

Guardian



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THE VOICE OF THE HOSPITAL EMPLOYEES UNION

APRIL/MAY 1991



HEARTS OF HEALTH CARE: Zena Daruwalla, Heidi Archibald and Stephen Campbell Hill.

The Heart of Health Care Revue is a hit!



Could the story of health care workers be told in theatre, music and song? It seemed like a long-shot, but the HEU's Provincial Executive decided to give it a try and the hit Heart of Health Care Revue was the result.

From the Kootenays to Dawson Creek and from Prince Rupert to Victoria, British Columbians are enjoying an unforgettable insight into the crisis in health care.

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HEALTH CARE WORKERS TO HOSPITAL BOSSES:

'BACK OFF!'

HEU rejects roll backs, opposes wage controls

After more than two solid months of bargaining, B.C.'s health care employers are hiding behind wage controls and insisting on sweeping contract concessions from the HEU. At its April meeting, the union's Provincial Executive decided to take action on several fronts, including full participation in labour's campaign to defeat wage controls. Details of the campaign, page 3; details of Bill 82, the wage control law, page 12.

A full bargaining report on page 10.



250 angry HEU members protest safety inaction

When the Health Labour Relations Association decided to hold a conference on health and safety instead of bargaining real protection in a new agreement, more than 250 HEU members rallied outside to show their anger.

The April 26 rally in Vancouver drew strong support from other health care unions. At left, HEU secretary business manager, Carmela Allevato addresses the rally.

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Social Credit wage controls can be beaten

THERE is something ironic about the fact that the first HEU local to come up against Bill 82, the latest round of Social Credit wage controls, is the May Bennett local.

One decade ago, it was the provincial wage control legislation of May Bennett's son, then Premier Bill Bennett, which robbed HEU members of many of their hard-won contract improvements, including the 35-hour week.

Bill Bennett was replaced by Bill Vander Zalm and Bennett's public sector wage controls (the Compensation Stabilization Program) has been replaced by Bill 82, the Compensation Fairness Program. This legislation has nothing to do with fairness and everything to do with mean-spirited policies of this provincial government which tries to use low-paid public sector workers like HEU members as the scapegoats for its mishandling of the economy.



COMMENT by CARMELA ALLEVATO

Bill 82 was just not just another Bill Vander Zalm brainstorm. It is a piece of legislation which articulates a conservative agenda to which all of the Social Credit members of the legislature adhere.

These wage controls are coming from a government that is financially and morally bankrupt. They are a blatant attempt to deflect attention from the government's misdeeds by attacking public sector workers.

When Bill 82 became law, one of the first groups to be hit by wage controls were the low paid workers at May Bennett, nearly all of them women. Bill 82 entrenches wage discrimination and it is a direct attack on our members who are at the low end of the scale in terms of public sector wages.

What can we do about it? We must ensure that this legislation is withdrawn. The surest way to do that is to defeat the government that introduced it.

But that will not happen unless we educate ourselves and inform the public about Bill 82. The Provincial Executive has established a Task Force on Bill 82 charged with developing and implementing a campaign against this legislation.

As a first step we can all ensure that we are registered to vote in the provincial election. Seven hundred thousand British Columbians were left off the voters list when the province was enumerated last year.

We must also continue our work at the bargaining table. We will continue to oppose the employers attempts to roll back existing contract rights.

And we must stand shoulder to shoulder with our sisters and brothers in the B.C. Teachers Federation as they fight to preserve their hard-won recent contracts from the tentacles of Bill 82.

In our own union, our first objective must be restoration of the full contract benefits of the May Bennett workers. Then we must bargain new collective agreements for everyone in the health care field. Bill 82 must not be allowed to stand in the way of fair and just agreements covering every HEU member.



The Guardian welcomes letters to the editor. Please be brief. Write to 2006 W. 10th Ave., V6J 4P5 or leave your views on the HEU Guardian Hotline, 734-5311.

May Bennett workers express heart-felt thanks to HEU

• The following was written before May Bennett HEU members learned that their contract settlement was being referred to Compensation Fairness Commissioner Ed Lien.

Thank to all HEU members from the May Bennett gang! We couldn't have done it without you. Our contract is now a reality.

A warm thank-you to our Provincial Executive and all the other Brothers and Sisters for you encouragement, guidance and financial and physical support, especially the wonderful blue jackets. What a blessing they were on our 24-hour picket line.

We will always remember your generosity, inspiration and friendship.

RENA KUNTH,
Chairperson,
HEU May Bennett local,
Kelowna

WCB unhappy at Guardian report on sterilizers

I am writing to set the record straight regarding comments attributed to me in the article titled Gas Leaks Chaos (Guardian, March 1991)

You write that I "recommended fines of at least \$12,000 be charged VGH



VICTORY PARTY: May Bennett workers celebrated their first contract with Provincial Executive members in March. Now their wages have been frozen while the wage control czar reviews the contract.

for failing to follow safety rules." This statement is inaccurate.

In a meeting on Feb. 4, at which representatives of the hospital and the HEU were in attendance, I advised that the hospital was appealing a \$4,000 penalty recommendation. I further advised that repeated non-compliance with WCB orders could potentially lead to an \$8,000 penalty if the first penalty is applied and if it were to repeat again then the hospital could face a \$12,000 penalty. For the record, no determination has been made to date on a penalty regarding Vancouver General Hospital.

You write that I "ordered the hospital to put a health and safety program in place for the entire hospital, charging

that 'there is every indication' shoddy safety standards in SSD are prevalent throughout the hospital." This statement is inaccurate. For the record, at no point did I or anyone else from the WCB make these statements.

My inspection report of Feb. 8, 1991 indicates safety deficiencies in the SSD area resulting from incomplete implementation of the hospital's health and safety program. As a result, VGH was ordered to correct these deficiencies, determine why the health and safety program was not properly implemented in SSD, and as a preventative measure, review the health and safety program elsewhere in the hospital to ensure it is up to standard. That was all

that was said.

You write I "acknowledged that WCB may not have pressed the hospital hard enough in the past, but warned 'we're steam-rolling' now". Again, this statement is untrue. For the record, I don't use such phrases.

I advised both hospital and HEU representatives that my inspection area had been reduced in order to allow time to conduct more hospital inspections. This is part of the WCB's province-wide objective towards inspection of hospital sites.

In closing, our mandate in the Occupational Safety and Health division is to inspect work sites under our jurisdiction to ensure compliance with the regulations. Safety on the job is everyone's responsibility. With cooperation between all parties and a safe working attitude, we know the risk of injury or occupational disease on the job can be significantly reduced.

RAYMOND ROCH,
Occupational Hygiene
Officer, Workers
Compensation Board,
Richmond

• The Guardian stands by the report, which was based on several interviews with those involved, including Mr. Roch.

HEU member wonders where we've been

I have been an HEU member for more than 15 years and the last issue of The Guardian is the first time I've received this very informative magazine. How come?? What is your mailing list made up of?

TENA ATLEY,
New Westminster

• Health care employers provide us with lists of addresses as required in the collective agreement, but some were very slow to do so. As a result, some HEU members did not get included in the first-ever direct mail issue of the paper in February.

Guardian

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

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What we're up to

People and events around the HEU. If you have news for us — a retirement, an election, a rally, a vote or whatever — please, let us know.

Strong demand for Heart of Health Care buttons

Several locals have written the Provincial Office asking for more Heart of Health Care buttons. "The badges seem to have been quite a success," says Laurence Charles-Lundaahl, of the Summerland local. "Quite a few members of my unit at Summerland Hospital are sporting them. How about something a bit more specific now, something to let health care management throughout B.C. know that we mean business? And maybe something to make the government sit up and think as well? I suggest something like 'I support HEU's Pay Equity plan — All the Way!'"

Also reporting a shortage of buttons was Debbie Platt, secretary of the Malaspina local. "Do you have any left you could send us?" she asks. "It would be greatly appreciated." The buttons were soon on their way.

The Provincial Office can fill orders for more Heart of Health Care buttons and welcomes suggestions for new slogans, especially if they keep the pressure on the employer and the government.

Sagebrush local active in Okanagan

HEU members at Sagebrush Lodge have been very active in recent weeks, reports local secretary Sandra Foster. Several joined the May Bennett strikers on the picket line in Kelowna and the local donated the price



TWO LIFETIMES OF CARING: More than 100 friends and fellow workers of Maria and Joe Leoci gathered at Holy Family Hospital in South Vancouver April 12 to honour the two HEU members on their retirement. Joe immigrated to Canada in 1951 and started work at Holy Family in 1954. He sponsored his sister Maria as an immigrant in 1962 and she started work that year. Both worked in housekeeping and are much-loved members of the hospital community as well as strong union members.

of an HEU winter jacket to keep the May Bennett picketers snug. The local also dipped into its funds to give \$100 towards a non-alcoholic Grad party for Osoyoos Secondary School and \$50 to the Penticton Local to help stage the Heart of Health Care performance in that community.

Castlevue is Raspberry no more

The Provincial Executive has approved a request from the Raspberry Lodge local in Castlegar to change its name to Castlevue Local. Confirmation of the decision, made at the local's request, came April 9.

Capital Region local changes its name

HEU's Capital Region local has changed its name to Victoria Association for Community Living. The Provincial Executive approved the change April 9.

Kiro Manor builds turn-out Heart of Health Care

Thanks to the crew at Kiro Manor in Trail for their work on behalf of the Heart of Health Care show in their town. The Trail local also gave a hand in what was a very successful event.

Pioneer workers keep pressure on lay-offs

HEU members employ-
cont. on page 4

HEU members find trouble in Paradise

NEW WESTMINSTER — The Paradise Care Home is failing miserably to live up to its name.

Working conditions reached a dismal low in late-March when paycheques bounced and employees were told future wages were in jeopardy.

All 14 HEU members employed at the private long-term care facility now face layoff notices resulting from the owner's financial difficulties.

Workers staged a sit-in from 9 a.m. to 1:30 p.m. March 15 after cheques covering wages for the first of the month bounced. They returned to work after an HEU representa-



PARADISE KITCHEN: Gloria Espinveva, Edna Paradero, Evelyn Augustin, Alfredo Abad and other HEU members had to stop work March 20 to force their New Westminster boss to pay their wages.

tive received a promise from the Health Labour Relations Association that the B.C. government had released \$30,000 to help the Home deal with cash flow problems.

Lay-off notices have recently been given to all HEU members at the facility which appears to be in the process of closure. The lay-off period ends in August.



LABOUR DELEGATION: Ken Georgetti (centre) president of the B.C. Federation of Labour, led a delegation of union leaders to Victoria March 21 to protest wage controls in a meeting with then-finance minister Elwood Veitch. With Georgetti were (behind him, left to right) Ken Novakowski, president of the B.C. Teachers' Federation, Carmela Allevato, secretary-business manager of the HEU and John Shields, president of the B.C. Government Employees' Union.

HEU launches campaign against wage controls

The HEU is out to defeat Bill 82, the Social Credit wage control law which is paralyzing health care bargaining.

The union's Provincial Executive voted April 24 to adopt a policy of non-compliance with the bill, which is the most sweeping attack yet on public sector workers. (Details of the law are on page 12.)

Organized opposition to the law is growing. An expanded meeting of the B.C. Federation of Labour's Public Sector committee, held in Burnaby the same day, also agreed there should be no compliance with the bill.

The HEU's campaign is designed to put maximum pressure on the Social Credit government, says union secretary-business manager Carmela Allevato, as it prepares for an election.

"Our objective is to restore free collective bargaining. If we have to defeat the government, that's what we'll do."

Key elements of the plan include:

- full support for any organization facing attack under the law;
- full HEU participation in a lobby to Victoria with the B.C. Teachers' Federation to oppose the law; and
- continued pressure at the bargaining table to compel health care employers to face up to HEU's issues.

A Provincial Executive task force has been established to develop a long-term HEU action plan on Bill 82.

On May 7 and 8, HEU will join the B.C. Teachers' Federation in a lobby

News

to Victoria to demand repeal of the law. More than half of the BCTF's newly-negotiated contracts are being torn up and rewritten by Ed Lien, the law's "compensation fairness commissioner."

But the attack is falling hard on HEU as well. On April 8, the Health Labour Relations Association advised HEU members at May Bennett Home in Kelowna — where a first contract was won only after a 23-day strike — that promised wage increases would be withheld.

The new agreement, which raises May Bennett workers to the provincial standard, has been referred to Lien.

"That decision is a shameful betrayal of promises made at the bargaining table," Allevato said. "The employer lied to us." May Bennett workers' increases have been frozen pending Lien's ruling.

Rose to leave CUPE post

Jeff Rose, national president of the Canadian Union of Public Employees since 1983, has announced he will not be seeking re-election when the union's next convention is held in October.

Rose presided over a period of important changes for CUPE and made it a major force in the struggle against the Free Trade Agreement and the Goods and Services Tax.

He was instrumental in negotiating the 1984 agreement with HEU which saw the union re-affiliate to the Canadian Labour Congress through CUPE.

The HEU Provincial Executive, which met in Vancouver April 23, sent Rose a message of solidarity and best wishes.

In a message to CUPE members, Rose said "the most important con-

sideration for me at this time of my life is my need to be re-united on a full-time basis with Sandy and with Adam, our six-year-old son."

Star on TV!

Join the studio audience for the videotaping of The Heart of Health Care, HEU's musical and theatrical review.

Taping is at 8 p.m. on June 13 at the Vancouver East Cultural Centre, 1895 Venables at Victoria Drive, Vancouver. Admission Free. Bring the whole family.

What we're up to

continued from page 3
ed at Salmon Arm's Pioneer Lodge intermediate care facility have won the support of hundreds of community and area residents for their fight against staffing cutbacks.

Staff changes made March 1 by management have reduced by some 29 hours a day hands-on care for the 75 Lodge residents. Late last year, the administration announced plans to reduce care aide hours in order to add two registered nurse positions. Lay-off notices went to seven care aides.

A petition being circulated to demonstrate community opposition to the cuts has been signed by more than 600 persons, says Pioneer Lodge chairperson Angie Farquhar. "Everyone is 100 percent behind us." The HEU local has scheduled a meeting for April 30 at the local-community centre to discuss the impact the changes have made on Pioneer Lodge residents.

New Vista members featured in video on Free Trade

When a video crew producing a new tape on the impact of free trade needed a health care facility to illustrate the crisis in health care, they turned to New Vista in Burnaby. With the help of HEU members, including Eva Wallenberg, the video crew was able to interview residents and others about the threat our universal medical care system faces from integration of our economy with the United States and Mexico. The tape, which features leading figures in the free trade fight like Mel Hurtig, should be available soon.

Simon Fraser Lodge workers challenge staffing cutbacks

Bearing placards reading Patients before Profits, HEU members at Prince George's Simon Fraser lodge demonstrated outside the facility March 11 to draw public attention to cutbacks in staffing.



BARGAINING UPDATE: HEU secretary-business manager Carmela Allevato took advantage of the Heart of Health Care performance in Kimberley April 14 to deliver a full report on union bargaining efforts. Similar reports were delivered at many locations around the province during March and April.

Profiting from the cuts is Vancouver-based Buron Construction, which owns the facility.

Night shift coverage has been reduced and a four-hour activity aides' position has been eliminated. During the night, a single aide and a single registered nurse will be on hand to help 90 residents.

Delta local counters employer statements

Delta HEU local executive members circulated a letter around their facility early in March to counter an employer newsletter detailing the cost of WCB claims. "The newsletter failed to mention the costs to employees," the local wrote. "It didn't discuss daily work routines that have no time for the smallest emergency or incident."

Other issues ignored in the management analysis were problems of short-staffing, speed-up and the employer's failure allow time to train students as part of Delta's teaching program.

The local also rejected employer criticism of long-term disability claims. "There is far too much emphasis put on the abuse of these benefits," wrote local chairperson Ruth Adams. "There is enough paperwork involved to catch most mistakes."

"Employees on these plans have already paid their dues, both financially and emotionally. There is no point in prolonging the suffering by making these employees feel guilty about utilizing a plan that has been negotiated through contracts for all employees."

Adams reports a strong positive response to the local's action.

HEU steward featured in Province report

When *The Province* began investigating the handling of Vancouver's medical waste, health reporter Shelley Easton soon realized she would need information from those directly involved in the problem — the health care system's cleaners. The HEU put her in touch with St. Paul's local shop steward Kevin O'Neil, whose views on the issue were featured prominently in a two-page article which appeared April 21. "The system isn't safe," O'Neil said. "There are no real standards." Hospital managers interviewed about O'Neil's charges promised to make changes.

Arbitrator splits decision on F.W. Green meals

HEU members at F.W. Green Memorial Home in Cranbrook, which is represented by the Continuing Care Employee Relations Association, have always enjoyed the benefit of free meals at the facility. When management sought to eliminate that benefit some time ago, HEU took the issue to arbitration. Arbitrator Dalton Larson essentially split the difference, agreeing to the elimination of free meals but ordering payment of a \$3 meal allowance for each shift worked by employees who were on the payroll on April 1, 1989. New employees will not receive the allowance. According to Larson, that's a "no concessions" settlement.



WALKING FOR PEACE: HEU members from a number of locals were among between 35,000 and 50,000 people who walked for peace in Vancouver April 27. Among locals carrying their own banners were G.F. Strong and St. Paul's Hospital.

HEU backs legal test on same-sex benefits

By BRAD TEETER

B.C. human rights advocates are cheering a member of the Hospital Employees' Union for his fight for same-sex spousal benefits.

With the HEU's help, Tim Knodel, a licensed practical nurse at Shaughnessy Hospital, has launched a court action against the B.C. government and the Medical Services Commission over a policy which denies spousal benefits to same-sex common law spouses.

Spousal benefits are the benefits a spouse — husband, wife, common law spouse or partner — would receive under a collective agreement.

The trial, which will be closely watched by civil rights organizations across Canada, is set for five days beginning June 10.

Knodel, who took the frightening step of disclosing his sexual preference to his employer — "it's not something I hide but it's not something I throw out at people either" — found himself up against the wall when confronted with the anti-gay B.C. Medical Services Commission policy.

Already coping with the news that his lover and spouse of five years was seriously ill, Knodel was told by the hospital that the B.C. medical plan would not cover his partner.

Narrow spousal definitions block gays and lesbians from basic medical plan coverage in most provinces, although some major insurance carriers including the CU and C Health Services Society are covering full dental and extended care medical benefits — if employers agree.

"It was another slap in the face," recalls Knodel of the benefit refusal. "On top of all the other things going on in my life ... with Ray being sick in the hospital and me working full time and trying to visit him. It was difficult."

His partner, Ray Garneau — who has since died — had also been an LPN at Shaughnessy, until failing health forced him to take sick leave. In the period between the time his sick leave expired and long-term disability coverage began, Garneau was without medical plan benefits.

Shaughnessy Hospital was prepared to pay premiums on behalf of Garneau, noting that such coverage was in line with the HEU contract. However, the Medical Services

Commission refused coverage, explaining that the B.C. medical plan recognizes both legal marriages and common-law relationships, but only those of a heterosexual nature.

Says HEU secretary business manager Carmela Allevato, "It's important that a clear message be delivered that this discriminatory policy is intolerable."

HEU bargained medical coverage for same-sex partners in 1989. The 1990 Wage Policy Conference reaffirmed HEU's commitment to extend benefits to all members.

HEU's sponsorship of the Knodel court case is termed "crucial" and "tremendous" by lesbian and gay human rights activists and "a positive stand on behalf of its membership" by the B.C. Civil Liberties Association.

Civil Liberties Association policy director Margaret Johnson says the need for such action arises because of the failure of the B.C. government to include sexual orientation protection in the Human Rights Act. Predicting that the case will draw a lot of media attention, Johnson promised that the association will be watching the case and "giving whatever positive support we can."

During the past year, NDP governments in the Yukon and Ontario have made historic adjustments of the definition of "spouse" in benefit policies. For the first time, lesbian and gay spouses of government workers will get extended medical coverage and dental and life insurance.

A similar extended definition of "spouse" is now offering benefit protection for same-sex partners at a growing number of workplaces including the City of Vancouver and the University of British Columbia. But as indicated above, the B.C. Medical Services Commission continues to deny the medical plan coverage portion of employee benefits regardless of the employers' definition of spouse.

Meanwhile, Knodel is a little nervous about the publicity likely to be generated by the upcoming trial but says he's determined to follow it through. His late partner Garneau, a former HEU shop steward, had been the political activist in the family. "When the union asked if I wanted to carry it forward in court, I said sure. Somebody has to do it and it might as well be me."

Brothers and Sisters

Are you an active member, the kind that would be missed,
Or are you just contented, that your name is on the list?
Do you take an active part to help the group along,
Or are you satisfied to be the kind to just belong?
There is quite a scheduled program that means success if done
And it can be accomplished with the help of everyone
Think this over member, are we right or wrong?
Are you an active member or... do you just belong?

Author Unknown.
Scribed in Solidarity!
Kim Horbach.
Pr. Rupert Local

Angry HEU members slam 'sham' safety conference

More than 250 angry HEU members demonstrated at Vancouver's Robson Square Media Centre April 26 to protest an employer-sponsored safety conference which focussed on the "perception of risk."

"We're here today to tell health care employers the risk is real," said HEU secretary-business manager Carmela Allevato. "It's not in our heads and we have the injuries, wounds and illness to prove it."

Allevato challenged employers to show they are serious about health and safety by bargaining real improvements in new collective agreements. "This conference is a sham," she told the demonstrators. "I say shame on the Health Labour Relations Association."

Debra McPherson, president of the B.C. Nurses' Union, expressed her organization's full support for the demonstration.

Allevato told workers that the Health Labour Relations Association (HLRA) has refused to agree even to modest health and safety demands, claiming they could fall under new Social Credit wage control legislation.



SUPPORTING HEU: BCNU president Debra McPherson expressed her union's full support April 26 for HEU's protest against an employer-sponsored health and safety conference designed to manage "risk perception." McPherson and HEU secretary-business manager Carmela Allevato both urged employers to stop discussing health and safety and to begin bargaining real protection.

Maple Ridge HEU local tackles CAPS

Maple Ridge Hospital is having difficulty understanding that replacing HEU members with personnel from CAPS Nursing Services is a big waste of money.

Despite the recommendation of investigator Donald R. Munroe, stiff opposition from HEU and largely inflated costs, the hospital continues to use CAPS services.

The agency service, which offers hospitals and long term care homes substitute workers for short-term employment, deprives HEU members of working hours and encour-

ages low pay for health care workers.

CAPS licensed practical nurses and care aides make substantially less per hour than HEU members but a hefty service fee charged by the agency puts the rate far above that paid union members.

An HEU member at Maple Ridge hospital who formerly worked for CAPS says the agency only paid him \$8-an-hour for care aide services, though the hospital paid CAPs up to \$17-an-hour.

Investigator Munroe, in a troubleshooter hearing earlier this year,

recommended that the hospital "make every reasonable effort, including local newspaper advertisements, to enlarge the list of (HEU) casual LPNs and care aides in the hope that this issue may be avoided."

To help convince the hospital, which stubbornly continues to pay out extra dollars, the HEU will file grievances every time CAPS services are used.

The troubleshooter hearing was scheduled after 39 grievances were filed by HEU members over the hospital's use of CAPS services.

LOOK BACK

Kelowna sit-in forced action

Frustrated with attempts by the employer to renege on their collective agreement, HEU members at Kelowna General Hospital staged one of the first work stoppages ever at a major B.C. hospital in June 1974.

Union members withdrew their services on June 20, and stayed off the job for five days, staging a continuous study session in the hospital cafeteria.

They were protesting management chiselling on provisions in their recently-signed contract involving pay for work on statutory holidays, severance allowances and dates of application for cost of living allowances.

Most upsetting was the way the Kelowna Hospital had paid employees required to work the previous Good Friday. Under terms of the agreement ratified in January 1974, union members were entitled to a bonus equal to one-and-a-half times their regular rate of pay for work on three stat holidays — Good Friday, Labour Day and Christmas. It was a compromise from the union's demand at the bargaining table for 10 of these "superstat holidays."



SOLIDARITY BARBECUE: Workers lined up for barbecued breakfast in 1974 during an HEU sit-in at Kelowna General Hospital which forced employer compliance with the collective agreement.

But when workers looked at their pay cheques for Good Friday they found the hospital had awarded them a holiday bonus amounting to only half their regular rate.

It was the same story at hospitals across the province, only the Kelowna members decided to act first. The workers were also upset with the way management unilaterally decided to interpret the cost-of-living clause, a major concern given that the consumer price index was increasing by 13.6 percent in 1974.

The hospitals refused to pay COLA money for partial percentage

increases in the cost-of-living, and decided to begin payments two months after the end of each six month reference period stipulated in the contract, refusing to pay retroactively from the end of the reference period.

A court injunction forced union staff members out of the hospital cafeteria in Kelowna. But workers chose on an individual basis to stay.

Registered nurses supported the HEU members by performing regular duties, but refusing to do work normally done by union members. The union offered to supply food to

patients with special diets and refreshments to all patients, but the hospital refused.

HEU units in Kamloops, Penticton, and Trail voted support for the Kelowna action. The Kelowna members ended their study session only after the B.C. Hospital Association agreed to meet with the HEU within three weeks to discuss the deteriorating industrial relations climate within B.C. hospitals.

The union had enjoyed good success at the bargaining table and was achieving many of its legislative goals thanks to the NDP government of the day. But the employers were determined to make life difficult, taking away through the back door what they'd lost at the bargaining table and the ballot box.

Members in Victoria, the Kootenays and the Okanagan voted for strike action.

Meanwhile, the employers' group, the B.C. Hospital Association was calling for compulsory arbitration to replace collective bargaining in health care. The sides agreed to ask Bert Blair — the man who helped them negotiate the collective agreement — to make recommendations on the dispute.

Blair ruled in favour of the union on statutory holidays and severance pay, while giving the workers a partial victory on the cost-of-living dispute. He ruled the hospitals should include partial percentage increases in COLA payments, but that they were not required to pay COLA retroactively to the end of each reference period.

AFTER THE SHIFT

Master of orchids

Delicate flowers flourish under his care

NELSON — The lip-like petal of the orchid might well arch into a broad smile on the plants under the protective eye of hobby gardener and long-time HEU activist Dick Doorschot.

Doorschot's orchids — popular at local weddings and HEU retirement celebrations — have flourished under the loving attention of the Dutch-born former coal miner.

Doorschot, who by day nurtures the equipment and machinery at the Willowhaven Private Hospital, by night and weekends plays father to his growing family of orchids.

"They're like another set of children," the father of two (other) children proudly explains during a visitor's tour of the greenhouse by his home.

Doorschot, who for several years was a driving force behind the Willowhaven HEU local and remains a keen observer of union activities, coddles his plants, literally bathing them with care.

During cold winter nights, Doorschot sacrifices his own comfort, sleeping on the couch and setting the clock for a 2 a.m. inspection of the cold-sensitive plants.

Doorschot's fondness of



DOORSCHOT

orchids, which has grown into an 18-hour a week, 1,000 plant project, began some 30 years ago while he was still a coal miner living in Holland. "I grew the normal houseplants but that wasn't good enough. I had to grow the ultimate."

There was much to learn. He quickly found that orchids, which grow in fur bark, not soil, and require 40 to 70 per cent humidity, can quickly make a jungle out of a household.

Building a greenhouse led to other challenges involving heating and sprinkler systems. "We (Doorschot and his brother, an engineer at Delft university) became overnight plumbers."

In 1966, a downturn in mining prompted Doorschot to sell his plants and emigrate to Can-

ada — heading straight to what had been advertised as the "mining" town of Nelson. "Thank God there were no mines here," says Doorschot.

Doorschot worked as a machinist for Canadian Pacific during his first 10 years in Canada, resuming the orchid hobby in 1979 after landing his job with Willowhaven.

Although some of the locals in the mountain region were skeptical of the plan to grow heat-loving orchids in often cool Nelson, Doorschot carried on. Through the purchase of young plants from the United States — "Canada is not advanced in orchid production" — the determined gardener successfully cultivated a variety of orchid commonly used in the bridal market.

Two years after building his Nelson greenhouse, Doorschot was rewarded with orchid blooms. These days, a local florist pays \$4 a bloom for the Doorschot product which about covers the greenhouse heating costs.

Doorschot doesn't expect to ever earn a living on his orchid production but in return for his hard work, the hobby has offered tremendous satisfaction.

Observes daughter Marlies, 32, "He might come home in a terribly anxious state but five minutes after working in the greenhouse we have this relaxed, mellow person again. He's as happy as a lamb."

ON THE JOB

A vital number-cruncher

Bill-paying is this activist's health care job

NELSON — The work day of Kootenay Lakes District Hospital accounts payable clerk Lorna Staten often includes a good dose of contract interpretation.

It's not included in her job description and the hours involved are largely volunteer, but Staten devotes much of her after-hours time to battling unfair work procedures and/or working conditions.

Staten agreed to serve as an HEU shop steward some 13 years ago shortly after landing a hospital switchboard position. She has been active ever since.

Her role as a part-time accounts payable clerk, though considerably less dramatic than her union activities, provides other important challenges. The five-hour a day job allows Staten to exercise her accounting and computer skills, and, of course, helps pay the bills. "I enjoy this type of work more than direct patient care."



MONEY MOVER: As a financial accounts worker at Kootenay Lakes Hospital in Nelson, Lorna Staten is responsible for ensuring the bills get paid.

Staten also appreciates not having a boss standing over her shoulder. "There is minimal supervision. I know what needs to be done and when to do it so I can just go about my business."

Paying for the hospital's supplies is what her job is all about. She deals primarily with the supplies department which orders for the laundry, cleaning and maintenance departments. The kitchen and pharmacy order their own supplies.

"Purchasing sends receiving records to me and I match

the receiving records to invoices. I check to see that the amounts tally."

But if her job is all numbers, Staten's after-hours activities as a union steward can be an emotional roller coaster. During the strike she worked up to 12 hours a day, sometimes even while looking after her two children.

The union activist is motivated by the satisfaction gained from her hours of shop steward work. "Whether we win or lose I feel we're doing the right thing because we're trying to help."

editor's notebook

By CHRIS GAINOR



WHENEVER hospitals are facing financial or other problems, the Ministry of Health hides behind the excuse that hospitals are independent bodies.

But health care facilities, and their bargaining agent, the Health Labour Relations Association, are

kept on a short leash by the ministry. Recently, HLRA publicly disclosed how Victoria is jerking the leash to the detriment of health care workers.

What is happening on our end of the leash is that hospital managers are fighting claims for Workers Compensation, Long Term Disability, and even sick leave. HEU members find themselves being checked up more often, and their claims fought more vigorously.

HLRA has launched new initiatives to reduce absenteeism, including WCB and LTD claims.

In common with CCERA and Pricare, HLRA has gone to the bargaining table seeking concessions in health, safety and benefits.

Employers are also setting up rehabilitation programs to get workers back on the job faster, but they ignore question of injury prevention.

So what's going on at the other end of the leash? It turns out that Victoria is holding back millions of dollars from hospitals as part of an effort to improve what it calls "leave management."

An HLRA publication recently reported that the ministry commissioned a study which charged that many of B.C.'s largest hospitals have excessive absenteeism.

As a result of the study, the ministry held back grants from 12 health care facilities.

After a meeting with hospitals, HLRA said the ministry released \$2.5 million of that grant money on the condition that it be used in programs to lower absenteeism.

HLRA complained that many of the hospitals penalized had low levels of sickness. WCB and LTD claims, and ministry spokesperson Graydon Gibson confirmed that: "The initial thrust was to go after the larger hospitals. It's trickled down."

Gibson said the ministry is now encouraging all B.C. hospitals to "effect a reduction in lost employee time."

An attack on the problem should start off with asking why claims under WCB and LTD are growing. The ministry and hospital administrators wrongly believe that health care workers are taking advantage of the system.

But the truth is that health care workers are ill and injured more often because they are working harder due to Social Credit restraint policies that force fewer workers to serve more patients.

The Social Credit government has attacked patients through its restraint policies. Now it is attacking dedicated health care workers who have sacrificed their own health in the cause of serving patients.

Victoria is putting the squeeze on sick claims

Labour

New York health union opposed Gulf War

New York city health care workers, many of them with family members in the American armed forces, voted overwhelmingly Jan. 16 for an end to the Gulf war and an immediate return home of U.S. troops.

More than 600 members of Local 1199, a major health care union embracing workers in New York and New Jersey, were meeting in a special assembly that day when union president Dennis Rivera told them of the war's onset.

"Many, many of our members,

staff and officers have relatives serving in the Gulf," he wrote later in the union's newspaper. "The number is way out of proportion to the country at large, because some 60 percent of our troops in the Gulf are Afro-American or Latino."

Health care workers could only compare the funds available for war with the denial of money for basic services at home, Rivera said. New York State health funding will decline by \$4 billion in the next 12 months.

"I believe our attacking the Persian Gulf is a deadly, sinful act," Rivera wrote.

"Our bombers can level most of Iraq, but we can't provide decent housing at home. We find the money to cripple health and education in Baghdad, but we can't sustain the facilities at a decent level here in New York City.

"We are militarily strong but domestically weak, like a bully who doesn't know how to screw in a light bulb.

"In our misguided attempt to be policeman of the world, we are spending \$1 billion a day for the war in the Gulf. If we had the money spent on just four days of war, New York's projected health care cuts could be eliminated.

"It is adding insult to injury to ask our members and their neighbours, who already suffer the loss of loved ones in this immoral war, to suffer the financial consequences of layoffs and reduced services caused by the war."



OPPOSING WAGE CONTROLS: Thousands of Vancouver teachers crowded the arena at Pacific National Exhibition April 17 to hear their leaders announce plans for an all-out campaign to defeat Social Credit's wage controls law known as Bill 82. Many existing teachers' contracts have been rolled back as a result of the new law, which also is directed at health care workers.

B.C. teachers mobilize against Bill 82

B.C. Teachers left their classes an hour early April 17 and staged rallies all over the province to protest the effects of the new wage control law, Bill 82.

The latest Social Credit wage controls took effect just as teachers were midway through their bargaining process with school boards around B.C., which means some teachers will have their wages rolled back under the law.

Members of the B.C. Teachers'

Federation staged the April 17 job actions as part of an action plan set at their annual meeting. Teachers are also working to rule and boycotting education ministry committees, and the BCTF has launched a legal challenge to Bill 82.

Ed Lien, the Commissioner charged with enforcing Bill 82, has ordered school boards not to pay the full settlements agreed to with teachers pending reviews by his office.

Some school boards have resisted Lien's order and have joined legal challenges to Bill 82. The B.C. School Trustees Association blasted the legislation as an "attack on free collective bargaining."

HEU has lent its support to the BCTF, including participation in several rallies held by the teachers.

At a rally held during the BCTF Annual Meeting, HEU President Bill Macdonald noted that Bill 82 is designed to attack the smaller class sizes won by teachers at the bargaining table. Bill 82 can be used to block better working and caring conditions for HEU members, he added.

"We must make everyone aware of the fact that the Social Credit government is attacking the students and the parents and the patients of B.C.," Macdonald said. "In fact, they are attacking the people of B.C."

Premier Rita Johnston announced she would not meet with teachers to discuss their concerns over Bill 82.

El Salvador health crisis a product of civil war

El Salvador faces a serious health crisis created by a decade-long civil war and economic injustice, two Salvadoran health care activists told a meeting of the Health Sciences Association last month.

Rosara Delima, a nurse, and Santiago Diaz, a popular educator, work for the Association for Health and Inter-Community Social Services, and were in Vancouver to meet with Canadian health care workers and to raise money to expand their work.

Their organization, which was started clandestinely in 1983 during a time of extreme political repression, provides community-based primary and preventative health programs, and organization and training in 14 rural communities. It receives partial funding from Oxfam and the HSA.

El Salvador, with a population of five million, is a small country, about one-third the size of Vancouver Island. Most people live in extreme poverty. The U.S.-backed government spends only \$10 per person a year on health, compared to the \$1 million a day it spends trying to defeat left-wing guerillas.

The country has only eight hospitals although most people cannot afford to use them. A doctors appointment requires a six month wait. And health care workers are targets for attacks by the military and right-wing death squads.

The lack of clean water supplies in rural areas is a big health problem. Because of deforestation from the war and agricultural chemical spraying, people have to walk up to eight kilometres for fresh water.

"This makes it very difficult to say that people have to bathe every day," Diaz said.

The group also promotes community organizations and demonstrations to win things such as proper garbage collection.

"We work with people to foster a social conscience so that people recognize the conditions they live in and why they do, so that we can change our society," Delima said.

Carpenters seek \$3 raise

B.C.'s union carpenters are seeking a two-year agreement with a 10 percent increase in the first year and \$3 an hour in the second in talks with the Construction Labour Relations Association.

According to *On the Level*, the union newspaper, the Carpenters are insisting on a "no concessions" agreement with improvements in statutory holidays and other provisions.

"Our purchasing power has been eroded with the increased cost of living, inflation and taxes like the GST," said Carpenters Provincial Council president Bill Zander. The demands tabled by the union "are not etched in stone, they will become part of the bargaining process."

Construction trade employers have pledged not to lock out the Building Trades as they did in the course of 1986 bargaining.

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We're the ones that work on traylines in labs and the laundry in housekeeping and maintenance and in the pharmacy. Our work they take for granted we're the ones that are not seen we work to bring you health care with pride and dignity.

We care for you the best we can while they cut our funding back. It's so hard to give the care you need with one hand behind our back.

CHORUS:

That's why we're standing, standing up for health care
HEU
That's why we're working, we work for better health care
me and you

We're the heart of health care
the workers on the frontline
We're the heart of health care
HEU

We're the heart of health care
HEU

ALL:

We're on the job around the clock each day of the year
we're targets for violence
when the sick lash out in fear
our own health endangered
by chemicals and disease
yet the pay's so low it's hard to provide
for our families.



CLYN ERIKSON PHOTO



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By GEOFF MEGGS

THE HEART of Health Care, the musical and theatrical story of what it's like to be a health care worker during a health care crisis, is playing to enthusiastic crowds this spring all over B.C. The 30-minute revue based on the experiences of HEU members is winning standing ovations and widespread media coverage for its unique portrayal of life inside the health care system.

In a column in the national *Globe and Mail*, writer Patricia Lush called the show "thoroughly entertaining and often hilarious."

She was particularly touched, as many were, by the segment called *Not On My Shift*, which discusses in words and music the pain of a nursing aide who is torn between the need to care for a dying patient and the pull of other patients in difficulty on her short-staffed ward.

Actors Heidi Archibald, Zena Daruwalla and Steve Hill interviewed dozens of HEU members in preparation for the show, which has become an important element in the union's communications program during bargaining.

The idea of the show was taken from the highly successful professional *Take Care* productions of New York's Local 1199, a health care union which developed a series of shows to put its issues across to hospital workers and patients in that city.

But Heart of Health Care, while also a very professional production, is distinctively Canadian.

In the course of a performance, the audience hears what it's like to work under a privatized housekeeping firm. A receptionist tells how difficult it is to arrange for a trip to the bathroom and a dietary aide has nightmares about drowning in a vat of mashed potatoes.

In a line that echoes throughout the show, the dietary aide tells the audience she's proud of her job: "I don't care how much high technology you have, no one gets better without a good meal in their stomach."

Before the show is over, the health care workers have grappled with pay equity, encountered the deadly restraint of Cutback Billy ("he'll take your gown and leave you bare!") and closed with a rousing chorus of the show's theme song, *The Heart of Health Care*.

The result has been standing ovations at each of the show's 30 performances. (At press time, the show was touring the north after swings through the Kootenays, Vancouver Island, the Lower Mainland and the Okanagan.)

LIVE MUSIC, LIVE ACTION: Musicians working on the Heart of Health Care include keyboard performer Brenda Baird, bass player Kerry Galoway and (not shown) drummers Lori Lyster and Lisa Lambert. Confronting threatened Cutback Billy (below), played by Steve Hill, are (left to right) Zena Daruwalla and Heidi Archibald.



HEU's hit musical and theatrical revue about the plight of health care workers takes the province by storm!

THE HEART OF HEALTH CARE!

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As with all new ideas, this one was difficult to explain. When people saw it, however, they literally stood up and cheered. HEU members agree that the show puts their concerns across in a unique and powerful way.

Produced for HEU by Julius Fisher, of Slim Evans Productions, the show uses union actors and musicians. It has attracted good media coverage wherever it goes.

Perhaps most important, it is building a sense of pride and determination among health care workers as bargaining for new collective agreements heats up.

THE GLOBE AND MAIL

Monday, April 1, 1991

Health-care workers saying it with song

By PATRICIA LUSH
British Columbia Bureau

Please wait until later. I silently pray. Don't die on my shift — What a sad, sad thing to say. What kind of system Can't afford people's pain? I feel helpless and I know It's going to happen again.

THE words are from the hit song of a new musical production, *The Heart of Health Care*, which opened in Vancouver last Wednesday, at the Eagles' Hall on the Kingsway, to a cheering audience of about 125, mostly

hospital workers whose Hospital Employees' Union is sponsoring the production. HEU is currently negotiating new collective agreements for its 35,000 members across the province.

The thoroughly entertaining and often hilarious musical, *The Heart of Health Care*, was put together to give British Columbia hospital workers' salaries a better understanding of the effects of health-care system, and the work and frustrations of the people who staff the hospitals and nursing homes.

In a voice-over backgrounder to the hit song, Zena Daruwalla explains: "It was two in the morning when he arrived... semi-conscious, tubes everywhere, just a young boy. Since it was the night shift, we were just waiting on him... (then he coded on us)... we worked on him for about an hour and a half and all the while... I'm thinking, 'Please, don't die on us now, or we'll spend the rest of the shift documenting everything... and none of our other work will get done. I felt really terrible thinking that.'

"Well, anyway, he did die... and we had bells ringing and people who had been ringing and peo-

ple hollering... I've run out and NG tubes soaked up and people sleeping in soaking wet beds and faces all night. It's just so frustrating. A boy is dying and we're praying that he'll hold off till the next shift, till there's more staff around so that our other patients won't suffer."

The Heart of Health Care has toured the province for five or six weeks, said HEU's Geoff Meggs, who helped conceive the idea.

Vancouver director Julius Fisher put together the HEU professionals — performers and musicians — and all good writers with a feel for social justice issues.

Consultation with hospital workers, the troupe created the 30-minute series of songs and scenes, among them, the broadly drawn sketch of Cutback Billy, who rides into town cracking his whip, ordering sick people out of bed and into the waiting lines.

Tumbling hospital workers eventually order him "back to your tulip farm."

The HEU is finding talks especially tough this time around. Union leaders say they are still trying to catch up from wage con-

trats imposed in the recession of the early 1980s. They want an across-the-board \$3-an-hour raise in each year of a two-year agreement. The Health Labour Relations Association, bargaining for the employers, says that is unrealistic.

HEU members are part of provincial government employees' new wage-control legislation intended to limit public-sector raises to the em-

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"The show was fantastic. Feedback was terrific. Kids as well as adults enjoyed the performance." *B.B., care aide, Maple Ridge Hospital.*

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"Please do this again! A great morale booster. We need this type of thing. We need to feel we're not alone. We need our workers' B.S. discharge planning unit, Nanaimo Regional General Hospital.

"I loved it. There are a lot of clerical workers in the hospitals. Maybe you could fit in something more on their contribution." *M.M., accounts, Lions Gate.*

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We're on the job around the clock each day of the year we're targets for violence when the sick lash out in fear our **own** health endangered by chemicals and disease yet the pay's so low it's hard to provide for our families.



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HEU is preparing to fight wage controls and sweeping demands for contract concessions

What we're fighting for

HEU's Six Steps to Fairness, the union's bargaining agenda for 1991:

1. Pay Equity
2. An Adequate Wage Increase
3. Working and Care Conditions: A Shorter Work Week, Restoration of the Nursing Team.
4. Union Rights
5. Improved Benefits
6. Job Security

Bargaining gets serious

HEU's Bargaining Committee is confronting sweeping concession demands, wage controls and threats of strike-breaking in its efforts to secure new collective agreements for B.C. health care workers.

Despite dozens of bargaining sessions since talks began in Vancouver Feb. 14, health care employers have refused to deal seriously with HEU's bargaining proposals.

Instead, says chief HEU spokesperson Carmela Allevato, the talks have been marked by confrontation, delay and provocation.

HEU's main bargaining proposals, the Six Steps to Fairness outlined at left, have been on the table since the first day of talks.

But negotiations with the Health Labour Relations Association have been slow and unproductive. While condemning HEU's proposals in the press, HLRA has

- tabled sweeping demands for contract concessions which would give hospital administrators a free hand to cut staff, ignore seniority and speed up remaining workers;
- referred the recent agreement at May Bennett Home in Kelowna to the new wage control commissioner;
- applied to the Industrial Relations Council to have management's essential services levels imposed on the union in the event of a strike;
- produced and implemented a detailed strategy to break a strike should job action occur; and
- refused to discuss even minor health and safety items because they could be called "compensation" under the new wage control law.

"We're pushing our agenda forward," Allevato said, "but the membership is going to have to

remain united and active in the months ahead. Clearly, health care employers are hoping to break down our contract conditions in this round."

Talks with the Continuing Care Employee Relations Association (CCERA) and the Pri-Care group of private long-term care homes have been even more difficult. Those employers have responded to HEU's proposals with even more devastating concession demands which would cost HEU members up to \$1,000 a year in lost benefits alone. (Details of the concession demands are on the next page.)

"We've got to work on several fronts," Allevato said May 1. "We've got to maintain the pressure at the bargaining table but we can't forget who's calling the shots. We must convince the Social Credit government to drop its age control bill and get down to serious bargaining."

Talks slowed to a crawl while Premier Bill Vander Zalm fought for his political life. With his departure and the appointment of Rita Johnston, health care employers again began to move, confirming their determination to win concessions.

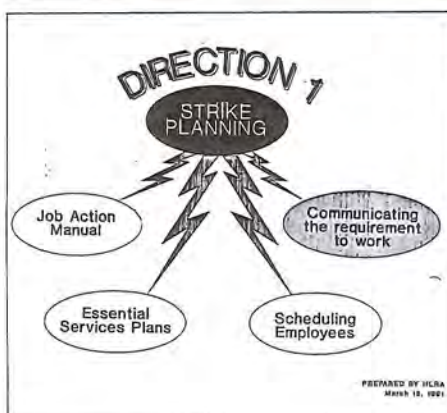
"Concessions are not on the agenda," Allevato said. "We will not accept them. We're determined to win a new collective agreement that deals with pay equity, improves working and caring conditions, raises wages and resolves several other outstanding issues."

"Nothing less will be acceptable."



"HEU will not negotiate any contract concessions."

CARMELA ALLEVATO



UNION-BUSTING: HLRA strike-breaking plans obtained by the HEU would reduce the health care system to chaos and threaten public health.

The HLRA's strike-breaking plans

The HEU has called on Premier Rita Johnston to repudiate a strike-breaking plan hatched by health care employers which would provoke a massive confrontation in the event of a labour dispute.

In a Vancouver news conference April 17, union secretary-business manager Carmela Allevato released elements of a confidential briefing kit produced by the Health Labour Relations Association (HLRA).

The employers are laying the groundwork for wholesale strike-breaking in the event of a labour dispute. The main objective is to

get workers to cross picket lines.

HLRA has applied to the Industrial Relations Council (IRC) to establish essential service levels, ignoring HEU's proposal for a neutral third-party to determine staffing.

Instead, HLRA hopes to have the IRC impose the employer levels and back these levels with court orders and threats of fines.

Workers would be called out of seniority and even assigned to do work outside their normal responsibilities if they volunteered to scab.

"HLRA's actions threaten the

public health," Allevato said. "You can't run a health care system without co-operation. Threats, intimidation and strike-breaking are not the way to maintain a caring, effective health service."

The HLRA kit calls for special meetings to encourage employees to cross picket lines. Workers will be threatened with court orders, fines and jail if they defy HLRA's levels, which the employers expect to have ratified by the IRC.

The IRC is being boycotted by the B.C. Federation of Labour because of its glaring pro-employer bias.

THE EMPLOYERS' AGENDA: CUTBACKS

Hospital bosses attack seniority

The Health Labour Relations Association (HLRA) is attacking seniority and other fundamental rights in contract concession demands tabled March 21 during bargaining in Vancouver.

In effect, the employers are demanding the right to speed up, shift around and lay off workers as they see fit to keep an crisis-ridden system functioning.

The employers' rollback demands range from the virtual elimination of bumping rights to cuts to injury-on-duty leave. The HLRA did not make a wage offer or put forward any new proposals on pay equity.

But the Hospital Employees' Union is not prepared to bargain any concessions.

Here are the details of the HLRA's major concession demands:

- bumping rights would be eliminated, and the employer would have the arbitrary right to reassign employees if the work force is reduced;
- bidding rights would be reduced, and jobs of less than four months would no longer be posted;
- jobs of more than four months could be filled on a departmental basis without proper posting, and regular employees would be restricted in bidding on relief work;
- casual employee rights would be radically cut, casual shifts would no longer be assigned by seniority, and casuals could be fired more easily;
- scheduling protection, such as the limit on six consecutive work days and the limit on three different shifts in any consecutive six day period, would be undermined, while days off would not have to be consecutive;
- injury-on-duty benefits would be cut, long-term disability would be altered to make it harder to establish a claim, and the claim review process would be subverted by unreasonable time limits.

CCERA workers would lose \$1,000s

Continuing care employers are demanding massive concessions at the bargaining table in a bid to keep the Hospital Employees' Union from winning parity with the master collective agreement for its continuing care members.

The Continuing Care Employee Relations Association (CCERA) tabled massive concession demands April 10 that are a serious attack on basic contract rights.

Benefit concession demands alone represent a rollback of \$1,000 per employee per year.

The employers' sweeping proposals include the virtual elimination of bumping rights, slashing of vacation entitlement and sick leave, cost sharing of health care plan premiums, and rollbacks to injury-on-duty leave and long term disability.

CCERA did not make a wage offer or put forward any new proposals on pay equity.

Here are the details of CCERA's concession demands.

- elimination of Super Stats;
- vacations rolled back to 15 days each year for the first five years and changes to choices of vacation period;
- severe sick leave rollbacks that would leave many sick days unpaid;
- employees would have to pay a share of premiums for all health care plans;
- elimination of bumping rights, giving the employer the arbitrary right to reassign employees in the event of a work force reduction;
- bidding rights would be reduced, jobs of less than four months would no longer be posted, and regular employees would be restricted from bidding on relief jobs;
- casual employee rights would be radically cut, and casuals could be fired more easily;
- injury-on-duty leave rollbacks, including no benefits or accumulation of seniority, and cuts in WCB wage top-up;
- rollbacks in the long-term disability plan to make it more likely that an LTD claimant will be cut off after one year.

Pri-Care workers face rollbacks

Pri-Care employers, representing the owners of B.C.'s privately-owned long-term care facilities, joined the rollback bandwagon April 24 with massive concession demands.

The sweeping Pri-care demands include the virtual elimination of bumping rights, vacation entitlement and sick leave cuts, cost-shared premiums for all health care plans, and rollbacks to pensions, injury-on-duty leave and long-term disability.

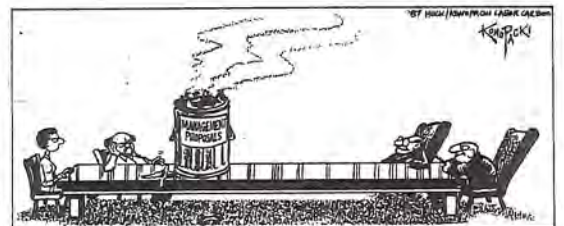
Benefit concession demands alone represent a rollback of \$1,000 per employee per year.

Allevato said Pri-Care employers were out to gut the hard-won rights in the existing agreement.

Pri-Care did not table a wage offer or a pay equity proposal. Bargaining was to resume May 7.

Here are the details of Pri-Care concession demands.

- elimination of Super Stats;
- vacations rolled back to 15 days each year for the first five years and changes to choices of vacation period;
- severe sick leave rollbacks that would leave many sick days unpaid;
- employees would have to pay a share of premiums for all health care plans;
- pension plan cuts;
- elimination of bumping rights, giving the employer the arbitrary right to reassign employees in the event of a work force reduction;
- bidding rights would be reduced, jobs of less than four months would no longer be posted, and regular employees would be restricted from bidding on relief jobs;
- casual employee rights would be radically cut, and casuals could be fired more easily;
- injury-on-duty leave rollbacks, including no benefits or accumulation of seniority, and cuts in WCB wage top-up;
- rollbacks in the long-term disability plan to make it more likely that an LTD claimant will be cut off after one year;



Who's bargaining

HEU The Hospital Employees' Union, representing 35,000 health care workers around the province.

BCNU The B.C. Nurses' Union, representing 26,000 registered nurses around B.C. Bargaining with the same employer groups confronting HEU.

HSA The Health Sciences' Association, represents about 6,500 technical specialists in the health care field. Must negotiate a wage increase this year.

HLRA The Health Labour Relations Association. Represents about 140 acute care and extended care facilities funded by the Ministry of Health. About 26,000 HEU members are under HLRA agreement.

CCERA The Continuing Care Employers' Association, represents about 23 continuing care facilities funded by the Ministry of Health. About 3,000 HEU members work under CCERA agreements.

PRI-CARE Represents about 30 privately-owned continuing care and extended care facilities. About 1,800 HEU members work under the Pri-Care agreement.

Getting ready

HEU has worked hard to prepare for bargaining. Following are the steps already completed to ensure the membership is ready for any eventuality:

- ☐ revised strike pay policy to ensure fair pay for all from the first day of a strike, including a strike by another union
- ☐ creation of strike fund
- ☐ co-ordination with other health care unions on essential services

- ☐ completion of HEU essential service plans by March 31
- ☐ improved membership communication, including direct mail of The Guardian and improved distribution of Bargaining Bulletins
- ☐ province-wide Table Officers' Conferences to update local leadership on bargaining issues and preparations
- ☐ creation of Bargaining/Pay Equity hotline

Want to know more?

Call HEU's Bargaining Hotline for details of bargaining proposals or information on how you can help the bargaining effort in your local. A Provincial Executive member will be standing by.

In the Lower Mainland call
734-3431
Elsewhere call toll free
1-800-663-5813

Bill 82 targets health workers

The latest Socred wage control bill is the most sweeping yet

FOR the third time in the last 16 years, HEU members are facing wage controls. The so-called Compensation Fairness Act was a keystone of former Premier Bill Vander Zalm's 12-point program to salvage his political career. Vander Zalm is gone, but Premier Rita Johnston has made it clear she will pursue his policy.

The Legislature passed the bill in March and its repeal has become a top political priority for the labour movement. B.C. teachers, their contracts rolled back, are planning a lobby to Victoria and may even resume job action to protect their wages and working conditions.

Mike Harcourt, the leader of the New Democrats, told the legislature that his party opposes Bill 82, and that as premier, "I will not tolerate unfair legislation like this bill."

"With Bill 82, the costs of ensuring that patients have adequate levels of service could come out of our pay," said HEU secretary-business manager Carmela Allevato. "Bill 82 has nothing to do with fairness and everything to do with partisan politics."

The Health Labour Relations Association (HLRA) which bargains for hospitals employing 26,000 HEU members, immediately tried to hide behind Bill 82 in contract talks.

HEU's bargaining committee forced the talks back on track, but there's little doubt that the new wage controls could have a devastating impact on health workers.

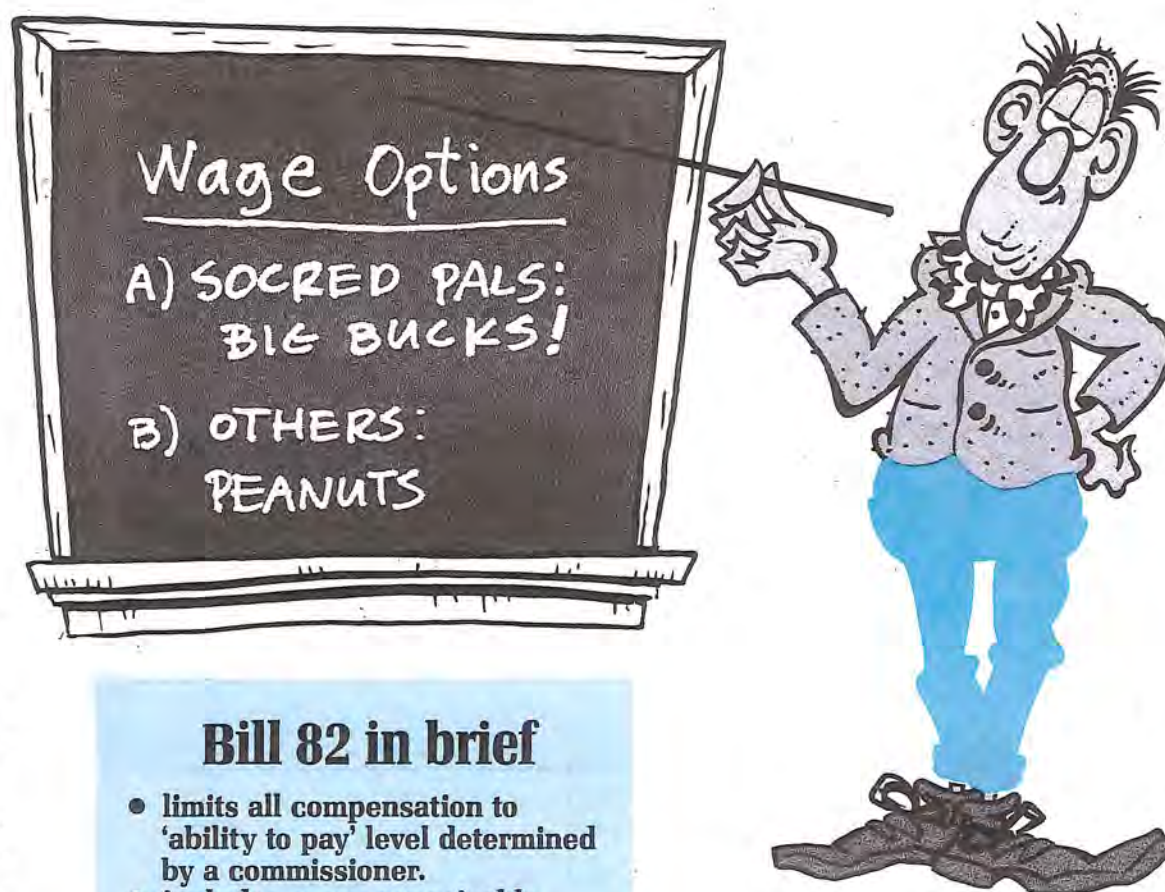
Bill 82 is a draconian law containing features that make it even more unfair than previous wage control programs.

Everything in a collective agreement, from wages to health and safety, can be included in calculations.

A \$100,000-a-year commissioner named Ed Lien has been given sweeping powers over every aspect of collective bargaining. He can intervene in a contract to change whatever he wants, retroactively if necessary and without appeal.

He has the power to set wage levels, roll back settlements, or even order wage paybacks.

Wage increases will not be held to a specific level but will be based on an employer's "ability



Bill 82 in brief

- limits all compensation to 'ability to pay' level determined by a commissioner.
- includes every conceivable benefit including health and safety.
- enforced by a commissioner with power to intervene and roll back contracts without appeal.
- does not cover recent increases of 20 percent and more handed out to Social Credit political appointees.

to pay" as determined by the commissioner. The bill's regulations include a formula to determine wage increases, but the commissioner can choose to ignore the formula.

That's just the beginning. He also can interfere with changes in working conditions and work rules, and even classification changes.

He can alter hours of work and staffing levels, change clauses banning sexual or other harassment, meddle in employer-paid training courses, work schedules, vacations, protection against technological change, contracting out, and many other provisions.

While guidelines put out with Bill 82 say the commissioner will permit pay equity adjustments, it is likely that the bill will affect pay equity programs in the public sector.

Political experts agree that the government introduced Bill 82 simply to create a fight with public sector workers in order to give them an election issue.

HEU bargainers will continue pressure at the bargaining table, Allevato said, but defeat of the Social Credit government and its wage control bill are at the top of the union's agenda.

Ottawa leads national attack on public sector workers

Canada's federal public sector workers, armed with an unprecedented vote for a national strike, are poised to be first to do battle against a national wave of wage control legislation.

Public Service Alliance of Canada president Daryl Bean told a national union convention in Vancouver in April that a clear majority of PSAC members voted to support a nationwide general strike to combat unfair wage controls and the threat of significant job losses.

"We can't afford it, and we're just damn well not going to take it, that's that," Bean said.

During the past two months, wage control hysteria has swept the federal government and most provincial govern-

ments. Anxious to appear that they were doing something to save the country from economic disaster, governments have turned to wage controls to make public sector workers pay for the economic recession.

The federal government led off the hysteria with a particularly insidious plan. In his late-February budget, former Finance Minister Michael Wilson limited wage increases for 215,000 federal workers to just three percent a year for the next three years. But in Wilson's scheme, any wage increase will result in thousands of layoffs.

With inflation running at seven percent because of Wilson's Goods and Services Tax, a three percent wage increase means a big loss in real pay and living standards.

Wilson also encouraged

provincial governments to follow his lead.

And follow they did. Newfoundland's Liberal government announced that 2,600 public sector workers would be laid off, and salaries frozen for 35,000 public servants. Premier Clyde Wells blamed the layoffs and controls on the Mulroney government's cuts in federal transfer payments to provinces for health, education and welfare.

Quebec's Liberal government also joined the attack on public sector workers, freezing wages for almost half-a-million workers for two years.

Conservative provincial governments in Manitoba and Saskatchewan have also announced layoffs and wage control programs affecting thousands of workers. — Canadian Association of Labour Media.

By DELLA McLEOD

THE cycle of violence that is faced daily by women at home and in the workplace was the theme of this year's B.C. Federation of Labour Women's Conference.

The findings of the conference could be summed up in one sentence: In order to break the cycle of violence, society must change completely.

The two-day conference in Vancouver opened on March 8, International Women's Day. More than 300 women from unions and community groups around B.C. were present.

THE FIRST evening, we learned that one in four women will be sexually assaulted during their lifetimes. While laws are in place, the justice system often treats women victims as the guilty party.

Legal Aid is inadequate, and private lawyers too expensive for many women. Battering men often follow, intimidate and assault women who have left relationships with them.

We were told of a mentally disabled woman who was denied counselling after a sexual assault because "it doesn't affect them in the same way."

The provincial government came under fire for spending money on advertisements condemning family violence when services are still seriously underfunded.

A psychologist, when asked how she deals with burnout, said she takes long walks in the University Endowment Lands enjoying nature. But she added that she sometimes fears for her safety.

The following day, we had a choice of 15 workshops to attend, and two workshops I attended left a strong impression on me. The first, on the violent workplace, was a real eye opener.

A receptionist with social services in Vancouver's Downtown Eastside told how workers are often seen as the enemy.

Clients may be mentally ill, just released from jail, or on drugs or alcohol.

Putting up barriers to protect workers presents a problem because the barriers may further enrage people felt cut off by the system.

We also heard about clerks in Unemployment Insurance offices being harassed and attacked by claimants angry about cutbacks. Workers Compensation Board adju-

dicators face similar problems, and health care workers suffer from violence in their workplaces.

Equally disturbing are the threats faced by women who must face members of the public on the streets and in their own homes.

Women account for only 14 percent of letter carriers, and one of them spoke of harassment by co-workers, management, the public and of course, dogs.

Men sometimes collect their mail in the nude, sometimes with erections. A man stalked the carrier for months, yet management refused to act because "he hadn't done anything yet."

Canada Post is thinking of prohibiting letter carriers from putting government cheques in relay boxes, leaving the carriers as the targets of mail thieves.

One common thread in these sto-

ries is that governments no longer care about people in need. They cut back staffing, service and benefit levels, and an angry public takes out its frustrations on the workers.

We need training to help us deal with violence. But because employers are unlikely to provide this, unions must work to get this training, as well as contract provisions protecting workers against violence and its effects.

Another workshop on the images of women in advertising, which was conducted by the Mediawatch group, made the point that the \$100 billion-a-year advertising industry does more than sell products.

Men get the message that they must be powerful and invulnerable, while women must be passive, young, thin and flawless.

Women are supposed to be sexy and virginal, experienced and naive, sexy and chaste — all at the same time!

Women selling products in advertising fuel the myth that women are sexually available, contributing to the problem of sexual harassment.

Commercials make use of violence against women, and even children show up as sex objects.

We discussed the "voice-over of authority," which is usually male. Such voice-overs are found even in HEU's television ads.

The conference wound up with an inspiring and powerful rally to mark International Women's Day and a session on women, unions and the Gulf war.

I have not mentioned names in this article because many speakers and participants requested anonymity.

SHOULD THE conference had been open to men? A number of men have told me they were puzzled and upset about being excluded. I believe that those men sincerely wanted to hear the issues.

But women in non-traditional jobs say they find little support from their unions which are run more like old boys' networks.

I didn't miss having men there, nor do I think their presence would have undermined the openness or the strength and solidarity of the gathering.

There is no such thing as women's issues, but rather issues that affect women. We all have to take responsibility for solutions, and that can't happen soon enough.

• McLeod is a care-aide at Willowhaven, in Nelson, and a member of the HEU Provincial Executive.



Cycle of Violence

A B.C. Federation of Labour women's conference confronts violence against women both at home and on the job

Coffee Break



No need for silencers

Police in France came upon an unusual handi-cap in finding the perpetrators of an armed robbery at the Cistercian Abbey of Our Lady of the Snows.

"When we got out of our wagons we saw some 20 monks armed with hunting rifles and crossbows engaged in battle with about the same number of burglars, who had broken into, and then burst out of, the monks' brandy, wine and relics store," a police official reported.

"However, by the time we actually got into the fighting area, the burglars had made off in their cars and because of their vow of silence the monks could not identify any of their assailants."

The elemental truth

The Greater Victoria Hospital Society medical staff newsletter has announced the discovery of the heaviest known element known to science, tentatively called Administratium.

Administratium has no protons or neutrons, but it has one neutron, 125 assistant neutrons, 75 vice neutrons and 111 assistant vice neutrons, giving it an atomic mass of 312.

This peculiar element is held together by subatomic particles called morons, and can be detected chemically because it slows down every reaction it is involved with.

Administratium does not decay like other heavy elements such as plutonium or uranium, the newsletter reports.

"Instead, it undergoes a reorganization in which assistant neutrons, vice neutrons and assistant vice neutrons exchange places. Some studies show that the atomic weight actually increases after each reorganization."

The newsletter reports that Administratium is toxic at any level of concentration. No doubt HEU members are suffering from the growing concentrations of this toxic element.

Peter Principle proved in practice

Most Americans work for a person who just can't hack it, according to psychologists Robert Hogan and John Morrison of the University of Tulsa.

Reporting on the results of their two-year study of bosses to a conference on occupational



stress, they said, "the base rate of managerial incompetence in the U.S. is somewhere between 60 and 75 percent."

Promoted because they are likable, but lacking in social skills and unprepared for the responsibilities they face, incompetent managers often try to solve problems by resorting to ideas they have picked up from popular culture.

"These resources amount to old John Wayne, Clark Gable and Clint Eastwood movies." Often they get no systematic feedback about their performance until they "derail."



Workers faces a bum rap

According to a story making the rounds at HEU, a worker charged with theft of toilet paper has grieved the reprimand handed out by management. The worker's defence? He had only intended to borrow the toilet paper.

Make this perfectly clear

U.S. National Security Adviser Brent Scowcroft knows how to keep the press, and the public, in the dark. In response to one reporter's question at a news conference Scowcroft said, "That's a good question, and let me state the problem more clearly, without going too deeply into the answer."

A laborious board

U.S. workers face long delays when they file unfair labour practices against employers with the National Labor Relations Board. Some 800 cases were delayed over two years between 1984 and 1989. One case was delayed nearly six years because the NLRB's chief counsel had "mental block."

Heavy workplace toll is growing

Every 15 seconds, a work injury takes place that involves lost time to a Canadian worker. About 1,000 Canadians die on the job each year and thousands more are seriously injured.

These facts came to light at a recent conference in Hamilton on health and safety held by Labour Canada. A government official said \$4 billion in compensation monies are paid out each year, and the indirect costs of workplace injuries brings the total annual cost over \$8 billion.

Labour groups at the meeting brought up horror stories of bureaucratic incompetence contributing to this problem. For example, it was only in 1989 that hardhats were made mandatory for construction sites in the Northwest Territories.

A guide to safe fax

Has anyone faxed you a copy of faxed you a copy of Dr. Ruth's Guide to Safe Fax? It includes: Q: Do you have to be married to have fax? A: Although married people fax quite often, there are many single people who fax complete strangers every day. Q: There is a place on our street where you can go and pay for fax. Is this legal?

A: Yes. Many people have no other outlet for their fax drive and pay a "professional" when their need to fax becomes too great. Q: Should a cover always be used for faxing? A: Unless you're really sure of the one you are faxing, a cover should be used to ensure safe fax.



Terrace sterilizer shut down after gas leaks

TERRACE — A defective gas sterilizer at Mills Memorial Hospital is the latest to be shut down in HEU's campaign to ensure health care workers are not exposed to toxic ethylene oxide (EtO) gas.

After a series of complaints dating back several years, the hospital shut down its EtO sterilizer in mid-March.

"The sterilizer has been shut down since March 9 and will remain out of service indefinitely," noted Mills Memorial Hospital chief executive officer Michael A. Leisinger in a letter to the union. Leisinger said all cylinders of EtO currently on the premises are being returned to the supplier.

EtO is a toxic and carcinogenic gas used to sterilize delicate surgical equipment.

Mills Memorial is the second hospital stung in recent months by the union's aggressive campaign targeting unsafe EtO sterilizers.

Leisinger's action came after dangerous levels of EtO were recorded in tests at the conclusion of a March 9 cleaning cycle. HEU issued a news bulletin warning that members would not operate the machine until

You can claim extended health benefits now

HEU members can speed up processing of extended health benefit claims by sending in receipts as soon as the \$25 calendar year plan deductible is reached, rather than only once a year.

Delays exist at the beginning of each year, according to CU&C Health Services, because many members wait until after Dec. 31 to submit claims for an entire year.

Completing claims forms and submitting all paid receipts with the claim will also speed up the process.

Members have until June 30 of each year to claim expenses from the previous year.

HEU encourages members to work for the union

The HEU's Provincial Executive has again posted its annual notice inviting members to seek work with the union.

Why should you apply for work at the union offices? Because you want to be able to see that grievance to its completion, because you want to share your knowledge and show your abilities, and because members have always helped members at HEU.

Conditions are good. Wages range from \$15.94 an hour for building services person, to \$19.77 per hour for secretarial work and up to \$21.36 per hour for rep/organizer.

The jobs carry full medical and dental benefits and compensating time off (four days per quarter). You still maintain your hospital seniority and you can return to your hospital job.

In order to make these HEU positions more accessible to members,

the hospital complied with health safety standards.

"Our members will not be involved in the use of EtO until the hospital installs all appropriate sterilizer safety features and activates a comprehensive worker safety program," noted HEU secretary-business manager Carmela Allevato.

A subsequent WCB investigation showed several deficiencies in emergency leak or spill procedures, dangerous drainage and a largely inadequate monitoring system.

The union, which has pushed the WCB to enforce stricter EtO controls, insisted that the hospital make improvements in five areas before the sterilizer could be activated.

The HEU demanded that: the open drain be dedicated and properly isolated; that proper alarms be installed; that the sterilizer and aerator be isolated and that the outdated and dangerous sterilizer be replaced with a new version equipped with updated safety features.

When it became clear that the union would not tolerate further safety delays, Mills Memorial arranged to have its EtO sterilizing needs met at the Prince George Regional Hospital.

The HEU is using minimum standards recently set at VGH to force province-wide improvements in gas sterilizer protection. Further, the union is insisting that the health care industry fund an independent ongoing study of the long term effects of EtO exposure on the health of all employees in the health care industry. Research studies have shown EtO can cause cancer and chromosome changes in workers exposed to it over a lengthy period.

VGH was forced in February to replace its gas sterilizer, which was similar to the one used at Mills Memorial, after suspected EtO leaks forced patient and staff evacuations. In response to HEU worker safety protests, the Workers' Compensation Board issued a raft of safety complaints against the hospital.

the Provincial Executive decided at its April meeting to adopt the following hiring policy:

- that all HEU applicants for the annual job posting will be given priority consideration for vacancies provided they meet the requirements of the job description;
- that this applies to temporary and permanent vacancies;
- that the annual job posting is to be open for two months rather than the 30 days it usually is. Those who apply for a position after the closure are to be informed that the union considers applications from the annual job posting first; and
- that applicants will be required to update their applications every year.

As a result of that policy, the locals will be receiving the annual job opportunities bulletin to be posted for two months. Look for the bulletin and then send that resumé!

PUZZLE

Q R T R E S T B R E A K S B Z
H E A L T H A N D S A F E T Y
X M A T L E A V E A K G E O D
F F M S B + B B = C B E G G V
G S T S G + B G = C G H E D E
R I R C G - C B X 1 0 0 E D S
I C T O R L B E N E F I T S C
E Q U A L S O F C O M L M M H
V P E R C E N T A G E R A T E
A O F C H A N G E I N C U E L
N C O M P E N S A T I O N C K
C F O R A G R O U P Y L N H O
E I C L O A A T I T O A N E F
S S F O R V T H I H O S P H F
I T A L E M E R A N D P L A O
Y E E S V N O R M U C H I N O
N P E N S I O N T M O R E G I
R E S F N N V A N I C O V E V
E B R E A K R B R I M T I S H
C O S C H E D U L E S E L U M

This month's puzzle is based on Bill 82, the new Compensation Fairness Act introduced by the Social Credit government. Look first for the formula used by the bill to calculate wage increases. The other words are all areas which can be altered by the new wage control commissioner. Words may be found going up, down, forwards, backwards, diagonally up or down.

SB+BB=CB
SG+BG=CG
CG-CBx100
CB
Equal percentage
rate of change in compensation for a group
Dues checkoff
Seniority
Tech change
Health and safety
Pension

Benefits
COLA (Cost of Living Allowance)
Mat Leave (Maternity Leave)
Overtime
Schedules
LOA (Leave of Absence)
Rest breaks
LTD (Long-term disability)
And
Much
More

CALENDAR

The Guardian welcomes insertions for Calendar. Mail to 2006 West 10th Ave., Vancouver or phone 734-3431. HEU notices will get priority in the space available.

APRIL

28 SUNDAY National Day of Mourning for workers killed or injured on the job.

29 MONDAY Kitimat Labour Social, featuring the Heart of Health Care, River Lodge, 7.30 p.m.

29 MONDAY, Vancouver, HLRA bargaining.

MAY

1 WEDNESDAY May Day, International Day of Workers' Solidarity. Heart of Health Care in Prince Rupert, Highliner.

1-2 WEDNESDAY AND THURSDAY, Table Officers' Conference, Prince Rupert.

1-5 Mayworks Festival celebrating Working People and the Arts, Vancouver.

4 SATURDAY Heart of Health Care in Williams Lake at the hospital, 7:30 p.m.

5 SUNDAY Kamloops, Heart of Health Care at the Canadian Inn, 7:30 p.m.

6-7 MONDAY AND TUESDAY, Kamloops, Table Officers' Conference.

10 FRIDAY, Vancouver, Heart of Health Care at Vancouver General TB Auditorium, 806 West 10th, 7:30 p.m., all welcome.

10-12 FRIDAY TO SATURDAY, Working Knowledge, a conference on Labour and Learning in the 21st Century. Vancouver Community College, Langara. Up-to-date information on current trends in work and education and their implications for Canadian society. Sessions at Langara and UBC. For information

call conference co-ordinators Rick Gordon and Mike Old, 324-5524 or 324-5436.

13-16 MONDAY TO WEDNESDAY, HLRA bargaining, Vancouver.

13-17 MONDAY TO FRIDAY, Save The Nursing Team Week.

26-28 WEDNESDAY TO FRIDAY, HEU Provincial Executive meeting in Vancouver.

JUNE

26-28 WEDNESDAY TO FRIDAY, HEU Provincial Executive meeting in Vancouver.



ON VIDEO!



CHECK OUT THESE
FREE VIDEOS FROM
THE HOSPITAL EMPLOYEES' UNION

PAY EQUITY



THE TIME IS NOW!

Pay equity will be a major issue in the current round of health care collective bargaining. In a keynote address to the 17th Biennial Convention of the HEU, Barb Byers, president of the Saskatchewan Federation of Labour, made a compelling case for pay equity, particularly in the health care field.

This 29-minute VHS tape is a useful education tool.

ALSO AVAILABLE FREE!!!

HEU: Flight for Democracy

The union's battle against Bill 19, Social Credit's repressive labour legislation. 15 minutes.

HEU: Working for Better Health Care

The union's submission to the Royal Commission on Health Care and Costs - a summary of where we stand on the crisis in health care. 9.48 minutes.

HEU 11th Biennial Convention

Originally produced as a film, this 26 minute review of the 1978 convention gives us a sense of our union's roots.

On the Move for Victory - 1199

In 1989, beleaguered New York city hospital workers ended a period of division in their union and mobilized to shatter their employers' united front. This 20-minute tape, which features appearances by Jesse Jackson and Local 1199 president Dennis Rivera, is an inspiration and a guide to action. Highly recommended.

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regional office to get your copies today

HOSPITAL EMPLOYEES' UNION
video



Bargaining gets serious

HEU is working on several fronts to defeat Social Credit wage controls and sweeping contract concessions demanded by health care employers.

PAGE 10



Heart of Health Care hit!

The musical and theatrical revue about health care work during a health care crisis has taken the province by storm.

PAGE 8



Breaking the cycle of violence

Violence stalks women both on and off the job. A B.C. Federation of Labour conference looked for solutions.

PAGE 13

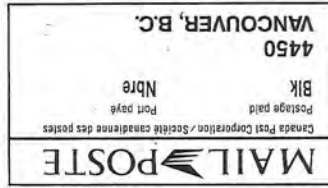
We're on the phone!

Do you have questions about wage discrimination? Bargaining demands? Want to help organize for a good contract? The HEU Bargaining Hotline is up and running. Details on back cover.



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Return address:
The Guardian,
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Vancouver, V6J 4P5



MAN'S DOLLAR

WOMAN'S DOLLAR



FACT

For every dollar earned by men, women earn 63 cents.

QUESTION

Do you think that's fair?

Wage discrimination. Hospital employers admit that wages of all health care workers — men and women — have suffered because of systematic discrimination against women. Want to know more? Or better yet, would you like to help end this injustice?



Call the **HEU Bargaining Hotline**

In the Lower Mainland call

734-3431

Elsewhere call toll free

1-800-663-5813

