the size of your wallet not on your medical need.

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.



Guardian



VOL. 13 NO 6 THE VOICE OF THE HOSPITAL EMPLOYEES' UNION NOVEMBER/DECEMBER 1995



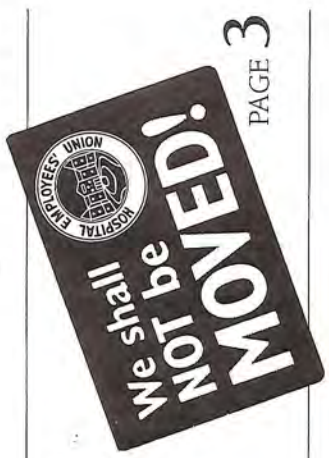
Home care pioneers

Stan Henderson may be the most acute Alzheimer patient in a home care setting in the province. His unique caregiving situation can teach us a lot about quality care.

PAGE 1

HEU heads to labour board

At least 15,000 HEU members have signed petitions calling on the B.C. Labour relations board to ensure they can stay with their union as the board considers the new “paramedical professional” bargaining unit.



PAGE 3



Your bargaining agenda

HEU’s Wage Policy Conference has set the bargaining priorities for next year’s negotiations for a new Master Collective Agreement.

PAGE 10



Alberta wildcat

How Calgary laundry workers forced Ralph Klein to back down from contracting out and massive budget cuts.

PAGE 14



Return address:
The Guardian
2006 West 10th Ave.
Vancouver, B.C.
V6J 4P5