

# Hospital Employees' Union

LOCAL 180

URGENT

538 WEST BROADWAY  
VANCOUVER 9, B.C.

January 19, 1971.

TO ALL UNIT SECRETARIES:

Dear Brother or Sister:

It has just come to our attention that the most recent issue of The Hospital Guardian contains an error; namely, the Masthead on Pages' One and Two indicates that this Organization is affiliated to the Canadian Union of Public Employees and the Canadian Labour Congress. This Organization disaffiliated from both Organizations in June of last year.

The mistake was unfortunately made by the Local Union's Printing Firm.

It is imperative that this error be brought to the Membership's attention as it is not this Organization's intention to imply that it continues to be affiliated to both the Canadian Union of Public Employees and the Canadian Labour Congress.

Thanking you in anticipation of the fact that you will bring this matter to the attention of your Unit's Members, I remain,

Fraternally yours,



J. Darby,  
Financial Secretary / Editor, The Hospital Guardian.

JD:cc

c.c. All Provincial Executive Members;  
All Provincial Office Personnel.



# THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180, C.U.P.E., C.L.C.

Vol. VIII

VANCOUVER, B.C., JANUARY, 1971



No. 1

## Second Largest Hospital:

# JUBILEE ORGANIZED

In the latter part of December, 1968, a small group of Jubilee Hospital employees had an informal meeting with the Secretary-Business Manager, Mr. R. S. McCreedy and other officials of Local 180.

The purpose of the meeting was to discuss the benefits and feasibility of affiliating the Jubilee Hospital employees with Local 180.

It was the unanimous resolve of all those present at that meeting to make every effort to determine the desires of the Jubilee Hospital employees regarding affiliation of the hospital employees of the second largest hospital in British

180 rejected Local 180's application to succeed as Bargaining Agent.

Because of the significant growth in the number of Jubilee Hospital employees who were determined to affiliate with Local 180, the goal of affiliation would not be abandoned. Instead, the old-fashioned method of organizing hospital workers was employed.

This involves asking as many Jubilee Hospital employees as possible whether or not they would like to become a member of Local 180. If the answer was yes, such employees would sign an application card and pay in advance the initiation fee and one month's dues. Under

Unit Chairmen or Secretaries were Marion Perry, Unit Chairman, Kelowna; Sybil Hollobon, Unit Chairman, Duncan; Pat O'Neil, Unit Chairman, Powell River; Ray MacDonald, Unit Chairman, Sunny Hill; in addition to Provincial Office Personnel and other Unit Chairmen and Secretaries.

This campaign was carried out during the month of August, 1970, which was the eighth month of the Jubilee Hospital workers agreement. On August 31, 1970, after signing up a clear majority of the Jubilee Hospital workers as members of the Hospital Employees' Union, an Application For Certification to represent the Jubilee Hospital employees was placed before the Labour Relations Board. A few weeks later, in order to confirm the desires of the Jubilee Hospital employees, the Department of Labour conducted a representative vote in the Hospital asking the question whether or not to affiliate to Local 180. Again, a clear majority was in favour of such a move.

In November 1970, the Certificate of Bargaining Authority covering the Jubilee Hospital employees was turned over by the Labour Relations Board to the Hospital Employees' Union.

On behalf of the officers and members of the Hospital Employees' Union, Local 180, it is with great pleasure and pride that we welcome the Jubilee Hospital employees as members of HEU.

*Happy New Year to all HEU members and their families*

Columbia to the only provincial Hospital Employees' Union — not only in Canada but also in North America.

A number of weeks later, the Jubilee Hospital employees invited speakers from Local 180 to attend a meeting in Victoria. At that meeting, a motion was placed before the membership on the affiliation question. Although the turnout at the meeting was not as large as anticipated, over 70% of those present voted to affiliate with Local 180. Consequently, on the strength of that vote, the Hospital Employees' Union applied to the Department of Labour for the right to succeed as the bargaining authority on behalf of the Jubilee Hospital employees. Before handing down its decision on Local 180's application to succeed, the Labour Relations Board of the Department of Labour called for a hearing to be attended by all interested parties. At that hearing, the Labour Relations Board on the basis of a technicality that was not observed by the Membership Meeting that voted to affiliate to Local

the provisions of the Labour Relations Act, when there is a Collective Agreement in force and binding upon a bargaining unit, such as was the case for the Jubilee Hospital employees during the seventh and eighth month of that Collective Agreement, the employees covered by that C.A. can be organized. This traditional way of organizing has the advantage that applications for certification made on the basis of securing a majority of the membership of an appropriate bargaining unit are not likely to encounter any difficulties when placed before the Labour Relations Board. In order to ensure that every Jubilee Hospital employee had the opportunity of expressing their desires, Local 180 set out on an ambitious and enthusiastic door to door campaign. This campaign involved a number of volunteer Local 180 Unit Chairmen and/or Secretaries who came to Victoria from various parts of the province in order to meet the Jubilee Hospital employees and answer any questions about Local 180. Some of the



Secretary - Business Manager Ray McCreedy makes last-minute adjustment to Application for Certification as J. Lawson (Representative) and J. Darby (Financial Secretary) look on.



# THE HOSPITAL GUARDIAN

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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.

## Good Representation Requires Clear Mandate, Financial Resources

### Health Services personnel encouraged to join H.E.U. Local 180

Consideration of an Application for Separate Certification and the establishment of another Bargaining Unit representing Health Sciences Personnel is before the Labour Relations Board.

Without commenting on the inappropriateness of the Application, the requirements of the Labour Relations Act that have not been met, and the problems that would result if another Union were accepted by the Labour Relations Board and imposed on the Industry, the Hospital Employees' Union would encourage Health Science Personnel, individually and collectively through their Associations, to consider the advantages of delegating their Bargaining Authority to the Hospital Employees' Union. Such delegation of Bargaining Authority would remove many obvious conflicts of interest between objectives related to recognition of separate status and strong, experienced representation in the specialized area of Labour Relations.

When negotiating wages, some reasonable method must be used to determine what level and what difference should exist between jobs, whether between Carpenter and Painter, or Laboratory Technician and Physiotherapist.

Members of the Hospital Employees' Union have Wage Policy Conferences and are anticipating separate demands submitted by various Associations who have members in the Union.

In the future, it is possible that a Joint Job Evaluation System which is presently in the process of development will be the basis for wage remuneration. This Job Evaluation System will be used for jobs within the Bargaining Unit of the Hospital Employees' Union.

The Hospital Employees' Union is hopeful that Health Sciences Personnel will appreciate the divergent and incompatible expectations that would exist if there is not a clear separation between the organizations which represent them as identifiable quasi-professionals from the organization that should pursue their economic needs.

The present rates of pay earned by unorganized Health Sciences Personnel in the industry hold down wage demands of Health Sciences Personnel represented by the Union.

These low rates of pay relative to the training and responsibility of these jobs will only be improved when Health Sciences Personnel delegate their Bargaining Authority over to an established, specialized organization that has the total resources necessary to be effective as a Bargaining Agent.

The old argument of "professionalism" vs "unionism" should not be a psychological hang-up in view of the industrial experiences and the real world of the 1970's.

If it is of concern, there are positive steps that could be taken by Health Sciences Personnel to ensure their integrity within the Union.

There is a general consensus that the Hospital Employees' Union could best represent the economic interests of Health Sciences Personnel. All that is needed now is a clear mandate.

Any questions regarding the advantages or how to join the Hospital Employees' Union should be directed to the Provincial Office of the Hospital Employees' Union, 538 W. Broadway, Vancouver, B.C.

## Royal Inland, Kamloops

### \$950 per month for Pharmacists

The Hospital Employees' Union recently proceeded to a Board of Arbitration over a wage dispute for Pharmacists at the Royal Inland Hospital in Kamloops.

Prior to joining the Union, the two pharmacists were paid \$665.00 - 765.00 in 1970 on a 5 year increment scale.

The Union and the Hospital were unable to agree upon a suitable rate and therefore, the Union proceeded under the terms of the Collective Agreement to a Board of Arbitration.

In a majority award, the Board of Arbitration concluded that the rate for this Hospital, which is 250 beds, should be \$790.00 - 950.00 in 1971.

The Union is now in the process of negotiating wage rates for Pharmacists in St. Joseph's Hospital in Victoria.

The Union welcomes these new Health Service Personnel into our Organization and trusts that they, along with other Health Services Personnel already in the Union, will continue to benefit from their decision to delegate their bargaining authority over to an established trade union with the resources available to provide strong representation.

## Campbell River unit has a party

On Tuesday, October 27th, a retirement party was given for Bert Glenney by all the Campbell River and District General Hospital staff.

Bert has been employed at the new hospital as an Orderly since its opening and also worked in the old Lourdes Hospital. Bert was one of the first to join the Hospital Employees' Union when the Unit was being organized and his membership dates from February 21, 1959.

His hobby is photography and he has brightened many after Unit meeting evenings with showing of his films of Unit members going about their work in the hospital and also films of the travels that he and his wife, Selina, have taken over the years.

A lovely silver tray, suitably engraved to mark the occasion and a wallet containing a sum of money was presented to Bert by the Administrator, Mr. Arthur Lightfoot, on behalf of the Board of Directors, the Medical Staff and all of his co-workers.

A pleasant manner has won Bert many friends who will all wish him a long and enjoyable retirement with many leisure hours to enjoy his hobby.



## Executive Members Introduced



Velma Gwendolyn Parrish (nee McBrien) was born in Dunnville, Ontario (in the Niagara Peninsula) the eldest of a family of three sisters, all of whom are working in hospitals (younger sisters are R.N.'s).

As Father was on the Ontario Provincial Police Force, she moved every 3 years to: Brighton, Haliburton, Bellville, (started school), Lindsay, Bowmanville (finished Grade XIII).

Gwen went in training in the Toronto General Hospital in 1945. After 18 months, she changed the strict Residence life for matrimony. Lived in Toronto for about 15 years and then moved to Vancouver via Los Angeles.

She started working at the Vancouver General Hospital in 1961 as a Practical Nurse. Transferred to Medical Records Department 3 years later where she has worked as Statistics Clerk and Medical Record Technician since.

Gwen became active in the Union through the Sports Committee and organized the Mixed Bowling League of VGH employees in 1967. She was elected to the Executive as Warden of VGH Unit in 1968 and 1969. At the last Convention in June 1970, Gwen was elected as a Trustee to the Provincial Executive of Local 180.

Gwen is a member of the Order of the Eastern Star, The Ontario Registered Nursing Assistants, and the B.C. Association of Medical Record Librarians.

Gwen is the mother of twins, Douglas, now attending U.B.C., and Dorianne, the mother of her two grandchildren, living in Burnaby.

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Kenneth J. Wight was born in Winnipeg 28 years ago. After completing his High School education, Ken began an apprenticeship as an electrician and received his journeyman papers. He moved to Vancouver

in 1966 with his wife and has been employed by the Royal Inland Hospital in Kamloops since March, 1967.

Ken has been active in the I.B.E.W. and since joining H.E.U. Local 180 has served as Shop Steward, Chairman of Education, Contract Committee, and is presently Unit Chairman. At the last convention, he was elected Executive Board Member for the Okanagan.

Along with his two children, a boy aged 7 and a girl aged 4 years, Ken enjoys fishing and square dancing.

## New Union, Local 181 Formed Organizing Private Hospitals underway

The long awaited job of organizing employees in private hospitals began in September with the formation of a Private Hospital Union, Local 181.

The new Union is staffed with two people with extensive experience in the Hospital Employees' Union, Local 180. Syd McDonald, who retired from HEU last year, has agreed to work for the Private Hospital Union, along with Ed Ashmore who is on loan from HEU.

The new Private Hospital Union has rented office space from the Provincial Office of the Hospital Employees' Union.

The initial organizing will take place in the Lower Mainland and Fraser Valley Region. Initial response has been extremely encouraging and from all reports, private hospital workers have welcomed the opportunity to participate.

Because the Labour Statutes require a trade union to sign up members outside the premises of the employer, the new Private Hospital Union needs the names of people who would assist us in their organizing efforts.

The new Union has already placed an advertisement in local newspapers advising private hospital workers of the formation of the Union and soliciting support.

If any member of HEU knows of a private hospital worker who might assist

## First Agreement

### Contract at Louis Brier Home and Hospital

The Hospital Employees' Union organized the employees of Louis Brier Home and Hospital in Vancouver early in the year, and concluded a Collective Agreement with the Hospital on August 27th, 1970.

The new Agreement with the Home and Hospital covers approximately 40 employees and provides the same wages and working conditions as are found in the Provincial Agreement between HEU and other Hospitals in the Province.

The Hospital and the Union have had a number of problems arise as a result of organizing the staff and implementing an initial Collective Agreement.

However, the Union is making every possible effort to inform the membership of their rights and responsibilities under the Collective Agreement and to make Management of the Hospital aware of the new relationship that should exist between the Management Personnel, particularly Supervisors, and the Staff as represented by the Union.

the Private Hospital Union, Local 181, please contact Syd McDonald or Ed Ashmore at 876-2291 in Vancouver.

Let's help private hospital workers gain fair wages and working conditions by helping the new Private Hospital Union, Local 181.

## Life Membership

This is to certify that

HOSPITAL EMPLOYEES UNION

is a life member of the

Mission and District Senior Citizens Housing Association

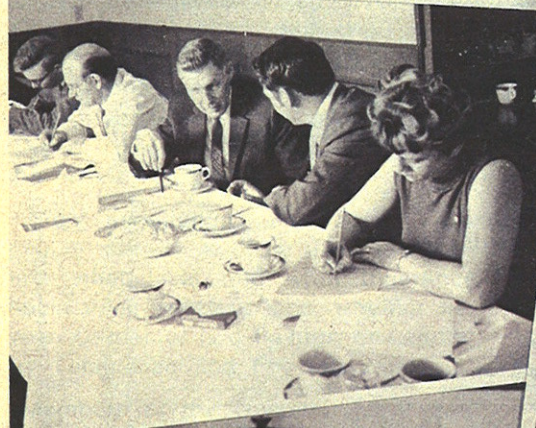
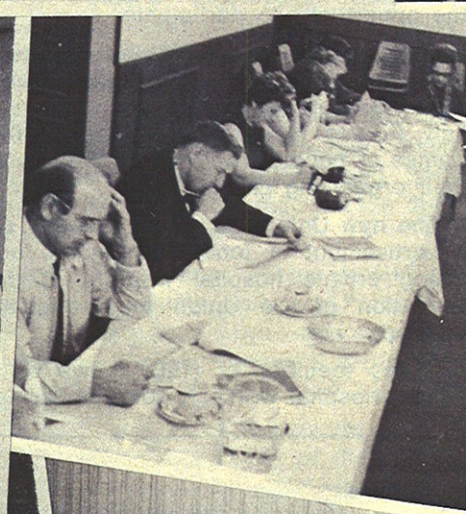
PRESIDENT

TREASURER



Northern Delegates**EDUCATIONAL SEMINARS**

**A lot of work but time for an occasional break!**

Consolidation of Services**Stationary Engineers and their employees**

The Employers and Stationary Engineers in British Columbia should acquaint themselves with the proposed consolidation of the three departments of the SAFETY ENGINEERING SERVICES into one large department. This large department would consist of Electrical Inspection, Gas Inspection and Boiler Inspection. It is headed by Mr. G. Kaneen, a former Gas Inspector.

The sphere of influence of the three divisions encompasses most aspects of industrial activity, also property owners.

During 1963 attempts were made by Government appointed officials to pass changes in the Regulations Respecting Stationary Engineers. These changes in the Regulations were vigorously opposed by Engineers and nearly all were defeated mainly because they conflicted with the Boilers and Pressure Vessels Act.

At that time the Institute of Power Engineers, International Union of Operating Engineers and other interested parties suggested such improvements as an ADVISORY COMMITTEE consisting of representatives from the industries, International Union of Operating Engineers, the I.P.E., educational entities and the Department of Public Works.

This constructive suggestion was rejected by the *Government appointed officials*.

Similarly, a BOARD OF EXAMINERS was suggested as a vehicle for working toward the needs of Industry rather than the convenience of the *Government appointed officials*.

This constructive proposal was also rejected.

WHAT NOW? This time a NEW ACT (not Regulations) titled SAFETY ENGINEERING SERVICES ACT has been quietly prepared nearly without discussion, scantily circulated and is nearly a FACT IN LAW.

WHAT COMES NEXT? Once the NEW ACT is LAW, the hard earned standards for Stationary Engineers, which are of direct benefit to their EMPLOYERS, will be replaced. Existing legislation will evaporate and be replaced with a dictatorial attitude beset with strife, impracticality and jurisdictional chaos.

The *Government appointed officials* will bring in new regulations which reduce the present standards of practical proficiency required for Stationary Engineers downgrading their role and status in the industries.

**THE NEW ACT WILL**

Result in the making of Regulations of any kind considered appropriate by the Deputy Minister of Public Works and a former Gas Inspector. Envisioned as a certainty is the revenue producing infamous ANNUAL REGISTRATION (right



## Equal Pay For Equal Work Upheld

# HUMAN RIGHTS AWARD

On June 16, 1969, the Human Rights Act became part of the legislation of this Province. This Act encompasses within itself the following repealed Acts: "Equal Pay Act," "Fair Employment Practices Act," and the "Public Accommodation Act."

As HEU members are aware, labour in general and your Union in particular were never happy with the "Equal Pay Act," as this obsolete piece of legislation was not enforceable, and therefore, your Union welcomed with open arms the Human Rights Act.

Brother McCready, on behalf of the Provincial Executive, directed your staff representatives to initiate either an appropriate person or group so your Union could test this new piece of legislation.

Preliminary discussions were held by your representatives in various Units and it was felt for a number of reasons that the initial test case should revolve around those Sisters employed in the V.G.H. as

to work fee) which changes hard earned certificates of Competency into mere LICENCES.

The Civil Service Engineers may find their jobs no longer require Certificates of Competency and smaller plants can be given letters of authority exempting them.

Crown Corporations may be exempted from compliance with the NEW ACT and the REGULATIONS.

Tend to make Electricians, Stationary Engineers and Gas Fitters equal creating trade boundary and jurisdictional problems throughout the industries. Special grief will occur in Oil Refineries and Pulp Mills on a scale never before known.

The Head of the Safety Engineering Services will have so much power he can: Exempt any area of the Province from the INTENT OF THE LAW;

He can get up as both JUDGE AND JURY and the appeal procedure proposed is totally foreign to the *Principles of Justice*.

The Institute of Power Engineers, International Union of Operating Engineers and other interested parties have rejected the *odious nature* of the whole proposal and ask you to join with your fellow Engineers, Employers and other interested parties to assure *defeat of this dictatorial document by:*

- (1) Writing to the Honourable W. A. C. Bennett, Premier, with a copy to the Hon. W. H. Chant, Minister of Public Works, stating your objection.
- (2) Write your M.L.A. and inform him of the matter.
- (3) Discuss the matter with your Hospital Management — if enacted they won't appreciate them any more than you will.

Radiology and Physical Medicine Attendants.

As this Act stipulates that the individual complainant must initiate on their own behalf, their complaints, your Union at this point could only act as an advisor. All the ground work in the initial evidence gathered had to be done by the individual member or complainant. Therefore, the 10 sisters involved started to collect their evidence in October of 1969 and continued week by week until mid-November of that year. Having gathered their individual evidence, your Union at their request transcribed this body of information into a more presentable form, so it could be presented if required to any Board or Commission.

After this information had been transcribed, the Sisters in question were required to fill out the necessary forms indicating that Section IV, Subsection 1 of the Act had been breached. This section reads as follows:

"No employer and no person acting on his behalf shall discriminate between his female employees by paying a female employee at a rate of pay less than the rate of pay paid to a male employee employed by him for the same work or substantially the same work done in the same establishment."

These forms were signed by the 10 complainants on December 10, 1969, and forwarded to the Director of the Human Rights Commission.

Immediately following the laying of the complaints, the Commission named a Government Inspector to investigate their individual cases and as they had requested in writing that their Business Manager or his Representative be allowed to act on their behalf, the Government Inspector contacted your Union. Discussions were held by the Inspector with Complainants, Management and the Union. These discussions hopefully would have led to a mutually agreed settlement between the Parties. However, because no settlement was reached, the Inspector submitted his report to the Commission and the Commission directed the Parties concerned to submit any written evidence or representation to their office prior to the 22nd of April, 1970.

Brother Ron Magill, Staff Representative for the employees at Vancouver General Hospital, presented the body of evidence gathered by the complainants to the appropriate Government office and Mr. Richard P. Anderson, Q.C., representing the Hospital, requested in writing that a full hearing be heard so that all individuals could be heard and proper cross-examination of witnesses could take place.

The hearing was initially set for late June of this year, however due to mis-

cellaneous commitments of people involved, a number of adjournments were necessary. Therefore the Commission convened the hearing on September 1, 1970, where five witnesses were called, three by Union and two by Management.

On September 8, 1970, the Human Rights Commission handed down the following directive, which states:

"the matter of the Human Rights Act and in the matter of certain complaints made by certain persons employed by the Vancouver General Hospital, Vancouver, B.C.

WHEREAS certain female radiology attendants and certain female physical medicine attendants employed by the Vancouver General Hospital, Vancouver, B.C., have complained under the Human Rights Act that they have been discriminated against contrary to section 4 of the Act in that they were paid at a rate of pay less than that paid to male employees employed by the Vancouver General Hospital for the same work or substantially the same work done in the same establishment.

AND WHEREAS the matter having been referred to the commission:

AND WHEREAS the complainants and the Vancouver General Hospital have been given opportunity to present evidence and make representation prior to and at a hearing held by the commission on September 1st, 1970:

AND WHEREAS after considering the evidence and representation made by the persons with respect to the matter, it is the opinion of the commission that Vancouver General Hospital, Vancouver, B.C., employer, has contravened section 4 of the Act by paying the complainants at a rate of pay less than the rate of pay paid to male employees employed by the Vancouver General Hospital for the same or substantially the same work done in the same establishment:

THE COMMISSION HEREBY ORDERS that the Vancouver General Hospital cease the contravention, and

DIRECTS the Vancouver General Hospital to rectify the contravention by paying the complainants, with effect from June 16th, 1969, at the rate of pay paid to male employees employed by the Vancouver General Hospital for the same or substantially the same work done in the same establishment."

Dated at Victoria, B.C., this 3rd day of September, A.D. 1970.

Human Rights Commission,  
C. R. MARGISON,  
Vice-Chairman.

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Your Provincial Executive are pleased that those Sisters involved were successful in their complaints and they anticipate that in the months ahead a number of other Sisters will bring forward a sufficient body of evidence to substantiate further action under Section IV of this Act.



# EXECUTIVE REPORT

By W. D. BLACK, *Provincial President*

At the Sixth Biennial Convention of Local 180, a resolution was endorsed providing that a Summary of Non-Confidential Business of Provincial Executive Meetings be sent to each Unit Secretary.

To avoid duplication of effort on the part of your Provincial Office Staff and yet ensure that the activities of your Provincial Executive are being communicated to the membership, a Summary of Executive Activity will be published in each issue of *The Guardian*.

## EXECUTIVE POLICIES

The Provincial Executive Committee has recently established policies concerning "bumping" in the Hospital Industry, and the establishment of Joint Consultative Committees in the individual hospitals. Specific details covering these newly-created policies will be forwarded to each Unit Secretary during the month of January.

## OFFICE RENOVATIONS

Substantial renovations have taken place in the Local Union's Provincial Office. The front upstairs area of the building has been converted into a reception area, general office area, and four offices.

## PARTICIPATION WITH SENIOR CITIZENS' GROUPS

A decision to work more closely with Senior Citizens' Groupings located throughout the Province was made at the most recent meeting of the Provincial Executive. If the mechanism of the Local Union is adaptable to some of the needs of this group of citizens, the Local Union is prepared to provide it.

## HOME TRAVEL STUDY

Completion of the Home Travel Study has been reached; however, a more thorough study of the Report will be undertaken at the next meeting of the Executive Committee.

## STAFF TRAINEE PROGRAMME

Commencement of the 1971 Staff Trainee Programme will be March 1st, 1971. Brother Owen Adams, Unit Secretary, Royal Columbian Unit, New Westminster, and Brother Pat O'Neil, Unit Chairman, Powell River Unit, have been selected by the Executive Committee as the Staff Trainees for the year 1971.

## STAFF UNION AGREEMENT

Negotiations have now been concluded between Local 180 and the Hospital Employees' Staff Union. The Agreement provides for fringe benefits similar to those in effect in the Hospital Industry. The Term of the Agreement is from January 1st, 1970, to December 31st, 1971.

## VICTORIA SUB-OFFICE

A Regional Office has been established in Victoria to service the Local Union's 2,000 members located on Vancouver Island. Brother John Weisgerber, who has been servicing Vancouver Island for the past year, has been appointed as the Vancouver Island Staff Representative, and will be working full-time out of the Regional Office.

## PROVINCIAL EXECUTIVE MEETING

The next meeting of the Provincial Executive Committee is scheduled to take place February 26th and 27th, 1971, in the City of Victoria.

## In Peace Arch Hospital

## Job Evaluation Introduced

Brother Bill Rolfe, the union's Research Director, reports that a Job Evaluation Manual outlining Factors and Methods of Application has been developed between H.E.U. and the B.C. Hospitals Association.

On October 23 a Joint Seminar was held in Peace Arch Hospital in White Rock where the system will be put through a trial run to determine whether it is fair and workable.

Participating in the Seminar were top Management, Supervisors, and Union members. After describing the proposed System and Method of Application, experiments were run on Job Rating.

Four committees were established composed of representatives from Management and the Union. The Committees then rated the Job Description provided.

It has been mutually agreed between the Union and Management that wage rates will not be determined by the Job Evaluation System, but would only be determined at time of collective bargaining.

Job Evaluation is not an evaluation of an employee, nor has it any relationship to "time and motion" studies.

The Job Evaluation System will only provide a Job Description which is an accurate statement of job facts and a relative weighing of the job's worth in terms of points.

When implemented, a Job Evaluation System will provide an objective and scientific method of determining a fair internal ranking of jobs.

## Association for Children

## With Learning Disabilities

## SERVICE AVAILABLE TO PARENTS

Any parent who has children or a child with a learning disability can learn more about ways of helping the child by attending meetings of the Association for Children with Learning Disabilities (ACLD).

Meetings are held the first Tuesday of each month at 8:00 p.m. in the B.C. Teachers Federation Auditorium, 7th and Burrard Street, in Vancouver.

Further information can be obtained by telephoning 987-8457 or 733-7288.



# Co-operative Housing is on the way — first in Vancouver, then throughout B.C.

By SHIRLEY C. SCHMID

UNITED CO-OPERATIVE HOUSING SOCIETY now has low interest development capital in the amount of \$100,000 and agreement in principle from the Civic Planning & Development Committee for a long term lease of city owned land. Assured of both land and money UNITED is now at the stage of commissioning site plans for a 2, 3 and 4 bedroom family townhouse development on one of the most desirable pieces of land in south-east Vancouver.

The site is at 49th and Boundary Road, opposite Central Park in the newly-named "Champlain Heights" district of Vancouver. Each of the approximately 100 units planned will have a full basement and some private garden space. Members themselves, including those who join now, will lay down the rest of the design guidelines.

Homes will be priced for families making \$6,000 to \$9,000 per year. The average down-payment will be \$1,600. If the member qualifies for the \$1,000 Home Acquisition Grant, out-of-pocket cash could be as low as \$600.00. The yearly Home Owner Grant is also applicable.

Non-profit development and co-operative home ownership is already successful in other Canadian cities. For example: "Willow Park" in Winnipeg houses 200 families the co-operative way and is about to build 200 more homes; Abbotsford Co-operative Housing Society in Abbotsford, B.C., houses 30 and is building for 12 more; Calgary is building now for 200 families. To make the most efficient use of scarce and expensive land, they have all developed townhouse complexes.

Co-operative housing projects across Canada are currently enjoying 95% financing from Central Mortgage and Housing Corporation at the preferred interest rate of 7 7/8%. The remaining 5% is made up by the down-payments of the members making 100% financing for homes built for the members *at cost*.

The problem of interim development capital has been partially solved for UNITED CO-OPERATIVE HOUSING SOCIETY by a United Church of Canada investment of \$100,000 at 6% for a two-year period. UNITED will be approaching labour unions for additional capital on similar terms. The B.C. branch of the Co-operative Trust Company of Canada is providing financial guidance and is holding investment funds in trust for United.

Co-operatives are miniature democracies with membership open to anyone regardless of race, color or creed. A man's down-payment constitutes his sharehold in the entire development. Each member-shareholder signs an occupancy agreement with the Co-operative which gives him the right to occupy a specific unit. Only people actually living in the housing co-operative may hold shares in that co-operative.

As in a Union, the members rule the roost on a one man one vote basis. The members establish policies, set rules, vote on expenditures, choose the manager — if they feel they need one.

The economic advantages are many. The co-operative takes care of outside maintenance and repairs and is able to enjoy bulk purchases of materials and services. Monthly payments remain stable from year to year. There is no landlord's profit — all savings are returned to the members.

The social advantages of co-operative living are as important as the economic advantages. The experience of large developments both here and in the United States show that housing co-operatives have brought to city living the almost forgotten feelings of "community" and neighbourliness.

One large New York City co-operative has not had a member charged with a felony in more than 30 years. Another has never had a serious case of juvenile delinquency. Maybe it's the feeling of identity with the common good, of knowing people and being known by them, of sharing a common purpose with others. Whatever it is, it works. Co-operative housing does provide a base for a friendly way of life.

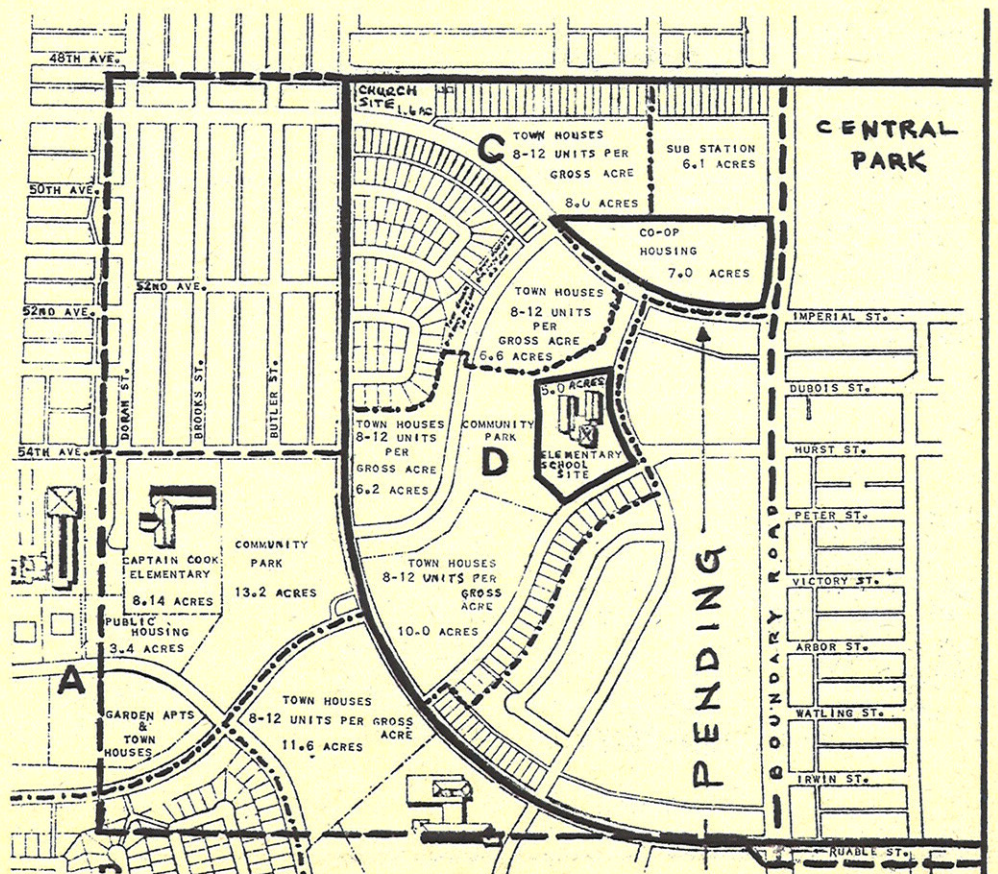
As soon as this initial Vancouver project is well underway, UNITED will be turning its attention to encouraging and assisting co-operative housing developments throughout the Province.

At the moment, all United can offer hopeful developers is organizational information and advice but if the labour union investment is forthcoming and if the United Church can be persuaded to re-invest, financial assistance should also be available in the future.

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*If you are interested in joining United now to plan your home in Champlain Heights come and talk to Mrs. Shirley Schmid, Secretary-Treasurer of United Co-operative Housing Society, between 10:00 a.m. and 4:00 p.m., or 7:00 p.m. and 9:00 p.m. at the offices of Local 180, Hospital Employees Union or call her at 435-5418.*

## "CHAMPLAIN HEIGHTS" — SOUTH VANCOUVER





### Three Pioneers of the Union

## Sister McInnes, Brothers Cole and Tetz Honoured

On Saturday, November 21, 1970, the Provincial Executive, on behalf of all Union Members, paid tribute to three people who were pioneers in the formation and growth of the Hospital Employees' Union, Local 180.

Sister McInnes (Kamloops), Brother Cole (Nelson) and Brother Tetz (Vernon) are names well-known to hospital workers throughout the Province for their years of service in H.E.U.

The combined years of service of these three hard-working members is close to 40 years.

All three honoured members have served as members of the Provincial Executive and have participated in the decision-making and policy decisions of the Union.

Sister McInnes and Brothers Cole and Tetz have seen H.E.U. grow from a Union of 300 members, 26 years ago, to a Provincial Union of close to 10,000 members in 1970.

It is sincerely hoped that the many hours of work on behalf of hospital workers throughout the Province have provided some personal satisfaction to Cecilia, Russ and Albert and that the thanks of all H.E.U. members will convey the Union's appreciation of their years of service.



Brother Tetz receives award.



Sister McInnes thanks her friends.



Brother Cole with Carolyn Chapman, secretary to Ray McCready.



All three honoured members and their plaques showing accomplishments during years of service.

### "Let The Buyer Beware"

## Disadvantages of "Contracting-out"

Hospitals that were considering "contracting out" hospital services such as Dietary, Laundry, and Housekeeping are now reconsidering the approach because of rising costs and lower standards provided by outside suppliers of these services.

The Hospital in Cranbrook experimented with "contracting out" its Housekeeping services, but within one year realized that hospital employees provided a better service at lower cost. The Hospital, therefore, went back to employing its own people for this job.

The Hospital in Dawson Creek recently contracted out its Dietary services. There are now indications that costs are going up and that the Hospital is considering going back to providing their own Dietary services.

Hospitals on Vancouver Island have been experimenting with contracting out their laundry services and some hospitals are expressing concern about rising costs and control over the services rendered.

These experiences and reports reinforce the Union's contention that contracted-out services result in rising costs, lower quality, and needless disruption to the labour force.

The theory of lower cost for mass production is not working because somebody has to make a profit and inefficiencies can be passed on to the purchaser.

The real world of "LET THE BUYER BEWARE," more than off-sets the promises made by suppliers who initially bid low and promote their services in order to obtain contracts. But over the medium and long term, experience is showing direct control within the Hospital is the most efficient method of providing hospital services.

### Windermere District Hospital

## Administrator Resigns

Members of Hospital Employees' Union, Local 180, of Windermere District Hospital, gathered with their husbands and wives at a banquet at Radium Hot Springs Lodge.

Honoured guests were Mr. and Mrs. Peter Brolly. Mr. Brolly has been the Administrator of the hospital for the past five years.

Members expressed regret that he has resigned his position as Administrator. He was presented with a small gift and Mrs. Brolly with a corsage with best wishes for their future.