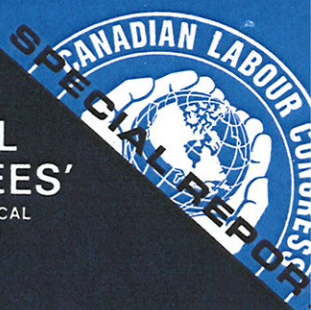


The Hospital

Guardian



HOSPITAL
EMPLOYEES'
UNION LOCAL
180



Sixth Provincial WAGE POLICY CONFERENCE

HOSPITAL EMPLOYEES
UNION LOCAL 180

WAGE POLICY
CONFERENCE



DELEGATES



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

The Hospital Guardian

Published by

Provincial Executive



HOSPITAL
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INSIDE

5 SPECIAL REPORT

A look at what may well be the biggest challenge facing trade unionists in Canada today: the nonaffiliated trade union. Can the Canadian Labour Congress/BC Federation of Labour keep pretending four of every ten union members don't exist?

9 ORGANIZING

HEU hires two organizers to help unorganized British Columbia hospital workers get union representation. In Delta, the pair run into immediate—and looming—problems when the IUOE tries a little fancy footwork with the hospital's management.

10 OTHER UNIONS

In Alberta, Registered Nurses manned picket lines rather than accept a contract which didn't give them parity with their B.C. counterparts. Who says we're the only hospital workers who'll hit the bricks?

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Sixth Provincial WAGE POLICY CONFERENCE

They met in Kelowna, the "Sometimes Sunshine Capital of British Columbia," 159 strong, for two days.

While there, they dealt with more than 320 resolutions, covering over 100 subjects, and elected a five-member Provincial Bargaining Committee (see box story, next page).

"They", of course, were the delegates to HEU's Sixth Provincial Wage Policy Conference, the gathering of Unit delegations at which bargaining demands for the Union's 1978 master agreement with the Health Labour Relations Association were formulated.

The WPC is one of the guarantees against centralized power built into HEU's constitution and bylaws, the means whereby the membership at large is assured of constant input into the drawing

up of bargaining packages to be presented to the employers.

Every Master Agreement Unit in the province was given the opportunity to send at least one delegate to the conference; every delegate was given the chance to speak his/her mind on every resolution put on the floor of the conference.

From the time the conference was opened, in the convention hall at Kelowna's Capri Motor Hotel on the morning of September 17, until the last gavel fell late Sunday night, the pace was frenetic, as delegates studied proposals, discussed the relative merits of matters before them and argued the advisability of alternate courses of action.

Finally, the work was done: A total of 57 basic demands have been formulated for the bargaining committee to carry



with them to the negotiating table, probably later in October.

Among the demands:

- A one-year contract, to expire at midnight, December 31, 1978, with a \$1-an-hour across-the-board pay increase as one of its major components.

- A Cost-of-Living Adjustment clause which would provide for a 1 per cent increase in pay when the Vancouver Consumer Price Index goes up by an identical amount.

- Improvements in the language covering super-statutory holidays and vacations, plus a demand for a 36-hour work week (based on an eight-hour day and banking—for most employees, this would mean five days on, two off, four days on, three off).

- A call for all overtime to be paid at double time rates.

- A provision for 8 per cent interest to be paid on any retroactive salary increases, should the contract not be signed by December 31, 1977.

In addition, the delegates determined that improvements in non-cost areas of the contract were needed, and they included provisions for the granting of tenure to long-term employees; provisions allowing employees access to their personal files; and provisions prohibiting an increase in the workloads at hospitals during holiday and vacation periods, in their list of demands.

Unit members are urged to attend Unit meetings to hear complete reports on the business of the conference.

THE COMMITTEE

Elected to serve as the 1978 provincial bargaining committee:

Russ Cole, of the *Kootenay Lake* (Nelson) Unit. Chairperson of his unit, he is also the regional vice-president for the Kootenays.

Peggie Hienze, of the *Prince George* Unit. Chairperson of the Prince George Unit, she was formerly Northern regional vice-president and served on the 1977 provincial bargaining committee.

Gordon MacPherson, chairperson of the *Victoria General Unit*. A provincial trustee, he was a member of the 1977 committee.

Gordon Meagher, a member of the *Vancouver General Unit*, of which he is the chairperson. First provincial vice-president, he served on both the 1976 and 1977 bargaining committees.

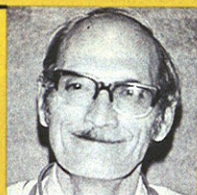
Bill Third, *Lions Gate* (North Vancouver) Unit. Unit chairperson, he is also regional vice-president for the Lower Mainland.

Named as alternates to the 1978 committee were:

Ken Black, *Royal Jubilee* (Victoria) Unit. Unit chairperson, he is also third provincial vice-president.

Penny Fulton, *Mackenzie* Unit. Fifth provincial vice-president, she also serves as chairperson of her unit.

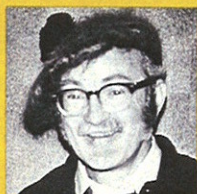
Cliff Weisner, *Shaughnessy* (Vancouver) Unit. Chairperson of his unit.



COLE



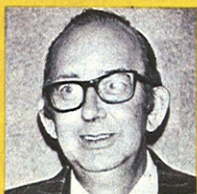
HIENZE



MacPHERSON



MEAGHER



THIRD



BLACK

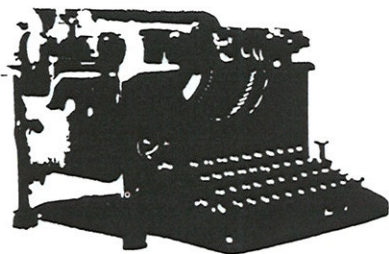


FULTON



WEISNER



**The Editor:**

Letter received by Provincial President
W. D. Black:

It will not surprise you to learn that the recent article in *The Guardian* on job evaluation (July-August, 1977) has caused some discussion in the committee. I am taking the liberty of writing to you about it, not because of any gross inaccuracies it contained, but because I wonder what it really says about the Union's commitment to the program.

When I consider all the difficulties you and your associates have had to overcome in order to bring the plan to the brink of implementation, it seems that you should want to do all in your power to build up the image of the committee in the eyes of your members.

The committee represents the first real attempt at joint participation and I believe that we have worked to ensure that no party is allowed to dominate the other or, for that matter, to obstruct progress. Of course, there have been disagreements, difficulties and, perhaps, even some attempts to delay or hinder our work. To expect otherwise would be to ignore the long history of relationships between the parties. The point is, however, that the committee is empowered and structured to solve its difficulties and, if necessary, to force its way through ob-

Chairman critical of *Guardian* report

struction. We can do what is necessary ourselves, without assistance from either of the parties other than through their appointees.

What we need from the parties, however, is the kind of support which makes it more likely that those they represent — those who are to be directly affected by our work — will trust us to do competent, fair and professional work on their behalf. *The Guardian* article seemed likely to have the opposite effect.

I hope you will always feel free to speak frankly to me about any reserva-

tions you may have about the work of the committee. We are bound to make mistakes, but the sooner they are acknowledged and corrected, the better. In the meantime, I am grateful for all the support the Union has given to this program.

Hugh C. Wilkinson
Chairman

Joint Job Evaluation Committee

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.

JOB EVALUATION



RAY MCCREADY outlines evaluation procedure to Victoria General workers.

Field work finished at Vic General

The five-week task of establishing the groundwork for job evaluation at Victoria General Hospital — the first of the province's hospitals to undergo the process — was completed in late September.

The groundwork consisted of having workers at the hospital complete job evaluation questionnaires, which quizzed them about the nature of the work they perform, then interviewing the employees to clear up points which either were unclear or not covered on the printed forms.

HEU Joint Committee Appointee Ray McCready told *The Guardian* Shaughnessy Hospital in Vancouver would be the second hospital to undergo evaluation under the program, recently implemented to end discriminatory job titles and wage rates in the province's hospitals (*Guardian*, July-August).

"Work at Shaughnessy should be underway in early October and completed by mid-November," McCready said.

After the field work at the two hospitals is completed, the results will be analyzed and used to formulate job description guidelines and a wage curve for the British Columbia hospital industry.

McCready said the committee still expects to have completed all work related to Victoria General and Shaughnessy by year's end.



It was **your** idea, Agnes, to go on that second honeymoon and get away from the kids for a while.



CLC President Joe Morris; BCFed General Secretary Len Guy.

SPECIAL REPORT

Several months ago, HEU's provincial executive decided the Union would no longer treat the question of affiliation with the Canadian Labour Congress as an item of high priority.

The executive made that decision after Secretary-Business Manager Jack Gerow reported to its members that he did not feel either the CLC — or its provincial branch, the B.C. Federation of Labour — considered the question of HEU's affiliation to be a matter of urgency.

The decision was duly chronicled, both in *The Guardian* (March-April, 1977) and in the *Vancouver Sun*, where labour reporter George Dobie called it a "fairly significant development."

"Unions affiliated with the Canadian Labour Congress and its provincial federations are growing slowly . . .", Dobie wrote.

"But a strange reluctance seems to take hold [of the CLC] when it comes to welcoming aboard new affiliates."

Dobie's story — and the subsequent *Guardian* report — dealt primarily with HEU's seven-year battle to regain the CLC/BCFed affiliation it lost when the Union broke away from the Canadian Union of Public Employees at its convention in June, 1970. (That battle for recognition as an autonomous trade union is traced in the box story accompanying this Special Report.)

But Dobie's report also touched, albeit briefly, on another disturbing aspect of the problem of which the HEU's struggle for affiliation is only symptomatic: The growing number of trade unionists — particularly in British Columbia — who belong to unions which are non-CLC/BCFed affiliates.

The sad truth today is that — while the CLC's affiliates represent almost 71 per cent of the nation's organized work force — the "Parliament of Canadian Labour" does not represent even half of the country's workers.

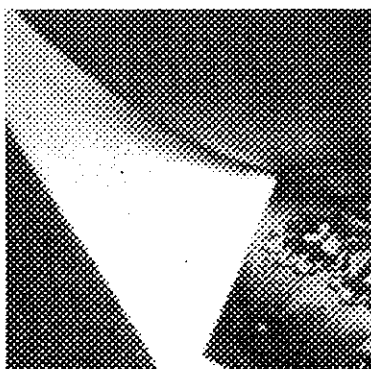
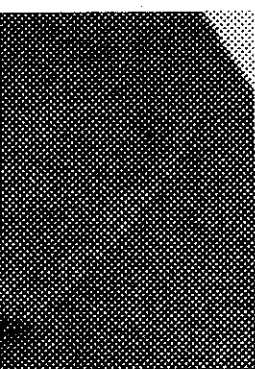
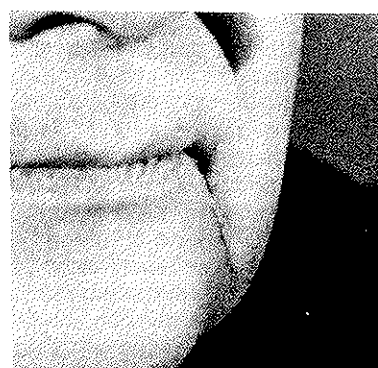
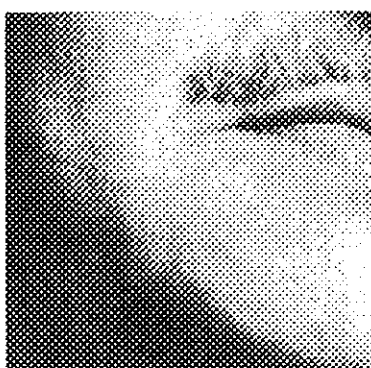
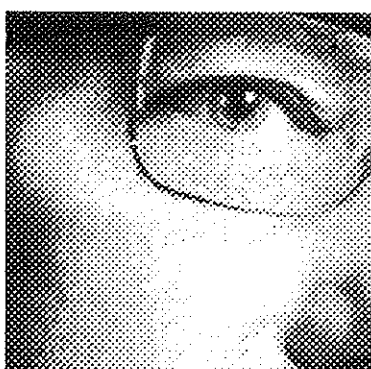
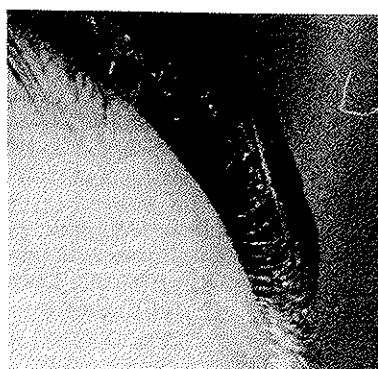
This is, in itself, alarming.

But even more alarming, to some trade unionists, is the fact that the 29 per cent of organized workers who belong to non-affiliated unions represent what may be seen as a growing trend away from association with the country's central labour body.

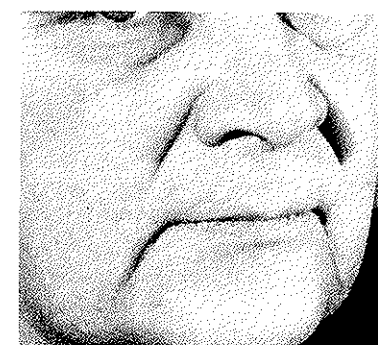
This trend is nowhere more evident than in British Columbia, where the CLC's provincial federation today represents only slightly more than five of every ten organized workers in the province.

Statistics Canada reports that in January, 1976 (the latest figures available), the B.C. Federation of Labour represented only 56 per cent of the province's organized workers, and conceded it was "highly likely" that that figure had shrunk since then.

British Columbia's "Top 10" unions —



LABOUR'S WEAKEST LINK:
*The unaffiliated
trade union*



the unions and professional associations acting as bargaining agents with the biggest memberships — comprise more than half of the province's organized workers.

And four of those "Top 10" unions/associations are not affiliated with the Federation of Labour, though their combined membership now totals more than 82,000 workers.

Perhaps more significantly, they are growing faster than the affiliated unions in the "Top 10" bracket (growth figures for the Registered Nurses' Association of British Columbia are not available, as the group splintered last year).

Comparing the January, 1976, figures supplied by Statistics Canada with the estimates of membership provided by the unions/associations themselves in late August, the fact emerges that HEU increased its membership during that period by 17.5 per cent, moving from seventh - largest - union - in - the - province status to fifth.

The only other union to come close to matching that growth rate was the Public Service Alliance of Canada — an affiliated union — whose growth rate figures at about 16 per cent.

But, when the membership figures of non-affiliates are totalled (excluding the RNABC) and compared with figures for a year and a half ago, the three unions' combined membership is seen to have increased by 7.6 per cent.

Totalling and comparing the membership figures for the affiliated unions — two of which actually saw their memberships decline — they are seen to have increased their combined memberships by only 3.7 per cent.

The picture beginning to emerge from this morass of statistics and figures is this: There is no question that both the CLC and the BCFed are growing steadily.

But nor can there be any question that non-affiliated unions are also growing, and growing much more rapidly than the unions/associations which do sit in the "Parliament of Canadian Labour."

Unless the trend is reversed, of course, the predictable result will be that — at some undetermined point in the future — neither the CLC nor the BCFed will any

longer be able to claim they represent a majority of Canada's, or British Columbia's, organized work force.

At least two things have contributed to the existing situation:

- First, there are a number of associations, many of whose members refuse to allow their bargaining representatives to call themselves "unions", which simply do not want to belong to the central labour bodies, either provincially or federally.

Both the British Columbia Teacher's Federation, third largest "union" in the province, and the RNABC, ninth largest, fall into this general category.

There are as many reasons for avoiding the affiliation which could easily be had by either organization as there are members in each; But it would probably be safe to generalize the concept that neither group is affiliated because a majority of their members do not choose to look upon themselves as "workers" — needing "union" protection and representation — but as "professionals", who belong to a "professional association" which just happens to perform some of the functions of a *bona fide* trade union: like negotiating contracts.

There appears to be at least some evidence, however, that such attitudes are, if not dying out altogether, at least becoming less popular.

The RNABC could not be included in the calculation of growth, for example, because it listed 18,000 members in January, 1976, and only 13,400 in August.

The Association didn't lose members, it simply changed their status: At its last convention, RNABC delegates splintered its membership into a "union" group, for which the Association negotiates, and "non-union" members, who belong to the professional association because they are registered nurses working in jobs covered under another union's certification, are working in non-union jobs (RNs employed in some medical clinics, as an example), or are nurses who retain their certification but who, for various reasons, are not working.

This splitting of what was basically a professional association into two components, one of them an increasingly-

militant union, can be taken as evidence that professionals are beginning to realize where their own best interests lie.

It can be effectively argued that the CLC/BCFed might be doing more to encourage such associations to join the ranks of affiliated unions, but it is recognized such encouragement would be both time-consuming and costly.

- Second, and far more seriously, there are any number of unions which are, for various reasons, denied affiliation with the CLC/BCFed.

Both the HEU and the Teamsters, each with 20,000 members in August, fall into this second category, as does the fledgling — but potentially enormously powerful — Service, Office and Retail Workers' Union of Canada. (See box story.)

It's doubtful anything could ever be done to re-unite the Teamsters with the CLC/BCFed, or with the American Federation of Labor-Congress of Industrial Organizations in the United States.

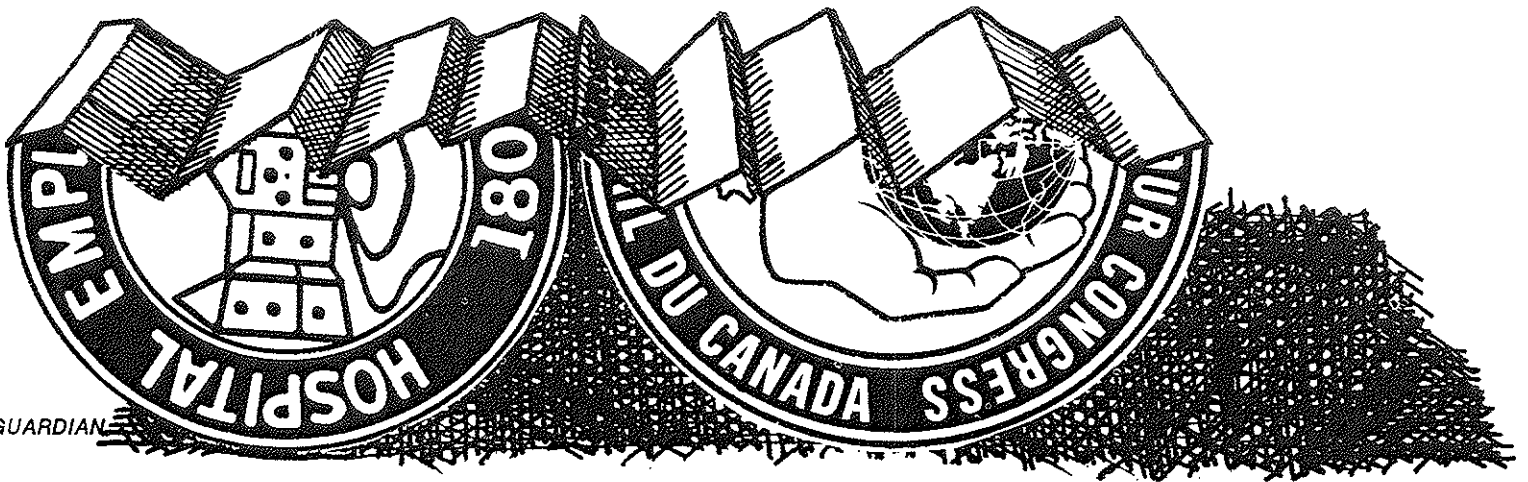
Too much bad blood exists between the union and the central labour bodies on both sides of the border to realistically expect any reconciliation.

But it seems strange, at first blush, that neither HEU nor SORWUC — both local, autonomous unions with excellent records of trade union co-operation — can be seated in the "Parliament of Canadian Labour."

Put simply, both are excluded precisely because they are local, autonomous unions, which have made enemies in high places in the CLC/BCFed hierarchy: in HEU's case, because it broke away from the powerful CUPE, and in SORWUC's case, because it represents a "splinter group" which the almost-as-powerful Office and Technical Employees' Union regards as a threat to its jurisdiction.

In both cases, the BCFed washes its hands of responsibility for the blocking of affiliation, saying with justification that it cannot accept affiliates who are not first allied with the CLC, its parent body.

The CLC constitution requires unions to affiliate through an already-affiliated union; in HEU's case, this would mean going back into the CUPE, in SORWUC's case, it would mean affiliation with the OTEU, a move apparently unacceptable



to both the executive and the membership.

This is where the situation stands today — at an *impasse*.

It is not necessarily where it will remain.

Because so many workers, both within and outside the trade union movement, are not affiliated with the CLC/BCFed, it is only a matter of time before one or more rival Congresses begin to pose a serious challenge to the CLC.

The Teamsters, in fact, have been moving in this direction for some time now, and current indications are that the possibility of the relatively-new "Canadian" unions banding together to form a new central body is one receiving ever-stronger consideration.

Any such splintering of the Canadian trade union movement would, of course, militate against the general goals of the movement, goals summed up neatly in a CLC publication which noted that co-operation between unions is at least as important to the movement as is co-operation among workers to form unions in the first place.

The raiding, counter-raiding and jurisdictional disputes which now go on between trade unions as a result of the existing archaic regulations is a waste of time, energy and money.

All three could be more properly spent in improving the social and economic well-being of all Canadians, primarily through working to increase membership in trade unions, but also through better lobbying of governments to improve the lot of all workers, whether organized or unorganized.

Labour, of course, has already made giant strides in doing just that: the old age pension, unemployment insurance program and — to a very large degree — socialized medicine scheme exist today because labour forced governments in the past to institute the reforms.

But much remains to be done, including the review and possible restructuring of those reforms already gained.

Before that can happen, however, labour needs to set its own house in order.

To do so, the CLC must be restructured in such a way as to bring the maximum number of Canadian workers into its fold.

Such a restructured Congress could be a highly-effective lobby for Canadian Labour.

And that would be a major step in the march to have Canadian trade unions recognized for what they are: an integral, vital and necessary part of the community.

This article was prepared for The Guardian by HEU Servicing Representative/Researcher Bob McCartney and Guardian Editor Stephen Brewer.

Congress ousted HEU after split

In June, 1970, delegates to the HEU's Seventh Biennial Convention voted unanimously to sever the Union's six-year-old ties with the Canadian Union of Public Employees.

The rupture came after delegates were told that HEU had paid the parent union more than a quarter of a million dollars in dues and fees in just less than five years, during which time it had received virtually no services or benefits from the parent union.

When delegates were told that not only had they already spent that money for little or no return, but that they were then faced with a vastly increased per capita defence fund assessment, they balked.

When they were told Local 180 had to be prepared to submerge its identity into the larger parent union — which then, as now, represented primarily municipal employees — they revolted.

The revolt was not without consequences . . . hardly had the last vote been counted before the CLC announced it could not allow HEU to remain an affiliate of the central labour body.

HEU was evicted summarily from the CLC at CUPE's insistence; and CUPE has blocked its reaffiliation ever since.

There can be no mistaking CUPE's intentions — it wants HEU's members back in its ranks, and it wants hospital workers from all the other provinces to fall in behind a repentant HEU.

It wants this very badly, and with good reason: While CUPE is already Canada's largest union, with 230,000 members (it is British Columbia's fourth largest, with 25,000), hospital workers could make it much bigger.

How much bigger?

Well if HEU, the RNABC, the Health Sciences Association and other B.C. medical unions joined together as a general health grouping in a restructured CLC, they would represent more than 40,000 workers.

Project that across 10 provinces and the magnitude becomes very clear.



OTEU-SORWUC CLASH OVER BANK WORKERS

For 30 years, the Office and Technical Employees' Union has been considered to have jurisdiction over Canada's bank employees.

The jurisdiction was "given" to the OTEU by the CLC long before the 1959 Canadian Labour Relations Board ruling which held that banks had to be organized on a national basis before certification could be granted to any union seeking to represent them.

That was an impossible task, and it is difficult to criticize OTEU's failure to undertake it.

Recently, however, the groundrules were changed — not at OTEU's instigation, but at the instigation of a small, new British Columbia union: the Service, Office and Retail Workers' Union of Canada, a non-CLC affiliate.

In June, SORWUC won an historic award from the CLRB: it was allowed to organize banks on a branch-by-branch basis.

At press time, SORWUC had 28 B.C. bank branches either certified or awaiting almost certain certification.

But trouble was looming on the horizon . . . the OTEU had already begun trying once again to organize the province's bank workers, creating a jurisdictional dispute which threatens to become a major problem.

SORWUC has asked the OTEU to keep out of British Columbia, arguing that organizing bank workers is going to be hard enough without inter-union warfare over jurisdiction clouding the picture.

The OTEU, clinging to its CLC-blessed jurisdiction, has balked.

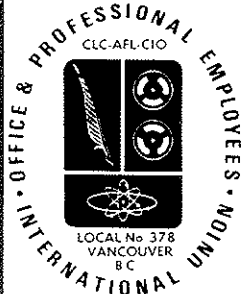
As with the HEU-CUPE situation, numbers and strength are at the root of the dispute: OTEU is not one of the nation's most powerful unions.

But there were over 130,000 Canadian bank workers at last count.

That kind of membership potential speaks for itself.



SORWUC



Student work programs get approval

If the provincial government decides to continue the program it initiated this summer — the Youth Employment Program — in years to come, HEU will again help in the drive to find employment for students.

But the Union has been forced to make that participation conditional.

The Provincial Executive has decided that the widespread abuse of the YEP this past summer (*Guardian*, July-August) by hospitals must be taken as a declaration that the employers have no intention of living up to their end of any agreement to create summer jobs for students.

Accordingly, the Executive has ruled that HEU participation in any similar future program must be conditional on summer employees being brought into full membership in the Union.

This would mean the student employees would have to be paid the going wage rate for the job they are hired to perform, and would be covered by all provisions of the union's contract with the hospital employer.

The executive's reluctant decision came after an analysis of the just-completed YEP revealed that many hospital employers had violated the terms of the agreement with the Union, which specified that none of the students hired could

be used to replace HEU members, that they could not perform work normally done by members and that they were limited to doing jobs which otherwise would not have been done.

This agreement, which also guaranteed the student workers a \$4-an-hour wage rate, reflected the legal limitations established by the government for the YEP, which specified that all of the students had to be in addition to "the hospital board's regular number complement of full-time, part-time, piecework and seasonal employees" (*Guardian*, May-June).

Blatant abuse of these provisions at Burnaby General Hospital sparked a work stoppage there when members of the Building Trades Council walked off the job to protest students performing HEU work on a building site.

In the investigation of that case, the hospital told the provincial Labour Relations Board that the students were, indeed doing HEU work and that the hospital had told them to do so because they were paid less than the hospital would have had to pay HEU members to do the same work.

That admission prompted the LRB to issue a stern reminder to the province's employers that the students were not, by law, to be considered a pool of cheap labour to replace union workers.



Pay students now

Over three months have passed since Dr. Noel Hall released his long-awaited Commission of Inquiry Report on the issue of apprenticeship training in British Columbia hospitals (*Guardian*, July-August).

After more than three months, nothing has been done to implement that Report, which called on the provincial government to bring in an apprenticeship program which would see student practical nurses paid anywhere from 50 to 100 per cent of the going rate for LPNs.

Hall called on the government to implement that program — as well as all other parts of the apprenticeship program agreed to in 1973 — "without further delay."

The government, aided and abetted by the Health Labour Relations Association, has so far refused to do so.

In an effort to force some action from the government, the Union has decided to launch grievances against those hospitals (about 10) in the province where student practical nurses are working for no pay.

HEU is also seeking a meeting with the ministers of labour, education and health to establish, for the record, exactly what efforts the government has — or, more likely, has not — made to effect the implementation.

In his report to delegates at the Sixth Provincial Wage Policy Conference, Secretary-Business Manager Jack Gerow also hinted that "it would not surprise [him] if practical nurses and orderlies, members of our Union, refused to work alongside student practical nurses who are not covered by the apprenticeship program."

Lack of staff sets off protest sit-in

The administration of Gorge Road Hospital has agreed to partially ease the problem of chronic understaffing at the Victoria extended care facility.

The agreement to hire relief house-

keeping staff for weekends came after about 90 HEU Unit members walked off the job July 30 to stage a two-hour protest over the understaffing problem, brought to a head when they were told to assume the workload of 10 to 15 absent workers.

The workers staged a sit-in in the hospital's cafeteria, returning to their jobs only after being assured their complaints would be reviewed by the administration in a meeting with the Unit executive.

Unit Chairman Stewart Fyfe said understaffing at Gorge Road has been a "real problem" for about a year and a half, since the hospital cut back on staff as part of an austerity drive.

The problem, Fyfe said, became even worse last summer, when some of the staff which remained took holidays; additionally, some of the workers who were not on holidays were working themselves into illness as a result of trying to do too much work.

"As it is, we have been asked right along to stretch ourselves beyond the limit," Fyfe told reporters. "This just shouldn't be when it comes to nursing people . . . you've got to be careful."



It's not destiny that shapes our ends . . . it's calories.

BOARD ASKED FOR DELTA CERTIFICATION VOTE

The provincial Labour Relations Board has been asked to conduct a certification vote of employees at Delta Hospital.

At press time, no date for the vote — asked for by the HEU — had been set by the LRB, though Organizers Gay Burdison and Linda Spry told *The Guardian* they hoped it would take place sometime in mid-October.

The bid for certification at Delta followed one of the most frustrating organizing drives ever conducted by the Union, one obscured by manoeuvres by the hospital and the International Union of Operating Engineers to force the employees into the engineers' union without ever asking them what they thought of the idea.

HEU began trying to organize the Delta workers early this year, when former Richmond Unit Chairman Wally Ross began signing up employees (*Guardian*, March-April, May-June, June-July).

Ross — who retired recently (see Roundup) — was replaced in early September by two temporary organizers hired to help all unorganized hospital workers in British Columbia form themselves into bargaining units.

The two had barely begun their drive to wrap up Ross' task when the IUOE — which had received certification for two maintenance and engineering employees at Delta in April — sent business agent Paul Peregoodoff to a hospital-called meeting at which he and Administrator Jack Miller told a group of employees that the engineers' union and the hospital had agreed to place all Delta Hospital employees in the IUOE.

HEU, when it learned of the meeting, filed a charge of an unfair labour practice against the hospital, the Health Labour Relations Association and the IUOE, charging the three were combining in an attempt to prevent employees from selecting the trade union of their choice.

At an informal hearing called by the



GAY BURDISON AND LINDA SPRY at work.

LRB to investigate the charge, the HLRA's Ted Jongerious announced that the LRB had already approved the joint application — by the hospital and the engineers' union — to vary the IUOE's certification to include all Delta Hospital employees, that a contract had been ratified by both the engineers' union and the hospital, and that the contract was already in force.

The informal hearing was adjourned; subsequent investigation of Jongerious' claims showed that:

No application for variance of the engineers' union's certification at Delta Hospital had ever been received by the LRB;

No approval of the IUOE-Delta Hospital verbal agreement to vary the certification had ever been given by the LRB.

HEU then asked for a formal hearing into its original unfair labour practice charge, and — while that hearing was pending — added a request for the certification vote at the hospital.

Variance sought

The Union has asked the provincial Labour Relations Board to vary its certification at Kelowna General Hospital to include the workers who will staff the Cottonwood Extended Care Hospital when it opens in mid-December.

The request for the variance was filed with the LRB September 19, by Okanagan/Kootenays Servicing Representative Owen Adams.

The hospital, which will be administered by KGH, is likely to have about 100 employees, who would become members of the Kelowna HEU Unit, Adams said.

VOTE ORDERED AT COMOX



ST. JOSEPH'S HOSPITAL

The provincial Labour Relations Board has ordered a representation vote at Comox's St. Joseph's Hospital, to determine if employees there wish to have HEU declared the successor to their current house association.

No date has yet been set for the vote, which follows a move by the employees to have the Union certified as their bargaining agent.



What good is a second opinion when it's the same as the first one?

AWARDS

SUPER STATS APPEALED - AGAIN

Not content to abide by the decisions of a board of arbitration and the British Columbia Labour Relations Board, the Health Labour Relations Association has asked the federal Anti-Inflation Board and its administrator, Donald Tansley, to decide whether its members must pay their casual employees the super statutory holiday benefits guaranteed them by the collective agreement.

In a letter in early September, the HLRA advised the Union it was referring the question to the AIB before telling its members to implement the earlier awards of both an arbitration board and the LRB.

The Association had asked the Board to overrule the arbitration board's decision in July (*Guardian*, July-August).

At issue is whether casual employees are entitled to receive triple-time-and-a-half for working Good Friday, Labour Day and Christmas Day. (The contract provides for double-time-and-a-half, plus a re-scheduled day off.)

Both the arbitration board and the LRB ruled the workers were entitled to the benefits.

SECRETARY IN UNIT

In a decision handed down in late July, the provincial Labour Relations Board held that the director of nursing's secretary at the Burnaby General Hospital was both an "employee", as defined by the province's Labour Code, and a member of the Union's bargaining unit at the hospital.

Secretary-Treasurers at all units have been asked to let their staff representative now if similar categories exist at their hospitals, so that those persons filling the positions can also be brought into the Unit.



Guess who'll be here shortly and guess who doesn't make house calls anymore?

ROUNDUP



Vancouver Sun photo

DERY

When **Vancouver General Unit Member Bonnie Dery** returned home from a family holiday to Alberta on Labour Day, she was met by an excited neighbour who told her somebody from the **Pacific National Exhibition** had been looking for her and her husband, **Bruce**.

Someone was — he was trying to get word to them that they had won the \$150,000, three-bedroom, Burnaby prize house in the program draw at the PNE earlier that same day.

The Dery's ticket in the draw was one of more than 341,000 sold by the PNE.

They hope to be in their new home by Bonnie's birthday, October 18.



Licensed Practical Nurse **Ometta Legall** isn't Legall any longer . . . she's **Ometta Gittens**.

A 10-year veteran of the **Grace Hospital** workforce, she was married in Vancouver July 30.



GITTENS

OTHER UNIONS

ALBERTA NURSES ORDERED BACK TO WORK

The Alberta government ordered 2,600 striking Registered Nurses to return to their jobs at 23 of the province's hospitals in early July, following a five-day work stoppage.

The back-to-work order was coupled with an announcement that the nurses' pay dispute with the Alberta Hospitals Association would be placed before an arbitrator for resolution.

The cabinet order-in-council also specified that the arbitrator's decision in the dispute would be binding on both parties.

The issue which sparked the strike was the hospital association's refusal to give the 6,000-members of the Alberta Association of Registered Nurses pay increases which would give them parity with their counterparts in British Columbia.

Such a pay adjustment would amount to an 18 per cent pay increase, and was the nurses' "final offer" to the association before the strike began.

The association has offered six per cent.



—Lethbridge Herald photo

STRIKING ALBERTA NURSES picket hospital in Lethbridge.



—Colin Price/Province photo

ARTIST BOB PARTRIDGE takes time out to tickle the fancy of two Children's Hospital patients after completing a wall mural at the Vancouver hospital. Partridge — an artist working for Broadway Printers, Limited, the Vancouver printing company which produces all of HEU's publications — donated over 160 hours of his time to paint the Stanley Park scene at the hospital. Paint and other supplies were provided by an anonymous donor.

When the **Penticton Hospital Auxiliaries** staged their first annual Grand Hospital Fair in late June, the **Penticton HEU Unit** decided the time was ripe for it to bolster the coffers of its local bursary fund.

The Unit members staffed two "tables" (actually, they used beds) at the Fair, offering baked goods and a white elephant stall.

The combined effort netted the local Unit another \$125 for its bursary fund, a

sum it hopes to double at next year's Fair.



Reported as a true story by an employee working night shift in the emergency room of a **Vancouver Island** hospital:

A drunk, wandering homeward after a night's carousing at the local pub, passed the hospital and noticed the sign reading "**RING THE BELL FOR THE NIGHT NURSE.**"

He did just that, summoning an irate nurse who demanded of him "What do you want at this hour?"

The drunk looked the nurse over for a minute before replying "I want to know why you can't ring the stupid bell for yourself!"



The **Victoria General Unit** has announced plans for a dance at the Esquimalt Legion on October 22.

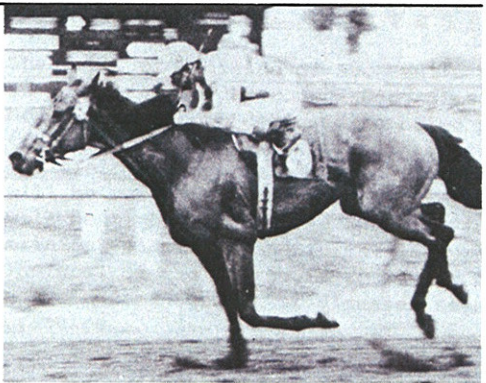
Dancing to the music provided by **The Crossroads** will be from 9 p.m. until 1 a.m.



Lois Baydak, an employee at Vancouver's **St. Paul's Hospital**, invited her co-workers from the Central Services Department to join her recently in celebrating her race horse's first win of the season.

The employees sipped on iced tea and nibbled dainties while Lois regaled them with tales of her and her husband's four-year-old thoroughbred, **Knight Templar**.

The horse won his first race last year, and Lois and her husband were celebrating his win in his second start.



KNIGHT TEMPLAR

Morley Fox, chairman of the three-member pay rate adjustment committee established early this year to review pay rates of certain British Columbia hospital workers, died in early August.

Respected by HEU for his impartial approach to the contentious issue of pay rate adjustments, Fox was frustrated in his attempts to hold hearings by the Health Labour Relations Association's insistence that the Job Evaluation Program made his job redundant.

"I am sorry indeed that things turned out the way they did as far as my efforts were concerned," he wrote the Union shortly before his death.

"I did what I could, but I can see what the trouble is

"I remain convinced that the Union had a well-meaning attitude with respect to the whole matter."



Retired:

In **Richmond**, Unit Chairman **Walter Ross**, after returning to the hospital from a leave of absence during which he worked out of the HEU's provincial office while trying to organize workers at the recently-opened **Delta Hospital**.

In **Maple Ridge**, **Blanche Pearsall**, an admitting office employee who was honoured at a special afternoon tea July 29, her last day of work. She started work at **Maple Ridge Hospital** in May, 1959.

In **Fernie**, Licenced Practical Nurse **Millie George**, who retired June 10 after working at the hospital for 26 years. She was the guest of honour at a dinner party held July 4.

Also in **Fernie**, **Olga Edelmann**, of the housekeeping department, who retired July 15 after five years' service.

In **Vernon**, **Lucille Logue**, who retired August 31 after 26 years with the hospital. The executive housekeeper was honoured at a tea that afternoon.

In **Kaslo**, **Tomiye Shuto**, honoured at an afternoon tea held at the hospital August 1, the day she retired. First cook at the **Kaslo Victorian Hospital** in recent years, she was an employee there for 22 years.



ROSS



PEARSALL

PARTING SHOT



BOYCOTTS

UFW-TEAMSTERS SIGN ACCORD



After more than 10 years, the **B.C. Federation of Labour** has lifted its boycott of **California table grapes**. The move came after the **United Farm Workers' Union**

and the **California Teamsters** signed a jurisdictional agreement earlier this year (*Guardian*, May-June).

A national boycott of **Robin Hood** products has been called.

Also being boycotted: all products and goods imported from **Chile**, **Tilden Rent-A-Car** and **Sandman Inns**.

Members of the **Bakery and Confectionary Workers' International Union of America** have called for a boycott of all products of the **Sandra Instant Coffee Company** of Ajax, Ontario.

Among the firm's products: Chase and Sanborn, Eaton's, Murchies, Nabob, Woodward's Supreme and Save Easy instant coffees.

SUPERANNUATION

'One hell of a mess?' - No

In May, Shaughnessy Unit member **Larry Tetz** sent *The Guardian* a letter in which he posed six questions about the **Municipal Superannuation Plan**.

His letter concluded:

"These questions are being asked because I have a horrible feeling that our Superannuation Plan is in one hell of a mess."

"The time has come for some kind of enquiry to be launched, to see just what is happening to our pension plan. Such an enquiry should start now, before some poor soul retires and suddenly finds there is a lack of funds in the Plan."

Tetz' letter was forwarded to **W. H. Forrest**, superannuation commissioner in Victoria, for replies to the questions posed and comment on the last part of the letter.

The questions asked — and the answers supplied by Forrest — follow.

Forrest's reply to Tetz' concerns:

"I am at a loss to understand why [he] has a 'horrible feeling' that the . . . Plan is in a mess. The need for an enquiry would appear to be pointless [since all aspects of the Plan are reviewed regularly by a Union of British Columbia Municipalities Pension Committee, whose membership includes both employer and employee representatives].

"It is inconceivable that a situation should occur where . . . 'there is a lack of funds in the Plan' . . ."

TETZ: What is the total amount in our superannuation?

According to the auditor's report for calendar 1975 [the latest year for which figures are available], the Fund's total assets, on December 31, 1975, were \$412,483,939.

TETZ: What is the total per year that we pay into the Plan?

The same report, on page M9, shows employees contributions for calendar 1975 were \$30,663,494. Employer contributions for the same year were \$28,402,562, plus another \$20,000 which the provincial government is required, by law, to contribute.

TETZ: How is our money being used?

Most of it, \$385,761,203 to be exact, was — in 1975 — invested in bonds and debentures issued by various British Columbia crown corporations (B.C. Hydro, B.C. Railway, etc.), municipalities, school districts, water, sewage and fire protection districts and hospitals. All these are guaranteed by the provincial government. More than \$20 million was paid to retired Plan members.

TETZ: What is the interest rate on our money, and how is it calculated?

The interest earnings for the Fund for investments made during calendar 1975 was 10.22 per cent. The net rate of interest during the calendar year — after administration expenses — was 7.272 per cent.

TETZ: Is the interest being added to our Fund?

All interest earnings are deposited to the Fund. In 1975, interest earnings of \$27,022,550 were added.

TETZ: Are the hospitals all paying their fair share, as they are supposed to?

"As they are supposed to" is exactly right: they are required to, and a check is made every year to see to it that they comply with that requirement. In 1975, the 115 British Columbia hospitals participating in the Plan contributed a total of \$10,809,014.88 (Shaughnessy Hospital, as a matter of interest, paid in \$724,919.19 in 1975).