

## Dates Set For Some Hospitals

# Implementation Of The E. R. Peck Award



Glacier View Unit member Kay Anderberg assists residents, like the one pictured here, at the Glacier View Lodge facility during the course of her day-to-day duties as a nurse aide. Kay is the former Secretary-Treasurer of the HEU Unit in Comox on Vancouver Island.

HEU met with HLRA February 1 for the purpose of discussing the process of implementing the E.R. Peck Arbitration Award.

At the February 1st meeting, HEU and HLRA agreed to the following points with respect to implementation of the award:

— By February 15, 1982, HEU and HLRA will exchange the respective matching decisions, based on the Peck Award, for all clerical positions in each facility party to the HEU/HLRA Master Agreement.

— On February 22, 1982, HEU and HLRA will meet to confirm "common ground" and to negotiate further "common ground".

— On February 25, 1982, HEU and HLRA will meet for the purpose of implementing the Peck award with respect to the **Surrey Memorial Hospital**.

— On February 26, 1982, HEU and HLRA will meet for the purpose of implementing the Peck award with respect to the **Lions Gate Hospital**.

— On March 1, 1982, HEU and HLRA will meet for the purpose of implementing the Peck award with respect to the **Victoria General Hospital**.

— On March 2, 1982, HEU and HLRA will meet for the purpose of implementing the Peck award with respect to the **Grace Hospital**.

HEU has scheduled 17 dates in March and 10 dates in April to

be set aside for further implementation of facilities that will be named at a later date.

HEU's position is that teams of job analysts travel across the province to get the job done.

In addition, the Union has proposed that hospitals in every region, both large and small, be classified in the early stages of implementation of the Peck Award.

## Mediator's Report On Negotiations

[Editor's Note: The following letter was sent January 28th to HEU and HLRA from provincial mediation officer F. R. Long]

Dear Sirs:

On January 14, 1982, both HEU and HLRA, in an attempt to expedite the collective bargaining process, agreed to two recommendations that were under my auspices as follows:

### RECOMMENDATION 1: Bargaining Resumed

Each party will prepare a new package proposal for presentation to the mediator. The contents of the package proposal will represent a substantial movement from the positions tabled December 1, 1981 by HLRA and December 8, 1981 by HEU. The mediator will, with each party, evaluate each package proposal and will see to it that substantial movement has occurred before presenting the package proposal to the other party. Both parties agree that the package proposals and any subsequent proposals will be without prejudice and will not be referred to by either party for any purpose at any time.

### RECOMMENDATION 2: News Blackout

Each party agrees that all discussions, proposals and offers to settle made from this date forward will be privileged and will not be reported except to the Provincial Executive of HEU and the Board of HLRA. Media and membership releases regarding positions taken prior to this date will cease effective this date. This agreement will remain in full force and effect until the mediator, at his discretion, releases the parties from this agreement or until either party tables its final offer to settle. The mediator may, from time to time, issue progress reports for use of the membership of HLRA and HEU.

Under recommendation 1 above both HLRA and HEU have exchanged packages. Meetings were held between the mediator and each party in order to discuss the packages. Both parties have addressed themselves to the issues and further talks are scheduled.

Negotiations are set for February 2nd, 4th and 5th as well as February 8th, 9th, 10th, 11th and 12th, 1982.

Under recommendation 2 above, the parties are continuing to work under a strict "news blackout".

Yours truly,

F. R. Long Mediation Officer

## Agreement Reached At McDonald Lodge

HEU has been certified by the Labour Relations Board as the bargaining agent for 11 employees working at McDonald Lodge in Vancouver.

The certification bid was challenged however because

the owner of the health care facility argued before the LRB that the bargaining unit should include two more 'members' — these two being the brother of a management person and his sister-in-law, as maintenance man and food supervisor.

"Because of this close family relationship, and the small work unit at McDonald Lodge, it appears obvious that Jack and Lynn McDonald would be perceived by the other employees as primarily representing the Employer's interests (ie. as part of the management team)", said LRB Vice Chairman Brian Foley in announcing the certification.

"Both would identify more strongly with Dan McDonald, secretary-treasurer of the Employer, than with the employees," added Foley.

Foley, in dismissing the application from the Employer, concluded that adding the pair to the bargaining unit would cause a wide variety of difficulties at the workplace.

HEU members at the facility ratified a collective agreement at a meeting in January.

"We are very happy with the contract," Unit Chairperson Susan Roop told The Guardian.

## Nurses To Honour Pickets

The B.C. Nurses Union have stated their policy with respect to the withdrawal of services in the event of a strike by HEU.

The BCNU stated in an information bulletin to their membership in December that their members, except those designated by their union to provide essential services, will "honour picket lines affecting the health care industry established by a trade union."

"The BCNU will continue to urge all trade unions in the health care industry to provide the BCNU with sufficient notice of any withdrawal of services so BCNU can coordinate a nurses essential services plan," stated their information bulletin.

## Units To Be Included

The following HEU Units, by mutual agreement between HEU and HLRA, are included in the current Master Agreement negotiations:

- Kensington Private Hospital;
- Normandy Private Hospital;
- Willingdon Hospital;

These three privately-run health care facilities are the first such facilities to be covered by the Master Agreement.

It has been a long-term HEU goal that all facilities are to be covered by the Master.

## Hearing Slated For UBC

A representation vote was held January 27 among 624 employees who work in the acute care, extended care and psychiatric care units at the University of B.C. Health Sciences Centre Hospital in Vancouver.

The health care workers affected were voting to choose between either HEU or the Canadian Union of Public Employees (Local 116) to be their bargaining agent.

The results of the vote will not be revealed until the Labour Relations Board rules on the appropriateness of the bargaining unit.

The LRB has scheduled hearings February 18 and 19 to deal with HEU's certification bid.

## Memorial Service For Greta Little

A memorial service for former Queens Park Unit member Greta Little was held at Queens Park Hospital in New Westminster January 28.

Greta passed away several days earlier after a long bout with cancer.

"The service was unique because it is the first that I've ever heard of being held in a hospital — and I worked here for 17 years," Unit chief shop steward Gary Nivens told The Guardian.

"Many ex-HEU members who

used to work with Greta came to the service from as far away as Maple Ridge," said Nivens.

There were over 100 people at the service and the hospital closed the cafeteria during the service in memory of her, he added.

"The Unit passed a motion at the last meeting to establish a \$500 bursary in her name for students related to HEU in some way. This is the Unit's way of showing what we thought of Greta. We will never forget her," said Nivens.



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

## The Hospital Guardian

Official Magazine of the



HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180

Editor: Nuccio Spitale

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# Editorial Page



## The Peck Award

The E.R. Peck Arbitration Award, at least an interim award, has finally been handed down.

After seventeen long and frustrating months in the making, the Peck Award finally creates a workable clerical structure but at the same time pegs the new structure at the discriminatory wage level of the provincial government service which has more clerical employees than any other employer in the province. Such discriminatory wage level is the reason for the conservative wage increases, the freezing of some wages and the downward rate revisions of others in the Peck Award.

If the Peck Tribunal had the jurisdiction to break tradition, to end discrimination and to compensate clerical employees for the obvious value of their skills, efforts and responsibilities, then and only then would the tribunal have issued an award that would be "final" as far as HEU is concerned.

As long as clerical workers and other women workers labour under wages that are discriminatory and do not recognize equality, HEU will continue its fight to win equal pay for work of equal value.

If there was ever any doubt about the need for HEU's equal pay for work of equal value campaign that doubt has been shattered by the Peck Award.

The basis of the matching process shall be the Job Descriptions in the respective facility (and other acceptable information) in comparison to the benchmark classifications decided under the Peck Award.





Duncan Unit members put on their version of a "kangaroo court" during the Unit's Christmas party in December. The jurors (seated) from left: Mary McAuley, Frances Walker, Sharon Haines, Pat O'Shea and Cindy Cyr. The prosecutor (standing) is Peggy Pell.

Unit photo



Sechelt Unit members whooped it up at their annual Christmas party over the holiday season. Shown here having a good time are: (from left) George Eberle, Mary Eberle, Phyllis Hedden and Unit Chairperson Dorothy Goeson.

Unit photo

## Dennis Jeffery's Other Interest

Long-time Provincial Executive member Dennis Jeffery, a maintenance employee at Penticton Regional Hospital, has another interest outside of participating in the development of HEU — he loves basketball.

Jeffery has been associated with girls basketball in the Penticton area for 28 years.

"I have really enjoyed it, mostly because my daughters have been active, but also because it's a great way to get involved in the community," Jeffery told The Guardian.

Jeffery's daughter Lana is a member of the top-ranked Penticton Lakettes team this season. The Lakettes, presently ranked number 1 among senior

girls (high school) teams in the province, won a tournament in New Westminster in February.

Jeffery took in the games during breaks in Master Agreement negotiations. Dennis is a member of the provincial bargaining committee.

"The girls are very strong this year. It could be their year to win the finals in the spring," he said.

"I think it's important that people take an active part in sporting activities, whether it be themselves or their children. It's a great way to meet other people as well keeping a hand in community affairs."

Jeffery's daughter Lana is a guard for the Penticton Lakettes.



Long-time Provincial Executive member Dennis Jeffery (left), pictured here at a wage policy conference, has been involved in girls' basketball in Penticton for 28 years. "It's great working with kids — they can be very inspirational," Jeffery told The Guardian. (See story above).

## Copies of award mailed to Units

# From The E. R. Peck Award

[Editor's Note: The following is excerpted from the E. R. Peck Arbitration Award. Copies of the award, which dealt with the classification of clerical employees, have been mailed to all affected Units. Members should contact their Secretary-Treasurer if they wish to review the award.]

I find that an employee whose pay rate is red-circled by the implementation of the Clerical Pay Rate Schedule (Appendix A) shall be treated as follows:

### (1) Downward Rate Revision

If his/her prevailing pay rate is above the maximum of the new Classified Pay Rate level it shall be reduced to the maximum, and shall remain there until such date as the Pay Rate Schedule is revised upward so as to overtake his/her Classified Pay Rate, provided that in those extreme cases where the employee's Prevailing Pay Rate effective August 1, 1980 and August 1, 1981 is so far in excess of the maximum Classified Pay Rate on those dates that Section 7 of the Wage Schedule provisions of the Collective Agreement becomes operative through the selection process incorporated in the definition of Revised Wage Rate (see below).

### (2) Freezing

If his/her prevailing pay rate falls below the new maximum but above the new Classified Pay Rate commensurate with the employee's length of service in the position, his/her prevailing pay rate will be frozen until such time as the employee progresses to a new increment step.

Should the employee's prevailing rate at the new increment step be higher than the Classified Pay Rate commensurate with length of service, but below the maximum Classified Pay Rate, the employee's pay rate will again be frozen, subject to the same caveat described in (1) above respecting the operation of Section 7 of the Wage Schedule of the Collective Agreement.

The detailed application of the "how of red-circling" is now set out, complete with definitions and examples:

### Prevailing Wage Rate

The increment wage rate(s) actually paid an employee between January 1, 1980 and The Implementation Date as set forth in the 1979-1981 HEU-HLRA Wage Schedules.

### Classified Wage Rate

The increment wage rate(s) to be paid an employee pursuant to Appendix A to this Award.

### 4% Mitigated Rates

The wage rate structure which results from the application of 4% of the prevailing rate January 1, 1980 to become effective August 1, 1980, and the further application of 4% to the wage rate so produced to become effective August 1, 1981.

### Revised Wage Rate

The wage rate produced by selecting the higher of two alternative wage rates at each increment step:

(a) the 4% Mitigated Wage Rate or

(b) The Classified Wage Rate.

### Implementation Date

The first day of the pay period in which an employee receives his/her Classified Wage Rate.

### Prevailing Increment Anniversary Date

The date(s) prior to The Implementation Date upon which an employee was entitled to increment wage progression as per Article XIV of the 1979-1981 HEU-HLRA Collective Agreement.

### Application

1. All classifications shall be assigned the appropriate pay rate level as set out in Appendix A. New classifications created subsequent to January 1, 1980 shall be assigned appropriate

pay rate levels as of the date they are established.

2. All employees shall be assigned the appropriate Classified Pay Rates effective January 1, 1980. Employees hired subsequent to January 1, 1980 shall be assigned the appropriate Classified Pay Rates as of their initial date of employment.

3. Employees shall be slotted at the increment step in the Classified Pay Rate Structure commensurate with length of service in their position, provided such does not result in a downward pay adjustment from their Prevailing Pay Rates.

4. If such increment slotting does result in a downward pay adjustment from their Prevailing Pay Rates, employees will be slotted at the maximum increment step in the Revised Pay Rate Structure or be frozen at their Prevailing Rate, whichever is lower.

5. On each Prevailing Increment Anniversary Date prior to the Implementation Date, employees will receive the same increment adjustments that they would have received had the new Classified Pay Rate Structure been in effect on January 1, 1980, provided such adjustments do not result in pay reductions. If such increment slotting on these Prevailing Increment Anniversary Dates results in a downward adjustment from their Prevailing Pay Rates, employees will be slotted at the maximum increment step in the Revised Pay Rate Structure or be frozen at their Prevailing Rate, whichever is lower.

6. On the Implementation Date, pay rates frozen below the maximum increment step of the Classified Pay Rate Structure will remain frozen until length of service produces an increased pay rate in the Classified Wage Rate Structure.

7. For the purpose of increment progression only, employees will be deemed to have the length of service indicated by the increment step they occupy on the Implementation Date, calculated from the date of assignment of that increment step.

8. In the event employees have changed their positions since January 1, 1980, such employees shall be paid the appropriate pay rates as calculated above, for each position occupied.

9. Employees will have benefits, premiums and differentials (which are wage related) adjusted effective January 1, 1980 on the basis of the appropriate pay rates.

## Labour Studies At Capilano College

The Labour Studies Programme at Capilano College offers courses that may be of interest to HEU members.

Among the courses being offered this spring at the North Vancouver community college are:

- Labour Economics;
- The B.C. Labour Code;
- Workers' Compensation Act;
- Race and Ethnic Relations;

— History of the Labour Movement in Canada;

— Public Speaking;

— Women's Leadership Skills;

For further information about the courses, please contact Betty Merrill or Ed Lavalle at 986-1911 (local 334) or write to them at Capilano College, 2055 Purcell Way, North Vancouver V7J 3H5.

## Nurses Union Vote

The B.C. Nurses Union has conducted strike votes at two Vancouver Island health care facilities, Yucaulta Lodge, in Campbell River and Fir Park Village in Port Alberni.

The BCNU requested in January that the government mediator submit his report regarding the contract dispute at the two facilities.

The BCNU members at the facilities voted 93 per cent in favour of taking strike action, according to a BCNU spokesperson.

The collective agreements that cover HEU members at the two facilities expires at the end of March.



Parkholm Lodge Unit member Margaret Hamilton (left), shown here at a recent Unit meeting receiving a retirement pin from Unit Chairperson Marilyn Porter, has retired from service at the Parkholm Lodge in Chilliwack. Margaret worked approximately four and a half years at the old Chilliwack Intermediate Care facility prior to coming over to Parkholm Lodge.





HEU is committed to the principle of equal pay for work of equal value. The Union will not give up its fight until wage discrimination against women at health care facilities is ended.

## Equal Pay For Work Of Equal Value

**Q.** Is equal pay for equal work the same as equal pay for work of equal value?

**A.** No.

Both aim to end wage discrimination against women. But, they each refer to a different kind of discrimination.

Back in 1973, HEU argued that LPN's and Orderlies did substantially the same work and should, therefore, have the same rate of pay. After a long battle, the Union won. LPN's wages were raised to equal the orderly rate. **That is equal pay for equal work.**

But, many women work at jobs that men do not generally do. This includes clerks, food service workers, and nurse aides, among others. Equal pay for equal work does not apply here because the work is not the same.

But, discrimination remains. In most industries, the lowest paid women's job pays less than the lowest paid men's job. For example, in the hospital, the lowest paid women's job (clerk) pays about \$1,099 per month while the lowest paid men's job pay about \$1,500 per month.

**Equal pay for work of equal value** is a phrase used to describe the goal of raising minimum rates of pay for women to equal the minimum rates of pay for men where the job factors of skill, effort and responsibility are substantially the same.

**Q.** Would equal pay for work of equal value cost the government a lot?

**A.** Yes. It could cost the government about \$10 million a year just to eliminate wage discrimination against hospital clerks. That does not even count nurse aides, or other women's jobs in housekeeping and dietary departments.

**Q.** Can the government really afford that? After all, we are the ones paying taxes.

**A.** There is an important principle involved in equal pay for work of equal value. Do we want to live in a society that discriminates against women, or do we say, okay, we will pay the price and get rid of discrimination. It is a matter of social justice.

Four years ago, Ron Basford, who was then the Liberal Minister of Justice, rejected the criticism that equal pay for work of equal value would cost employers too much. Basford said, "... as a Parliament, we would be wrong to accept that the economy of this country can survive only on the basis of unequal pay for women doing work equal in value to that being done by men."

And Claude Bernier, of the Federal Human Rights Commission, asked an Ontario legislative committee that was considering equal value legislation, "... have we been discriminating so much against women in this country that the cost of being fair will disrupt the whole economy?"

Besides, equal pay for work of equal value will help a lot of people in the long run.

**Q.** Like who?

**A.** Women for one. If you are a man, that is your wife, daughter, or sister. If you are the women, you are worth it.

Families also. Women's incomes help entire family units, not just themselves. If women's wages increase, so does the purchasing power of families.

If HEU can set precedents (along with other Unions) of achieving the same rate of pay for women's jobs that men's jobs have, women in other occupations in the private sector will have an incentive to organize and demand the same rates from their employers.

Single parents on welfare. In B.C., there are about 21,000 single parents on welfare who care for about 40,000 children. This is about 50% of all people on welfare. Many single mothers who would like to find paying jobs realize that the jobs they could get, pay less than welfare. For example, clerical, sales non-union, service jobs. If these traditionally women's jobs paid the same as men's jobs do, women on welfare could afford to work.

Taxpayers. When women can take decent paying jobs to get off welfare, taxes required to pay for that service will decline.

**[Editor's Note: If any HEU member has any question on the subject of equal pay for work of equal value he/she is invited to write The Guardian.]**

The Hospital Guardian, February, 1982/Page 4

### Women being underpaid

## Why Equal Pay Is Important

HEU, during present master agreement negotiations, is in the thick of battle to end the most insidious form of wage discrimination — unequal pay for work performed by women that is equal in value to work performed by men.

About 80 percent of the Union's membership are women, many in the traditionally women's jobs of food preparation and service, housekeeping, laundry, clerical and nursing.

HEU began its attack on wage discrimination back in 1973 when an arbitrator ruled that 12 women practical nurses employed at Kimberley and District Hospital, were discrimination victims because they performed duties substantially similar to male orderlies, but were paid \$144.00 a month less.

The Kimberley decision was followed by a succession of arbitration awards in other hospitals which recognized that licensed practical nurses and orderlies should get equal pay for equal work. Following those decisions, a collective agreement setting out equal pay for practical nurses and orderlies, and reducing the difference in pay between traditionally women's jobs and men's jobs in other categories was signed.

In fact, the Union and the NDP government of the day negotiated an agreement which resulted in a \$37.50 per month anti-discrimination adjustment for about 8,400 hospital workers, who earned less than the cleaner rate of pay.

By 1975, HEU and the NDP government had established equal pay for equal work in hospitals. In addition, disparities in earnings between men and women who performed different jobs were reduced.

But, the discrimination gap remains. August 1, 1982 HEU monthly rates show the lowest paid male category, the rate cleaner, is at \$1,500.00 a month, substantially above the female jobs in clerical categories.

As a result, at the Union's 1981 Wage Policy conference, the HEU Executive made the following recommendation which was adopted by delegates:

"A non-discriminatory base rate of pay based on the Cleaner rate shall be established with existing departmental differentials to be maintained."

The cleaner is, historically, the lowest paid predominantly male job. HEU's logic is simple — if men in the industry do not work for under \$1,500.00 per month, there is no reason that women should. This will not include a complex, expensive job evaluation system, but a simple "rough justice" for women.

HEU is the first B.C. Union to demand equal pay for more than one category of women workers. Most B.C. unions, up to now, have only the clerical staff to raise to equality with men's rates. HEU has clerical, dietary, housekeeping, laundry, and nursing departments, all of which have historical differences between them, which members intend to maintain — at least for the present.

When discussing equal pay for work of equal value, the question of how you measure value always crops up. The Canadian Human Rights Commission says you design a job evaluation system which mea-



ability has been exploited by employers who have pocketed the wages women should have been getting.

HEU is concentrating on eliminating the basic wage discrimination against women in hospitals by focusing on the very simple question: if men in hospitals are not expected to work for under \$1,500.00, why should women?

## From The Legislature

What we talk about when we talk about equal pay for work of equal value is money; we're talking about economics. We're talking about poverty when we talk about discrimination in this area. We're talking about the statistics that show that most of the poor people in this country, as in this province, are women: poor when they're young, poor when they're middle-aged and certainly poor when they're old. We've got to be able to make the link — and surely the government can make the link — between poverty and lack of decent wages.

What a government has to do when it makes a commitment to equal pay for work of equal value is to say and to decide, when the solution involves the exploitation of women, in terms of profit margin, that it is too profound and too destructive a solution to continue.

The cost of carrying on the discrimination in income against women is one that, I think, no government has accurately computed today.

For the government to talk about being committed to women and enriching them, when at the same time it is entrenching exploitation and discrimination in this area, is hypocritical, and it does not begin to address itself to that very real problem which women have, namely poverty.

**(Editor's Note: The above is a summary of a speech given by NDP MLA Rosemary Brown in the provincial legislature November 30.)**

*Did you know . . .*

HEU/HLRA

Master Agreement

"Employees qualifying for Workers' Compensation coverage shall be continued on the payroll and shall not have their employment terminated during the compensable period." Article XI, Section 3(d) Page 52

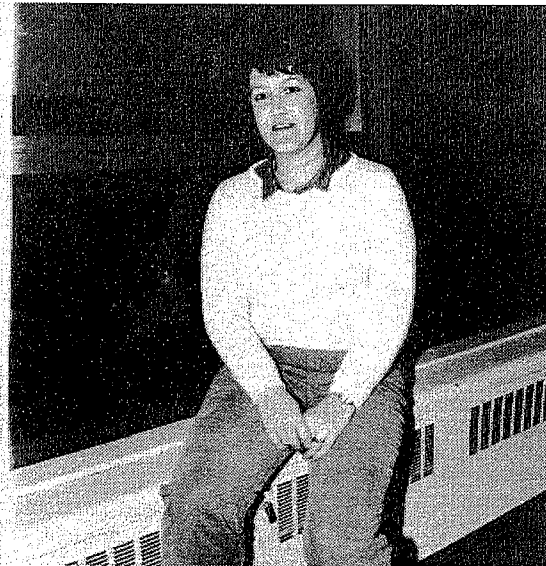


**Union-sponsored awards**

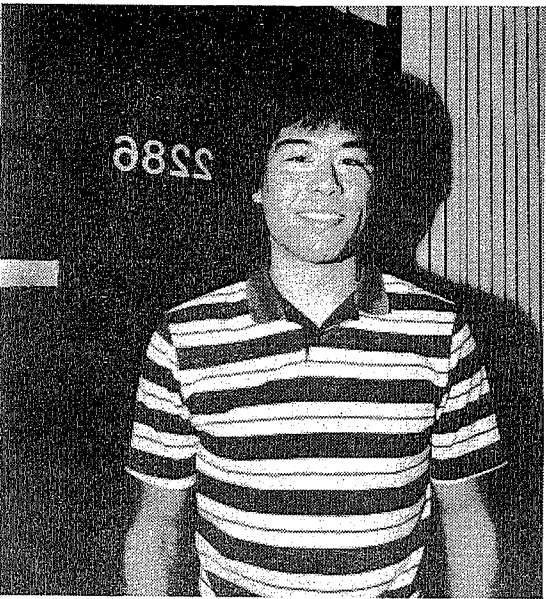
**HEU's 1982 Student Bursary Winners**



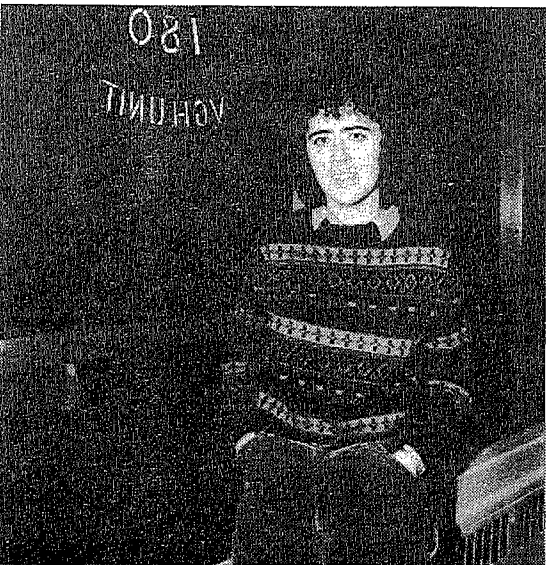
**Joanne Nielsen**  
... Edward Ashmore bursary winner



**Marlene Smith**  
... Lions Gate Unit bursary winner



**Colin Wong**  
... Vancouver General Unit bursary winner



**Kathleen Batchelor**  
... Royal Jubilee Unit bursary winner



**Virginia Ross**  
... Victoria General Unit bursary winner



**Ross Mounteney**  
... Vancouver General Unit bursary winner



**Susan Anderson**  
... Provincial Executive bursary winner

Seven students who have worked in health care facilities as HEU members have been named this year's winners of bursaries annually sponsored by HEU.

Joanne Nielsen is the winner of the \$1,000 Edward James Ashmore Memorial Bursary this year.

Joanne, a Delta resident, is presently enrolled at Douglas College and is studying to be a registered nurse.

"I am truly honoured to have been selected for the bursary. Words just can't express how grateful I feel," Nielsen told The Guardian.

Kathleen Batchelor has won the 1982 Royal Jubilee Unit \$350 bursary.

Kathleen, 20, is a 2nd year student at the University of British Columbia and is studying Rehabilitative Medicine.

"I was quite thrilled to learn that I had been chosen as the bursary winner. It is very nice of the Union to give out these bursaries because there are students like myself out there who need them," said Batchelor.

Kathleen worked last summer as a pharmacy technician at Vancouver General Hospital and is continuing to work there during the year on a part-time basis.

Colin Wong, this year's Vancouver General Unit bursary winner, also is a University of British Columbia student.

The 24-year-old Wong is in his first year of medicine at U.B.C. and has already applied the \$350 bursary toward his tuition fees this year.

"Naturally I am very pleased and honoured to have been selected for the bursary. The money sure came in handy for me," said Wong.

Colin worked as an orderly the past two summers at Vancouver General Hospital.

Virginia Ross, 24, of Vancouver, was the winner of the Victoria General Unit \$350 bursary.

Virginia is in her 3rd year at Arts at the University of British Columbia and is majoring in Psychology. She plans to eventually enter into rehabilitative medicine and work as a physiotherapist.

"The bursary was like a gift from Santa Claus because it was going to be a very tight year financially for me. But this bursary will help pay for my books and part of my tuition."

Virginia works part-time at Altamont Private Hospital in West Vancouver as a laundry aide.

Ross Mounteney, 23, is the winner of a \$350 Vancouver General Unit bursary.

Ross is in his 2nd year of Rehabilitative Medicine at the University of British Columbia.

"I was very excited to hear that I had been chosen a bursary winner. It is a great privilege to be named and I can certainly put the money to good use," said Mounteney.

Mounteney worked last summer as a dietary aide at Shaughnessy Hospital in Vancouver.

Ross is a Vancouver resident and hopes to eventually work as either a physiotherapist or occupational therapist.

Susan Anderson, 28, is this year's winner of the \$500 Provincial Executive bursary.

Susan is a first year Fine Arts student at Langara College in Vancouver who hasn't yet decided what career path she will pursue.

"I'm presently pleased to win the bursary because I am a single parent. I don't yet exactly know where I'll spend the money but it will definitely be to further my education," Anderson told The Guardian in an interview.

Anderson has worked at several Greater Vancouver hospitals as a licensed practical nurse, her last place of employment being Royal Columbian in New Westminster in 1981.

Marlene Smith, of North Vancouver, is the winner of the \$500 Lions Gate Unit bursary.

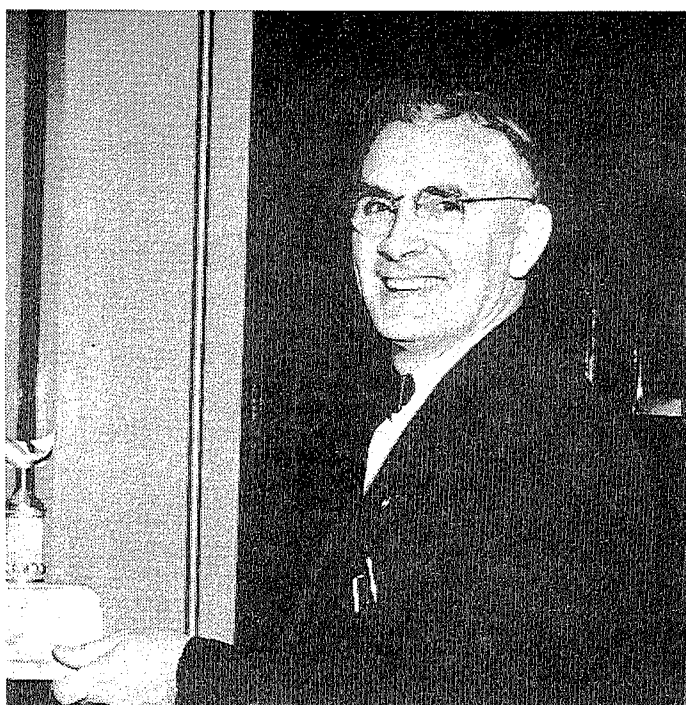
Marlene worked last summer as a laundry aide at Lions Gate Hospital during a break from her studies at the University of British Columbia.

The 34-year-old Smith was an HEU member from 1967-70 at Lions Gate when she worked as nurse aide at the North Vancouver hospital.

"It was a real honour to be selected and the money will come in very handy. In fact, I've already used the money toward my tuition fees this spring," Marlene told The Guardian.

Smith is in her 4th year in a Bachelor of Physiology program and eventually hopes to study medicine.





Alex Paterson, shown here in a photograph taken over 20 years ago, was a founding member of HEU and was elected the first president of the Union in 1944. He later served as Financial Secretary until his retirement in 1964.

## St. Mary's Members Saddened By Death

Egil Julien, a housekeeping department employee at St. Mary's Hospital for the past 18 years, died suddenly of a heart attack in November.

Brother Julien, who started work at the New Westminster hospital in 1964 in the laundry department before transferring to housekeeping, had been off work for a period of time in 1981, according to Unit Chairperson Lynn Halstead.

"He had been on WCB and his

doctor had just recently told him that he could return to work at the first of the year (1982). He was pleased with the news that he would be coming back to work with his friends," said Halstead.

"We were all very saddened by his untimely death," she said.

Brother Julien is survived by his wife Brigeta and their three children.



Prince George Unit member Elsie Vance (centre) was presented with a \$135 retirement cheque by the Unit at a recent party. Pictured with Elsie in this photograph are Enid Hansen (left) and Stan Feren (right).

Andy Kozyniak photo

## Elsie Vance Presented Cheque

Prince George Unit member Elsie Vance was presented with a cheque for \$135 upon the occasion of her retirement at the Unit's annual party.

## Wage Settlements

The following information is derived from the wage settlement program conducted by the Program Services Branch of the Ministry of Labour.

In the fourth quarter of 1981 there were 50 reported collective bargaining settlements covering 28,675 employees in the province. The average annual increase negotiated in these settlements was 14.6% or \$1.49 per hour. The revised third quarter 1981 increased marginally to 14.5% or \$1.74 per hour.

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Elsie, who worked for 27 years in the hospital's laundry department, also received a retirement pin from the Unit.

"Elsie was one of the people who everybody went to with laundry problems and she could always be counted on to sort everything out," said Unit spokesman Stan Feren.

Elsie, who previously served as Chairperson of the Unit remembered the problems of years past.

"In those days all the hospitals bargained separately, so there have been major improvements in collective bargaining over the years," she said.

Feren, himself a long-time Unit executive member, said the Unit all wished Elsie a happy retirement.

"We hope she enjoys her retirement years. She has really earned it," said Feren.

## An HEU founder

# In Memory Of Alex Paterson

The name Alex Paterson is a familiar one to any HEU member who has stepped inside the boardroom at HEU's Provincial Office in Vancouver.

Outside the boardroom hangs a plaque that was dedicated to Brother Paterson in 1978 for his work in helping to organize what today is known as the Hospital Employees' Union.

It was on a cold, rainy night in September 1944 that over 300 hospital workers at Vancouver General Hospital elected him to be President of the new Union they were forming that night.

At that time, male workers at Vancouver General were getting about \$80 per month in gross salary. And in those days, women workers were receiving about \$60 a month and in some cases even less, whether they were doing the same work or not.

Statutory holidays were unheard of and there was no paid sick leave, medical plans or seniority.

Led by Brother Paterson and W.M. Black, the workers at VGH took up the challenge and formed a Union — the Hospital Employees' Union Local 180.

Under their leadership, the struggle to build a strong Union went on. By the time Brother Paterson stepped down as President in 1949, the Union had made giant steps toward realization of a goal to build one united union for all health care workers in British Columbia.

In 1949, he became the Union's Financial Secretary, even though he continued to work at Vancouver General. Two years later, the membership decided the job had grown to the point where it was a full-time position and subsequently he was elected to fill the job.

Brother Paterson served in that capacity until 1964 when he retired. In the 28 years he had devoted to building a Union of hospital employees in B.C., he had seen the dream come a long way towards fulfillment.

Today, HEU represents more than 25,000 members working at more than 140 hospitals and health care facilities in the province. Thanks to the dedication and perseverance of Alex Paterson.

Brother, and his wife Gladys Paterson were given a surprise gift when he retired as Union Financial Secretary in 1964. The HEU membership gave

them two return tickets to his birthplace in Scotland as well as \$500 in spending money.

He first joined a union in his native Scotland when he worked in the shipyards there.

## W.D. Black Delivers Eulogy

We are gathered here today to pay our respects and to say goodbye to a man who spent a lifetime working to improve the lot of his fellow workers.

I first met Alex Paterson over thirty years ago. At that time Alex had already spent fifteen years organizing and negotiating for workers at the Vancouver General Hospital, where he first started work in 1934 as a cleaner and advanced to the position of store keeper for the last seven years he was there.

Brother Paterson's dedication to helping those employed in the hospital care industry in British Columbia dates back to 1935, when he was instrumental in organizing a group of hospital workers in Vancouver General Hospital as a unit covered under the civic workers' certification. Brother Paterson served as president of this group. Neither Brother Paterson nor others in this total male union (no women belonged) was convinced it was the ideal trade union they wanted for themselves, and their fellow workers.

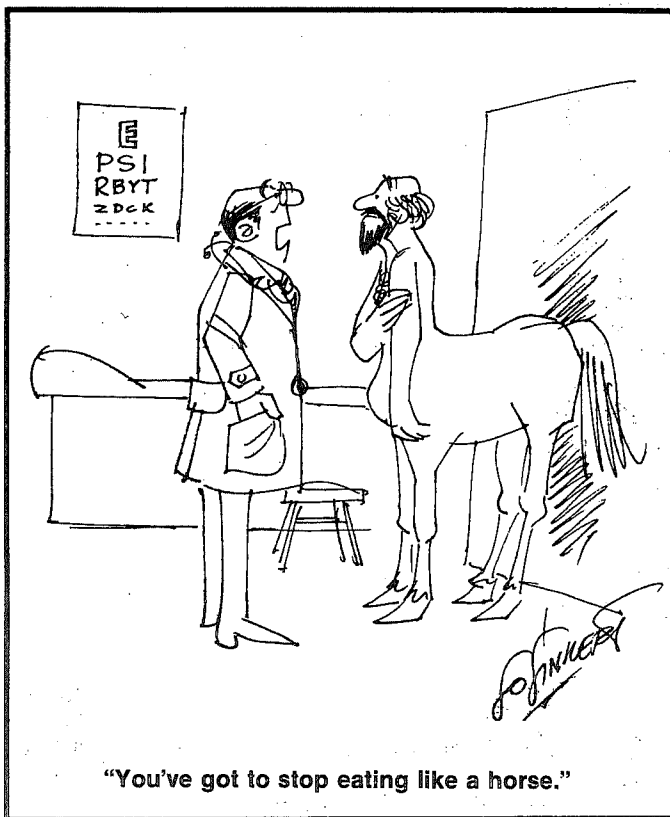
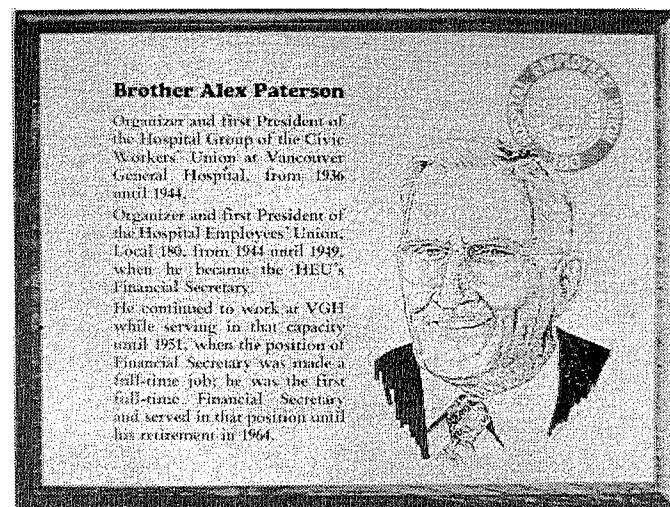
In the twenty-eight years he had devoted to building a union of hospital employees in this province he had an opportunity to see his dream move a long way towards fulfillment.

In 1978 the Hospital Employees' Union recognized and honored Alex Paterson for his contributions by naming their board room the Alex Paterson Board Room. A gold plaque was created showing a smiling Paterson, and including a brief resume of his union accomplishments. This plaque is mounted at the entrance to the board room in the Hospital Employees' Union building.

It takes but a few brief moments to review a man's working life. To list the accomplishments and the precedents established by Alex Paterson, and his fellow trade unionists, would take many hours.

Many workers in the health care industry today never had an opportunity to meet Brother Paterson, and many more have never heard of Alex Paterson and his belief in the self-worth and dignity of every hospital worker in this province. But for those of us who knew Alex Paterson, we are aware that Alex may have departed our ranks but he has left behind a legacy and a tradition for those that follow, and with him, today, goes the appreciation and thanks of every health care worker in the province of British Columbia.

(Editor's Note: The above eulogy was delivered by former HEU President W. D. Black at a memorial service held January 8 for Brother Paterson.)



## Former Executive Honoured

Seven former members of HEU's Provincial Executive were honoured for their past service on the Union's ruling body at a recent luncheon held by the current Provincial Executive.

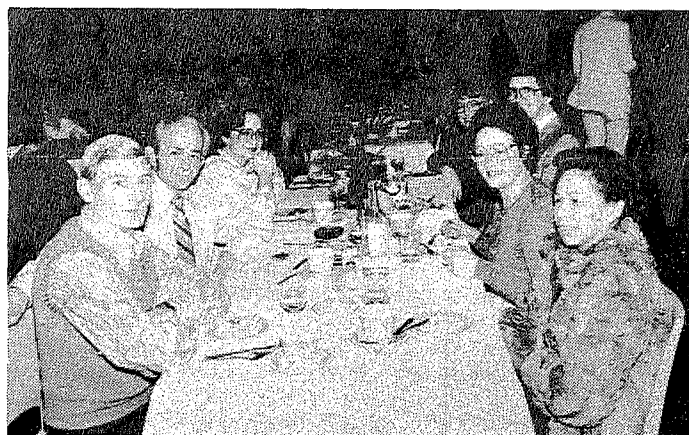
The seven, who were given engraved plaques, were: W. D. Black, former HEU President; John Darby, former HEU Financial Secretary; Larry Richards, Wanda Ricketts, Rena Greenwood, Cliff Weisner, and Steve Polack.

The seven thanked the Provincial Executive as well as the membership for what they termed "the privilege and honour of having served HEU members," by being on the Provincial Executive.





Shaughnessy Unit member Mary Swanson posed with her daughter Shannon at the Unit's annual Christmas party for children December 13. More than 50 children of Unit members attended the party and received gifts from Santa (Unit member Jim Atkinson).



These Vancouver General Unit members were among the approximately 150 who gathered December 12 for the Unit's annual Christmas party. The annual affair was a great success according to Unit Assistant Secretary Zorica Bosancic.



Chilliwack Unit member Carter Waugh held young Christopher McCunn at the Unit's annual children's Christmas party December 5. Carter is a cleaner at Chilliwack General Hospital and Christopher is the son of Unit member Patricia McCunn, a switchboard operator at the hospital.

Unit photo

## In the event of strike

# HEU Position On Essential Services

The following is a summary of a letter sent by HEU to HLRA regarding the designating of essential services at hospitals and health care facilities in the event of a strike by the Hospital Employees' Union.

HEU's position on essential services is as follows:

1. The hospitals to maintain a "full-house" policy with basic and emergency health care needs of the community met.

Parallel facilities in the community offering diagnostic and/or treatment services in Laboratory, X-Ray, Medical or Dental fields to be utilized in preference to hospital resources.

Prudent management to ensure medical/nursing resources are not utilized for any services that do not directly contribute to the life, health or safety of patients, i.e., cosmetic surgery, etc.

Non-essential activities such as new construction, renovations, cafeteria services, experimental processes, etc., to be discontinued for the duration of any strike activity.

The hospitals to supplement their available manpower resources by maximizing their use of disposables, i.e., cutlery, tableware, linens etc., commercially packaged and frozen; meal service, formula, and special dietary supplements to be relied upon in the absence of regular Dietary Staffs.

2. The Union will establish a Strike Committee at each hospital affected by a withdrawal of service. This committee will be responsible for the conduct of picketing activity, and will monitor patient care needs through consultation with the BCNU/HSA/PARI and members of the Medical Staff. If it is found the Employer, after a "best effort" on their part, cannot maintain a level of care sufficient to ensure there is no immediate and serious danger to life, health, or safety of patients, then striking members of the Union, in sufficient numbers, will be made available to eliminate the emergency.

3. As a specific augment to the services performed by the non-striking employee groups, the Union will designate sufficient of its members to maintain a safe level in the following services:

- a) General Care and Security
  - Internal/External communication
  - Fire protection/evacuation/heating
  - Community calamity
- b) Life Support Treatment
  - Members of Cardiac Arrest Teams
  - Respiratory Technologists
  - Artificial Kidney Technicians
  - Heart Pump Attendant
- c) Diagnostic Services
  - Pathology — Diener
  - Electro Encephalograph Technician

4. Ambulance — Police — and other Emergency Vehicles to have free passage through the Picket Line, as will all patients and their visitors. "Strike Passes" will be routinely issued for the transport of oxygen, medical gases and blood supplies through the picket on an "as required" basis.

5. One day per week, mutually agreed upon by the Union and the Employer, to be set aside for the transport, by management employees only, of required "essential" food, medical and/or other supplies or

services following prior notice by the Employer to the Union, of the time, place and characteristics of the essential goods or services passing through the picket line.

6. In consideration of the obligations undertaken by the Union in items 2 to 5 preceding, the Employer to:

- a) make available to the Union a heated facility, either adjacent to or in a non-patient area of the hospital itself, for the purposes of providing appropriate accommodation to house the back up emergency services being provided by the Union. Such facility to have sufficient washrooms, external phone services etc. to meet the needs of the number of persons involved and,
- b) observe its contractual obligations to other employee bargaining units, including but not limited to provisions affecting hours of work,

overtime, etc. Management staff, and/or unpaid volunteers that are members of hospital auxiliary programs only to be utilized as a staffing supplement when or if "designated" HEU members are performing "essential services".

It is obviously impossible at this time to anticipate every circumstance or situation that could arise during a hospital strike that will require the parties' attention. What should be obvious from this letter however, is the Union's attempt to insulate the patient from any harm that could arise because of a labour dispute between hospitals and their employees. There is no attempt to insulate HLRA or the hospitals from the consequences of strike activity. The Union will do whatever is required to protect hospital patients and, at the same time, secure realistic and liveable wages and working conditions.

## "Bad Communications" At Surrey Hospital

An arbitration board has reduced one suspension and ruled that a second suspension was not appropriate in the case of an HEU member at Surrey Memorial Hospital.

The matter was brought to arbitration when the HEU member in question was suspended and later fired by the hospital management over the grievor's conduct.

The hospital initially suspended the grievor for two weeks for what the hospital called "unsatisfactory" performance.

The award, handed down in December, ruled that the HEU member was found guilty of verbally accosting an engineer at the hospital and also failing in his capacity as a Supervisor to take sufficient care to implement an agreed schedule of working hours among the employees in the boiler room.

However, the award stated that "the disciplinary measure appropriate is not a two-week suspension but a verbal reprimand ... in light of the fact that (the grievor's) record prior to this has been without stain."

The second grievance before the arbitrator was a question of whether the HEU was guilty of improper conduct deserving of reprimand or discipline and, if so, was a two-month suspension appropriate.

The initial dismissal arose when the grievor, upon returning from the two-week suspension, "unilaterally without consulting at all his superiors in administration" issued an order telling his engineers not to leave the boiler room for any reason except a fire in the hospital.

As a result of the directive, engineers ceased to carry out those parts of their customary duties, which included emergency maintenance and securing all the doors of the hospital at night.

The grievor stated before the arbitrator that the duties imposed upon him by virtue of the Boiler and Pressure Act of B.C., meant to him that the boilers must at all times be under the continuous and immediate supervision of an Engineer.

The grievor added that where engineers were attending other duties for two or more hours,

the hospital was being placed in jeopardy.

"In my view, the correct procedure to have followed was to have raised the matter with management," said Board Chairman Dermot Owen-Flood.

"It also seems to me, and I so find, that part of the problems, in this regard were occasioned by a lack of communication between the grievor in his capacity as Chief Engineer and the rest of the hospital administration and I think it would be wrong of me to find the fault was entirely on the grievor's part."

"I think that this whole matter, insofar as the boiler room is concerned, contains a significant bad communications factor, stated the award.

The two-month suspension was reduced in the award to one month. The hospital had initially fired the HEU member but later revoked that decision prior to the matter going to arbitration.

The award concluded with praise for the HEU member.

"I have to bear in mind that except for the matters mentioned, (the grievor) has a superb record and impressed this board as being a diligent man of first-rate ability ... who was concerned for the most part in conscientiously carrying out his duties."

HEU has received a bill for nearly \$6,500 as its share of the cost of the arbitration.

The arbitration was handled by Owen-Flood, who submitted a bill to HEU and HLRA for \$12,953.09.

## HSA Bargaining in March

The Health Sciences Association will commence formal collective bargaining with HLRA toward the settlement of a new agreement March 15.

HSA is holding their wage policy conference later this month to determine what issues and positions the membership will take at the bargaining table.

HSA represents approximately 4,500 paramedical employees working at hospitals throughout the province.



## At Glacier View Lodge

# Barb Enjoys Her Work As Nurse Aide

Barb Schneider, recently elected Chairperson of the Glacier View Unit in Comox, started as a health care worker in 1948 in Midale, Saskatchewan and to hear her tell it "it seems like another world now."

"Well for starters there was no union for us at the hospital and because of it the wages were very low. I was getting something like \$80 a month and very few benefits," Schneider told The Guardian in a January interview at Glacier View Lodge.

Barb has been a nurse aide at the Comox health care facility for the past eight years and is very happy to be an HEU member.

"Job security is the big reason for the Union starting up a couple of years ago. Times are getting tougher with every passing year and we wanted to make sure we had jobs to go to," she said.

Originally born in Grand Forks, she spent her teenage years in Saskatchewan before getting married and eventually finding herself in West Germany.

"My husband was in the for-

ces so we lived in West Germany for four years and thoroughly enjoyed the experience. We learned a lot about the world living there but what we also learned first-hand how proud we were to be Canadians. Although we liked our years there, we couldn't believe how happy we were to come to Canada. I don't think many Canadians realize how lucky we are to live in this great country," she said.

There are presently 13 HEU members working at Glacier View Lodge, says Barb, and that number will increase as soon as the facility completes its expansion to 75 beds in the spring.

"The building we're in now is slated to close because the government says it doesn't have the money to keep it open. It was stipulated in the will of the man who donated the land over to the government that the land must be used for senior citizens so I don't know if the building will lie dormant or what. It sure could be of use to the residents though as a recreation room or something."

Schneider, who along with

her husband raised four children (three of whom are now on their own with the youngest at home), feels a personal attachment working with seniors.

"I really enjoy working with them (seniors), it seems as if they're part of your family. You get to know them and their families so well. In fact, I sometimes think I know everyone there is over 65 in the Comox Valley personally."

"Our work here with the residents is aided by the fact that our staff is experienced. There is no one here younger than 29 years of age. I've seen younger girls have difficulty coping with the special needs of seniors and I know myself it takes a great deal of understanding to cope. But the rewards are worth it."

Schneider was elected Chairperson and shop steward of the Unit in January and she hopes she can live up to the expectations of the Unit members who elected her.

"It is a very difficult job, I know, but I will try to do the best I can. We all realize how important it is that the Union function properly for the benefit of everyone."



Barb Schneider is a nurse aide at the Glacier View Lodge in Comox on Vancouver Island. She enjoys her work with the facility's residents and adds that "it takes a special kind of understanding to ensure that their needs are met."

## A reporter's scenario

# What If There Is A Strike?

[Editor's Note: The following article, excerpts of which are reprinted here in The Guardian, was written by Vancouver Sun labour reporter Doug Ward and first appeared in the Jan. 25 edition of the Vancouver newspaper.]

B.C. Labor Relations Board chairman Stephen Kelleher could find himself playing God next month if the current hospital talks collapse and B.C. is plunged into a controlled or partial hospital strike.

Under the Essential Services Disputes Act, Kelleher could be required to delicately balance the prevention of death with the right to strike.

Kelleher could find himself the leading actor in a sequel to Hospital Strike 1 which played in various Lower Mainland hospitals in 1976.

Back then the first board chairman, Paul Weiler, was asked to determine which services and employees in B.C. hospital are required to avoid "immediate danger to life, health or public safety."

The hospital talks between the 20,000-member Hospital Employees Union and the Health Labor Relations Association are shrouded in a news blackout. That's a small indication that a strike-free settlement is still possible — but nobody is waiting to find out. The labor board, the union and the majority of B.C.'s hospitals are all bracing themselves for job action.

The HEU has given its negotiators an "overwhelming" mandate for a controlled strike similar to the one in 1976. Only this time the betting is for province-wide job action.

The union can issue 72-hour strike notice once mediator Fred Long books out of the talks and the membership votes on the employers' "final offer."

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That vote would take three weeks, so a strike could begin in mid-February, at the earliest.

## Jobs examined

Since early December, LRB special investigation officer Grant McArthur has been meeting with representatives from the HEU, the employers' bargaining agent, Health Labor Relations Association, and individual hospitals to begin establishing which HEU jobs must be performed during a strike.

The hope is that no-frills service can be provided with little threat to life, which was the case in 1976 and during a brief strike at government hospitals in 1981.

In 1976 the LRB ruled that the general hospital labor — practical nursing laundry, cleaning, cooking and administration — be done by administrators, registered nurses, paramedics, student nurses, auxiliaries and volunteers.

The board also ordered to work those HEU members who normally perform special tasks or operate equipment crucial to patient safety. These union members — roughly 100 people — included renal technicians, medical records people and operators of respiratory machines.

Weiler designated that the struck Vancouver General Hospital keep filled about 1,000 beds out of a total of about 1,500 beds.

The HEU wants the board to order that all beds be maintained during any strike this year. That way the government would be denied at least part of expected savings on operating costs.

## Act 'a narcotic'

It's doubtful that HLRA would opt for arbitration without being

pressured by a strike. HLRA has not had that much success under arbitration, being forced to pay for several generous awards in the past few years.

The spectre of arbitration could be one reason why both sides are holding to tough positions. Arbitration awards tend to slice down the middle of the positions held by the two parties. So arbitration can often act as a disincentive to meaningful negotiations.

Then there was Labor Minister Jack Heinrich's comment during last year's Lower Mainland civic strike about the Essential Services Disputes Act being a "narcotic" which can be exploited. He made it clear then that he doesn't like the act which was brought in by the Socreds following the 1977 B.C. Ferries strike.

The other health unions — the registered nurses of the B.C. Nurses Union and the paramedical staff of the Health Sciences Association — understand their own financial stake in the HEU's fight and have vowed not to perform HEU work.

The HEU has said their picket lines will be open to both unions so long as nurses or paramedics refuse to do HEU jobs. That was the policy in 1976 but observers recall that it was not totally successful in preventing registered nurses or paramedics from doing HEU work.

This time around will be different, according to HEU secretary-business manager Jack Gerow, who said in December: "The HEU anticipates there will be a much higher degree of cooperation between the three unions and that this cooperation will have an impact on bringing the HLRA to terms."

## LETTERS

# Equal Pay "Vital" To Women

Dear Sir,

Equal pay for work of equal value is vital to women working in health care facilities. It is needed to put an end to the discrimination that presently exists.

The standard of living is just as high for single women and women who are single parents as it is for anybody else.

I hope employers start recognizing this fact sooner rather than later.

Julie Amendt  
Surrey Unit Vice-Chairperson

# HEU Demands Supported

Dear Brother,

On December 17th, 1981 the Teaching Support Staff Union (AUCE Local 6) passed the following motion.

TSSU supports the just and reasonable demands of the Hospital Employees Union in its current negotiations, particularly, for equal pay for work of equal value and patient security. At the same time, TSSU condemns the Health Labor Relations Association for its demands for rollbacks in the working conditions of hospital employees.

Wishing you every success with your negotiations,  
In solidarity,

Anne Burger,  
President,  
TSSU

# Non-profit Facilities Superior

Dear Mr. Gerow,

Re: a pamphlet received from the Hospital Employees Union, Local 180, with information on Long Term Care in B.C.

In it were recommendations for better care, security of tenure and efficient use of tax dollars in comparison to private homes.

As Secretary of our BCOAPO, Br # 129, I was asked to bring this to the attention of the members. This I did and after much discussion it was unanimously agreed on that the Government-run homes are much better than most private homes and that more facilities should be provided by the Government.

I would like to inject a personal note if I may.

My mother was in a private home which was well run when she first went there. After a few years it was sold, four times over and each time the quality of service deteriorated. We were fortunate to be able to get her admitted to the Delta Extended Care hospital and what a difference. Such good care, loving treatment, clean and activities provided for those who were able to participate.

Hoping something will be done about this;

Sincerely,  
(Mrs.) Gladys L. Wilson  
Secretary of the  
BCOAPO, Br. #129  
Savona, B.C.