

THE HOSPITAL GUARDIAN

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

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No. I

SPECIAL STANDARDIZING SUPPLEMENT

PRELIMINARY REPORT ISSUED

WAGE STANDARDS SET

After trying for more than a year to establish mutually agreeable wage and classification standards, the Local Union was finally forced to submit its standardizing proposals to the binding judgement of the Standing Committee on Special Pay Rate Adjustments.

The terms of the settlement covering the 1968-69 Agreement provided that the Hospitals and the Union would mutually establish standard rates and categories for the Orderly and Related Male Classifications; Female Nursing and Related Classifications; Utility and Maintenance Classifications; Engineers; Craftsmen; X-Ray and Laboratory Technicians.

Provision was made that the two parties would seek a standardizing solution through the normal process of discussion and representation, and to ensure the Parties would make a diligent effort to resolve their problem, the binding procedures of the Standing Committee were declared unavailable until October, 1969.

EARLY PROGRESS MADE

In the fall of 1968, agreement was reached establishing Province-wide wage standards for X-Ray and Laboratory Technicians. The principle of recognizing qualification standards by the payment of a differential based on either the technical, or academic qualification attained by the Technicians, was expanded to embrace all hospitals. Retroactive standardizing increases of from \$30.00 to more than \$100.00 monthly were secured.

A flat \$20.00 monthly upward revision was established for Practical Nurses. The adjustments were made on the basis of \$10.00 per month retroactive to January 1st, 1968, and an additional \$10.00 per month effective January 1st, 1969.

SESSIONS STALEMATED

Meetings between the B.C. Hospitals' Association and the Union during November and December, 1968, were unsuccessful in producing any common ground for further standardizing progress between the two Bargaining Committees.

During January and February, 1969, the B.C. Hospitals' Association conducted an inconclusive study covering the categories of Nursing Unit and Ward Clerks. When this survey

failed to produce any meaningful results, all further attempts to continue the Standardizing Program were rebuffed by the Association.

STANDING COMMITTEE CONVENED

In the first week of October, 1969, the Union tabled its complete proposals with the Standing Committee on Special Pay Rate Adjustments. This Committee is made up of Professor Ray Herbert, U.B.C. Faculty of Law, as Chairman; S. S. McDonald, formerly a Staff Representative of Local 180; and J. Roberts, Director of Personnel Services, Vancouver General Hospital.

ADVERSARY APPROACH

Spokesmen for the B.C. Hospitals' Association rebutted the Union's proposals by submitting lengthy and detailed objections to any further standardization. The duration of many of their objections amounted almost to filibustering. The Association maintained the Hospitals had not budgeted for the scope of standardization sought by the Union — that the two Parties, and the Committee, were not competent to establish standards without a Job Evaluation Program being first conducted — and that the Union was using the Standardizing Program primarily as a device to extract more money from the Hospitals rather than establish standards based on equity.

The Associations stubborn resistance to standardization has delayed completion of the Program.

The difficulties of achieving a standard based on "like pay for like work," among so many varying classifications has also slowed the work of the Standing Committee.

The Standing Committee has published, however, a preliminary report outlining their binding decision on some classification standards and wage rates.

Conclusions establishing standards for Utility and Maintenance Classifications; Engineers; and Craftsmen have not yet been achieved, but should be known soon.

All wage increases established by the Standardizing Program are retroactive to January 1st, 1968.

PROVINCIAL STAND

EXCERPTS FROM P

ORDERLY AND RELATED MALE CLASSIFICATIONS

"The Parties have agreed to a standard rate for the Ward or basic Orderly. It is evident that a useful Standardization Programme will consist of a structure of more qualified Orderlies and related specializations based on this basic rate. There should be a progression, which is logical, with significant separation between them. It is evident, too, that there must be enough classifications to serve the system."

Orderly Departments		Comments from Standing Committee Report
Orderly	471.75 Min. 526.25 Max.	Standard
Orderly P.A.R.	485.75 Min. 541.25 Max.	Standard
Orderly Specialty I	504.50 Min. 561.25 Max.	"There may be difficulty in fitting some people to this classification, but the Committee considers it will include the G.U./O.R./Emerg. at R.C.H., O.R./Emerg. at St. Joseph's, Orderly Specialist at Lions Gate, Head Orderly at Royal Inland, Orderly III at Richmond, Orderly II and III in Vancouver Island Region, Orderly II in the Kootenays, Senior Orderly at Chilliwack, and the Orderly H.A. Senior at V.G.H. The Orderly II, Northern Region, has a present rate somewhat over the proposed standard and, therefore, his rate should be red-circled."
Orderly Specialty II	547.50 Min. 580.00 Max.	
Orderly Specialty III	582.25 Min. 600.25 Max.	Presently appropriate only to highest paid "Orderly" classification at V.G.H. (Charge Orderly).

Renal Failure Departments

Artificial Kidney Technician — Jr.	533.75 Min. 591.75 Max.	"There are two categories of Artificial Kidney Technicians at V.G.H. — Junior and Senior, carrying rates respectively of \$591.75 and \$638.25. The same categories and same rates are observed at Royal Inland and the Committee accepts the Union proposal for standardization of these rates at those figures."
Artificial Kidney Technician — Sr.	582.25 Min. 638.25 Max.	

ORDERLY AND RELATED MALE CLA

Anaesthesiology Departments

Inhalation	546.25	Min
Therapist (Q.N.R.)	600.25	Ma

Inhalation	578.75	Min
Therapist (Licenced)	632.75	Ma

Anaesthetic	596.75	Min
Equipment Super.	650.00	Ma

Heart Pump	626.00	Min
Attendant	679.25	Ma

Hyperbaric Unit	626.00	Min
Technician	679.25	Ma

Pathology Departments

Pathology	516.25	Min
Attendant I	549.00	Ma

Pathology	596.75	Min
Attendant II	632.75	Ma

ALL STANDARDIZING INCREASES AR

STANDARDIZING PROGRAM

PRELIMINARY REPORT

RECOMMENDATIONS (Continued)

Comments from Standing Committee Report (Continued)

There are two classes of Inhalation Therapists. Those who are licenced and those who have qualified by on-the-job training (Q.N.R.)."

The Union proposes that rates for these be respectively \$632.75 and \$600.25. The Committee accepts this standard but thinks a proviso should be added that after a period of three years, only licenced Inhalation Therapists be recognized as qualified to commence employment as such, subject, of course, to the availability of licenced therapists."

Appropriate only to V.G.H.

The V.G.H. rate for a Heart Pump Attendant is \$679.25. The only other incumbent is at St. Paul's, presently at \$629.00. Though the adjustment is substantial, the Committee concludes that the V.G.H. rate should be the standard for this position."

Appropriate only to V.G.H.

There are two categories at V.G.H. — Pathology Attendant—Relief, and Pathology Attendant with present rates of \$549.00 and \$632.75 respectively. The Committee considers the titles should be Pathology Attendant I and II, and that the rates be established as at the V.G.H."

The Union had proposed for the "B" hospital group these titles with rates respectively of \$632.25 and \$650.00. This apparently stemmed from the payment of \$45.50 Flat to the Morgue Attendant at V.G.H. It follows, therefore, that he should be classified as a Pathology Attendant II and his present rate red-circled. The Morgue Attendant at St. Joseph's should be classified and paid as a Pathology Attendant I."

Related to this work is the Union proposal that employees otherwise classified but required from time to time to do morgue work should receive double pay for time so spent. The Committee feels constrained to return this problem to the consideration of the Parties. We do not think it is part of the Standardization Programme on which we are engaged and, in any event, do not feel adequately informed to deal with it if we thought we should."

FEMALE NURSING AND RELATED CLASSIFICATIONS

"In this grouping of employees, the Parties have reached agreement on 3 standard rates which are presently described as Nurse Aide II at \$349.25, Nurse Aide I at \$365.50, and Practical Nurse at \$398.50."

"Because amongst other hospital workers the use of Roman Numerals to describe levels within a classification is in ascending order, i.e., I, II, III, the Committee considers a similar utilization of these numbers should obtain in this grouping. Thus, the lowest category Nurse Aide would become a Nurse Aide I — the next higher a Nurse Aide II and so on. The Committee would go further and suggests that the basic classification of employees earning \$349.25 should be called a "Nursing Service Aide I" and would include the proposed Nurse Aide I (previously Nurse Aide II) and all the other descriptions of employees doing particular jobs as set out in the first column of the Union's proposed Standardizing Programme with the exception of "Lab Helper" at V.G.H., Maple Ridge and Kelowna General and "CSR Helper" at Grace and Sunny Hill and the "X-Ray Helper" at Kelowna General.

The Committee feels inadequately informed as to these positions to reach a decision. The Committee of course is prepared to consider submissions from the parties in the event of their inability to themselves resolve where these employees should be placed.

NOTE:

"Reference should be made to P. 153 of the Collective Agreement. It there provides:

Definitions — Nurse Aide I

Nurse Aides on staff prior to January 1st, 1967, upon completion of five (5) years' satisfactory service, shall receive a differential of Sixteen Dollars per month above the maximum rate of a Nurse Aide II."

"Under the Committee's proposed change in the employment of numbers this provision would be required to be read substituting Nurse Aide II for Nurse Aide I and vice versa. The Committee also observes that it is intended that all Nurse Aides now to be classified under the heading Nursing Service Aide I would remain eligible under the above definition and that any employee presently benefitting by the provision should continue to do so."

Female Nursing Division

Nursing Service	336.00 Min.
Aide I	349.25 Max.

Nursing Service	349.25 Min.
Aide II	365.50 Max.

Nursing Service	358.50 Min.
Aide III	377.75 Max.

Comments from Standing Committee Report

Standard

"Those people now called Nurse Aide I and earning \$365.50 would come under a new title of "Nursing Service Aide II." We would include under this classification the employees included in the Union's proposal "Nurse Aide II (Special)." We would place the present Ward Clerk at St. Paul's (at \$343.25) under this classification."

"There should be established a classification of "Nursing Service Aide III" at \$377.75. Because of the present variations in rate for people variously entitled "Ward Clerks" and "Nursing Unit Clerks" the Committee concludes as to people under the Union's proposed \$381.50 column that those presently earning \$365.50 or less be classified as Nursing Service Aide II (\$365.50) while those earning over that amount should be placed in the new Nursing Service Aide III classification (at \$377.75). Any employees under this column presently earning more would have her rate red-circled."

RETROACTIVE TO JANUARY 1st, 1968

PROVINCIAL STANDARDIZING PROGRAM

EXCERPTS FROM PRELIMINARY REPORT

ORDERLY AND RELATED MALE CLASSIFICATIONS

"The Parties have agreed to a standard rate for the Ward or basic Orderly. It is evident that a useful Standardization Programme will consist of a structure of more qualified Orderlies and related specializations based on this basic rate. There should be a progression, which is logical, with significant separation between them. It is evident, too, that there must be enough classifications to serve the system."

Comments from Standing Committee Report

Orderly Departments _____ 471.75 Min. 526.25 Max.

Orderly P.A.R. _____ 485.75 Min. 541.25 Max.

Orderly _____ 504.50 Min. 561.25 Max.

"There may be difficulty in fitting some people to this classification, but the Committee considers it will include the G.U./O.R./Emerg. at R.C.H., O.R., Emerg. at St. Joseph's, Orderly Specialist at Kelowna, Head Orderly at Royal Inland, Orderly II at Richmond, Orderly II and III in Vancouver Island Region, Orderly II in the Kootenays, Senior Orderly at Chilliwack, and the Orderly H.A. Senior at V.G.H. The Orderly II, Northern Region, has a present rate somewhat over the proposed standard and, therefore, his rate should be red-circled."

Orderly _____ 547.50 Min. 580.00 Max.

"The Committee consider it necessary to create a classification to accommodate what would presently be described as St. Joseph's, Long Gate (Royal Inland) Charge Orderlies. This should include the Sr. G.U. Orderly and O.R. Technician at St. Joseph's, and O.R. Asst. and O.R. Charge at St. Paul's. The Split Man at V.G.H. should be in this classification and, consequently his rate should be red-circled."

Orderly _____ 582.25 Min. 600.25 Max.

Presently appropriate only to highest paid "Orderly" classification at V.G.H. (Charge Orderly).

Renal Failure Departments

Artificial Kidney _____ 533.75 Min. 591.75 Max.

Artificial Kidney _____ 582.25 Min. 638.25 Max.

"There are two categories of Artificial Kidney technicians at V.G.H. — Junior and Senior. The same categories and same rates are observed at Royal Inland and the Committee accepts the Union proposal for standardization of these rates at those figures."

ORDERLY AND RELATED MALE CLASSIFICATIONS (Continued)

Anaesthesiology Departments

Inhalation _____ 546.25 Min. 600.25 Max.

Inhalation Therapist (Licenced) _____ 578.75 Min. 632.75 Max.

"The Union proposes that rates for these be respectively \$532.75 and \$600.25. The Committee accepts the added but thinks a proper amount should be added but after a period of three years, only licenced Inhalation Therapists be recognized as qualified to commence employment as such, subject, of course, to the availability of licenced Therapists."

Anaesthetic Equipment Super. _____ 598.75 Min. 650.00 Max.

Appropriate only to V.G.H.

Heart Pump Attendant _____ 626.00 Min. 679.25 Max.

"The V.G.H. rate for a Heart Pump Attendant is \$679.25. The only other incumbent is at St. Paul's, presently at \$629.00. Though the adjustment is substantial, the Committee concludes that the V.G.H. rate should be the standard for this position."

Hypobaric Unit Technician _____ 626.00 Min. 679.25 Max.

Appropriate only to V.G.H.

Pathology Departments

Pathology Attendant I _____ 516.25 Min. 549.00 Max.

Pathology Attendant II _____ 566.75 Min. 632.75 Max.

"There are two categories at V.G.H. — Pathology Attendant—Relief, and Pathology Attendant with present rates of \$549.00 and \$632.75 respectively. The Committee considers the titles should be Pathology Attendant I and II, and that the rates be established as at the V.G.H."

"The Union had proposed for the "B" hospital group these titles with rates respectively of \$532.25 and \$650.00. The proposal was apparently stemmed from the fact that the \$646.50 rate for the Assistant at St. Paul's followed the proposal that he should be classified as a Pathology Attendant II and his present rate red-circled. The Mortgage Attendant at St. Joseph's should be classified and paid as a Pathology Attendant I."

"Related to this work is the Union proposal that employees otherwise classified but required from time to time to do morgue work should receive double pay for time so spent. The Committee feels constrained to return this problem to the consideration of the Parties. We do not think it is part of the Standardization Programme on which we are engaged and, in any event, do not feel adequately informed to deal with it. It will be thought we should."

FEMALE NURSING AND RELATED CLASSIFICATIONS

"In this grouping of employees, the Parties have reached agreement on 3 standard rates which are presently described as Nurse Aide II at \$349.25, Nurse Aide I at \$365.50, and Practical Nurse at \$398.50."

"Because amongst other hospital workers the use of Roman Numerals to describe levels within a classification is in ascending order, i.e., I, II, III, the Committee considers a similar utilization of these numbers should obtain in this grouping. Thus, the lowest category Nurse Aide would become a Nurse Aide I — the next higher a Nurse Aide II and so on. The Committee would go further and suggest that the basic classification of employees earning \$349.25 should be called a "Nursing Service Aide I" and all the other descriptions of employees doing particular jobs as set out in the first column of the Union's proposed Standardizing Programme with the exception of "Lab Helper" at V.G.H., Maple Ridge and Kelowna General and "CSR Helper" at Grace and Sunny Hill and the "X-Ray Helper" at Kelowna General.

The Committee feels inadequately informed as to these positions to reach a decision. The Committee of course is prepared to consider submissions from the parties in the event of their inability to themselves resolve where these employees should be placed.

NOTE:

"Reference should be made to P. 153 of the Collective Agreement. It there provides:

*Definitions — Nurse Aide I
Nurse Aides on staff prior to January 1st, 1967, upon completion of five (5) years' satisfactory service, shall receive a differential of sixteen Dollars per month above the maximum rate of a Nurse Aide II."*

"Under the Committee's proposed change in the employment of nurses this provision would be required to be read substituting Nurse Aide II for Nurse Aide I and vice versa. The Committee also observes that it is intended that all Nurse Aides now to be classified under the heading Nursing Service Aide I would remain eligible under the above definition and that any employee presently benefitting by the provision should continue to do so."

Female Nursing Division

Nursing Service _____ 336.00 Min. 349.25 Max.

Nursing Aide I _____ 349.25 Min. 365.50 Max.

Nursing Service _____ 358.50 Min. 377.75 Max.

Nursing Aide III _____ 377.75 Max.

Comments from Standing Committee Report

"Those people now called Nurse Aide I and earning \$385.50 would come under a new title of "Nursing Service Aide II. We would include under this classification the proposed Nurses included in the Union's proposal "Nurse Aide (Sr. Relief)". We would place the present Ward Clerk at St. Paul's (at \$343.25) under this classification."

"There should be established a classification of "Nursing Service Aide III" at \$377.75. Because of the present variations in rate for people variously entitled "Ward Clerks" and "Nursing Unit Clerks" the Committee concludes as to people not yet those proposed \$33 \$385.50 or less be classified as Nursing Service Aide II (\$365.50) while those earning over that amount should be placed in the new Nursing Service Aide III classification (at \$377.75). Any employees under this column presently earning more would have her rate red-circled."

ALL STANDARDIZING INCREASES ARE RETROACTIVE TO JANUARY 1st, 1968

FEMALE NURSING AND RELATED CLASSIFICATIONS (Continued)**Female Nursing Division****Comments from
Standing Committee Report**

Practical Nurse 378.50 Min.
398.50 Max.

"The next level — that of Practical Nurse at \$398.50 is agreed between the Parties."

Nursing Service 405.50 Min.
Technical 425.50 Max.

"The fifth or highest standard rate in this grouping is proposed by the Union to be fixed at \$455.00. The Committee considers that a rate of \$425.50 be the standard for this fifth level and that a suitable title would be "Nursing Service Technical" with red-circling of any present rate over the standard."

ENGINEERS

"This classification concerns variously licenced Operating Engineers employed in hospitals in British Columbia. The relevant Provincial legislation and regulations, in general, prescribes levels of certification according to the power of the plants being operated. Hospitals, however, may, and in some cases do, require a higher level of certification than that dictated by the plant being operated.

"One of the difficult and somewhat anomalous aspects of this problem is the fact that the larger institution will probably require a higher level of certification but also permit a higher level of specialization pursuant to that certification while the smaller institutions (according to the job descriptions furnished) require much more variety of service from their Operating Engineers, including duties contemporarily described as 'custodial'."

"Because of the evident difficulty of standardizing on the principle of "like pay for like work" the basis should be the certificate required either by the Government or the hospital, whichever is the higher and that additional remuneration of \$25.00 per month be provided where the incumbent is required to exercise supervisory functions."

The agreed \$25.00 for supervision does not apply to the Chief Engineer but to the 4th Class or "A" and "B" Holders who exercise supervision.

"The Committee is persuaded that standardization in this grouping should be on the basis of the "ticket" or papers required either by the Act and Regulations, or the hospital if the latter is a higher requirement."

"The Committee concludes, therefore, that a Chief Engineer requiring a 3rd class ticket be paid \$741.00 Flat. Engineers requiring a 4th class ticket, "A" Ticket or "B" Ticket should receive respectively \$629.25, \$616.00 and \$574.00. Where a present rate is higher it should be red-circled and where rates are lower they should be standardized by staged increases pursuant to the formula with which both Parties are familiar."

Engineers

Chief Engineer — 3rd Class Ticket	741.00 Flat
Shift Engineer — 4th Class Ticket	629.25 Flat
Shift Engineer — "A" Ticket	616.00 Flat
Shift Engineer — "B" Ticket	574.00 Flat

**UNIT SECRETARIES
RECEIVE REPORT**

The 10-page Standardizing Report of the Standing Committee on Special Pay Rate adjustments has been reproduced by the Local Union Office and has been forwarded to each Unit Secretary.

The non-condensed version of the Standardizing Report outlines, in specific detail, the procedures to be followed in implementing the new provincial wage and classification standards. It also makes direct reference to submissions placed in evidence before the Committee, thus making it impossible for those without access to such submissions to follow the line of reasoning, the references, and sometimes the conclusions of the Committee, which are contained in the full Report.

Schedules Prepared

To facilitate the speedy implementation and the prompt payment of retroactive wages inherent in the Report, all full-time Staff Representatives will, within ten days after this issue of *The Guardian* is distributed, be documenting the new wage scale with the Hospitals they service, and also make them available to the Unit Officers and members affected.

Silent Areas

The Standing Committee has referred some isolated standardizing proposals back to the two parties to resolve themselves. If the two parties are unable or unwilling to find a mutually acceptable solution to the placement of some personnel within the new provincial standards, the Report provides: "Any placements in the recommended classifications as to which we have not felt sufficiently informed to make an allocation and which the parties are not able to reach agreement may, of course, be referred to the committee but we are agreed it should be understood that in such cases the effective date of implementation will be the date of raising the question."

New Categories Created

The Standing Committee has acknowledged the need to provide greater scope and recognition of the growth potential of a number of present category classifications. These new classifications will be integrated into existing wage scales on an individual hospital basis, and will be accomplished at the local hospital level with both the Unit Officers and the Union's full-time staff working jointly.

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JOHN DARBY, Financial Secretary

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Vancouver 9, B.C.

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