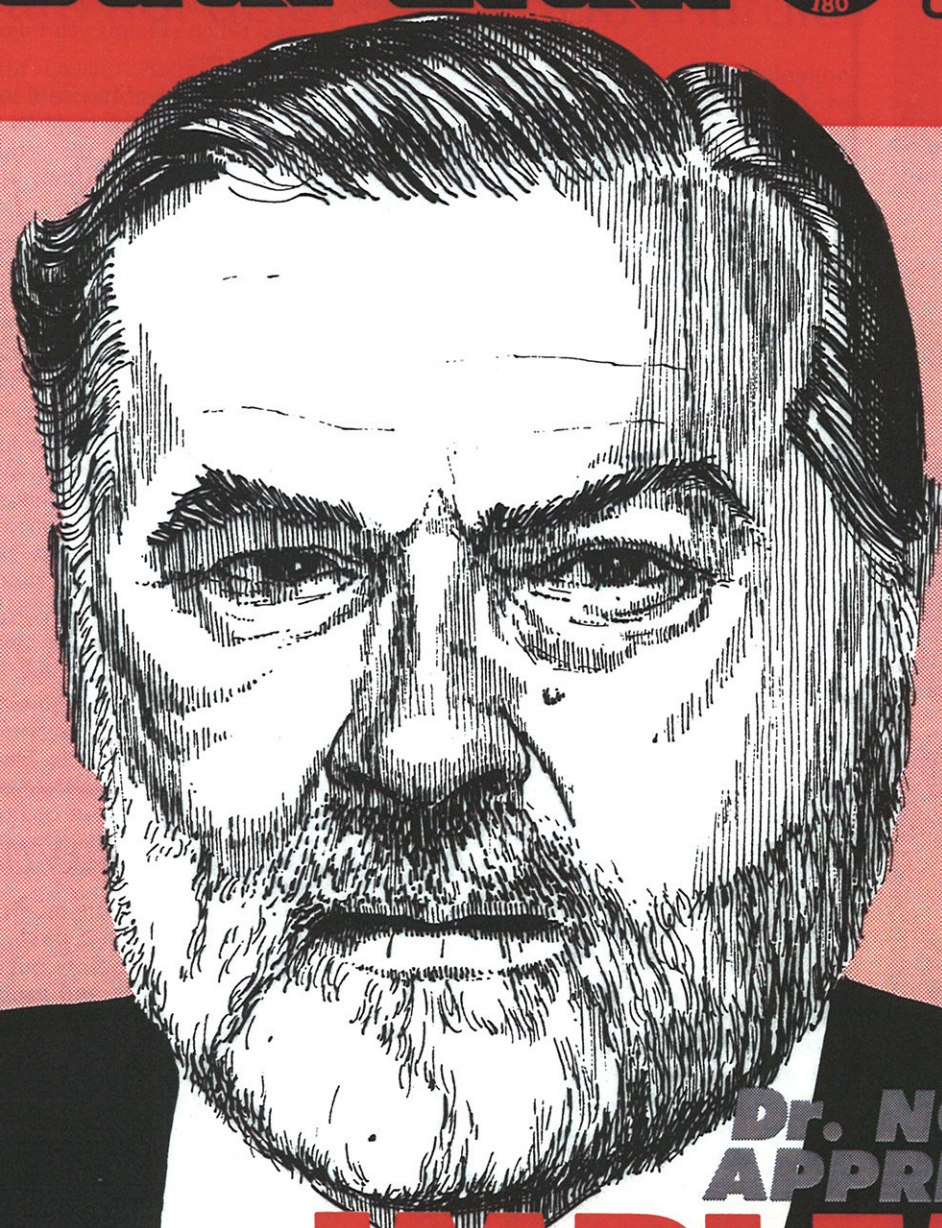


The Hospital

Guardian



HOSPITAL
EMPLOYEES'
UNION LOCAL
180



Dr. NOEL HALL ON
APPRENTICESHIP

**IMPLEMENT
WITHOUT
FURTHER
DELAY**

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HOSPITAL GUARDIAN

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

The Hospital Guardian

Published by

Provincial Executive

J. D. GEROW

Secretary-
Business Manager

JOHN DARBY

Financial
Secretary



**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

STEPHEN BREWER

Editor

INSIDE

4 BARGAINING

The provincial master agreement is varied to include workers at a Kamloops extended care hospital, while workers at Cariboo Lodge struggle to get their hospital to agree to the same. Meanwhile, Units gear up for the Sixth Wage Policy Conference — a full report.

5 PRIVATE HOSPITALS

HEU's private hospital members stage their first-ever Wage Policy Conference in Vancouver, sending delegates to formulate demands for a new contract to replace the McColl Award . . . though one of the hospitals whose Union members sent delegates to the WPC has so far refused to implement the old contract.

6 AWARDS

Noel Hall, UBC Faculty of Commerce professor, hands down his long-awaited Report on the apprenticeship program for practical nurses and orderlies. His recommendations: implement the program now, even if it means rewriting provincial legislation to do it.

8 OTHER UNIONS

Canadian Pacific and Hilton Hotels were in trouble: a strike by workers at that old Vancouver landmark, the Hotel Vancouver, forced the companies to close the doors of the hostelry, to the cheers of massed trade unionists on the picket line — and HEU was there.

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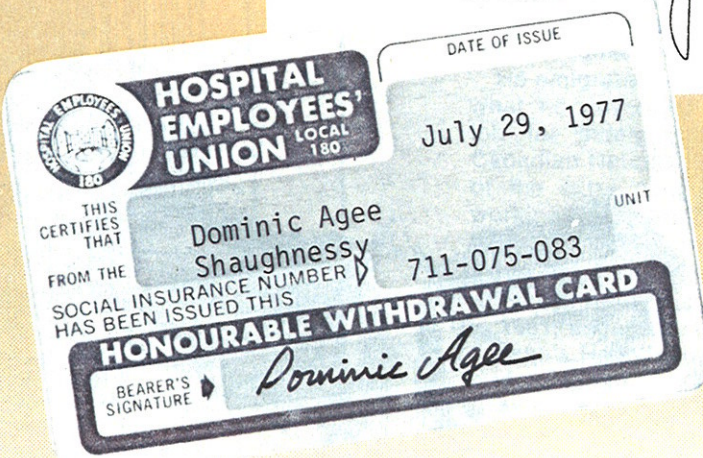
TECHNOLOGY

By the issuance of this Honourable Withdrawal Card, the Hospital Employees' Union exempts you from further payment of Initiation Fees.

We cordially commend the bearer of this card to the kind consideration of working people everywhere.

H. D. Blank
PRESIDENT

J. Darby
FINANCIAL SECRETARY



Card needed to prevent fee payment

HEU is growing — and it has been having growing pains in the recent past, pains caused by the mountain of paperwork — also growing — which has accompanied the burgeoning membership.

To ease the pain, the Union has moved into the field of computers, establishing a computerized membership list which will not only give the provincial office staff a better idea of who's who, and who's where, in HEU, but which will offer direct benefits to the membership as well.

Among other things, the computerization process means that annual dues re-

ceipts will be available much sooner than they have been in the past.

Getting those receipts out has been an increasing problem and promised to become even more difficult in the near future: now that casual employees are officially included in HEU's ranks, the Union's membership has swelled to more than 20,000.

The monumental task of keeping track of who has joined, who has quit, who has transferred from one Unit to another, will be made just a little bit simpler by the new process.

But, inevitably, the computer move has necessitated some changes in established Union procedure.

Probably the most important, as far as individual members are concerned, is the shift from old-style paper honourable withdrawal cards to a new, plastic version of the card (pictured above).

It has become more important than ever for an HEU member leaving a Unit to apply for an honourable withdrawal card from the provincial office, since the card will now be necessary to be exempted from payment of the standard \$10 initiation fee for ex-members rejoining their old Unit, or transferring to a new one.

Without the card, such an ex-member will have to pay the fee upon re-starting work at an HEU-certified hospital, whether it be the one s/he used to work at or one somewhere else in the province.



Can't you prescribe something more powerful?
I'm two side effects behind my neighbor.

JOB EVALUATION

Program not delayed by HLRA hurdles

The Health Labour Relations Association has not slowed down the gathering momentum of the Job Evaluation Program through its attempts to place hurdles in its path.

Despite the Association's insistence that its appointee to the three-member committee charged with finally implementing the long-sought Program be allowed to continue handling other matters, the committee has so far managed to keep the JEP in motion.

Bill Rolfe — named to the committee as the HLRA's appointee in the Spring (*Guardian*, May-June) — frequently deserts the business of implementing the Program in order to act as a spokesman for hospitals before arbitration boards and the Labour Relations Board.

He has also indicated he plans to spend several months this Fall helping the HLRA at the bargaining table.

Rolfe's now-you-see-him-and-now-you-don't performance at the committee's new offices has not yet seriously affected the performance of the group in training job analysts hired to carry out the mammoth task of in-hospital evaluation, though Union committee representative Ray McCreedy has warned Rolfe's absence for the period necessary for contract negotiations could seriously jeopardize the committee's self-imposed December deadline for the completion of the initial phase of the Program.

The Association's insistence that Rolfe is not to be considered a full-time member of the Committee is not the only obstacle the HLRA has thrown up in the path of the JEP.

Both HEU and the HLRA were to have hired two job analysts each by June 1.

Claiming it needed more time, the Association asked for — and got — a delay until June 15.

The Union's analysts were hired by mid-June (see following story), but it wasn't until July 7 that HLRA's first analyst turned up — and their second won't report for work until August 4.

Nor has the Association limited itself to such obvious tactics in its efforts to slow down the Program.

Rolfe is obviously under specific orders to hinder, rather than help, the Program.

The anti-discriminatory concept of the JEP, retroactivity, red-circling and employee participation are but a few of the matters continually challenged by Rolfe.

Despite all these tactics, however, the work of the committee is progressing: Those analysts who have been hired are

being trained for their tasks, questionnaires are being drawn up, checked, re-drafted, checked again, then printed, hospitals and Union members are being briefed on what to expect.

The first three hospitals to be evaluated — New Westminster's Royal Columbian, Victoria General and North Vancouver's Lions Gate — should be completed by the December 31 deadline, unless artificial obstacles are placed in the Committee's way.

The three, of course, represent only a small percentage of the more than 100 hospitals which must be evaluated — the committee has set the end of December, 1979, as an "optimistic deadline" for completion of all hospitals in the province.

The job is a mammoth one, which — when completed — will see the end of discrimination on the basis of sex in British Columbia's hospital job descriptions and pay rates, as well as providing, for the first time, a set of standardized job classifications for all hospitals in the province.

ANALYSTS HIRED

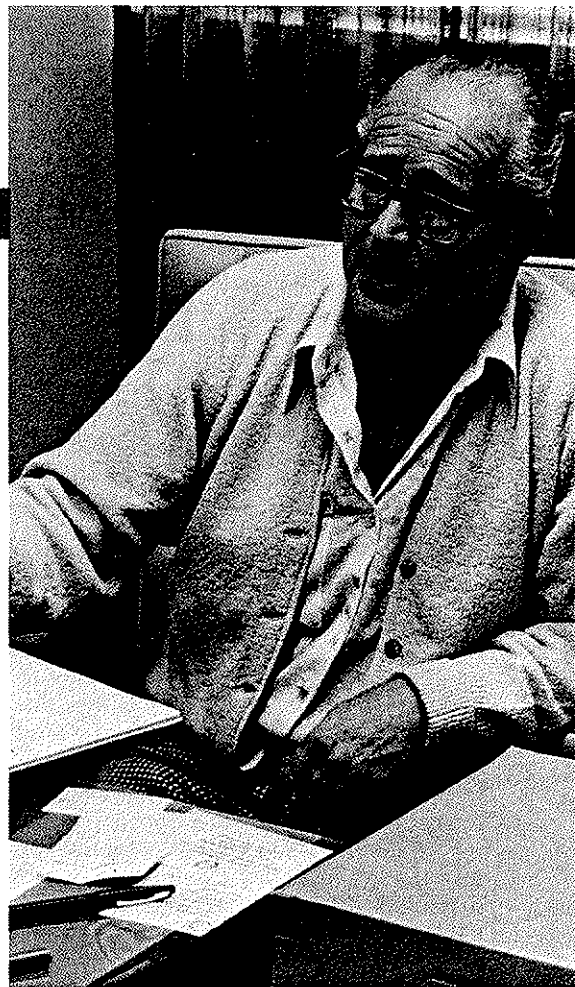
As required under the provisions of the collective agreement and the directives of the Job Evaluation Program committee, the HEU had hired two job analysts to help carry out the Program by June 14.

The Union also lost one of its clerks, Dale Webb, to the Program; she resigned her provincial office position in order to move to the JEP's Vancouver offices as executive secretary to the committee.

The analysts began their jobs in mid-June. They are:

Sharron Levine, a graduate of the University of Alberta, with a Bachelor of Arts degree. She is currently completing work on her master's degree at the University of British Columbia, where she is seeking a Master of Science in the field of industrial relations. She was formerly employed as an organizational analyst by the City of Calgary.

Paul Urmson, who resigned his position as First Provincial Vice-President to assume the duties of a job analyst. An elected member of the 1976 provincial bargaining committee, he was also elected to the 1977 committee. Active as a shop steward and chief steward at Vancouver's Shaughnessy Hospital, he worked there as an electrician and maintenance man for several years.



McCREADY



URMSON, LEVINE, WEBB

BARGAINING

About 170 delegates, representing every HEU Unit, will meet in Kelowna September 17 and 18 to put together the Union's contract demands for a collective agreement to replace the one now in force.

The current agreement — legislated as law by the provincial government in the Spring of 1976 to end the Union's strike against British Columbia hospitals (*Guardian*, July-August, 1976) — expires at midnight, this December 31.

The job facing the delegates is not an easy one: by press time, more than 100 contract proposals had been mailed by various Units to the provincial office, where the task of sorting, printing, collating and binding them, then preparing them for distribution, has already begun.

For the first time, all proposals will be distributed to each Unit's **delegates** before the Wage Policy Conference — it is expected the total package will be in each delegate's hands at least 10 days before the Conference begins.

Delegates will also receive copies of

Sixth Provincial WAGE POLICY CONFERENCE

the proposals put forward by the Provincial Executive, formulated at a meeting in Prince George in mid-May. Those proposals include suggestions for:

- A demand for a \$1 an hour general wage increase for all Union members;
- Parity adjustments with outside industry;
- A Cost-of-Living Adjustment clause, which would see wages adjusted on a one-for-one basis, measured against the Cost of Living Index;
- Shortening the work week, from its current 37.5 hours to 36 hours; and

• Strengthening job security and leave of absence language in the present contract.

Delegates will review the Executive's suggestions as well as proposals put forward by each Unit.

Also to be considered by the delegates — who will be quartered at Kelowna's Capri and Stetson motels — are those matters referred to the Sixth Wage Policy Conference by delegates to the Union's Fifth WPC, held in Vancouver last October (*Guardian*, September-October, 1976).

Master refusal sparks mediator bid

Provincially-appointed Mediator Ed Sims has stepped into the dispute over a first contract for 28 employees at Williams Lake's Cariboo Lodge.

The move to put the dispute to mediation came in early July, after hospital and Health Labour Relations Association negotiators made it clear they would continue to oppose HEU's efforts to have the provincial master agreement varied to include the workers.

The workers were certified in late April;

negotiations for their first contract began in the northern city July 4.

Servicing Representative Bernice Gehring, who is assisting the Unit's bargaining committee in negotiations, said the biggest "concession" the administration had made prior to the break-off of talks was an agreement to abide by the unpaid maternity leave provisions of the provincial master contract.

"All cost items remain in dispute," she added, "though they have actually agreed to pay higher rates to persons relieving in higher positions."

In essence, the tactics of both the hospital and the Association seem to be to try to block the implementation of the master agreement; Gehring has described the bargaining sessions as "one long attempt to cut the master contract into little pieces."

It is the second newly-certified hospital where such tactics have been adopted.

At Overlander Extended Care Hospital in Kamloops, industry negotiators attempted the same manoeuvres until Mediator Sims strongly recommended they do the obvious: implement the master agreement (*see story, this page*).

The tactic, if it has become one the HLRA expects to use at every member hospital which is certified as an HEU Unit, could prove both expensive and aggravating.

It is a situation the Union is not likely to tolerate for long.



You're kidding, of course?



OVERLANDER HOSPITAL

Overlander settles

The provincial master agreement has been varied to include 60 employees at the recently-certified Overlander Extended Care Hospital, after Mediator Ed Sims recommended hospital negotiators there accept the move as an obvious solution.

Sims, called in to mediate the dispute over a first contract for the Kamloops workers after management negotiators balked at accepting all the terms of the master agreement, concluded his task in less than one day.

A quick ratification of the master agreement by the workers — who voted by more than 90 per cent to accept it — ensured their protection under its terms and provisions.

A single issue remained in dispute at press time — the wage rate for an activity supervisor — but it had been referred to industry troubleshooter R. Neil Monroe for a binding decision.

Workers at Overlander were certified as HEU's 114th Unit in early April, following a representation vote conducted by the provincial Labour Relations Board.

The vote — and subsequent certification — followed an organizing drive at the hospital which began in January (*Guardian*, May-June).



DELEGATES TO FIRST-EVER Private Hospital Wage Policy Conference, held in Vancouver, June 2.

PRIVATE HOSPITALS

'Union's goal' set as contract demand-parity sought

Delegates from eight Lower Mainland private hospitals have voted to seek parity with employees in British Columbia's public hospital sector in their next contract.

The decision was made by delegates to the first-ever private hospital Wage Policy Conference.

A total of 14 delegates passed the motion calling for contract parity, as well as endorsing other demands for negotiations on a new contract for about 400 private hospital HEU members.

The call followed a speech by HEU Secretary-Business Manager Jack Gerow,

who told the delegates parity had always been the goal of the Union.

"Local 180 is one Union, in which all members are equal," Gerow said, adding it was a Union which had never made a sweetheart deal with a hospital's management.

The delegates also passed resolutions making demands for uniform allowances, overtime pay for periods when employees work short-staffed, one free meal per full-time shift and access to personnel files a part of the bargaining package Union negotiators will carry to the negotiating table.

Elected as the bargaining committee which will present those demands were Sadie Lewis (from *Florence Nightingale*), Jean Bieker (*King George*) and Kathy Finlayson (*Kensington*), with Joan Wright (*Altamont*) and Margaret Van Oene (*Florence Nightingale*) named as alternates.

The Union has served notice to commence collective bargaining on the eight employers.

The old contract — awarded late last year by a three-member arbitration board — expired June 30.

LRB ASKED FOR IMPLEMENTATION ORDER

HEU has asked the provincial Labour Relations Board to issue an order requiring Kensington Private Hospital to implement the collective agreement handed down late last year by a three-member arbitration board chaired by Vancouver lawyer Bruce McColl (*Guardian*, January-February).

Workers at the hospital have yet to receive the pay rates or retroactive pay to which they are entitled under the contract, and the hospital's administration has consistently refused to recognize the grievance procedure set out in the agreement.

If the LRB issues the order, failure to comply with it could cost the hospital up to \$10,000 in fines — and HEU has indicated it will seek the maximum penalty if Kensington continues to refuse to implement the contract.

Kensington is controlled by the N. B. Cook Corporation, the Vancouver-based company which was responsible for the three-year strike at Victoria's Sandringham Private Hospital.

The company has been cited by the B.C. Federation of Labour as one of the most virulently anti-union employers in the province.



1974 . . . that was a good year for B.C. blood.

NOEL HALL ON APPRENTICESHIP

IMPLEMENT WITHOUT FURTHER DELAY



DR. NOEL HALL

The biggest obstacle between the HEU and its goal of an accredited apprenticeship program for the training of practical nurses and orderlies in British Columbia has been overcome.

With the release in early June of the report of Industrial Enquiry Commissioner Dr. Noel Hall, new life has been given to the proposal to establish the program.

"Although there is still much to be done by the Union, and although some health care employers — and others — may attempt to continue to frustrate the apprenticeship program," Secretary-Business Manager Jack Gerow said immediately following the release of the Hall

Report, "it is clear that Dr. Hall's recommendations have cleared the most sizeable obstacle between the Union and the realization of its goals . . ."

The fight for the apprenticeship program has been a long one: It began in 1973, when the Union first won recognition of the principle in an anti-discrimination agreement signed in August of that year with the then-Minister of Health, Dennis Cocke.

In the beginning, there was an agreement...and then there was chaos

Though HEU's battle for an apprenticeship program goes back much, much further, the real story of the program envisaged by Dr. Noel Hall in his Report began in August, 1973, when HEU signed an anti-discrimination agreement with the then-Minister of Health, Dennis Cocke.

One of the provisions of the agreement was that the Union and the B.C. Hospitals Association (predecessor of the Health Labour Relations Association) would work together to develop an apprenticeship program for practical nurses and orderlies.

The clause was also written into the 1974-1975 collective agreement, as Article XIV, which called for the program to be "implemented in full by December 31, 1974."

HEU and BCHA, acting under the provisions of that article, established a Joint Advisory Committee, chaired by veteran hospital industry labour relations consultant D. R. (Bert) Blair, to "develop and establish, with the Apprenticeship Branch of the B.C. Department of Labour, a training program . . .".

Represented on that committee were the Union, the Association, the Apprenticeship Branch, the department of education, the B.C. Medical Centre, the federal manpower and immigration department, provincial colleges, the Council of Practical Nurses, the Registered Nurses' Association of B.C. and the Licenced Practical Nurses' Association of B.C.

A subsequent committee, set up to review then-existing training programs, brought representatives of many of the same groups in on the planning.

In March, 1975, the JAC approved a curriculum for the apprenticeship program it envisioned, one which was sub-

mitted to — and approved by — the Apprenticeship Branch.

In May of that same year, an implementation committee was struck to set the program developed into motion.

In June, an experimental program at Douglas College was approved; it was to be launched in September, 1975.

The Royal Columbian and Surrey Memorial hospitals were to offer the on-the-job portion of the training for the practical nurses/orderlies — but, after both indicated they didn't have the funds to pay apprentices, who up to that time had been required to work for free, the program was scrapped.

Similar programs at junior colleges in Vancouver, Victoria, Nanaimo, Prince George, Nelson and Kelowna also were scrapped when no specific funds were made available to pay the apprentices.

Along the line, other problems cropped up: the provincial departments of health and education, as well as the colleges, decided they didn't approve of the idea of apprenticeship training at all, as it would see jurisdiction over the training of practical nurses and orderlies taken out of their hands and handed over to the department of labour's Apprenticeship Branch and the JAC.

By 1977, Hall was to conclude that the basic obstacle to implementation of the apprenticeship program agreed to so long before was a jurisdictional dispute between three departments of the provincial government.

In essence, he recommended setting aside petty bureaucratic battles over control of the program and implementing it in the fashion which had been contemplated from the very beginning.

In the period between the signing of the agreement and the release of the Hall Report, the program came under fire from many different quarters, with colleges and some hospital officials offering sharp criticism of its proposals and several government departments becoming embroiled in jurisdictional disputes over which of them was to administer which part of the program once it was implemented. (see box, page six).

But Hall's report — which recommended that "all necessary steps be taken to implement this program without further delay, including any amendments or additions that may be necessary to existing legislation," and that the apprentices "be paid a stipend ranging from 50 to 100 per cent of the pay rate for qualified practical nurses/orderlies" — should put an end to such squabbling.

The report, which has been endorsed by a joint HEU-Health Labour Relations Association committee, "gives life to a collective agreement aspiration which the Union has had for years," Gerow said.

"It is a blast of sunlight after being in a tunnel of apathy and aggression . . . I know that's a mixed metaphor, but that's the way it was. Both ingredients were there, at various times."

The program should be implemented by September. It provides for three months of study of theory at regional and technical colleges around the province, followed by seven months of on-the-job training under special instructors at the hospitals.

While the students will become HEU members once they begin their hospital training, getting new members was not, of course, the Union's objective in pushing as hard and as long as it did to see the concept become a reality.

Hall went to the trouble, in his Report, to note that he did not believe the Union had acted from self-serving motives in its attempt to have the apprenticeship program implemented.

"Throughout my Commission," he reported, "there seemed to be an unstated fear or apprehension that it was somehow unwise or undesirable that a labour union should be so actively involved in the planning and development of an educational program.

"Certainly, any unwarranted limitation on the numbers seeking such training must be guarded against and the Joint Advisory Committee must ensure that those already qualified are not subjected to unnecessary additional training.

"Beyond these obvious concerns, I would hope (and I have no reason to believe otherwise) that the Hospital Employees' Union would continue to conduct itself in a fully responsible manner.

"It has launched itself on a path that

requires careful planning and a commitment of time and resources that many other unions would shy away from."

Hall went on to sharply criticise those responsible for stalling the implementation of the program, saying the Union and HLRA "did not formulate their plans in a vacuum; indeed, at every step they took great pains to actively involve those individuals, institutions and associations whose co-operation and expert knowl-

Casuals' super-stats appealed to LRB

The Health Labour Relations Association has asked the provincial Labour Relations Board to set aside the award of an arbitration board which gave hospital casual workers the right to collect the benefits of the contract concerning super statutory holidays.

In a letter to LRB Chairman Paul Weiler, dated July 4, the Association asked that the award — handed down June 8 — be set aside because it "is inconsistent with the principles expressed or implied in the Labour Code . . .".

The Association's letter did not specify in what way it felt the award to be inconsistent, but noted the LRB has the power — under Section 108 of the Code — to set aside arbitration awards which it feels undermine other provisions of the legislation.

No word on the LRB's disposition of the Association's application had come down at press time, though HEU is confident it will be dismissed.

The award to which the Association objected ordered British Columbia hospitals to cease their current practice of paying casual employees the full benefits of the contract's super-stat provisions **only** if the worker had worked 15 of the 30 days immediately preceding the super-stat (super-stats are defined in the collective agreement as Good Friday, Labour Day and Christmas Day).

Contract provisions call for an employee working on any of the three days to receive double-time-and-a-half for all work performed, in addition to another scheduled day off — in effect, triple-time-and-a-half.

The Association's position before the arbitration board (composed of Chairman Donald Munroe, HEU representative Jack Gerow and HLRA appointee Bill Rolfe) was that casual employees were excluded from the provisions governing super stats, an argument rejected by a majority of the board.

The majority (Rolfe dissented) held that HEU Servicing Representative Grant McArthur, who had presented the arguments for the Union before the board, had established "a strong *prima facie* case in favor of the HEU."

The award was made retroactive to

edge was necessary to develop a sound program."

"Throughout my Commission," he went on, "I have been unable to find a satisfactory explanation as to how various of these individuals or associations could have been actively involved in all of the prior study leading up to the apprenticeship program and could then, at the implementation stage, take a stand in opposition to the program."

Labour Day, 1976, and means all casual employees working at British Columbia hospitals on that day, on Christmas Day, 1976, and on Good Friday this year, are entitled to retroactive pay to bring them up to the triple-time-and-a-half level.

DETOX PAY RATES SET

A three-man arbitration board has settled a dispute over the wage rates to be paid to 12 Detoxification Centre workers at Prince George Regional Hospital.

The board, chaired by Dr. Noel Hall, awarded the employees 1977 pay rates ranging from \$1,120 a month for starting workers to \$1,183 a month for employees with 18 months or more on the job.

The award also provides for retroactive pay hikes — for most workers, to February, 1975 — to between \$995 to \$1,051 a month for 1975 and to between \$1,053 and \$1,114 a month for 1976.

In its award, the board noted that "setting an appropriate rate for the job . . . is a difficult task [as] the job does not compare readily with other jobs performed by health workers."

The detox workers run a centre in which drug abusers are assisted in withdrawal from their chemical or psychological addiction to drugs (usually alcohol), then are referred to community agencies which assist them in their struggle to both remain off drugs and to re-integrate themselves into the community.

The Union's case before the board — whose membership also included HEU appointee Ray McCready and HLRA nominee Ron Brunsdon — was argued by Northern Servicing Representative Bernice Gehring.



OTHER UNIONS

MASS DEMONSTRATIONS CLOSE HOTEL VANCOUVER

Escalating pressure from British Columbia trade unionists forced Hilton Hotels to close the doors of the Hotel Vancouver to guests, conventioners and other users of the landmark downtown Vancouver establishment in late June.

The move followed almost a month of picketing by 475 striking members of the Canadian Brotherhood of Railway, Transport and General Workers — and several demonstrations of mass trade union support — at the hotel and at Vancouver Canada Manpower offices.

Picketing at the Manpower offices was called for by the B.C. Federation of Labour, which argued that the federal job-finders were acting as allies of the employer in the dispute by referring job applicants to the strike-bound hotel to work as scabs.

Initially, the hotel — owned by the Canadian National Railway and run for that conglomerate by the Hilton hotel chain — tried to continue operating its facility.

But incidents on the picket line — including the reported assault of a picketer by a senior member of the hotel's management staff — ultimately convinced the management to close its doors for the duration of the strike.

At issue in the dispute was the hotel's refusal to offer its employees a wage increase in a new collective agreement; the employers' bargainers said they could do no better than offer an employer-paid dental plan.

That "offer" was rejected by the workers, who voted overwhelmingly in favour of strike action to back their demands for better wages and benefits.

The dispute was settled in mid-July, when the workers accepted an offer for a 12 per cent pay hike, spread over two years, and improved benefits.

Dangerous precedents set

Two recent moves — by the Labour Relations Board and by the provincial government — are threatening to set precedents which could affect the future of British Columbia hospital workers in drastic, and highly unpleasant, ways.

The moves: A decision by the LRB to force the B.C. Government Employees' Union to alter its Constitution and amalgamate two of its ferry workers' components; and legislation introduced in the Legislature by the Social Credit government designed to

HOTEL VANCOUVER
strikers got HEU support
at noon rally.



deny the right of the Faculty Association of Notre Dame University to negotiate with its new employers.

The LRB decision forced the BCGEU to merge its licenced and unlicenced ferry workers — which have traditionally bargained as separate units — into the same bargaining component.

It establishes a precedent which could conceivably allow the Board to order other unions — including the HEU — to merge . . . in the Union's case, for example, the Board could seemingly order a merger with the Registered Nurses' Association of B.C., the Health Sciences Association and/or the International Union of Operating Engineers — and to dictate the internal structure of its new "super unit".

The legislation denying successorship status to the Faculty Association of Notre Dame University — bargaining agent for teaching staff at the Nelson University — is now being considered.

In essence, it transfers control of the university to Selkirk College's Board of Governors, downgrading what was the prov-

ince's only privately-run four-year college to the status of a two-year community college.

The important aspect of the legislation to hospital workers, though, is that it abolishes the faculty association as a bargaining agent and, in effect, requires its members to form a new bargaining unit. It also eliminates such things as portability of seniority and pension contributions.

The legislation is actually in contempt of the Labour Code, which specifies new employers taking over established businesses (in this case, the university) must negotiate with established unions, whose certification is guaranteed.

If the government can get away with its attempt to bypass that section of the Labour Code in this instance, it seems nothing would prevent it from passing similar legislation when it takes over a privately-owned hospital or health care facility, or when it decides to transfer jurisdiction over hospital labour relations from one department to another.

And that could mean Union members could suddenly find themselves out in the cold.

LETTERS

Retiring administrator sends thanks

The Editor:
Letter received by the Vancouver Island Regional Office of the HEU:

Dear Sirs:
At the end of April, 1977, I . . . reach[ed] maximum retirement age and regulations [made] it mandatory that I retire at that time.

My retirement . . . complet[ed] a period of 26 years of service with the [Queen Alexandra Solarium for Crippled Children] Society and the [Queen Alexandra] Hospital; during that period I have made a large number of friends and seen many changes in the provision of health care.

At this time I would like to express my personal thanks for the many courtesies you have extended to me and for your support and interest in our programs for the children . . .

It is my earnest hope that you will accord my successor, Mr. G. O. Thomas, the same measure of support and interest which has been accorded me over the years of my association with the organization.

With renewed thanks for your support and with best wishes for the future.

John S. Holdstock
Administrator and Secretary
to the Society, Board of Trustees
and Medical Staffs

'LET HIM HAVE IT'

The Editor:
Letter received by the Provincial Executive:
Mr. Gerow:

As a regular listener of [Vancouver radio station] CJOR, I feel you should give [Jack] Webster of the hot lines an invitation to work a . . . seven and a half

hour shift on his day off — to help wash floors.

He was knocking the hospital aides — he says they are overpaid!

Look who is talking: [a man] with all his advertising money from Wosk's [furniture store] and Woodward's [department store] over the years, plus his CJOR salary.

You really should let him have it. Most hospital workers, who eight years ago were getting \$1.21 an hour, are very hard-working men and women. And I think they deserve their wage rates, as they are exposed to all kinds of germs at the hospital: toilets, sinks that are continually used by sick patients, floors to be washed and glass ashtrays and cigarettes to be picked up off floors (through accidents).

I used to work for the hospital [and] I have a lot of understanding of the problems in hospitals, from all sides.

No "hotliner" should be allowed to mouth off about hospital aides . . . he should be challenged to do a day's work at the hospital to give him a better understanding of the problems involved.

A "Hot Under the Collar"
CJOR Listener

Editor's Note: A copy of the above letter has been forwarded to Mr. Webster.

TUITION SURE THING

The Editor:
Letter received by Carolyn Chapman, Executive Assistant at the Provincial Office:

Mrs. Chapman:
I have recently returned from the Canada World Youth exchange and have



been informed of the deferral for one year of the Hospital Employees' Union, Local 180, bursary which had been awarded to me.

It gives me a great feeling of security to know that no matter how my quest for summer employment ends—the payment of my tuition at UBC is guaranteed by the bursary.

I would like to thank you, and the Union, for awarding me the bursary, with special thanks for the understanding of my involvement in the C.W.Y. program and for the time and effort you gave to arrange the deferral of the award.

Cameron Beheshti
Vancouver

Editor's Note: Beheshti was awarded a \$500 Provincial Executive Bursary for the 1976-1977 school year (Guardian, November-December, 1976). His mother, Dorothy Beheshti, is co-ordinator of volunteers at Vancouver's G. F. Strong Rehabilitation Centre.

LETTERS TO THE EDITOR, on any subject relating to HEU or the trade union movement, are welcome. All are subject to editing for style and legal requirements.

No one likes to think of governments throwing taxpayers' money around with little or no regard to where it's going, but British Columbia's current Social Credit government may have carried thriftiness a bit too far.

It seems the government has decided to use the headstones from the cemetery at New Westminster's *Woodland School for the Retarded* for a barbeque patio.

The headstones are from a graveyard located on the school's grounds, where the last burial took place in 1958.

Several months ago, the graveyard was

blacktopped over to provide a parking lot for an extended care hospital.

This was hard enough on the staff, who had to contend—in the days immediately preceding the coverup — with hosts of anguished parents who came, they said, to see their children's graves for the last time.

The concrete headstones went into storage, temporarily, then were hauled out and used to construct a masonry walkway and patio.

The governmental planners did have the decency to turn the stones face down,

so that persons using the walkway wouldn't be forced to read the names of the dead under their feet, but that wasn't enough to keep staff from protesting the whole affair.

When confronted with the issue, the school's administration replied it was using the stones because it was a shame to let all that concrete go to waste (if not used, the stones would have been destroyed) and, besides, it was cheaper to use the stones than to buy new material.

★ ★ ★

The Burns Lake HEU Unit recently con-

CONTRACT

Board warns against illegal YEP use

Students employed at British Columbia hospitals under the provincial Youth Employment Program are not "a pool of cheap labour" which can be used to help balance the hospitals' budgets, the Labour Relations Board has cautioned.

The LRB warning came at the climax of an angry confrontation at Burnaby General Hospital, a confrontation which saw about 150 members of the Building Trades Council walk off the job for two days and in which a walkout by HEU members seemed, at one point, almost a certainty.

The BTC walkout was ended, and an HEU walkout prevented, after a series of emergency meetings with the LRB; but, Secretary-Business Manager Jack Gerow has warned, the Burnaby incident may have jeopardized the future of similar youth employment programs in British Columbia's hospital industry.

The pot at Burnaby General was set

boiling when the BTC workers — employed on the building project which will see the hospital almost doubled in size when completed — learned the hospital was using the students to move equipment into the completed portions of the new wing . . . work which should have been performed by full-salaried HEU members.

(The terms of the provincially-funded YEP prohibit the use of the students to do work which is normally performed by

regular employees (Guardian, May-June, 1977). In hospitals, an HEU-Health Labour Relations Association agreement guarantees this, as well as a \$4-an-hour wage rate.)

While talks were underway to resolve this dispute, a non-union worker from Eaton's department store arrived on the job site and began assembling furniture.

Angered by this violation of their contract—which prohibits non-union workers on a job site — and the flagrant misuse of the students, the BTC workers left their jobs and established a picket line around

CRISIS SPARKS GROUP SERVICING

A group of servicing representatives, members of the provincial executive and executive officers descended *en masse* on Nanaimo Regional Hospital in early May, to deal with a crisis situation which had made the working life there all but intolerable for employees.

The concept — referred to variously as "group servicing" or "mass servicing" — of sending a team of specialists and experts to a job site to deal with many problems at once is a novel one to HEU.

But the Nanaimo experiment, Secretary-Business Manager Jack Gerow said, proved successful enough that the tactic is one which may well become a part of the Union's permanent arsenal of defenses against contract encroachment.



A total of 12 grievances resulted from the visit, eight of them of a general nature.

At press time, only three remained outstanding (all general), Island Servicing Representative Pete Endres said.

Among the problems which have been solved: the requirement that employees list such irrelevant information as whether or not they are pregnant, or what their armed forces record was, on personal health records; the refusal of the administration to properly post job openings (practice has been to prohibit applications for better jobs from persons already working in a department); the hospital's refusal to allow any employee with unused holiday time to take leave during the summer or Christmas periods.

Nanaimo Regional's refusal to pay casual employees super-stat benefits was dealt with by a grievance launched elsewhere (see story, page 7).



... and don't worry about your work piling up on you while you're sick — I'm having the ceiling raised.

Cost sharing refused

The Health Labour Relations Association's refusal to pay its share of the cost of printing the booklets containing facsimiles of the collective agreement has resulted in the Union launching a grievance against Shaughnessy Hospital.

HEU has asked the question be taken to immediate arbitration.

An arbitration award would be binding on all British Columbia hospitals.

tributed \$100 to the \$400 scholarship set up in the name of former hospital administrator *Doris Allin*.

The scholarship, for which Burns Lake Secondary School students will be eligible, was announced in late May.

The scholarship was made possible by the donations of the HEU Unit and the B.C. Government Employees' Union's Council 11.

Allin served at the hospital for 34 years.



Something new has been added to the

the construction project.

From that point, the issue expanded to include the question of when HEU members were to begin working in those parts of the new building which were nearing completion.

The BTC and HEU quickly reached agreement on that question, deciding the construction workers would be responsible for moving new equipment and furniture onto the site and that HEU members from the hospital would move old equipment from the existing building to the new one.

During the course of the Board hearings, the hospital admitted it was using the YEP students to move furniture because it had only received half of the money it had asked for from the provincial government to make the move into the new building, adding that — had it received the full amount — "of course we wouldn't have used the students."

That admission prompted the Board's stern reminder about what the students were in the hospital to do, and what they were not — under the legislation which created the program — allowed to do: perform union work.

It also prompted the Board to order the hospital to pay the students involved full HEU wage rates for the time they had spent moving furniture and equipment into the new building.

The basic dispute — at press time — was still unresolved.

LRB PROBE SOUGHT

The Union has asked the provincial Labour Relations Board to investigate the refusal of hospitals in the North to pay their employees an increased isolation allowance, as they are required to do under the provision of the collective agreement.

The request for the probe was made in early July.

Workers are entitled to increases of eight per cent in 1976 and six per cent in 1977 on their \$20-a-month allowance, received for serving in British Columbia's northernmost area.

pile of forms and paperwork awaiting the pleasure of HEU's Unit Secretaries: the unit activities report, a blue sheet which asks them to report such items of interest as retirements, Unit activities, hospital and community activities in which the Unit has participated and achievements or activities by Union members, to *The Guardian*.

The idea is to get more news about Union members in what is, after all, **their** magazine.

The poor secretaries, of course, can't be expected to know everything that's going on around them . . . give them a hand, by letting them know what you, or your department, is up to (or even by volunteering to fill out your own form).



When *Revelstoke* decided to have an outhouse race as a part of the community's annual Snow Fest, members of the HEU Revelstoke Unit responded in fine form, showing up at the starting line with a light green outhouse appropriately named *The Local 180 Crapper*.

Pulled and pushed and manhandled over the race course by Unit members, the HEU Unit entry placed third in the competition.



The *St. Paul's Unit* has expanded its activities by forming two softball teams, the Reds and the Blues.

By combining an avid interest and physical skills, the Reds (pictured below) have won eight of their 12 games. Since the season's opener, in May, the squad has also tied one game and lost three.

The Blues are improving their league standing, having won three of their nine starts.

Audrey Kelly captains the Red team, while **Maureen Wilson** heads the Blue squad.

The Unit's trophy-winning volleyball team will open its new season the first week in September.



Retired: In Prince George, *Sister Edith Widdowson*, after 19 years with the Prince George Regional Hospital; April 30.

In Williams Lake, *Sister Ruby (McCarthy) Tufts*, after 14 years as a dietary cook at Cariboo Memorial Hospital.



She is shown receiving an engraved silver tray, a Union mug and a retirement pin at a party held in her honour.

In Vancouver, from *St. Paul's Hospital*: **Brother Mike Buczynski**, Housekeeping department, on March 31, after 25 years; **Brother Reg Vader**, Orderly, on March 31, after 30 years; **Brother Gaston Dubois**, Dietary department, on April 30, after 36 years; **Brother Albert Anselmo**, Housekeeping department, on May 31, after 21 years; **Brother Nick Fedyk**, Housekeeping department, on June 30, after 22 years; **Brother Johnny Lord**, Dietary department, on August 31, after 26 years; **Sister Sheila Hilton**, Housekeeping department, on August 31, after 24 years; **Sister Elizabeth Arild**, on June 28 after nine years; **Sister Marina Perry**, staff health nurse, after 28 years.

All, in keeping with the Unit's policy, will receive a gift of a hand-tooled leather wallet, designed and crafted by inmates of the **Matsqui Correctional Institute**.



PARTING SHOT



SUPERANNUATION

Pension benefits can be increased

One of the ways in which the Municipal Superannuation Plan can be used is as a sort of "retirement savings plan", one which will pay interest on invested voluntary contributions in the form of higher superannuation allowances (pension benefits) upon retirement.

Plan members who want to boost their pension benefits can do so by making voluntary contributions to the fund administered by the Superannuation Branch, on top of the regular, basic premiums, which are deducted from each Plan member's paycheque every month.

Two types of interest are paid on such voluntary contributions:

For the purposes of an increased pension, the voluntary contributions earn annual interest at the average rate earned on the securities held by the fund in the previous year (this year, for example, the interest amounts to just over seven per cent).

For employees who terminate their employment *before* they reach the retirement age set out in the legislation governing the Plan, annual interest of only four per cent is paid on voluntary contributions when they are refunded.

For those who make voluntary contributions and who remain members of the Plan until they retire, there are two ways in which they can get their money back upon retirement:

- It can be used to purchase an annuity, which will increase their monthly benefit accordingly, or
- It can be refunded in a lump sum, which will include all the money contributed, plus accrued interest.

In order to get the full refund, it is necessary for the retiring Plan member to apply for the lump sum *before* the Branch approves the benefit allowances; it's a good idea to include the application for a lump sum refund at the same time the application for a pension is made.

Voluntary contributions are chancy, or can be: for those who remain members of the Plan until retirement, it can be an excellent method of increasing benefits upon retirement.

But for those who cease being Plan members before retirement, the "investment" isn't really all that attractive, because of the low rate of interest paid on voluntary contributions which are reclaimed before retirement age is reached.

NEW FACES

Endres on Island

Pete Endres, former Third Provincial Vice-President, has joined HEU's staff as a servicing representative working out of the Vancouver Island Regional Office.

Endres replaces Servicing Representative John Weisgerber, who resigned his position in June for personal reasons.

A native of Germany, Endres worked as an electronic equipment fitter in that country and was a member of the metalworkers' union there.

He emigrated to Canada in 1956, taking what he described as the "usual 'first' job for immigrants": working for the Canadian National Railroad as a member of the extra gang, doing car washing, working in a sawmill, on bridge construction and at any other job the railroad brass decided to appoint him to.

Endres moved to Victoria in 1958 and, in 1961, began work at what was then St. Joseph's Hospital (now the Victoria General Hospital).

At the hospital, he has worked in the dietary, nursing service (central supply) and housekeeping departments. His last position in the hospital was as lead hand in housekeeping.

He was first elected to the unit executive in 1968, and was unit secretary-treasurer from 1969 until he left the hospital to assume his job with the Union.

A member of four provincial bargaining committees (1969, 1971, 1973 and 1975), he has served on the provincial executive since 1972.

His wife of 17 years, Lyn, worked in the dietary department of Royal Jubilee Hospital in Victoria for 10 years, and was also an HEU member.

Endres is the father of two teen-aged children, Richard, 15, and Angela, 13.

His appointment to the Regional office staff — and the appointment of former First Provincial Vice-President Paul Urmson to the staff of the Joint Committee on Job Evaluation (see story, page 3) — has resulted in the re-structuring of the Union's provincial executive.

While W. D. (Bill) Black remains provincial president, the roster of provincial vice-presidents now reads: First, **Gordon Meagher** (Vancouver General Unit); Second, **Ed Ashmore** (Surrey); Third, **Ken Black** (Royal Jubilee); Fourth, **Carol Lambert** (Kelowna); Fifth, **Penny Fulton** (MacKenzie).

Janice Broadhurst, of the Kimberley Unit, remains as the only provincial alternate to the executive.



ENDRES