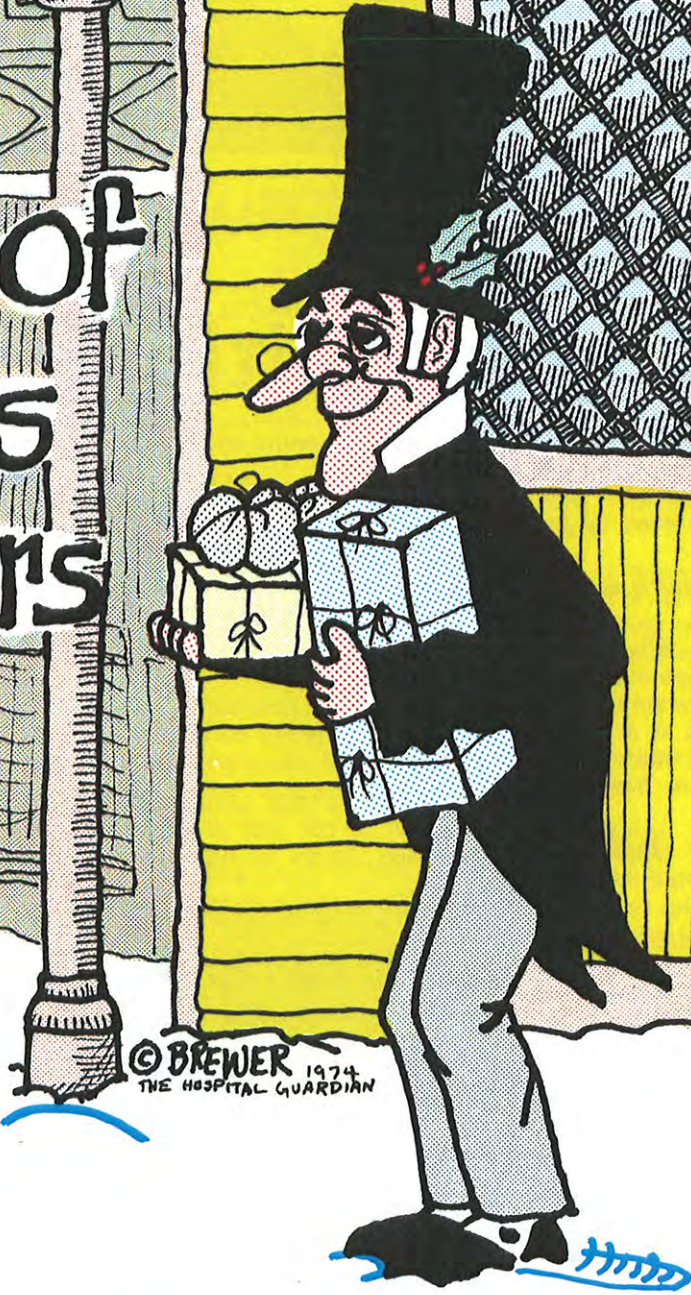


may all
the Joys of
Christmas
be yours

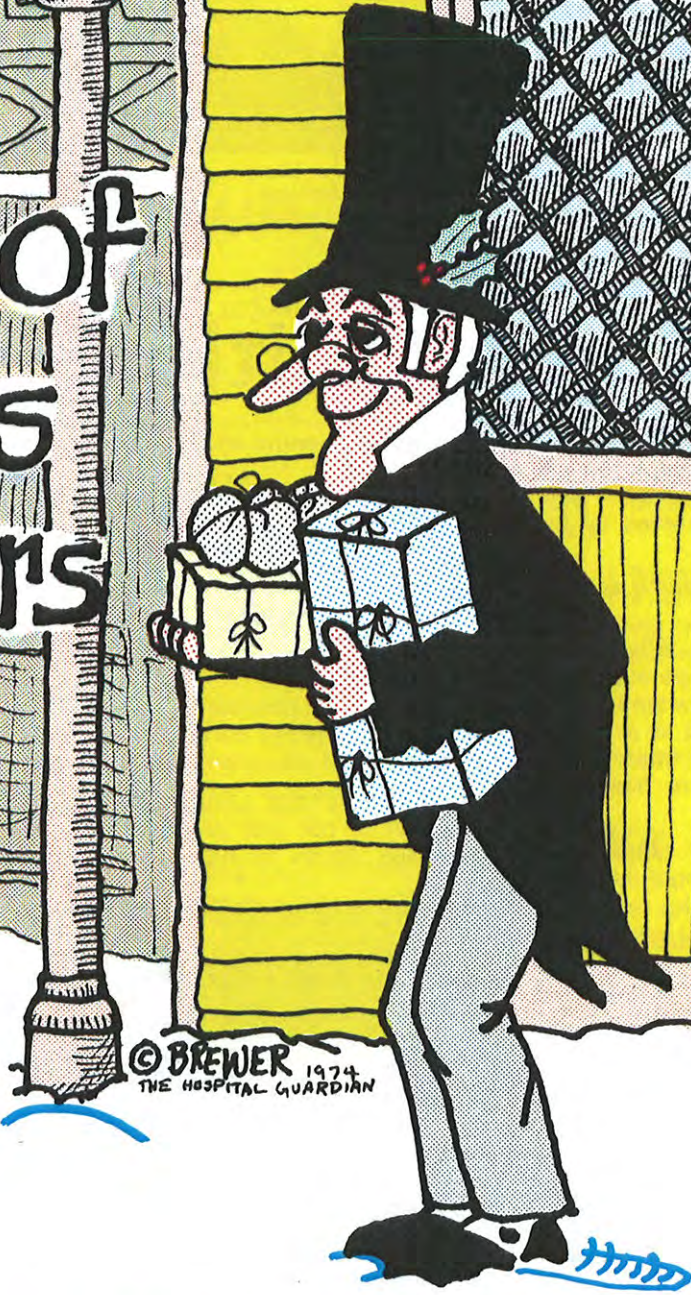


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THE HOSPITAL GUARDIAN

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HOSPITAL EMPLOYEES' UNION, 180

Vol. XI VANCOUVER, B.C., DECEMBER, 1974 No. 6

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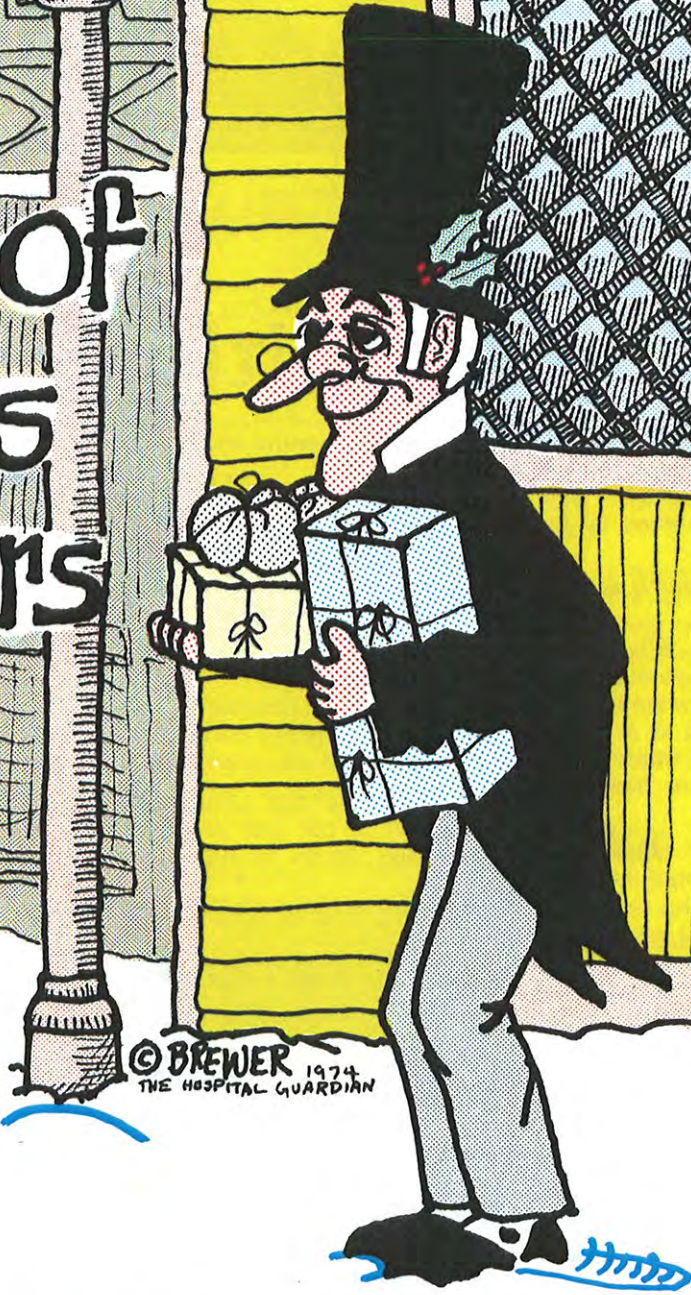
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I will honor Christmas
in my heart and try to keep it
all the year. I will live in the
Past, the Present and the
Future. The spirits of all
three shall strive within me.
I will not shut out the lessons
that they teach. -CHARLES DICKENS

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180

Vol. XI

VANCOUVER, B.C., DECEMBER, 1974

No.



PROVINCIAL EXECUTIVE meets at Inn of the North in Prince George, part of on-going plan to hold meetings in various regions of province.



"Calling Dr. Wilson — this is an emergency"

IN PRIVATE HOSPITALS

'Appalling conditions' uncovered

H.E.U. private hospital division's organizing drive has resulted in seven applications for certification to date, with one certification already granted by the Labor Relations Board.

Half a dozen others are being actively organized.

Although the institutions differ somewhat in legal status and operate under varying rules, the work force tends to be identical whether employed in a private hospital, retirement lodge, intermediate care home or personal care home, organizers have found.

The working conditions range from bad to appalling, with the legal minimum — or less — rights allowed.

In one day, in one private hospital, H.E.U. organizers talked to an employee who was 74 years old and another who was 13.

They were female, as are most of the employees in these institutions. In fact, says Sharon Yandle, who heads H.E.U.'s private hospital division, there is almost a total absence of men. (There are six among the hundreds of employees signed up so far.)

There is an extensive use of high school students, 15- and 16-year-old girls, working four hours a day and doing work that is prohibited by Hospital Act Regulations.

Among the results of poor working conditions and understaffing, of course, is neglect of patients. In one blatant example of disregard for emergencies at a private hospital, the matron at one of the institutions is the RN on call.

That would be fine, except that she has weekends off, and has issued orders to her staff that anyone who calls her be-

tween Friday evening and Monday morning will be fired.

In the case of retirement lodges, "residents" must be able to look after themselves, according to regulations. But the word is sometimes given out for staff to prop up the bed-ridden, sick patients to make them look healthy because an inspector is due to arrive.

And in at least one case a nurse's aide is not only required to give medication to patients, but also prescribe it.

Support for the Union's organizing campaign is not just prompted by the employees' hopes for decent wages and

"When I started this job I had a general impression that conditions were bad, but now I'm speechless," Sharon says.

"One woman told us she had just finished a six-day shift and was told to start another six-day shift right away, without an intervening day off. She refused to do it and was fired on the spot."

Sharon has been assisted by experienced organizers Mona Leaker and Kathy Bakker, who have returned, after leaves of absence, to Lions Gate Hospital and Children's Hospital, respectively.

In their day and night campaign of knocking on doors, phoning, writing letters and holding meetings, they have discovered some startling conditions. In one Vancouver personal care home with 60 residents the night staff consists of one woman, a nurse's aide who was recently transferred from the cleaning staff.

In another hospital a night staff of four is responsible for 75 patients in three wings. The four have no meal breaks because they can't leave the floor and have to "chomp on a sandwich as they walk down the hall."

One of the biggest barriers to solving the problem is the language barrier. Many of the employees are immigrants with little or no command of English and few notions of their rights under B.C. law.

From the hiring point of view of those who make a profit from the sick and elderly, women come cheap, immigrants come cheaper and cheapest of all — at \$2.10 an hour — are high school students.

But the barriers will be overcome, and rights that have been denied for too long will be won.

You can help . . .

The Union's drive to organize private hospitals involves more than the staff of Local 180 and the suppressed employees of those institutions.

It also involves you.

In the battle to bring fair wages and working conditions to those employees we're asking for your help.

If you have a relative or friend working in a private hospital or nursing home, please call Sharon Yandle at the provincial office, 876-2291. Call collect.

conditions, but also from their genuine concern for patients. As long as they are unorganized, the employees do not dare draw attention to the lack of care being given to the sick and elderly.

THE HOSPITAL GUARDIAN

Published by

Provincial Executive, Local 180, Hospital Employees' Union

All submissions and correspondence to be sent to:

JOHN DARBY, Financial Secretary

538 West Broadway

Vancouver 9, B.C.

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

BROADWAY PRINTERS LTD.

New members eye windfall back wages

Some sizeable cheques will be out soon to about 40 new H.E.U. members in Prince George and Langley, marking the end of a practice of contracting out cleaning services.

Formerly employees of Modern Building Cleaning, they are being put on the hospital payrolls. And their new H.E.U. contract is proving to be more valuable than originally anticipated. Apart from their old rates being as much as \$1.74 an hour lower than the new ones, it was learned the employees had not been receiving the \$37.50-a-month anti-discriminatory payment granted by the health minister last year.

It was the contention of H.E.U. and Staff Representative Owen Adams that they should get it — retroactive to the beginning of 1973.

Adams approached the two hospitals and the B.C. Hospital Insurance Service, which funds them, and outlined the situation.

The move was successful, and payments of up to \$946 (in at least one case) are being calculated for employees entitled to the anti-discriminatory adjustment.

OINK OINK, FELLA

*When he speaks, it's "words of wisdom."
When she speaks, it's "idle chatter."
When he tells her what to do, it's good advice;
When she tells him what to do, it's nagging.
When he naps on the couch in the evenings, he's getting a well-earned rest after a hard day's work.
When she naps on the couch, she's neglecting her duties.
When he yells at the children, he's disciplining them;
When she yells at the children, she's impatient.
If he's snappy and unkind to her, it's because she drove him to it.
If she's snappy and unkind to him, she's ill-tempered.
When he's too tired to pay any attention to her, he's just too tired;
When she's too tired to pay any attention to him, she's frigid.
If he had written this, it would be a literary masterpiece;
Because she wrote it, it's just complaining.*

EDITORIAL

SUMMING IT ALL UP...

It's a traditional pastime this time of year, between frantic bouts of Christmas shopping and lining up for snow tires, to look at the past 12 months and decide what has been achieved.

It has been anything but dull for H.E.U. The new year began with a good, hard-fought collective agreement. It was signed but the ink was barely dry when three of its clauses were being interpreted by the employer in a manner much differently to the way they were negotiated. A confrontation resulted in Kelowna — you all know the details of that — and a special officer was appointed by the government to look into the causes of it and at bargaining as a whole in the hospital industry.

The cost of living continued to rise during 1974 at a rate that surprised no one, spotlighting the importance of the COLA clause in the collective agreement. With it, H.E.U. members have fended off the worst effects of galloping inflation.

For student practical nurses it was a year of struggle. The Union fought to bring them wages for work performed while in hospitals and the B.C. Health Association countered by saying they weren't "employees." Rounds were won by both sides but ultimately the trainee practical nurses lost their latest claim to wages. However, a monthly bursary of \$150 was recently announced as interim assistance pending implementation of an apprenticeship training program for practical nurses and orderlies.

For H.E.U. 1974 has had a special meaning: it was 30 years ago, in 1944, that the Union was founded. The Ninth Biennial Convention in June had as its theme Proud of Our Past... Prepared for Our Future. A total of 215 delegates from 90 units attended.

The year 1974 saw a number of benefits that were "firsts" for an H.E.U. collective agreement. Among them: antidiscrimination monies; one-month annual vacation after one year's service; groundwork laid for practical nurse and orderly apprenticeship training; "superstats;" severance allowance; and the cost of living adjustment (COLA). The last three were the basis of the Kelowna dispute and conflict across the province.

It has also been an active year for organizing. New units in Local 180 include Shaughnessy-George Derby, Holy Family, Dogwood Lodges, New Denver, St. Vincent's, G. F. Strong, Fort St. James, Glengarry, Mount Tolmie, Saanich, Tofino and B.C. Cancer Institute, with a round of bargaining due to begin in the next year. Total H.E.U. membership has swelled to 13,500.

At the Convention, the go-ahead was given to bring B.C.'s private hospital employees into the Union, a mammoth task involving a section of the work force denied all but the minimum benefits employers can get away with. Already applications have been made for certification of some of these units and one has been granted.

There have been other challenges, some small, some large. Some were inevitable but many problems could have been avoided within a sensible bargaining system.

The BCHA held its convention in Penticton and proposed a "new approach" to collective bargaining that was simply the same old wolf in sheep's clothing.

(Continued on page 6)



CHANGE OF FORMAT has come to unit meetings lately in areas serviced from H.E.U.'s new regional office for Okanagan- Kootenays. Members at Sparwood (top photo), Fernie (centre) and Mount St. Francis (above) hospitals were given slide presentations by Ray McCready to bring them up to date on Union activities. Audio-visual approach will be broadened in the new year when a similar program will be assembled for province-wide use.

Temporary SPN bursary announced

Student practical nurses working in a hospital will receive a bursary of \$150 a month until commencement of the apprenticeship training program for practical nurses and orderlies, the B.C. Hospital Insurance Service has announced.

In line with the other bursary programs for students in the health field, the BCHIS said, the bursaries will be paid by the institutions in which the students received training.

"It will be necessary for the hospitals and the training schools to work together closely to ensure that students are not receiving wages or Manpower allowances which could render them ineligible for the bursary of \$150 a month," the BCHIS said in a circular letter to hospitals and vocational schools.

Among the rules that apply:

- Bursaries are not payable to students who are not Canadian citizens or landed immigrants.
- Bursaries will be paid for 12 months where the course involves 11 months of training on a full-time basis.
- For courses involving 10 months or less, bursaries will be paid only for the number of months of attendance at the school.
- The rate of payment will be \$150 per month for the number of full-time months in attendance at the school.

Long-time HEU member dies

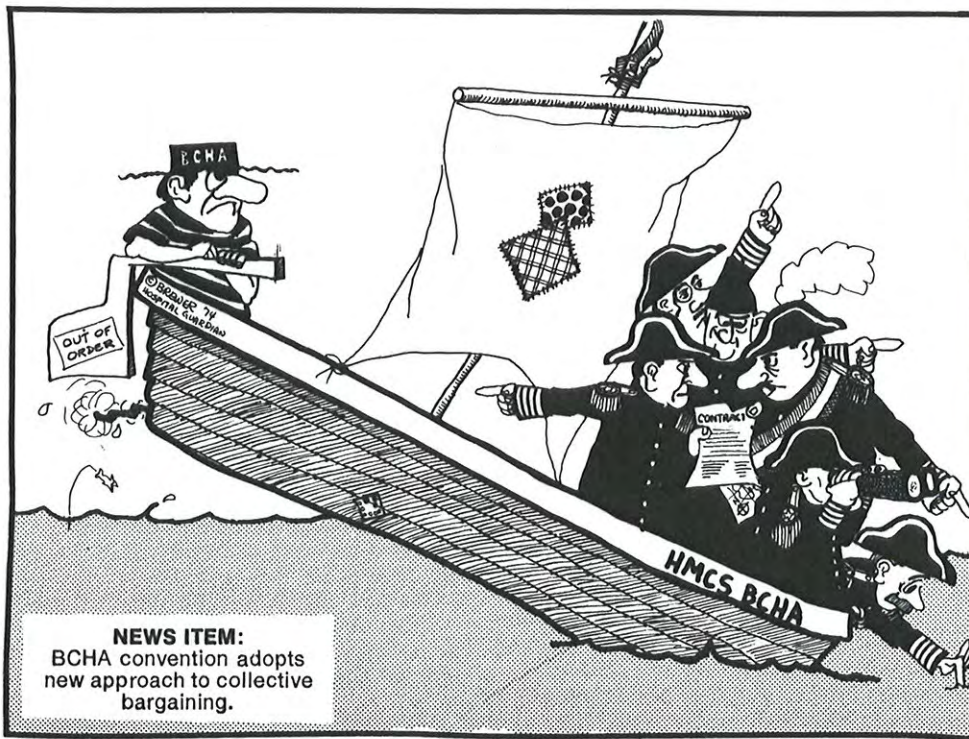
Cecilia McInnes, pioneer H.E.U. member in the Okanagan, died recently, just a few months after being honored at the Convention banquet the night of her 66th birthday.

Cecilia served fellow Union members well — spending 17 on the Provincial Executive and 18 years as a local unit official. She has been secretary of the Kamloops Labor Council.



Mrs. McInnes was a strong trade unionist, lending support to sisters and brothers in other unions when needed.

Earlier this year she was appointed by the provincial government as representative to board of directors at the Royal Inland Hospital in Kamloops, and afterwards was appointed to the hospital's committee on labor relations.

**NEWS ITEM:**

BCHA convention adopts new approach to collective bargaining.

Strike threat looms in Shaughnessy talks

Bargaining sessions for a first H.E.U. collective agreement at the Shaughnessy-George Derby unit have gone to mediation amid the threat of strike action.

Unit members at the hospitals voted 95.4 per cent in favor of strike action after hearing of the BCHA bargaining team's efforts to eliminate long-standing benefits from the employees' contract.

Some 20 long-standing benefits are at the root of the dispute, as well as wage classifications and a 1975 wage increase.

Mediation resumed Dec. 2 after the vote was held.

Out of more than 20 first collective

agreements negotiated by Local 180 during the past five years, this is the first in which the employer has tried to remove existing benefits.

The B.C. Health Association is bargaining for the B.C. Medical Centre, of which Shaughnessy and George Derby are a part. Bargaining began with the BCMC directly some months ago, and progress was made.

Negotiations have achieved little, however, since the BCHA took over for the employer.

In fact, the BCHA is being true to its record by stalling progress until the threat of a strike appears.

New name? Don't forget to tell John

Changed your name lately?

If you're a recently-married woman, the answer is probably yes.

If so, Financial Secretary John Darby would like to hear from you.

When people change their names and don't notify the provincial office, membership cards can be difficult to track down. Unit officers can help by making a note of name changes, in case the member herself forgets.

So . . . now that you've got the confetti out of your hair, how about a quick note to Brother Darby?

We wouldn't want you to become "lost."



TAKING careful aim, Trish Smith prepares to slice cake on her last day at work in H.E.U.'s provincial office in Vancouver. Coffee break gathering offered best wishes, but Trish will still be on Union's secretarial staff — in newly-opened regional office in Kelowna.



SHAUGHNESSY EMPLOYEES addressed by Secretary-Business Manager Jack Gerow.

HEAVY *on the* LIGHT SIDE

Many of you may be getting fed up with Christmas shopping. Take heart. There are some shortcuts to the game. A few tips:

Department store sales . . . the trick is to get there when the store opens. You'll have company, of course. Others will try to get those "loss leaders" — items sold at cost or below to suck in customers. But spring dizzily through the doorway when it first opens, grab an empty cardboard box from behind the nearest counter and dash through the store filling it with every bargain you think you might want.

When you've seized everything that looks good, and cheap, find a quiet corner and sort through the goodies, keeping only what you really want. Ignore the glares of other shoppers and the suspicious stares of security people.

Pay and hurry out.

Buy books for your friends, but only those you've been dying to read yourself. Read them before you give them away. If you don't have time, borrow them back after Christmas.

For those relatives you hate but feel compelled to buy gifts for, check out the bargain book bins in the big drug stores or Woolworth's. For prices like 10 cents or 25 cents you can acquire such epics as "Forty-Seven Ways to Cook Atlantic Seaweed" or a phrasebook in the Cornish language.

Consider hand delivery. Take a bottle of your favorite scotch to a friend's house and help him drink it. In case he should forget to return the favor, pick out a magazine you'd like to have delivered to your home. Fill in a subscription card listing yourself as the recipient and your friend as the donor.

After Christmas he'll receive a bill and a card from the publishing company praising his generosity in buying a mag subscription for a friend. He'll assume it was a computer error, that you were buying the subscription for him, but he'll be too embarrassed to bring the subject up, and he'll simply pay the bill.

There are also free commodities that make ideal presents. Ask your non-unionized friends if they have any turkey vouchers they don't want. Unorganized employees often receive a turkey voucher at Christmas (in lieu of decent wages and vacations the rest of the year).

Employers are particularly adept at giving turkey vouchers to young, single employees who plan to be out of town over the holidays. They most likely won't cash in the vouchers, and employers aren't billed for them if they aren't redeemed.

Anyway, collect a few of these and exchange them for turkeys. They make great gifts, after you've filled your own deep freeze, of course.

To get free presents for little nephews, nieces and cousins you'll need the services of a couple of small children. Drive a young boy and girl round to every department store Santa in town and in nearby areas, and have them sit on the jolly saint's lap giving their list of demands.

You'll accumulate a fair pile of toys after hitting every St. Nick around, even after your two little associates have been given their cut.

Got a cat? If it's female she's probably pregnant (they usually are). Kittens make neat presents, dressed up with a red bow, especially if you hold an old grudge against the recipient.

They're ideal for mailing to relatives in distant places like Australia or New Guinea. Imagine, a pet from Canada!

Punch some air holes in the box and throw in a chocolate bar for journey. Leave it wrapped to give the beast something to do. Parcel post is slow but the rates are the most reasonable.

Another word on magazine subscriptions. Don't rule them out as being boring. Take a tear-out subscription card from some magazine agency and notice the little square holes in the upper portion of the card. These give instructions to the computer. With an X-acto knife, create your own holes. This adds an air of mystery to the gift. Your friend may receive a 49-year subscription to *Archaeologist Monthly*, or a bill for a quarter of a million dollars.

All of this may be too bothersome for you. There's an alternative. Find a warm bar and stay there until January.

Your friends will be mad at you and your cat will be pregnant again before the first litter is disposed of but it will probably be safer in the long run.

—BOB BLAKEY.

New group added to Jubilee unit

Certification of the Royal Jubilee unit in Victoria has been varied to include Memorial Pavilion, formerly the Department of Veterans Affairs Hospital.

The 200 or so members at Memorial Pavilion will bring total membership in the unit to just under 1,000.

The Labour Relations Board handed down its decision recently despite a bid by H.E.U. for separate certification for Memorial Pavilion.

Board ruling due on HSA appeal

A Labour Relations Board decision is expected soon on certification of three food service supervisors at Surrey Memorial Hospital.

A conflict arose originally when both H.E.U. and the Health Sciences Association made application to represent the supervisors.

Local 180 contended that the employees are not part of HSA's jurisdiction — and the board agreed.

But HSA appealed the decision and a new ruling is pending.

The precedents are on H.E.U.'s side, however. In cases such as this one the board has consistently ruled against fragmentation of health care bargaining units, which is what would happen if HSA gained the certification.

SUMMING UP

(Continued from page 3)

There is little to look forward to in the way of an improved collective bargaining relationship.

With its overabundance of middlemen between employer and paymaster, collective bargaining as it stands in B.C. is destined to suffer confrontation after confrontation. The B.C. Health Association, with its unrealistic and negative attitudes toward employee relations, should be removed from the collective bargaining picture. Above all else it is that problem that has emerged clearly from the events of 1974, and it is the need to resolve it that will dominate the coming 12 months.

Meanwhile officers and shop stewards and full-time staff will continue their efforts to ensure that members receive the benefits that are rightfully theirs under the collective agreement.

You might say he's a loser

One hour after beginning a new job which involved moving a pile of bricks from the top of a two-storey house to the ground, a construction worker in Peterborough, Ontario, suffered an accident which hospitalized him. He was instructed by his employer to fill out an accident report. It read:

"Thinking I could save time, I rigged a beam with a pulley at the top of the house, and a rope leading to the ground. I tied an empty barrel on one end of the rope, pulled it to the top of the house, and then fastened the other end of the rope to a tree. Going up to the top of the house, I filled the barrel with bricks.

"Then I went down and unfastened the rope to let the barrel down. Unfortunately the barrel of bricks was now heavier than I, and before I knew what was happening, the barrel jerked me up in the air.

"I hung on to the rope, and halfway up I met the barrel coming down receiving a severe blow on the left shoulder.

"I then continued on up to the top, banging my head on the beam and jamming my fingers in the pulley.

"When the barrel hit the ground, the bottom burst, spilling the bricks. As I was now heavier than the barrel, I started down at high speed.

"Halfway down, I met the empty barrel coming up, receiving several cuts and contusions from the sharp edges of the barrel.

"At this point, I must have become confused, because I let go of the rope. The barrel came down, striking me on the head, and I woke up in the hospital.

"I respectfully request sick leave."

—Toronto Star

September date for conference

Preliminary plans are being made for H.E.U.'s biennial Wage Policy Conference.

The conference will be held outside the Vancouver area in September.

More details will be announced in future issues of the Guardian.



**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

Job Posting No. 26

CAREER OPPORTUNITY

Ever thought of turning your interest in your Union into a full-time job with the Union?

Well, even if you haven't, your Union has. Acting on the theory that it is often best to look within when in search of help, the Hospital Employees' Union, Local 180, is conducting a talent hunt through its own membership.

What this adds up to is an opportunity for qualified rank and file Union members to become career trade unionists — in any one of a number of fields. As research, organizing, servicing, clerical and bookkeeping vacancies occur, they will be filled hopefully by successful applicants from within the Union's membership.

If you are interested — and you think you have what it takes — you should submit a resume detailing personal, educational and work background. You must be free to travel, spend periods of time away from home and work evenings and weekends as required.

The positions offered will be covered by a Collective Agreement. However, because of the nature of the job, hours of work coverage does not strictly apply — except to clerical positions.

This is the only posting that will be made this year. Those interested should indicate the type of work preferred when submitting resumes to:

J. D. GEROW, Secretary-Business Manager

Hospital Employees' Union, Local 180

538 West Broadway, Vancouver, B.C. V5Z 1E9

Union cards on the way

New plasticized Union membership cards will be issued later this month.

The cards will replace those that expire at the end of this year.

JOB POSTING No. 26 closes on January 15, 1975.

Mark your envelope "CONFIDENTIAL."

AT WILLIAMS LAKE

Management-Union meetings work . . .

In a time of regular conflict with hospital management on a provincial level and with stubborn, short sighted employers such as those at Burnaby General, it's easy to overlook the more responsible administrations which take employee relations seriously.

There is, for example, Cariboo Memorial Hospital in Williams Lake.

There, we find a unit with few problems, and an administrator and board that is sensitive to its responsibilities and to employees' rights.

In the four years that the present staff Representative has serviced the unit he

hasn't had to take a single grievance outside the hospital for resolution.

Here's what some members at Cariboo Memorial said about the situation in a letter to the provincial office:

The hospital administrator and hospital board members set a tone of cooperation and fairness. The administrator is a person who cares about the employees as individuals as well as seeking to provide the best care possible for patients. Serving on the hospital board are people who understand and have experience with unions and their goals.

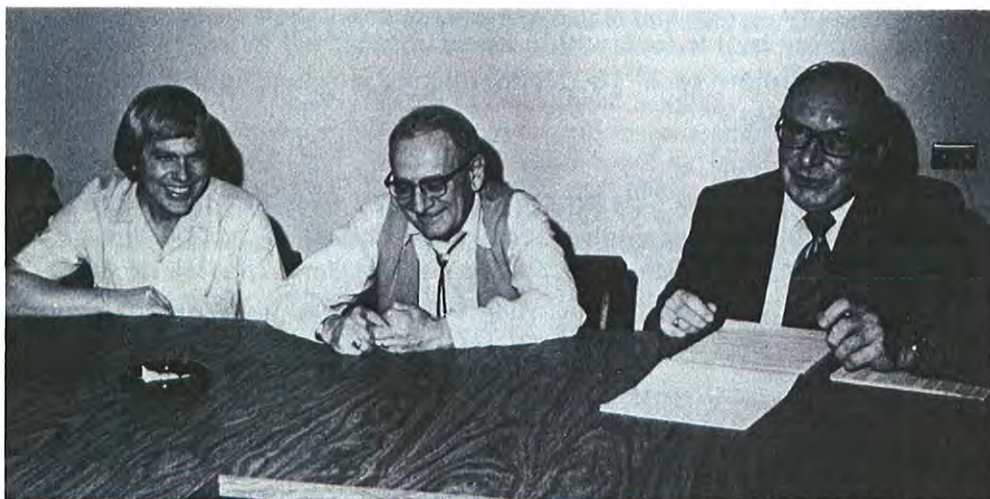
Union members are responsible, conscientious individuals who are recognized as such. The common goal is smooth operation to ensure optimum patient care.

Scheduled meetings are held to promote communication of ideas and discussion of problems. Labor management committee meetings are held monthly, with the administrator, administrative assistant, various department heads, and Union representatives attending. The hospital board has a Committee on Labor Relations which also meets monthly. In addition, there is a quarterly meeting which includes management, Union executives, department heads and the board's Committee on Labor Relations.

In other words, there is ample opportunity for open and frank talk about any grievance and problems encountered in the hospital.

Naturally problems do arise sometimes internally in departments. However, a problem is usually dealt with fairly by the department head concerned. An employee realizes that if he does not get fair treatment, the Union is there to back him up.

While members in Williams Lake do not boast that they have "Utopia," they do realize that they enjoy a remarkably smooth employer-employee relationship which possibly could serve as a model to other hospitals.



UNIT CHAIRMAN Juko Boersma, left, hospital board chairman Fred Chambers and Staff Representative Owen Adams meet at Cariboo Memorial Hospital, Williams Lake.

Sylvia's job now official

In case it looked too terse, we'll explain that little announcement in the last Guardian that Sylvia Cranston has resigned from the Provincial Executive, now that the reason is official.

Sylvia withdrew from H.E.U. because she has been appointed director of personnel at her hospital, Fort St. John General.

On the Provincial Executive she served as regional vice-president for the north.

"H.E.U. has always meant a great deal to me and I have made many good friends throughout the organization," she said in a letter to the provincial office.

We wish her well in her new job.

Cancer Institute unit certified

H.E.U. certification has been granted to the B.C. Cancer Institute in Vancouver following a representation vote in which unit members voted to join Local 180.

An initial meeting has been held with the employees, who have elected a slate of officers.

Discussions were held recently over the new unit's bargaining demands for its first contract and others will be scheduled.

The BCCI, which has been taken over by the Cancer Control Agency, a new wing of the provincial government, is a member hospital of the B.C. Medical Centre.

SWEET REVENGE

A farmer had been taken in many times by a local car dealer. One day, the car dealer informed the farmer he was coming around to buy a cow.

The farmer priced the animal like this:

Basic cow	\$200.00
Two-tone exterior	45.00
Extra stomach	75.00
Produce storing compartment	60.00
Straw chopper	150.00
Four spigots @ \$10 ea.	40.00
Cowhide upholstery	125.00
Dual horns	15.00
Automatic fly swatter	35.00
Various extras	35.00
Fertilizer attachment	150.00
TOTAL	\$930.00

THE GUARDIAN:

From blank paper to glossy color

It starts out as sheets of paper fed into a typewriter and film loaded in a camera and ends up as a multi-colored publication that's delivered to H.E.U. members across the province.

But in making the Hospital Guardian, a lot happens in between.

In response to an interest in the subject expressed by some members, here's an outline of the stages of production.

Getting back to those pieces of paper



1. EDITOR Bob Blakey attacks blank paper.



2. LINOTYPE OPERATOR sets stories into lead type.



3. COLOR PROOFS of Guardian pictures are checked closely with magnifying glass.

... they ultimately have stories on them — articles on members, Union activities, bargaining, new certifications, arbitration cases, jokes and light features — a wide variety of subjects.

The copy, as the typed stories are called, is taken to the printers who set it into lead type. Meanwhile, photographs for the Guardian — some color, some black-and-white — are collected in a different part of the printing plant. Black-and-white photos go through a relatively simple process which reduces them to fit the Guardian's format (usually a width of one or two columns) and "screens" them. The screening process changes a photograph's infinite range of greys to an image composed of tiny dots, varying in size. (Look through a magnifying glass at any picture in the Guardian or a newspaper to see the dots.)

Color photos require a more complicated procedure in which "separations" are made: full size negatives for each of



4. PHOTO NEGATIVES are aligned and checked on light table before printing plate is made.



5. ROLLING off the press, first stages of Guardian show two colors, with more to go.

the primary colors, red, yellow and blue, and a fourth separation for black.

Back in the composing room, the printers follow "page dummies" — diagrams of page layout showing positions of headlines, copy and photos, drawn by the Guardian Editor. They ensure that the stacks of typewritten stories, cartoons and photos end up on the correct pages and with the right headlines and captions.

It's in that room that the Guardian starts to take shape, with each page put together in its final form, minus photographs.

From the negatives processed so far, printing plates are made — one for each of the four colors of ink used in the Guardian production. Since negatives are used to make the plates, the type set for the Guardian articles must also be converted to negative form. This is done by pulling a final proof of the type, after errors have been spotted (hopefully) in earlier proofs. The final proof is photographed by the same huge camera used by the printers to process the pictures you see in the Guardian.

Because each color requires a separate plate, color photos and black type are not brought together until the press is rolling. The Guardian comes off, incidentally, in sheets that are the size of four pages. These are later folded, cut, trimmed and stapled.

The final stage involves packaging and delivering the magazines to more than 90 hospital units.



"I don't know what you have in your veins, but it dissolved the needle."



NEW H.E.U. members are sworn in at unit meeting in Prince George.

Units warned of stormy times ahead

Reports to unit members in Kamloops, Williams Lake and Prince George were given in November by Business Manager Jack Gerow, who warned of confrontations and tension ahead in hospital labor-management relations.

During the trip, which culminated in meetings with H.E.U.'s Provincial Executive in Prince George, Gerow — accompanied by northern Representative Owen Adams and Guardian Editor Bob Blakey — attacked the current attitudes of management.

These attitudes were reflected in a resolution passed at the recent B.C. Health Association convention in Penticton, where BCHA delegates called for compulsory arbitration to replace collective bargaining in the health field.

That's the coward's escape, unit members were told, endorsed by a group that isn't willing to face up to its responsibilities.

While in the three communities, Gerow and the Representatives met with administrators and unit officers to discuss local situations and continuing seminars on the collective agreement.

A man is taken to hospital after a car accident. The doctor says an overnight stay should be sufficient, with a check in the morning. Next day, the doctor tells the man he'll have to remain in hospital for at least two weeks.

Says the doctor: "We just read in the morning paper how badly you were injured."



Top labor relations is beer firm's goal

Some call it trade unionist's dream. Others say it's too good to be true.

But after operating for the past 2½ years with a labor relations philosophy that's unique in many ways, Carling O'Keefe Ltd. has convinced most of the skeptics.

Employing some 5,000 union workers across Canada, the firm's aim is to establish a "democratic worker's type of company," giving the union a role in corporate decision-making. Special representatives Otto Mihic and Red Schaible, covering the B.C. region, are former union executive members.

The policies expounded by management are more than interesting rhetoric. They are put into practice. Time clocks were abolished last year with the announcement that it wasn't necessary to have machines watching over people.

Union representatives put into salaried positions tell the company what is right or wrong with it, and every employee is in fact encouraged to make suggestions.

Cutting back on expensive advertising campaigns has also been part of the picture, replacing them with more tangible efforts to gain the respect of employees and the general public.

For example:

- The company serves coffee and doughnuts (no, not beer) to workers on picket lines at major strikes.

- After signing a contract with west coast employees, a rival company settled for an extra 16 cents an hour. Carling O'Keefe voluntarily reopened the contract with its employees and gave them a similar increase.

- The company rejected a plan for central warehousing in Winnipeg that

could have saved \$150,000 a year because it would have killed 25 jobs.

- Community-oriented programs include an arts foundation to help ethnic groups and a fleet of vans equipped with public address systems that are available to community groups. There's also a program to improve athletic coaching in Canada.

The driving force behind it all is company president Wilmat Tennyson, a maverick executive who hopped from the cigarette industry into the problem-ridden ranks of what was then known as Canadian Breweries Ltd., back in 1972. His grassroots approach to countering the sales slump was to appeal to the working man, the young and the elderly, all of whom he says are the "real beer drinkers."

He enlisted the help of those 5,000 employees and gave them all his phone number. He can be reached 24 hours a day, seven days a week. He does get calls, and 95 per cent of them are sincere and constructive, though occasionally somebody at a party will phone him on a Saturday night to prove to a gathering of friends he can call the boss.

But, says Tennyson, "they're my people and I go along with it."

The motivation is sales, of course, and the company makes no apologies for it. Winning over outside union people can't hurt a beer company, and significantly reducing labor-management disputes within the organization keeps to a minimum costly arbitration cases (executive approval must now be given before a dispute goes to arbitration).

Says Red Schaible at the Vancouver office: "It's a first . . . and we're going to make it work."



AFTER MANY busy years as a hospital employee and H.E.U. member, orderly Al Carter is calling it a day. Shown here with retirement gift presented by Secretary-Business Manager Jack Gerow, Carter has served more than eight years as secretary of the Nanaimo unit. Previously he was chairman for four years. Al joined Local 180 at New Westminster's Royal Columbian Hospital in 1951. In 1956 he moved to the Island, where he became active in the Union and was elected to various offices. He has attended most of the Union's Conventions and Wage Policy Conferences as a delegate from his unit. Others in photo: unit secretary Juanita Schwert (left); chairman Jack Grant; trustee Alma Price (right).

COLA barrier passed again

A steady rise in the cost of living since July has already brought the figure for the second COLA reference period past the two per cent hurdle defined in the collective agreement.

(See chart below).

The cost of living hike totals 3.8 per cent for the period July to October, with two months remaining in the second six-month reference period.

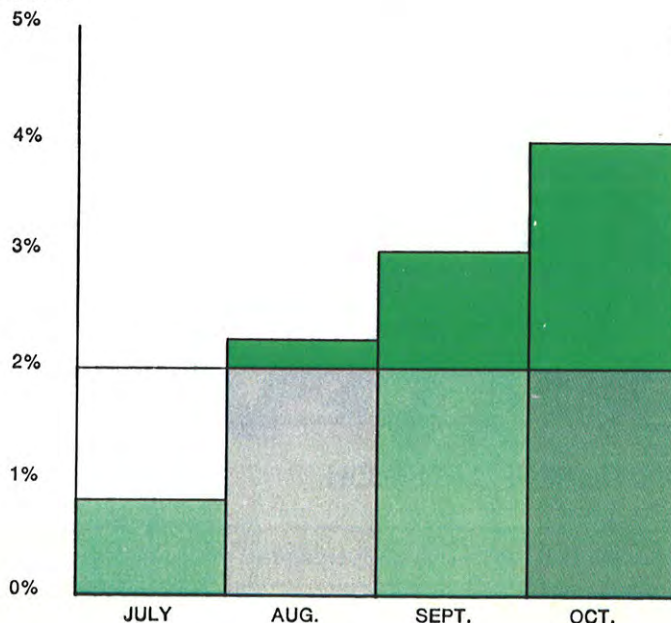
So far, this means a 1.8 per cent pay adjustment, plus subsequent jumps in the cost of living during November and December.

Month-by-month, the figures are as follows: July, 0.8 per cent; August, 2.2; September, 2.9; October, 3.8.

Adjustments in wages will be made in the new year.

COST OF LIVING ALLOWANCE PERFORMANCE

% Increase
Cost of
living since
June 1974



BASE ABOVE
WHICH C.O.L.A.
PAID

Conference boycotted by BCHA

Pay rate adjustment requests that should have been dealt with at a conference Nov. 1 will go to arbitration, beginning this month.

The conference, outlined in Addendum 1 of the 1974-75 collective agreement, was set to go but the BCHA refused to attend.

The B.C. Health Association was previously advised that H.E.U. would provide facilities for the conference, but the BCHA replied by saying it wouldn't attend.

Addendum 1 section (2) reads, in part, "On Nov. 1, 1974, a conference will be held to resolve (anomalous positions). The hospitals will be represented at this conference by the 1974-75 BCHA negotiating committee."

Hearings chaired by arbitrator R. G. Herbert were set to begin Dec. 16 to resolve anomalies.

Jurisdiction dispute hits engineers' union

A jurisdictional dispute in eastern Canada has resulted in sanctions by the Canadian Labor Congress against the International Union of Operating Engineers.

The Vancouver and District Labor Council has been advised that the IUOE is in non-compliance with a determination of the Impartial Umpire on the basis of charges filed under Article 4 of the CLC constitution.

Charges against the Operating Engineers were filed by the Cement, Lime and Gypsum Workers.

Calendar cancelled

There will be no H.E.U. calendar for 1975.

The decision to cancel publication of the calendar for next year was made by the Provincial Executive at its recent meeting in Prince George.



I will honor Christmas
in my heart and try to keep it
all the year. I will live in the
Past, the Present and the
Future. The spirits of all
three shall strive within me.
I will not shut out the lessons
that they teach. -CHARLES DICKENS