



"... We enter a long, dark tunnel of at least three years in length. In that journey, public sector employees and especially health care employees, will face some of the most difficult times they have faced in recent memory..."

—J. D. Gerow

**TARGET: \$1.50, C.O.L.A.**

# Conference calls for recovery



Vernon's Deanna Lenz, one of many at mike.

The hills of the Okanagan remained a lush green in the early June sun. It would be a while yet before they were baked a summer brown.

The picture evolving inside the Conference Room of Vernon's Village Green Inn was not nearly as pretty. To the viewers it had only one meaning: years of punishment from a one-sided federal wage and price controls program, and now — with the death of that program — a renewed squeeze play by the province and the employer.

Faced with this message of harsh economic realism, the 172 delegates to the seventh Provincial Wage Policy Conference of the Hospital Employees' Union put the stamp of approval on what they considered the only reasonable solution: a demand for an across-the-board wage increase of at least \$1.50 an hour for the union's members, an automatic cost-of-living adjustment factor and a decision to try and salvage the endangered Job Evaluation Program through negotiations.

The demands concern the 1980 portion of the 1978-1980 Collective Agreement which is to be open for negotiations.

Delegates needed little reminding of the losses suffered by working people as a whole during a three-year controls period that kept wages in check but did almost nothing to prices and profits.

So bad was the situation, in fact, that the trade union movement now finds support from such an unlikely ally as Bank of Canada Governor Gerald Bouey. Bouey has said it would be wrong not to expect working people to try and make up for their losses.

"That the Provincial Executive be instructed to take positive action to force the establishment of a system of wage rate determination that will meet the longstanding objective of the union to eliminate wage rate discrimination based on sex and establish wage rate justice; should the decision of the Provincial Executive be to eliminate Job Evaluation, that it be put to a vote by the membership before the appropriate action is taken."

**SEVERANCE ALLOWANCE:** One week's pay for every year of service after 10 years' service, upon termination for any reason.

## PAY OR ELSE

Or there is the doctor who put a patient in a whole body cast and refused to remove it until the patient's family paid the surgical bill.

—Barbara Ehrenreich, writing in the magazine Mother Jones. (Ed. Note: So much for the U.S. user-pay medical care system.)

But beyond this is the continuing plight of the public sector workers, particularly those in the health care field, according to HEU Secretary-Business Manager J. D. Gerow. He sees a double-edged threat from the Social Credit Government's severe health care budget restrictions and continuing hostile acts on the part of the hospital industry's bargaining agent, the Health Labour Relations Association.

"We enter a long, dark tunnel of at least three years in length," Gerow said in his report to the conference. "In that journey, public sector employees and especially health care employees, will face some of the most difficult times they have faced in recent memory."

"The Conservative Government in Ottawa and the Social Credit Government in Victoria — another conservative government — will slash at public spending."

It meant, Gerow said, that every member of HEU would be facing an unending series of confrontations.

"Those confrontations will be manufactured by Chester Hooper (HLRA president) and the Health Labour Relations Association with at least the comfort and probably the aid of the provincial government," he said.

Gerow said HEU's only choice would be whether or not to resist the obvious attacks on the union.

"In the past our choice was to close ranks in order to protect our social and economic well-being. Let us continue that course of action."

The cost-of-living adjustment resolution passed at the confer-

ence calls for an allowance of one percent for every one per cent increase in the Vancouver Cost-of-Living Index, with wages and adjustments paid every three months — dating from Jan. 1, 1980.

Other wage policies set (see separate breakdown) included overtime, vacations, statutory holidays, severance allowance, the apprenticeship program and job evaluation.

If a job evaluation plan can't be achieved through negotiations the Provincial Executive is to act on an earlier decision to find some means of forcing establishment of a system which would end the type of wage rate discrimination that has affected female employees.

Any decision of the executive to scrap the program would have to be put to the membership.

Delegates blocked one proposal that could have dumped the job evaluation plan by next fall. They voted to amend a resolution that would have allowed it to be negotiated out of the collective agreement by Oct. 1 if the plan didn't meet the standards and approval of the Provincial Executive and membership by that time.

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There were times at Conference when applause said more than words.

## Wage demands at a glance

Here's a quick glance at the wage policies approved at the conference:

**GENERAL INCREASE:** Not less than \$1.50 an hour.

**COLA:** Allowance of one per cent for every one per cent rise in Vancouver Cost-of-Living Index. Wages revised and adjustments paid every three months from Jan. 1, 1980.

**OVERTIME RATES:** Double time.

**VACATIONS:** Six weeks after 15 years' service, plus additional day's vacation for each year of service beyond 15 years.

**STATUTORY HOLIDAYS:** Double time for all Statutory Holidays in addition to current Super Stat premiums. Heritage Day in February to be added, bringing total to 12.

**APPRENTICESHIP PROGRAM:** Press to have this program implemented.

**JOB EVALUATION:** Acceptable plan to be negotiated. If not, Provincial Executive instructed to carry out resolution passed at 11th Biennial Convention. This resolution reads:



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

## The Hospital Guardian

Official Magazine of the



HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180

The Hospital Guardian is published six times a year by the Provincial Executive of the Hospital Employees' Union, Local 180, under the direction of an Editorial Committee whose members are:

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# COMMENT

This is an editorial about an eight-letter word.

Security.

It may mean different things to different people ... specific protection in a union contract clause ... financial assurance ... physical safeguards ... a deep inner feeling of well-being ... the comfort of a warm home on a cold night ... complete confidence that the flowers will bloom again ...

Security is also something we tend to take for granted — those of us who have not been kicked around by fate. We can never really remember being without it; nor do we foresee its disappearance.

Yet, there is reason for concern, particularly in these times of changing attitudes; most assuredly if you are employed in that vast and now uncertain area known as the public sector.

There are forces attacking your security ... your financial security ... your collective bargaining security ... your security of well-being.

For if you are a public sector employee today, especially someone attached to the health care field, you are the target of a conspiracy. Governments and their agencies, on their own and in concert, are determined to feed human victims to a hungry monster known as Inflation.

It is the kind of thinking that says inflation must be attacked through balanced budgets, and that balanced budgets can only really be attained through sacrifice in the public sector. This, in turn, means a number of things: refusing warranted wage increases, reducing employment and cutting or curtailing social services.

The public employee suffers. Society suffers — all in the name of the balanced budget mentality.

It is not even an honest mentality. It is manufactured in the name of self-preservation for governments and agencies determined to retain power. If it means spreading that malady known as Proposition Thirteenitis, so be it.

One has only to listen to British Columbia's Premier Bill Bennett for proof that public sector employees are to be the intended victims of this conspiracy. This, for instance, is what he had to say at the Federal-Provincial Conference in February, 1978:

"Higher wages for government employees will increase the supply of applicants for public sector employment. The bidding upwards of employee standards may become excessive and attract highly qualified talent which might be better employed in the private sector.

"Public Sector employment should follow, not lead the private sector. Government should adopt this principle and apply it in determining compensation increases for their servants."

Astonishing as it may seem, this unimaginative premier who barely maintained power May 10, is telling us that public employees should be held to a living level that would be considered sub-standard by their counterparts in the private sector. He is also saying that "highly qualified" talent should be the sole property of private industry. Let the public service flounder without talent. If things don't get done right, never mind. We'll still have saved a dollar or two.

The effect is being felt in similar ways by employees from various sections of provincial and federal public service. In B.C., ridiculous budget restrictions are causing staff cuts for hospital employees, and in Ottawa Joe (Alice in Wonderland) Clark wants to see 60,000 less federal employees when he peers again into his magic looking glass.

On the provincial level, the conspiracy can perhaps be seen best through the equal treatment accorded the B.C. Government Employees' Union and the Hospital Employees' Union when both sought through different agencies to negotiate cost of living adjustments.

Both got nowhere, even though there was ample proof members had fallen far behind in the race with inflation. The HEU has turned to arbitration for the remedy. The BCGEU expects to do the same.

Where the BCGEU is concerned, the thinking of Bill Bennett had seeped through to the government bargaining agency — the Government Employee Relations Bureau. GERB won't budge.

For the HEU member, it's a familiar old song. The Health Labour Relations Association has never budged willingly. Today, more than ever, it is demonstrating the kind of ornery nature that can lead only to serious confrontation.

There is precious little HLRA doesn't object to. It challenges the jurisdiction of boards and the appointments of union nominees. It challenges decisions and even wants to squabble over furniture from the office used by the Joint Committee on Job Evaluation.

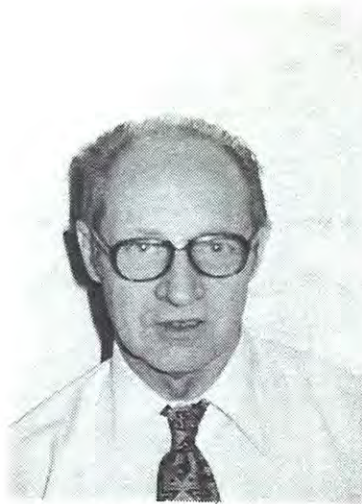
It is all part of the unhappy scene involving public sector negotiations these days.

It is a serious threat to the security of the public employee. And since it is security that did not come easily in the first place, it is a threat that cannot be ignored by public sector unions.

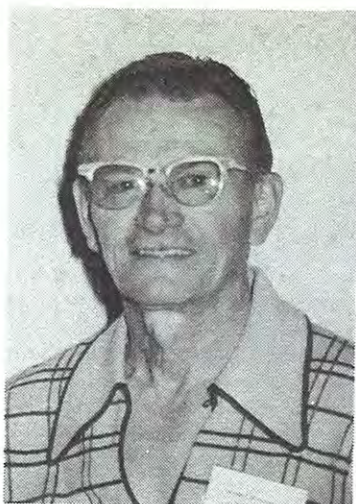
If it means a fight, this union is ready. It will not stand idly by and see the rights and security of its members eroded.

Security, after all, is much more than an eight-letter word.





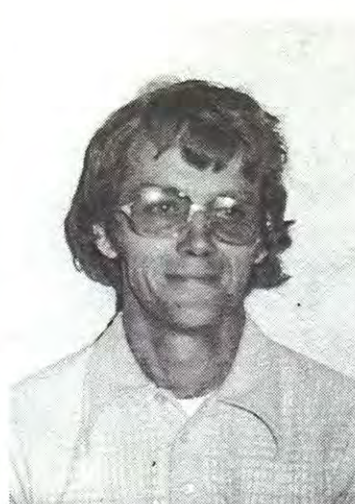
Gordon Meagher



John Weisgerber



Dorothy Patton



Jim Amos



Alberta Dorval

## They'll carry your hopes to the bargaining table

Some veterans of the wonderful world of negotiations, a mother of eight and a representative of a comparatively new unit provide HEU's latest Provincial Bargaining Committee with an interesting mix.

Of the five members elected at the Wage Policy Conference, two each are from the Vancouver and Victoria areas, and one from the north. Only one is a carry-over from the outgoing committee.

In addition to those elected, Secretary-Business Manager J.

D. Gerow has an automatic position on the committee.

Here's the new lineup: **GORDON MEAGHER (Vancouver General)** — It's getting to be old hat for Gord. The only returnee from the last Bargaining Committee, he has actually had four consecutive appearances in the negotiations drama. As of now, he has been with the union 28 years, and has been chairperson of the 2,100-member VGH Unit for eight years.

**JOHN WEISGERBER (Saanich Peninsula)** — In a sense,

the versatile John has come full circle. President of the old St. Paul's Hospital Association, he became vice-president of HEU in 1958, served on a number of bargaining committees, joined the union staff and worked as a regional representative out of Victoria before returning to the industry two years ago. He is secretary of the Saanich Peninsula Unit.

**DOROTHY PATTON (Queen's Park)** — Young and enthusiastic, Dorothy is not without experience at the bargaining table.

She is chief shop steward with her unit in New Westminster and chaired the negotiating committee when Queen's Park came under the HEU umbrella two years ago. Actually, Dorothy has been with the union eight years. She was at Lions Gate before moving over to Queen's Park.

**JIM AMOS (Royal Jubilee)** — Another veteran of the union scene, Jim has stayed put at the big Victoria hospital for 15 years now. He has a reputation for being reliable and getting

things done. But, then that's the way it has to be when you're chairperson of a unit that has a membership of 1,200.

**ALBERTA DORVAL (Fort St. John)** — The likeable Alberta brings a special quality to the bargaining table. She raised eight kids. Which means she knows how to make herself heard — to say nothing of reading minds. After raising her family she returned to the work place nine years ago and has been with the union 8½ years, the last four as chairperson of the Fort St. John Unit.

## HEALTH CARE ILLS

# The heartbeat that wasn't Bennett's

You would have to say there was a touch of irony. Premier Bill Bennett was extolling the virtues of his government's health care service during an election campaign appearance on the John Reynolds open line show when he collided head-on with a Hospital Employees' Union radio ad presenting a somewhat different view of that so-called loving care. Here's a glance at both:

### HEU 60-Second Commercial:

#### SOUND: of Human Heartbeat

... Let's have a heart-to-heart talk about B.C. hospitals. When the provincial government told hospital boards not to increase their 1979 budgets by more than five per cent, B.C. already had fewer qualified health care personnel per patient than anywhere in Canada.

The five per cent ceiling came as a shock. That's not enough to keep up with inflation. Based on

#### YOU Are The UNION!

A few "DO's" and "DON'T's" calculated to test the sincerity of WE who are the Union:

- DO Study the Constitution
- DO Study the Agreement
- DO Attend as many meetings as possible.
- DO Get acquainted with the Steward in your Department.
- DO Learn the difference between a legitimate grievance and a complaint whether such be frivolous or well founded.
- DO Memorize the Order of Business and follow it when attending meetings (when in doubt ask guidance of the Chair).
- DO Think before WE vote!
- DON'T Say "Why doesn't the Union..." instead of "Why don't WE...?"
- DON'T Stay away from meetings and gripe about "unwise" decisions afterwards.
- DON'T Go "over the head" of OUR Steward.
- DON'T Think that if things are not to OUR liking there just isn't anything WE as individuals can do about it.
- DON'T Believe the Union is not vitally important to US. Next to OUR home and family, the Union is OUR most important interest.

the latest B.C. inflation figures, that could be more than 13 per cent a year with some hospital material costs increasing 20-30 per cent.

Already hospitals are trying to make ends meet by closing wards, reducing services and cutting staff. Up to one in 10 qualified hospital employees could lose their job or not be replaced.

What about the \$25 million Government Hospital Stabilization Fund? An election smokescreen. It won't cover all past debt, let alone this year's increased hospital costs.

Do something about it. On May 10th vote for the candidate that will guarantee your right to safe hospital care. Vote for health... before it's too late.

Paid for by the Hospital Employees' Union.

**SOUND: Heart Beat Up and Out for 60 Seconds.**

#### Bennett's Response:

**Reynolds:** Back to Premier Bill Bennett. You no sooner told us how great health care was and there was an ad from the Hospital Employees' Union.

**Bennett:** I gotta tell you and I just want to say how incorrect that ad is and here's information:

First of all, B.C.'s per capita spending on health of \$480 is a record level. B.C.'s 1.2 billion health budget is the largest in the province's history. More than half of that spending goes to run B.C.'s hospitals. And since 1975, provincial government funding of B.C. hospitals has jumped an average of 50 per cent under this government over that that was funded by the NDP in the same period.

Staff haven't been laid off or cut back. Staff members have increased 18 per cent and I want to lay that out and this is part of the statistics surrounding health and I abhor those fear

campaigns aimed at those who are sick and those that work in the system when what they say is not borne out by the facts.

I don't need to fight an election on the backs of those who are sick by striking fear in them or those who work in the system, but the facts are that both are getting better treatment and care than they ever have in this province's history. I'd rather fight this election on the issues and I don't like the campaign of fear that's being run by those who ally themselves with the NDP.

**Reynolds:** What about the unions? Hospital Employees' Union? Here they are taking ads out. Should that be allowed during an election? Should their leadership be allowed to represent the whole union?

**Bennett:** A lot of union


members have said to me that they're going to take it up within their own union.

**Reynolds:** They never will.

**Bennett:** Well, I'm hopeful they will. I hope that there's not a feeling of intimidation that would prevent them from doing that. So I hope that that wouldn't be a factor. I would hope that their political rights are guaranteed as individuals and that money that they put into giving them protection in the job place can't be diverted because somebody gets control of it who has political aspirations or a political deal with someone else and misuses their money.

I think that they have an opportunity for protest within their own organization but it may extend to other ways in which they could deal with it.

No need here for comment on what you have just read. HEU members who work in many of the hospitals know what the real story is. So do the doctors. Just ask the medical staff at Royal Jubilee Hospital in Victoria. It found it necessary to call a press conference to describe just how bad the situation was. Enough said.

ONE... 

...or the other.

The choice is yours. When you leave your job at any British Columbia hospital, you can get an application for an HEU Honourable Withdrawal Card from your Shop Steward. You can fill it out and get your card from the Provincial Office.

Then, when you go back to work, at your old job or one at any other HEU hospital, you can hand over your card and avoid paying a ten dollar initiation fee. Or you can forget the card... and then you can pay the ten dollars.

**The Things They Say:**  
The Hospital Employees Union feels that even an increase of 7.5 per cent will lead inevitably to some layoffs by hospitals. What's your assessment of that fear?

**McClelland:** Well, I can't guarantee there will never be any layoffs by hospitals.



Budget problems cause staff problems, and Shaughnessy Hospital is no exception. Shaughnessy Rep. Bill Third (suitcoat) and Unit Chairperson Cliff Weisner (shirt and tie) listen to complaints of hospital staff.





## TALE OF TWO CITIES

# In Burnaby, a demonstration—in Victoria, a sit-in

In Victoria, it was an unscheduled sit-in.

In Burnaby the very next day, it was a planned lunch hour demonstration.

The two events were unrelated. But, in the view of the Hospital Employees' Union, they were symptoms of the same malady — health care economic constraints that are slowly taking their toll in hospital services and staff on a provincial level.

On June 12, HEU members at Glengarry Extended Care Hospital in Victoria stopped work for more than half an hour to protest conditions they said had deteriorated because of inadequate staffing. They said their sit-in would be repeated if something wasn't done to remedy a situation which they said included old and cold food

for patients, unsanitary kitchen conditions, lack of inspection, a fire hazard and a shortage of nurses.

They also charged that a maintenance man had been sent into a contaminated room to work without being warned that the room was contaminated.

The government-operated hospital underwent expansion that tripled its size to 225 beds in January. The Unit also grew from 75 to 200 members. The expansion and budget restrictions were blamed by Administrator Jack Howard for some problems, although he insisted that much of what the employees had said was exaggerated or untrue.

The big show came June 13 in a demonstration outside Bur-

naby General Hospital. The HEU, with some participation by the RNABC and Health Sciences Association, was focussing attention on the charge that this hospital — expanded to provide bigger and better services — had been left with 78 less job positions, postponed programs and wards that weren't able to open because of insufficient funds and staffing.

The Union called for the resignation of the Burnaby General Trustees, along with the appointment of a Public Administrator and a Fact Finding Committee.

HEU Secretary-Business Manager J. D. Gerow said the trustees were clearly nothing more than "puppets" for Health Minister Robert McClelland and his restrictive financing policy.

Gerow also criticized a memo from Burnaby General Administrator N. K. Barth informing medical staff, regular hospital staff and hospital directors that they were not to give any information to the media in connection with the controversial financing issue. Only the Administrator could talk — and that, said Barth, was on the authority of the Hospital Board Chairman.

Gerow called it a "Health Care Watergate" and added: "Hospitals are funded by the public, and the public has every right to know what is happening."

The HEU stand calls for public accountability in the whole provincial health care field. It argues that it is time the board rooms were opened to public scrutiny and that the "secret societies" which run the hospi-

tals be replaced by elected bodies that would have management and employee representation, along with representation from the public, the province and federal government, which shoulders 50 per cent of the costs.

Gerow says the loss of 78 positions at Burnaby General underlines the HEU estimates that 10 per cent of the positions in many hospitals will disappear because of inadequate provincial funding.

Ironically, as the demonstrators stood outside Burnaby General, McClelland told the Legislature hospitals weren't suffering cutbacks. Former NDP Health Minister Dennis Cocke, who had raised the question, called McClelland's answer absurd.

The battle continues.

## ... and from health sciences

Critics of the provincial government's health care financing are jostling for room on an overcrowded platform these days.

The Hospital Employees' Union has been on the attack for some time now, along with nurses, some groups of doctors, an assortment of politicians, and now — in a very concrete way — the Health Sciences Association of B.C.

At its recent annual meeting, this organization of Paramedical professionals passed what it terms an "extraordinary resolution" condemning the government fiscal health care policy — particularly in its connection with hospitals.

In election campaign advertising, and in an undated letter dropped by the stack in hospitals on the last day of the campaign, Health Minister Robert McClelland said he was disturbed by the "misinformation" that was being spread, and listed the accomplishments of his government.

The Health Sciences group wasn't about to let that one go by the boards. In a letter to McClelland explaining the deci-

sion reached at the annual meeting, HSA Executive Director J. W. Campbell says:

"The union delegates who are Paramedical professional employees of B.C. hospitals and health care institutions are, to use your own words, deeply disturbed over the amount of misinformation regarding government fiscal policy as it relates to health care.

"Perhaps the confusion may be attributed in part to the two-budget system in health care. Quoting from your pre-election letter to all hospital employees, vast sums of money, in the area of 100 million per year has been committed for future redevelopment and new construction of hospitals and health care facilities.

"It is difficult for us to reconcile 100 million annual capital expansion on one hand and accept the news of staff cutbacks at the two most recently expanded hospitals on the other. The Burnaby General Hospital and the Royal Columbian Hospital who only recently completed multi-million dollar expansion programs have an-

nounced staff cutbacks by attrition of 76 staff and 50 staff respectively."

While it supports redevelopment and construction of hospital and health care facilities, the association, says Campbell in his letter, is opposed to an "under-nourished" operating budget to support an overly ambitious capital budget."

"The possible consequence of what appears to be an inequitable distribution of funds is the cause of our concern," says Campbell.

His letter informs McClelland that his union has received numerous complaints from members about inadequate sick and holiday relief causing excessive workloads for those on duty. This would obviously become critical during the summer holiday season.

HSA wants McClelland to admit that there are obvious inequities in the structure, and to do something about them.

The association calls on him to "rise to the occasion by assuring the consumers and providers of health care that you and your colleagues are reassessing your position."

## HEU IN CONTEST ON TWO FRONTS

The Union is still awaiting word from the Labour Relations Board on two cases where application has been made for representation votes.

Integration of the Slocan Community Hospital and Health Care Society at New Denver with the Pavilion Old People's Home pits HEU against the B.C. Government Employees' Union.

And at Campbell River, HEU and the Teamsters are both seeking to represent some 27 employees at the new Yucaalta Lodge.

The situation at New Denver arose with the switch in ownership of the Pavilion Old People's home from the provincial government to the Slocan Community Hospital and Health Care Society. HEU has certification for employees as the Slocan Hospital, BCGEU for those at the Pavilion.

A new facility to accommodate both is to be built on the Pavilion site with completion planned for August, 1980. At that time, the old hospital site will be closed.

The Society's position is that only one union should represent the employees. There are about 18 at the Pavilion now, and HEU represents some 10 at the hospital.

The BCGEU has applied for a representation vote. HEU is seeking the overall representation. It notes that the takeover is by the Society and that the HEU certification is now with the Society employees.

At Campbell River, both HEU and the Teamsters claim to have won support from more than 50 per cent of the employees at Yucaalta.



# COULD IT HAPPEN HERE?

They reason that health care services are now at the mercy of two conservative governments — one of them operating here under the label of Social Credit, and both intent upon slashing public sector costs.

In spite of some lofty denials, critics say there have been no real guarantees from either government against erosion of our medicare system. The examples of what can happen are being set elsewhere — doctors opting out in Ontario, balanced billing in Alberta, a callous user-pay system in the United States.

"We have been saying we are concerned because we thought we saw signs of the Social Credit Government moving toward the American system," says J. D. Gerow, HEU Secretary-Business Manager.

He notes that Health Minister Robert McClelland has said this is not the case. But the same McClelland said there would be no layoffs in the health care industry and this has proved wrong, says Gerow.

"There is a pressure on the hospitals — they just are not getting sufficient government funds."

Gerow sees it as a federal-provincial conspiracy to radically change health care financing.

In the long run, some hospitals here could follow the lead of the little Ontario hospital, he believes.

"They could end up saying that they are not being fairly treated and that they have no option but to opt out of the health care plan."

Critics say McClelland has already told hospitals that if they can't live within the budget restrictions they would have to find their own system of acquiring funds.

"We could be seeing the beginning of the end of the health care plan as we know it," says Gerow.

"It may be the beginning in health care of a user-pay system that has already been practised with vindictiveness by the government in such other areas as ferry fares and car insurance rates."

## LABOUR'S IMAGE

# Beyond the tarnish, a measure of gold

Is the world really caught in the greedy grip of the "ME" Generation?

The answer seems to depend on where you look.

Your own union, for instance, stands as a good argument against the theory — something that might come as a shock to "outsiders" who see the trade union movement as the natural parent of ME-ism.

The outsider, however, doesn't always have the opportunity to look beyond labour's stereotype bargaining image at the heart and soul of the movement — the convention floor where caring men and women spend countless hours voicing concern for others.

A good case in point is the collection of resolutions that emerged from HEU's 11th Biennial Convention. A careful study of 16 resolutions earmarked for government shows that 10 relate to the well-being of the public at large and another four demonstrate a definite unselfishness in that they touch only on people outside the union. Only two of the 16 are labour-movement oriented and not a single one deals with the Hospital Employees' Union itself.

The four expressing concerns for others include the need for special broadcasting assistance for deaf and deaf mute people, the cleaning up of misleading drug advertising, help for oppressed unionists in South Africa, and better efforts to feed the Third World's hungry people.

Among resolutions pertaining to the public good were those seeking a tightening of pollution control, added assistance for the aged, formation of a true Canadian constitution and an end to production of nuclear and biological armaments.

The two inward-looking resolutions opposed the return to government-supervised strike votes as an insult to the integrity of all unions, and attacked the concept of right-to-work laws.

There is a touch of irony to this story, and it concerns one group of people the HEU membership can't help — the surprisingly large number of federal and provincial cabinet ministers who have either lost their seats or their portfolios since the resolutions were sent to them for consideration.

Among the casualties (defeated in the May 22 national election) were federal cabinet ministers Bud Cullen, John Roberts, Jack Horner and Len Marchand. And Sam Bawlf suf-

fered the same fate 12 days earlier at the provincial level.

Then there is the federal group re-elected, but now on the losing team and without cabinet status — Pierre Trudeau (prime minister for 11 years), Monique Begin, Jean Chretien, Warren Allmand, Jud Buchanan, Don Jamieson. Add to the list of changes provincial cabinet ministers Jim Nielsen and Rafe Mair who have swapped posts.

In fact, of 16 cabinet ministers and party leaders selected for

the HEU resolutions, only three remain in their original posts — B.C. Premier William Bennett, his finance minister Evan Wolfe, and labour minister Allan Williams.

In spite of the gale-force winds of political change, the resolutions remain in government hands. The union's concerns have been registered.

There is apparently no truth to the rumour that HEU will add an emergency resolution for the care and feeding of defeated politicians.



Henry Theobald: They toil for the sake of others.

## New Guardian format — same policy

The format of The Guardian has been changed to provide the Membership with more information faster.

The policy of The Guardian has not changed and we continue to welcome and encourage news items from the Local Units.

We repeat our request for Units to submit local stories and pictures to The Guardian.

The Guardian belongs to all the Members and you can assist in making it interesting by submitting your contributions.

## ... and a desire for the facts

To the uninformed, unions are preoccupied with thoughts of hitting the bricks.

What they don't know is that some unions — like HEU — are more interested in hitting the books.

And there have been added signs lately that this union's close attention to labour education is paying off.

One has only to look to Capilano College where 24 unit officers were enrolled for the spring session under HEU sponsorship. According to

Capilano Labour Studies Program co-ordinator Ed Laval, HEU not only topped all other unions in total enrolment, but proved to have some of the most able students.

Lavalle was impressed with the HEU showing.

While this result is pleasing to the union, it isn't surprising. It's said to be the kind of thing officers expect in a union that has long made education a high priority.

The theory is that an enlightened membership is going to be

better equipped to cope with changing times both in and out of the work place. In the long run it can lead not only to personal fulfillment, but improvements in the whole arena of industrial relations.

There are certain areas of learning that are considered important to union members. These were dealt with at Capilano through such courses as economics, labour law, labour history, WCB, and occupational health and safety.

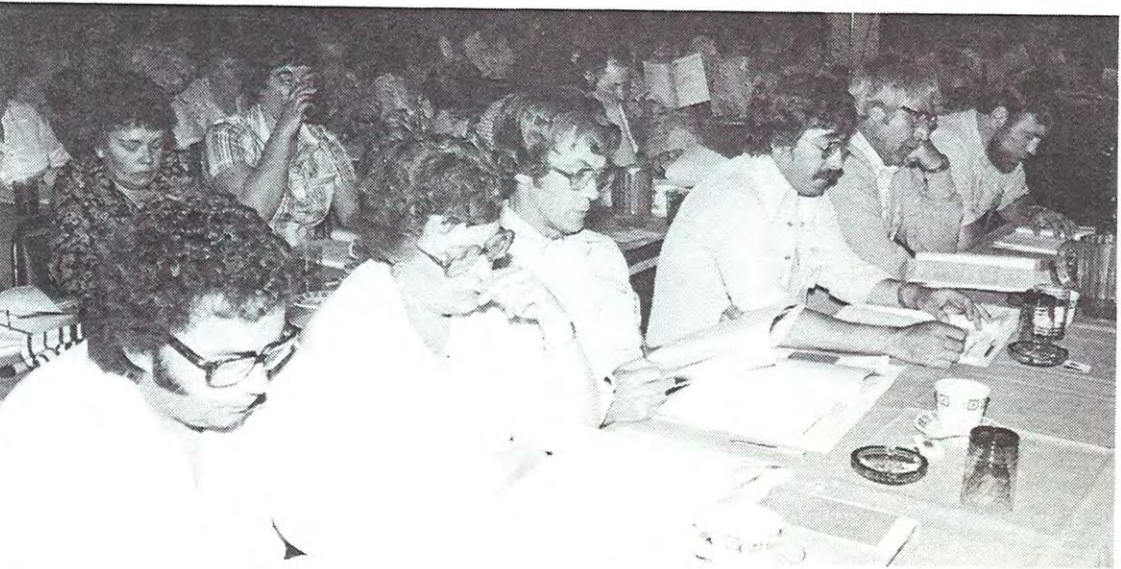


Perhaps it could become known as the chopstick challenge. Whatever the case, this happy assault on the digestive system, in the form of a Chinese dinner, was used by HEU members at Lynn Manor this Spring in place of the traditional Christmas Party.





*Cheer up,  
it's bound  
to get  
better*



*A time  
for some  
deep thought*



*Well, now  
I'm not  
too sure*



*A light  
moment  
at a heavy  
session*



*Did he  
say what  
I think  
he said?*

# WA POL CONFE '7 ... 17 OF T A B TIM



*Oh, the confu*



*Should we really*



*You can't all le*

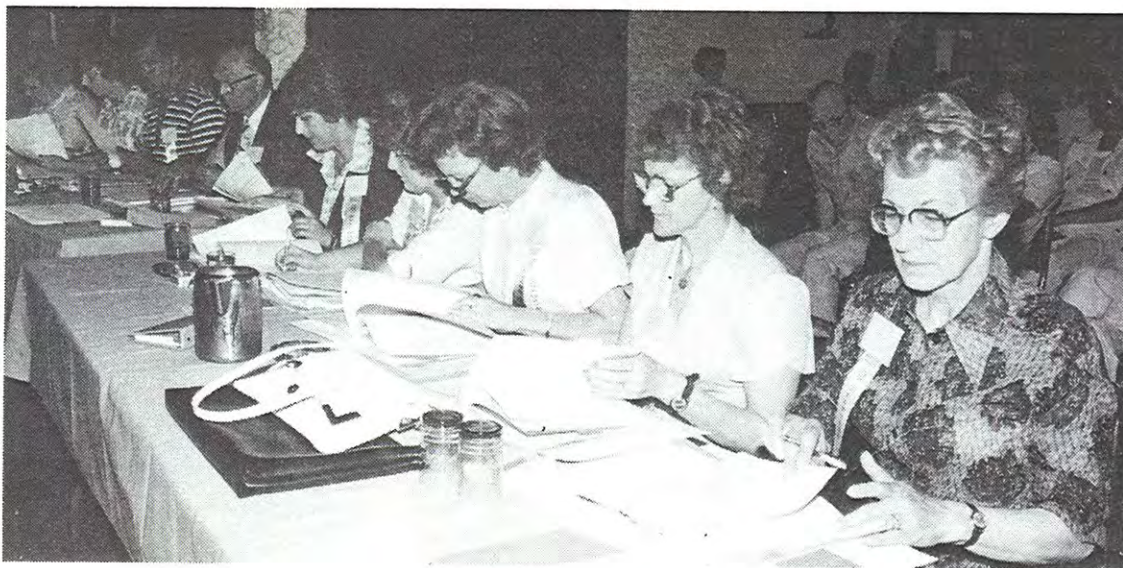


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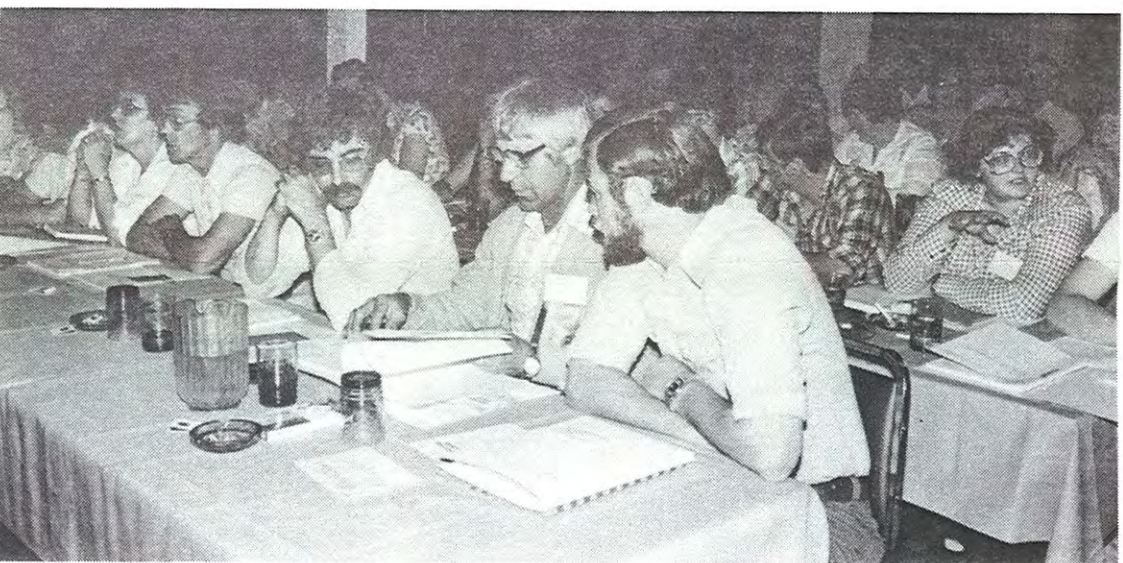
*The moment  
of truth  
sometimes  
hurt a bit*



*Someone  
has scored  
a point*



*Did you  
hear the  
one about  
the guy  
who . . . ?*



of it all.



*A lot  
to read,  
a lot  
to hear*



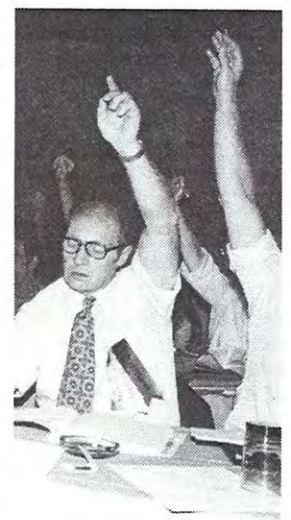
at that?



*Some bitter  
medicine  
among  
the sweet*



room.







Cheer up,  
it's bound  
to get  
better



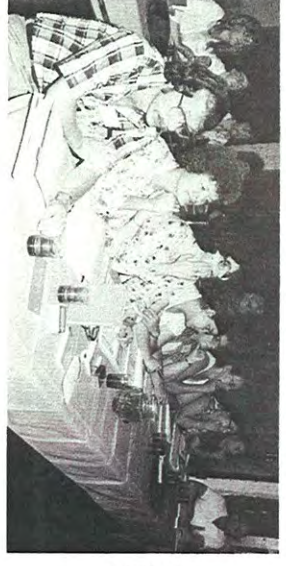
A time  
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A light  
moment  
at a heavy  
session



Did he  
say what  
I think  
he said?

WAGE  
POLICY  
CONFERENCE  
'79  
... FOR  
172  
OF THEM  
A BUSY  
TIME



Oh, the confusion of it all.



Should we really smile at that?



You can't all leave the room.



The moment  
of truth  
sometimes  
hurt a bit



Someone  
has scored  
a point



Did you  
hear the  
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who...?

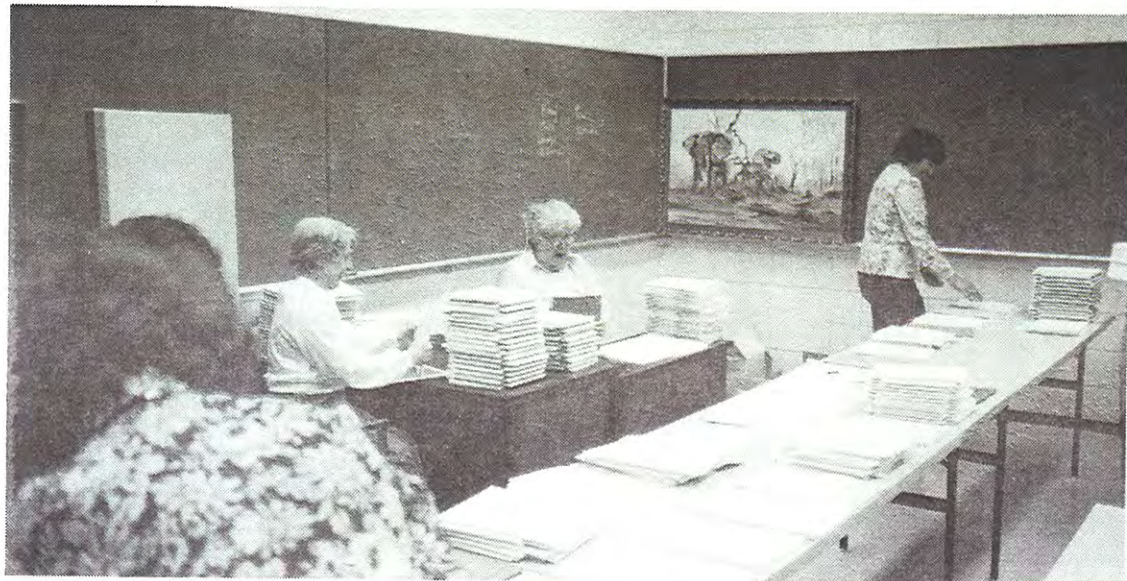


A lot  
to read,  
a lot  
to hear



Some bitter  
medicine  
among  
the sweet





## NO CONTRACTS

# Blitz real success but big test ahead

The assault troops have landed and the beachhead has been established. But the real battle has just begun.

That's pretty much the current picture for HEU and the province's widely scattered long-term care homes.

A highly successful organizing blitz has brought some 14 such facilities into the union fold. But breaching the gap between certification and first contract is no easy matter — a usual state of affairs where a break-through is involved.

The big test now is to try and establish that a bargaining dispute in such a case is subject to the provisions of the Essential Services Disputes Act. If so, it would set the stage for arbitrating an initial collective agreement.

The test case in question — due to come before the Labour Relations Board — involves the Jubilee Home Society, which operates Noric House in Vernon.

The union won certification for Noric House last Nov. 14. There was some bargaining,

but it failed to produce an agreement.

In its Assertion of Fact to the LRB, the union describes Noric House as a Long Term Care Facility licensed under the Community Care Facilities Licensing Act. It says it is wholly managed by the Vernon Jubilee Hospital administration.

The home, which can accommodate 88 residents, has 39 employees, 29 of whom fall within the HEU Bargaining Unit.

On April 12 the Okanagan-Kootenay Regional Office of HEU served notice on the Noric House administration that the union had elected to resolve the dispute by arbitration. On May 7 the union was informed that Labour Minister Allan Williams felt there was a question of his jurisdiction to appoint a single arbitrator under a particular section of the Essential Services Disputes Act. As a result, HEU was advised to apply to the LRB under another section of the act for a determination.

The employer's stand is that the act doesn't apply.

A dispute with at least one other nursing home is headed for arbitration. Another interesting development involves the slightly different predicament of the union and Nelson Medical Clinic. Employees have voted to strike at the clinic, if necessary, to gain a first agreement. The International Woodworkers of America originally held certification at the clinic, but never did gain a contract.

While the organizing blitz reaped benefits in just about all parts of the province, some of the most concentrated activity was in the Okanagan Valley and area, where several certifications were won.

The campaign has eased off now to allow concentration on first contract efforts, but much remains to be done. Close to 90 long-term homes with approximately 3,000 employees remain unorganized.

As always, the main objective is to bring these employees the benefits of HEU membership.



## THEY HELP MAKE IT WORK

Much of what makes a conference tick goes on behind the scenes, as witness the paper chase top left. Left middle is Resolutions Committee (from left): Dennis Jeffery, Steven Polak, Rena Greenwood, Alberta Dorval, Gwen Parrish, Bill MacDonald, and HEU President Bill Black. Bottom left are Conference guests. Right, Lee Whyte, Assistant Sec.-Bus. Mgr. gives report while Black, left, and Sec.-Bus. Mgr. J. D. Gerow listen.

## HIT AND STUN

# Honest officer, this door ran me down

Suddenly you look up and this telephone pole is coming at you.

Or you look at your mother-in-law and leave the road.

Then there's the pedestrian who's hard to hit. You have to go out of your way to get him.

Sound a little wild?

Well, that's apparently the way it is with the whacky world of accident reports. If people drove with the same confusion they demonstrate in the reports of their accidents, there probably wouldn't be anybody left on the road.

And, for the weary police who must try to make some sense of those reports, it might not be such a bad thing.

Here are just a few samples that have been printed here and there:

"Coming home, I drove into the wrong house and collided with a tree I don't have."

"I collided with a stationary truck coming the other way."

"A pedestrian hit me and went under my car."

"The guy was all over the road. I had to swerve a number of times before I hit him."

"I pulled away from the side of the road, glanced at my mother-in-law and headed over the embankment."

"The gentleman behind me struck me on the backside. He then went to rest in the bush with just his rear end showing."

"I had been driving my car for 40 years when I fell asleep at the wheel and had the accident."

"The accident occurred when I was attempting to bring

my car out of a skid by steering it into the other vehicle."

"I was on my way to the doctor's with rear end trouble when my universal joint gave way causing me to have an accident."

"I was taking my canary to the hospital. It got loose in the car and flew out the window. The next thing I saw was the rear end and there was a crash."

"To avoid hitting the bumper of the car in front, I struck the pedestrian."

"An invisible car came out of nowhere, struck my vehicle and vanished."

When I saw I could not avoid a collision I stepped on the gas and crashed into the other car."

"The pedestrian had no idea which direction to go, so I ran over him."

"The indirect cause of this accident was a little guy in a small car with a big mouth."

"The accident happened when the right front door of a car came around the corner without giving a signal."

"The telephone pole was approaching fast. I was attempting to swerve out of its path when it struck my front end."

I saw her look at me twice. She appeared to be making slow progress, then we met on impact."

"I was unable to stop in time and my car crashed into the other vehicle. The driver and passengers then left immediately for a vacation with injuries."



# THE SECRET TO ANY CONFERENCE IS THE FLOOR MIKE (AND THE PEOPLE WHO USE IT)

## HEU hopes to boost student rates in 1980

For this year, at least, students hired for summer work in the hospital industry won't be earning the standard HEU wage rates. But the battle continues and HEU is looking at 1980 as the target date for its objective.

The door to 1980 was left ajar by the Hope Arbitration Board when it ruled that employees hired under the province's Youth Employment Program this year would be paid the same \$4.45 an hour rate contained in an agreement with the Health Sciences Association.

Unable to find a basis of comparability with outside unions like the B.C. Government Employees' Union, the board was left with nothing but the agreements of the Sciences group and the International Union of Operating Engineers.

HEU believes that neither is suitable, particularly the Engineers' agreement which allows the same rate of \$4.45 for university students, but only \$3.34 for high school students.

The arbitration award leaves it up to HEU and HLRA to negotiate the wages and benefits for 1980. It also stipulates that the issue of comparability should be open at that time.

In the past, the matter of summer employment has been surrounded by controversy. No one was opposed to students being hired. But proper wage rates and standards for the summer workers were important to the union, as was the protection of its regular members.

What was needed was a guarantee that students wouldn't simply be used as underpaid replacements for regular hospital workers, as has been the case in a number of instances. The rules of the government program actually forbid this. Under its terms, the jobs must fall outside the ordinary work load.

The limitation in the program states: "The Ministry of Labour will only provide funds for youth employees who are in addition to those the employer would normally have."

The arbitration award says it is essential the integrity of the program be maintained and that the union have a positive source of redress in the event of abuses.

"The employer does not deny that abuses of the program take place, nor does it disagree with the proposition that an expeditious means of reconciling dis-

putes should exist," the award says.

As a result, a draft agreement from the employer has been proposed as an addendum to the award. Its main thrust is to appoint Dalton L. Larson as a watchdog and give him the power to impose penalties on any employer who contravenes the agreement.

### Prayer for a Unionist

Grant me, O Lord, the genius to explain to my Brothers the policies and plans of our great union — Even though no one explains them to me.

Give to me the intelligence, the wisdom, and the knowledge to understand the new techniques applicable to our industry so that I may evaluate their impact on my Brothers — Even though no one shows me these techniques, no one shows me how to evaluate them, and no one is quite sure if they are, in fact, of any value at all.

Give me understanding that I may — Forgive the apathetic member, Curb the over-ambitious member, and Accept the views of the member who does nothing until I have done something and then tells me how I should have done it and what I should have done.

Make me formidable in debate, logical in argument, fearless in confrontation — lawyer, actor, mathematician, sage, philosopher, sociologist and economist — pleading, cajoling, threatening, belabouring, so that I may make — The best of a good case and a good case from no case at all.

Teach me, O Lord, to stand with both feet firmly on the ground even though I haven't a leg to stand on.

O Lord, let my Brothers see the future as a great Brotherhood of men and, when they at last believe in it, Give me the physical strength to stop the punch-ups that ensue —

Lord, I am a shop steward; I pray you, in your Infinite Wisdom see my need for all these things and, in your Great Mercy, grant them to me. And when I have them Lord — MOVE OVER.

Pat Paxton  
Port Alberni Unit



Gordie Meagher  
Vancouver General



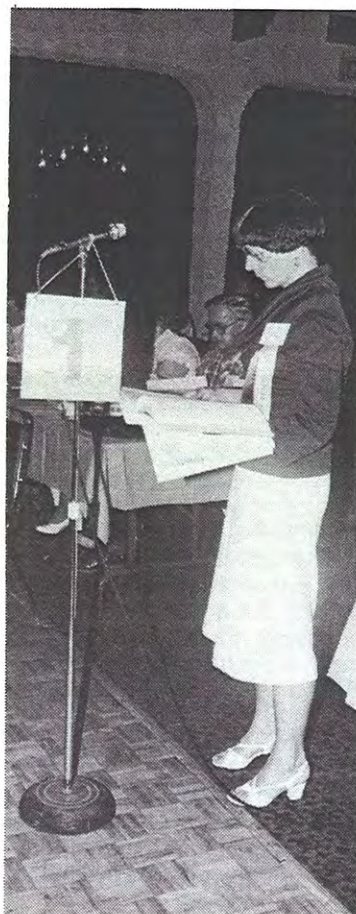
Maurice Smith  
Burnaby



Bill O'Brien  
Burnaby



John Weisgerber  
Saanich



Dorothy Patton  
Queen's Park



Earl Cale  
Mount Saint Joseph



Jean Madlung  
Revelstoke



Janice Ashmore  
Saanich



Janis Cliffe  
Royal Columbian



## JOB EVALUATION WOES

# After two decades, a noble idea wavers

In 1960 the Hospital Employees' Union negotiated Job Evaluation into contract language for the first time in an effort to end — for once and all — wage rate discrimination against women employees.

One day this spring — 19 years after that historic event — an HEU staff member told a representative of the hospital industry he would have to lie across a doorway if he wanted to block the union's removal of furniture.

It was an office both had shared on a joint committee dealing with job evaluation.

To the casual observer, it might have appeared like a scene straight out of a comic opera. But to those who had been struggling so long toward what they considered a noble goal, this latest funny-sad chapter had almost tragic overtones.

After nearly two decades of negotiations, arbitrations, government agreement, committee studies, constant conflict and immeasurable amounts of plain hard work, the elusive Job Evaluation Program had plunged to the ridiculous depths of petty warfare. Its fate hangs in the balance.

At this writing, the latest developments were these:

— On April 23, the Joint Committee on Job Evaluation adopted the motion of HEU Secretary-Business Manager J.D. Gerow to suspend the program. Committee Chairperson Hugh Wilkinson voted with Gerow. The move was opposed by the other member of the Committee, Health Labour Relations Association representative Bill Rolfe.

— Gerow has reported that he had no alternative. The plan finally tabled by the committee last December 20, he said, fell far short of the original goal. "It does not bring order to chaos — it does not eliminate male-female wage discrimination — it does not establish wage rate justice."

— In the May edition of its newsletter, Update, HLRA moved quickly to blame Gerow and the union, claiming HEU apparently wasn't able to accept an equitable distribution of wage rates. Gerow countered that the lengthy attack stemmed from the need for HLRA President Chester Hooper to "justify himself" when HLRA met in conference at month's end.

— HLRA has turned to arbitration to determine if the committee acted properly in suspending the program, demanded a replacement for Chairman Wilkinson on the claim that he abdicated his role, failed in its threat to have HEU charged with conversion for removing and storing some Joint Committee furniture, and applied for a Labour Relations Board order to keep the committee office and staff functioning.

— At their June 1 Wage Policy Conference, HEU delegates moved to try and salvage the Job evaluation plan at the bargaining table. If this fails the Provincial Executive is to act on a standing resolution and take what action it can to establish the longtime objective of ending discrimination and bringing about wage justice.

If the executive decides finally to end the Job Evaluation Program, it must see that the matter is first put to a membership vote.

For a better understanding of the effort that has been put into

the project (it has cost each side at least \$350,000 so far) it is necessary to take a quick look at the history.

In 1960 HEU won contract language which said a program must be developed as soon as possible and that a joint committee would work out details for use in the next contract negotiations. In 1962 job descriptions were produced for hospitals in the East and West Kootenays. This was worked out with the B.C. Hospitals' Association, which preceded HLRA as an unaccredited bargaining agent for the industry.

The process was slow. By 1968 HEU and BCHA had negotiated the first provincial standard agreement paving the way for establishment of a joint committee that would develop a Job Evaluation Program. Details were to be worked out so that the program could become a feature of the next round of negotiations.

By 1970 there was agreement that the White Rock Hospital would be the first test hospital. In 1971 and 1972 the now defunct B.C. Mediation Commission ordered continuation of the existing contract language.

The union continued the fight and in 1972 it scored its first real breakthrough in two stages: It processed pay rate arbitrations to eliminate wage rate discrimination based on sex and for the first time succeeded in winning equal pay for practical nurses and orderlies.

At the same time HEU filed more than 500 male-female wage rate discrimination complaints with the B.C. Human Rights Commission. The second step came Aug. 3, 1973, when the union and provincial Health Ministry concluded a series of tough meetings with an agreement that was to end such discrimination through the process of Job Evaluation.

There might have been some light at the end of the tunnel if opposing forces hadn't been busy erecting a wall of resistance. In the six years since that landmark government agreement the job evaluation question has gone from a special Administrative Committee (two reports) to an arbitrator, then to the Joint Committee on Job Evaluation — the body that is now suspended.

Slowly and painfully, the Joint Committee worked its way through the first two stages of a three-stage program. The first phase involved job description, a routine administrative function. Phase Two was difficult: it meant establishing a system that would measure the relative importance of jobs through the use of 10 common factors. Involved were such points as experience, education, Mental demand, physical demand — even such environmental considerations as hot and cold working conditions. The goal was to evaluate the job — never the individual employee.

The breakdown came with Phase Three. With the use of the common factors, a point system was set up and a line drawn to supposedly put the job categories in their proper place. It was, in a sense, the profile of Job Evaluation.

There was no way the union could accept the proposition.

"Every job below that line was held by a Female. It clearly showed that discrimination existed," said Ray McCready, HEU's Director of Membership Services, and one who has

worked on the Job Evaluation scheme since the beginning.

McCready said the industry line drawn by Chairman Wilkinson was an "academic" line — one that failed to eliminate discrimination, but which simply showed how Job A related to Job B.

Also unacceptable to the union was what it considered severe red circling of jobs — those where wage increases would be restricted.

Gerow, HEU's nominee to the Joint Committee, since February this year, won majority approval for his motion April 23 that Job Evaluation be suspended. Wilkinson voted with him because he had wanted unanimity before implementing a plan.

Six days earlier the HEU Provincial Executive had looked at all aspects of the matter and found itself at odds with HLRA's position that the test hospitals for the program should be increased in number to 25 per cent, rather than the three already considered.

"HEU cannot accept that inflexible position," the union reported April 24. "Too much time would be required before any implementation would occur."

Since then, HLRA has turned once again to the arbitration avenue — this time to try and upset the committee's decision to suspend the program.

The suspension appears to have caused more than the usual ruffling of feathers. HEU showed up to remove some of the furniture it had shared in the committee's Kerrisdale office. And once the furniture was gone, HLRA threatened legal action to get it back.

Each side spent in excess of \$6,000 on furniture for the office, a location supplied by the Ministry of Labour. In addition, there was a staff of six job analysts and a couple of clerical employees, as well as some additional expensive equipment.

The decision to suspend the program meant the clerical employees and the job analysts had to be released. Each side found work for the job analysts.

To the union, the most surprising development was HLRA's effort to prevent the removal of furniture. There had been a clear agreement that this could be done. When it voted to put the program into suspension, the committee also agreed that if either principal desired, it could take its share of the furniture to its own offices for storage. This was on the understanding that it would be returned if needed.

But when HEU showed up with some Teamster movers to take just three of the eight desks and three of eight chairs, there was a confrontation. An HLRA

representative showed up and — in spite of the legal argument presented him — said the furniture was not to be removed.

He appeared to be holding his ground pretty well until his HEU counterpart told him if he wanted to block the move he would have to lie across the doorway.

Needless to say, there was a reluctant surrender. The Teamsters moved in. And the furniture moved out.

But the furniture Merry-Go-Round didn't even rate mention in Gerow's report when he stood before the 172 delegates to the HEU Wage Policy Conference. The vital question pertained to Job Evaluation and its future — if, indeed, it still had one.

The main objective of the union, of course, is the defeat of wage discrimination. Job evaluation is simply a name, a title.

Or, as Ray McCready puts it:

"The union's position is that it must be an anti-discrimination program, of which Job Evaluation is the vehicle."

That's why HEU wants it back at the bargaining table. The objective was the same, said Gerow, when the agreement was reached six years ago with the government.

"In the event this essential principle is not given full recognition by the Joint Committee, the members of the union will have no alternative but to reject Job Evaluation," Gerow told the delegates.

"Today, Job Evaluation is still a strike issue."

"But there may be a difference — instead of striking to force the implementation of Job Evaluation, the members of the union may decide to strike to prevent the implementation of a Job Evaluation Program that falls short of the original purpose of Job Evaluation."

## AFTER 2 YEARS

Two years of waiting for a collective agreement under the Essential Services Disputes Act have come to an end for 500 Lower Mainland hospital workers.

Victoria lawyer, Dermot Owen-Flood, brought down the revised majority arbitration award June 12th, covering Altamont, Inglewood, Como Lake, King George, Florence Nightingale, Ladner and Parkridge Private Hospitals and the Hospital Employees' Union, Local 180.

Earlier this year, the seven employers had appealed the board's original award to B.C.'s Supreme Court, asking the Court to quash the decision.

H.E.U. members responded with a series of spontaneous protest actions including sit-ins and pickets and, even in one case, the locking out of management personnel. By a Supreme Court order in March, 1979, the matter was referred back to the same arbitration board, which postponed the wage increase and changed some sick leave benefits while, at the same time, introduced new benefits in the fields of extended health care, uniforms and an additional wage increase effective in 1980.

J.D. Gerow, the Hospital Employees' Union Secretary-Business Manager, commenting on the final award, said that the two year experience tells "better than any words of the enormous problems inherent in the Essential Services Disputes Act."

"On December 1, 1977, after months of negotiations with intransigent employers," he said, "this Union elected to arbitrate under the Act. A full

eight months passed until the first hearing day was held on August 1, 1978.

"These hearings continued throughout the fall, producing a majority award five months after the hearings began. But a final award was not determined until six months later, a full two years after the previous contract had expired."

Gerow laid most of the blame on the Act itself, which he said encourages the delays which lead to "explosive" employee frustration and anger.

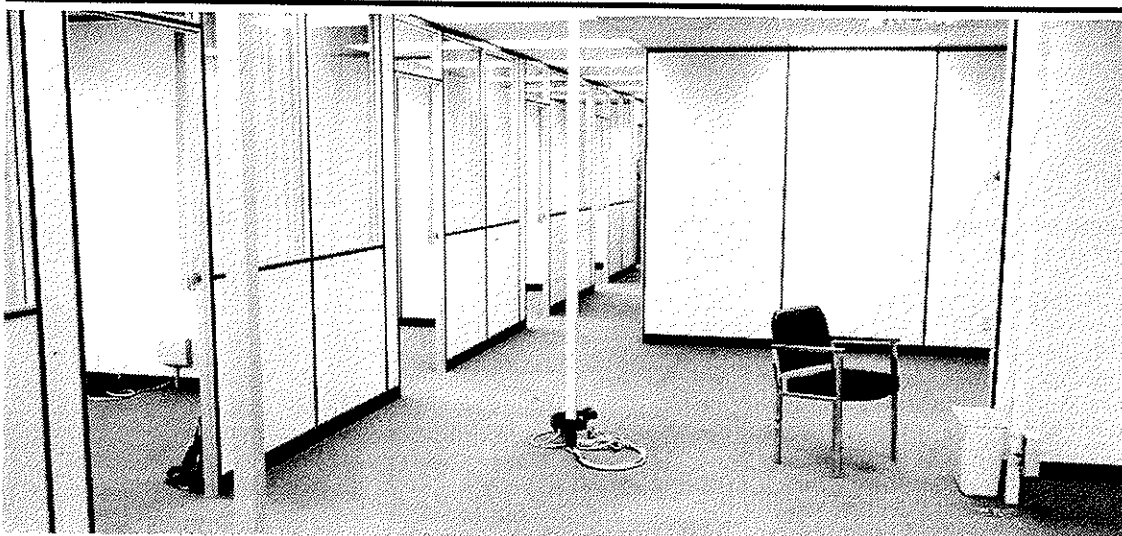
"What is worse", he concluded, "is that the Act is an open invitation to the courts to intervene in labour relations — a development that is both counterproductive and regressive."

The Owen-Flood arbitration was the Hospital Employees' Union's second experience with the Essential Services Disputes Act. The first instance between H.E.U. and Health Labour Relations also ended up in the Supreme Court in the summer of 1978.

Gerow said the Union was not pleased with some aspects of the revised Owen-Flood award. In particular, "there seems to be no justifiable reason to postpone a wage increase previously awarded."

"We oppose the very principle underlying such a change", said Gerow. Despite the fact that the revised award "is ultimately superior in strictly monetary terms, the entire exercise under the Act has been both arbitrary and destructive of any sensible labour-management relations."

"As a result, the Act should be repealed or drastically amended to eliminate its inherent anti-employee biases."



Chair facing basket: Depressing symbol of a troubled ideal.





Grace Clark

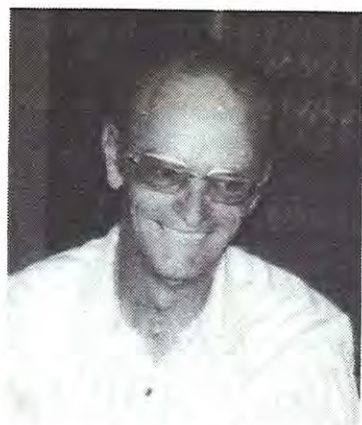
## SOME FOND FAREWELLS...



Blanche Powell



Agnes Wyant



Gerald Reed



Helen Baird

## THE LAST GOODBYE

# How to stay busy — retire

There comes a time for everyone

To go upon their way.  
These years well spent;  
To become memories,  
Thoughts of yesterday.  
But in the twilight of my thoughts  
Will stray to many friends  
Who through the years  
of ups and downs  
Were faithful to the end.  
—Blanche Powell, 1979.

Blanche Powell called this poem the Last Farewell. And while it may be a fitting expression of her feelings for the friends she has left behind at Victoria General Hospital, it by no means signals a departure from an active and stimulating life.

As a friend in the HEU Unit at Victoria General puts it, Blanche's early retirement is simply the "beginning of a new life."

Then, what else could you say about a woman who will be working on a second book, playing a guitar, organ and accordion, creating more of the "Apple Dolls" that have brought her a measure of fame, involving herself in calligraphy, and painting in all mediums?

Blanche, who retired as a Unit Clerk at Victoria General in February, also worked from 1950 to 1965 at Royal Jubilee Hospital as a Technical Assistant, and in 1965 was in charge of a volunteer staff and equipment for T.B. Operation Doorstep.

In 1977 Blanche and husband Reg were the subjects of a

newspaper feature spread outlining their numerous artistic hobbies. Reg, an accomplished wood carver, artist and photographer, built furniture to go with the charming little life-like apple dolls created by his wife.

Blanche's great love for animals kept her active in various societies and inspired a book of poems — Sharing Thoughts. A second book is in the works.

For Barbara Patricia (Pat) Stacey, bidding farewell in April to Chilliwack General Hospital was done in style — complete with a gift of \$50 in taxi rides, a bottle of wine, a brooch, and a radio-cassette player (used immediately to tape her friends singing to her).

After 20 years, Pat, a Housekeeping Aide in Extended Care, retired for health reasons. There was a party and gifts from co-workers who felt the taxi vouchers would be appropriate for a woman who doesn't drive.

Other retirements noted in recent months included: Gerald Reed, Ashcroft (Nursing Service); Robert Swindell, Invermere (Maintenance); Enid Touseau, Summerland (Admitting Clerk); Joyce Jeeves, Chilliwack General (Dietary); Agnes Wyants, Prince George Regional (Obstetrics); Grace Clark (Dietary) and Helen Baird (Housekeeping), both at Richmond General.

The Agnes Wyants send-off dates back to January, but rates mentioning. At a party attended only by women, Agnes was confronted with a birthday cake — out of which popped a large "pregnant" man.

Friends swear it was the first time the outgoing Agnes had ever been left speechless.

In keeping with that kind of evening, there was more to come — including a silver bedpan charm. And, oh yes, the serious presentation — two pieces of handsome luggage.

The Enid Touseau retirement was marked with the presentation of an engraved silver bracelet. It was given by the unit to a woman who has been active in various roles with the union.

Like many others retiring these days, Grace Clark and Helen Baird both indicated they would like to do some travelling after leaving Richmond General. Grace, who spent 10 years at Richmond, also put in 10 years at Lions Gate and another six at Vernon Jubilee.

Like fellow Chilliwack General employee Pat Stacey, Joyce Jeeves also saw 20 years' service, but much of it at Valley Haven before moving to the general hospital in 1971. In April her unit presented her with a pin and \$25.

## IT'S NOT EXACTLY A TOSSED SALAD

On this day in the year 1842, an Orderly named Oscar Schnorkendorf set a world record in East Hackenbach Township by throwing a bed pan 272 feet.

"It would have gone much farther," said Schnorkendorf, "if someone hadn't been sitting on it."

## LETTERS



To be considered for publication letters should be concise. They must also be signed. Because of space requirements, the Guardian reserves the right to edit all letters.

### A BAD RAP

The Editor:

Your Christmas issue has been drawn to my attention because of the item in Roundup sneering at the Socialist International Congress being held at the "super-posh" convention hotel, The Hyatt Regency. International affairs of this magnitude are not created overnight and there was the question of security for heads of state and heads of government.

You may remember that during the planning stage the only other large hotel was involved in a labour dispute — or doesn't solidarity count as much these days?

More than 1,500 people were involved for five days, so it's unfair to suggest the meeting was of no consequence.

Jim McKenzie  
Regional Co-ordinator  
S.I. '78 Congress

### WITHIN REACH

The Editor:

We have in our possession one small booklet entitled Your Superannuation Plan, an Explanation of the Municipal Superannuation Act, issued by the Commissioner of Superannuation, Victoria, B.C., 1975.

If you have access to a supply of these booklets we would greatly appreciate it if you could send us a dozen copies so that each of our Executive officers and Shop Stewards would have one for reference.

Karen Bronson  
Sec., Vernon Unit  
(Ed. Note: You get them from your employer.)

### GOOD MEMORIES

The Editor:

Congratulations on winning two first Awards of Excellence for the production of the Hospital Guardian. This is a source of great satisfaction to me as I was the first editor of the Hospital Guardian, a mimeographed edition produced in 1955 as a newsletter for the Vancouver General Unit.

I was the editor for the first

year and it was then taken over by Bro. Eric Thomas who kept it going until 1960 when the Provincial Executive, together with Bro. W. M. Black, our business agent, took over.

I am sorry the magazine is folding. I have enjoyed it very much since I retired in 1968.

G. H. Duff

RRI Halfmoon Bay

(Ed. Note: The compliments were for former Guardian Editor Stephen Brewer. The Guardian continues as a tabloid.)

## YOUR SUPERANNUATION PLAN

### PROCEDURE BEFORE PENSION IS GRANTED

The following information outlines the steps which are taken in order to complete the records necessary to start the payment of a Municipal Superannuation allowance.

#### A. Maximum Retirement Age

(1) Approximately three months before a contributor attains maximum retirement age, the Superannuation Branch will send the following information and forms to the contributor:

(a) A detailed description of the plans of allowance available to the contributor, which will outline the amount of the pension applicable to each plan.

(b) A Notice of Retirement and Application for Superannuation Allowance.

(c) A Revenue Canada Taxation Form TD1.

(d) Information pertaining to medical coverage.

(e) Application Form for medical coverage.

(f) Notice re salary negotiations prior to retirement.

(g) Forms of Undertaking re deposit of pension cheques (in triplicate).

(2) If a Plan of Allowance chosen is either Joint Life of one that includes a beneficiary, Proof of Age (birth certificate) and Identification (Marriage Certificate, etc.), will be required for the person so named. A request for proof-of-age documents will be made by the Superannuation Branch in advance of the information provided under (1) or at the same time.

(3) The contributor is required to:

(a) complete all forms received and return them to the Superannuation Branch approximately one month prior to the month of retirement.

(b) submit all proof-of-age documents to the Superannuation Branch through the employer as soon as possible.



What a way  
to end  
a Conference  
— steak  
by the lake



Sid Disireau, Trail Unit, is a man who thinks big.