

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180

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No. 1

PROPOSED SETTLEMENT

1974-75

COLLECTIVE AGREEMENT

PACT OFFERS MAJOR GAINS

Every story has a beginning and an end. But this one, in a sense, is about a beginning and end: the beginning of a regular Apprenticeship Program in the hospital industry, the end of discrimination in all its ugly forms.

Both are major commitments in the proposed 1974-75 Collective Agreement that is being placed before the 11,300 members of the Hospital Employees' Union.

They are accompanied, of course, by new deals in the areas of finances, security and general benefits.

The two-year package, which is being recommended by Union negotiators, is the product of many months of painful preparation and a seemingly endless round of bargaining — the final stage lasting six solid weeks.

It was in this last stage that the two sides (H.E.U. and B.C.H.A.) had the assistance of D. R. Blair. Blair entered the picture as a one-man Industrial Inquiry Commission when it became apparent negotiators wouldn't solve some of the vital issues at hand without the help of a highly capable third-party. When both camps requested his services he was appointed by Labor Minister William King.

ON TARGET

Where the Union was concerned, there was a lot of ground to be covered because of the years of impossible restrictions imposed by the former Social Credit Government. Despite the difficulty that was to be encountered at the well-worn bargaining table, the gains made were considered impressive. Major goals were either achieved in full or part. It was at this table that the groundwork for a promising future was carried out.

While H.E.U. didn't win everything it sought in wages and vacations, considerable gains were made in both fields. Beyond this, the gates have been opened on the road to equality for women employees. And the apprenticeship program that so long eluded the Union, is to be set up with the help of the industry.

The Northern Allowance picture has been improved, overtime pay has been gained for some statutory holidays, and, among other things, there has been a breakthrough in the area of severance allowance and a welcome improvement in union security and grievance procedure.

These are just some of the highlights. Others, with a more detailed rundown, are offered on the pages of this special edition of the *Guardian*.

WAGE PROPOSALS

This two-year offering with special cost of living considerations thrown in, really comes quite close to what the Union was asking in the first place.

1974 — 12% or \$70, whichever is greater

1975 — 8% or \$60, whichever is greater

(Anti-inflationary escalator: Every 1% increase in the consumer price index (beyond a minimum of 2% rise) will be matched by a similar wage increase. This will be handled in six-month periods.)

Delegates to the H.E.U. Wage Policy Conference last May at Penticton were in agreement on one point in particular: there was much to be done to make up for the startling 6.25 per cent ceiling imposed on wage increases two years earlier by the now-defunct Mediation Commission.

As a result, the 1974-75 demand was set at \$1 an hour, or 25 per cent — whichever happened to be greater.

The compounded percentage increase in the final proposal would, of course, exceed the 20 per cent shown on paper. And the cost of living protection means wage increases can't be totally eroded by inflation.

ANNUAL VACATIONS

Four weeks after one year.

This major improvement puts H.E.U. members in fairly exclusive company. Only five per cent of the work force enjoys four weeks vacation with pay after one year's service.

A Union objective of six weeks after five years proved to be too big a step for acceptance at this time. But other features, including the four-week breakthrough, would appear to make up in the meantime for areas of non-change, such as the continuation of five weeks after 16 years and six weeks after 24 years.

Annual vacations will now be subject to year-round scheduling, but 60 per cent of the members will be able to enjoy their holidays in the prime vacation months of June, July, August and September.

Supplementary vacations: For some time now the Union has contended that long-service employees deserve a tangible sign of appreciation for their many years of devotion to the job. A move has been made in this direction with the provision of extra vacation periods for such employees. It works like this:

After 25 years of continuous service, the employee is entitled to an extra week of vacation to be taken — not each year — but on one occasion at some time during the next five-year period. The same principle applies in subsequent five-year periods, with an increase in the size of the extra vacations — two weeks after 30 years of service, three weeks after 35, 40 and 45 years.

STATUTORY HOLIDAYS

Time and a half in additional pay for three of 10 statutory holidays.

The Union has at last achieved extra pay for some holidays — the ones which might be looked upon as "Holy Days." This includes Christmas, Easter Friday and Labor Day — a day that some feel has been "made holy by the sweat of working people." Pay for working these three days is to be at the rate of time and a half, in addition to the regular monthly rate. This does not detract from the Statutory Holiday entitlement. In other words, the employee gets 2½ days' pay for working a holiday.

The other seven Statutory Holidays are New Year's Day, Empire Day, Thanksgiving, Boxing Day, Easter Monday, Dominion Day and Remembrance Day.

NORTHERN ALLOWANCE

\$20 a month in 11 hospitals.

The Union has broken through what appeared to be a pretty solid barrier. For years it had tried to have the allowance introduced at all northern hospitals as a means of offsetting the higher cost of living incurred by members in these hospitals. In the last Agreement the score read \$15 a month at just four of 12 hospitals. This has now increased \$5 and spread to all but one hospital north of the 53rd Latitude.

HOURS OF WORK

12 Hours of Rest

Reasonable periods of rest and leisure time are necessary if the employee is to work at the level of efficiency so vital to the operation of a hospital. Terms of the proposed Agreement provide at least 12 hours off duty between shifts. Where this is not possible, an overtime rate is to be paid for all hours short of the 12-hour limit.

SHIFT DIFFERENTIAL

20 cents per hour.

The original goal was 25 cents an hour. Covered are those working evening shift (major portion between 4 p.m. and midnight) and night shift (major portion between midnight and 8 a.m.).

SEVERANCE ALLOWANCE

One week's pay for each two years of service, retroactive to time of initial employment.

This is an important first in the hospitals covered by this Union. It comes after years of futile effort to introduce the concept of severance allowance.

Not only will it be a real benefit for long-service employees, but those falling victim to changing times and conditions will now be within reach of extra help. The impact is to be almost immediate. Those to be laid off because of a planned closure of Cumberland Hospital on Vancouver Island will get severance pay.

Under terms of the Agreement, employees with 10 years of pensionable service under the Municipal Superannuation Act will be entitled to one week's pay for every two years of service. The maximum is 20 weeks' pay.

Qualification falls in these categories: retirement from age 60 to 65, and at 55 (if in the hospital work force prior to April 1, 1963) when a hospital is closed or a job becomes redundant; when a medical disability forces retirement — regardless of length of service.

COMPASSIONATE LEAVE

New Conditions

Terms of this three-day leave with pay have been extended to include the death of mother-in-law, father-in-law and grandparents, along with legal guardian, wife, husband, brother, sister, parent, son, daughter.

PROVINCIAL ST

Before you here are figures that work together to tell the complete story. They reflect the various adjustments, including those aimed at female-male equality, and the actual flat rate and percentage increases.

The middle column in the diagrams includes the anti-discrimination adjustment. While this is not payable until April 1, it is nevertheless retroactive to Jan. 1.

NURSING DEPT.

		Jan. 1, 1974	April 1, Retroactive to Jan. 1, 1974	Jan. 1, 1975
Nursing Service Aide I	S	603.50	641.00	701.00
	M	616.75	654.25	714.25
Nursing Service Aide II	S	616.75	654.25	714.25
	M	634.00	671.50	731.50
Nursing Service Aide III	S	628.25	665.75	725.75
	M	647.00	684.50	744.50
Practical Nurse	S	647.75	698.75	809.75
	M	672.25	732.00	855.00
Nursing Service Technical	S	681.00	718.50	778.50
	M	706.50	744.00	804.00
Orderly	S	749.75		809.75
	M	791.75		855.00
Orderly P.A.R.	S	749.75		809.75
	M	810.50		875.25
Orderly Specialty I	S	764.50		825.75
	M	836.00		903.00
Orderly Specialty II	S	818.75		884.25
	M	860.00		928.75
Orderly Specialty III	S	862.50		931.50
	M	885.25		956.00
Inhalation Therapist (Q.N.R.)	S	817.25		882.75
	M	885.25		956.00
Inhalation Therapist	S	858.50		927.00
	M	926.50		1,000.50
Artificial Kidney Technician	S	858.50		927.00
	M	926.50		1,000.50
Artificial Kidney Technician Senior	S	917.25		990.75
	M	996.00		1,075.75
Heart Pump Attendant	S	918.00		991.75
	M	985.25		1,064.00

LAUNDRY DEPT.

Laundry Operator: Extractorman or Washerman	S
	M
Laundryman	S
	M
Laundry Male	
Laundry Female I	S
	M
Laundry Female II	S
	M

HOUSEKEEPING DEPT.

Maid	S
	M
Cleaner	

DIETARY DEPT.

Maid	S
	M

MAINTENANCE DEPT.

Utility I	
Utility II	
Utility III	
Maintenance I	
Maintenance II	
Maintenance III	
Maintenance Tradesman	
Painter	
Carpenter	
Plasterer	
Laundry Mechanic	
Machinist	
Plumber	
Fitter	
Welder	
Refrigeration Mechanic	
Charge Machinist	
Electrician	
Air Cond. Mechanic	

MORGUE SERVICES

\$10 Rate

Morgue duty may not be considered one of the more pleasant aspects of hospital life. And because of the burden it places on the individual, employees required to perform morgue service on a cadaver will receive \$10 per cadaver. This does not apply to those classified as Morgue or Pathology Attendants.

SHOP STEWARDS

Maximum of 20

The Union can appoint one Shop Steward for every 50 employees covered by the Agreement — or major portion of 50. The minimum number of Shop Stewards is to be two, the maximum, 20.

SKILL UPGRADING

Establish Joint Committees

The undertaking here — another important first — is to protect jobs in changing times and provide the opportunity for improved personal status.

The Committees, to be made up of representatives of the various hospitals and the Union, will plan training programs for those affected by technological change and other new methods of operation, and for those hoping to qualify for new positions brought about by expansion and renovation. Programs will also be planned for general skill upgrading.

UNION SECURITY

Everyone Must Pay

An important new element marks the end of the line for freeloaders. Those who remained outside the Union when their hospitals were organized and escaped the payment of Union dues will now have to pay an equal amount to dues. They will have an option of becoming Union members, or maintaining their present status.

All hospitals will sign each new employee into the Union and provisions will be made for a Union-designated representative to attend hospital induction sessions and speak to new employees.

RE-EMPLOYMENT AFTER RETIREMENT

Status Maintained

This has been rewritten mainly for the protection of employees going on early retirement. Those who continue on the job after reaching retirement age, or who are re-engaged within three months, "shall continue at their former increment step in the pay rate structure of the classification in which they are employed." Also, the previous anniversary date is to be maintained and all perquisites earned to the date of retirement must be continued or re-instated.

GRIEVANCE PROCEDURE (TERMINATING)

Three Week Maximum

Changes here mean that the employee dismissed for alleged cause no longer has to face the uncertainty of long delays in his quest for justice. He is now guaranteed that his case — if need be — will go to arbitration within three weeks.

The employee will have seven days to process a grievance through the Union and the Union will have another seven days to meet with the hospital representatives concerned and seek a solution. If there is no solution within seven days of this second step, the grievance will go immediately to arbitration.

EXTENDED LEAVE

After Three Years

For every three years of continuous service, an employee can request an extended, unpaid Leave of Absence. The longest possible advance notice is to be given and the hospital is to make every effort to comply with the request.

RELIEVING DIFFERENTIAL

Minimum of \$20 a month.

An employee relieving in a higher-rated job gets the next higher increment rate of the new position, or a minimum hike of \$20 per month, whichever proves greater. The \$20 rate is double that in the 1972-73 contract.

PROVINCIAL STANDARD RATES

Before you here are figures that work together to tell the complete story. They reflect the various adjustments, including those aimed at female-male equality, and the actual flat rate and percentage increases.

The middle column in the diagrams includes the anti-discrimination adjustment. While this is not payable until April 1, it is nevertheless retroactive to Jan. 1.

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	M	647.00	684.50	744.50
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	M	672.25	732.00	855.00
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	M	708.50	744.00	804.00
Orderly	S	749.75	805.75	805.75
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	M	926.50	1,000.50	1,000.50
Artificial Kidney Technician Senior	S	917.25	990.75	990.75
	M	996.00	1,075.75	1,075.75
Heart Pump Attendant	S	918.00	991.75	991.75
	M	965.25	1,064.00	1,064.00

LAUNDRY DEPT.

Laundry Operator: Extractor or Washer	S	775.25	837.25	837.25
	M	798.00	861.75	861.75
Laundryman	S	762.25	823.25	823.25
	M	786.00	849.00	849.00
Laundry Male	S	749.75	809.75	809.75
	M	795.50	863.00	863.00
Laundry Female I	S	607.75	645.25	645.25
	M	631.50	669.00	669.00
Laundry Female II	S	615.00	652.50	652.50
	M			
Maid	S	574.00	611.50	611.50
	M	600.50	638.00	638.00
Cleaner	S	749.75	809.75	809.75
	M			
Maid	S	574.00	611.50	611.50
	M	600.50	638.00	638.00

HOUSEKEEPING DEPT.

Maid	S	574.00	611.50	611.50
	M	600.50	638.00	638.00
Cleaner	S	749.75	809.75	809.75
	M			

DIETARY DEPT.

Maid	S	574.00	611.50	611.50
	M	600.50	638.00	638.00

MAINTENANCE DEPT.

Utility I	S	774.00	836.00	836.00
	M	804.75	869.25	869.25
Utility II	S	835.75	902.50	902.50
	M	852.25	920.50	920.50
Maintenance I	S	887.00	958.00	958.00
	M	922.25	996.00	996.00
Maintenance II	S	996.25	1,076.00	1,076.00
	M	1,063.00	1,148.00	1,148.00
Maintenance Tradesman	S	1,129.75	1,220.25	1,220.25
	M	1,133.50	1,224.25	1,224.25
Carpenter	S	1,085.75	1,172.50	1,172.50
	M	1,172.75	1,272.00	1,272.00
Plasterer	S	1,177.75	1,272.00	1,272.00
	M	1,177.75	1,272.00	1,272.00
Laundry Mechanic	S	1,177.75	1,272.00	1,272.00
	M	1,177.75	1,272.00	1,272.00
Machinist	S	1,177.75	1,272.00	1,272.00
	M	1,177.75	1,272.00	1,272.00
Plumber	S	1,177.75	1,272.00	1,272.00
	M	1,177.75	1,272.00	1,272.00
Fitter	S	1,177.75	1,272.00	1,272.00
	M	1,177.75	1,272.00	1,272.00
Welder	S	1,177.75	1,272.00	1,272.00
	M	1,177.75	1,272.00	1,272.00
Refrigeration Mechanic	S	1,177.75	1,272.00	1,272.00
	M	1,177.75	1,272.00	1,272.00
Charge Machinist	S	1,245.00	1,344.50	1,344.50
	M	1,216.25	1,313.50	1,313.50
Electrician	S	1,216.25	1,313.50	1,313.50
	M	1,216.25	1,313.50	1,313.50
Air Cond. Mechanic	S	1,216.25	1,313.50	1,313.50
	M	1,216.25	1,313.50	1,313.50

POWER & HEATING DEPT.

Operating Engineer—Chief With 3rd Class Papers	S	1,063.25	1,148.25	1,148.25
	M	953.75	1,030.00	1,030.00
Operating Engineer—Chief With 4th Class Papers	S	922.00	995.75	995.75
	M	905.25	977.75	977.75
Operating Engineer—Shift With 4th Class Papers	S	852.25	920.50	920.50
	M			
Shift Engineer—"A" Ticket	S			
	M			
Shift Engineer—"B" Ticket	S			
	M			

LABORATORY & X-RAY DEPTS.

Technician Grade I	S	747.25	749.75	749.75
	M	901.50		
Technician Grade II	S	788.50		
	M	943.00		
Technician Grade III	S	824.50		
	M	997.75		
Technician Grade IV	S	901.50		
	M	1,095.25		
Technician Grade V	S	1,016.25		
	M	1,241.50		
B.A. — Plus \$25.00 Monthly	S			
	M			
B.Sc. — Plus \$25.00 Monthly	S			
	M			
A.R.T. — Plus \$25.00 Monthly	S			
	M			
M.Sc. — Plus \$50.00 Monthly	S			
	M			
L.C.S.L.T. — Plus \$50.00 Monthly	S			
	M			

(NOTE: Discriminatory job titles will be eliminated during the term of the Collective Agreement.)

PLUS

COST OF LIVING ADJUSTMENTS

(See Page Two for Details)

THE DEATH KNEEL OF DISCRIMINATION

This obituary is being written in advance. But the death sentence has been pronounced and there will be no reprieve. By this time next year that longtime enemy of the woman hospital worker — Wage Discrimination — will have rolled over and died.

The Union's long, difficult battle will have been crowned with success by virtue of one of the most vital parts of the proposed 1974-75 Master Agreement: the stipulation that the existing wage disparity be erased by Jan. 1, 1975.

This is in keeping with the history-making Anti-Discrimination Agreement signed by the Union and Provincial Government last August.

And now for a glance at the Master Plan:

First, there are the Practical Nurses, to be brought onto equal financial footing with the Orderlies — in stages. They are among those who already received the anti-discrimination adjustment of \$37.50 a month, and effective April 1, 1974 retroactive to Jan. 1, 1974, they are assured of another adjustment that will eliminate 50 per cent of the gap separating them from the Orderlies' pay level. A second adjustment, effective Jan. 1, 1975, will close the gap altogether.

The special adjustments will be in the neighbourhood of \$50 a month and by Jan. 1, 1975, the P.N.'s will be getting the Orderly maximum of \$855 a month.

Employees in other categories who also received the \$37.50 adjustment will get another \$37.50 a month adjustment this year. While such payment isn't to begin until April 1, it will be retroactive to Jan. 1, 1974.

There is also a provision that none of the adjustments lift those receiving them above the maximum Cleaner rate. This rate — lowest in the male categories — was the rate used in conjunction with the first \$37.50 adjustments toward the end of last year.

The increases to be paid the Maids can serve as an example of what is to be expected. With the regular wage increases and adjustments included, the Maids will move to \$638 a month in 1974, and \$698 in 1975. Added to this will be whatever amount may be indicated by the Job Evaluation Program, as well as what is provided by the cost of living escalator clause.

The Job Evaluation Program is another feature coming out of the Union-Government Anti-Discrimination Agreement. The first adjustments indicated by this program are to be retroactive to Jan. 1, 1975.

The Union will advise the Provincial Minister of Health that it wants the B.C. Hospitals' Association to participate in this program as an equal partner of H.E.U. and the government.

To some, the anti-discrimination features of the proposed Master Agreement may appear as nothing more than a maze of figures. But, in actuality, they constitute something that is being hailed as possibly the biggest individual breakthrough in Canada in the fight for equality on behalf of women.

The scope becomes impressive when you consider that women make up more than 80 per cent of H.E.U.'s 11,500 members and that more than 8,500 are to be affected by the adjustments. The cost is a multi-million dollar proposition.

The move toward this end began many years ago. For a long time it remained an exercise in futility.

But, with a change in Provincial Governments, there was new thinking in the land. New and daring concepts. A much more liberal approach to matters concerning the rights of the ordinary man and woman.

It was in such an atmosphere that H.E.U. set out once again to fight an uphill battle. Countless manhours went into investigation, study and preparation for the long grind of Arbitration Hearings that lay ahead. It was in this manner that the Union effected the original breakthrough, prior to the agreement with the government.

The first victory came at Kimberley early last April when Arbitrator D. R. Blair upheld the Union's claim that 12 Practical Nurses employed by Kimberley and District Hospital were victims of wage discrimination based on sex.

Blair directed that they be given hikes of \$144.25 a month each, retroactive to the beginning of the year to bring them even with Orderlies. Maids in Golden, Windermere and Creston received adjustments of \$88 a month because of the male characteristics of their job.

After that came similar rulings for Practical Nurses in the Extended Care Unit of Trail Regional Hospital and — the biggest plum of all — 140 Practical Nurses at Royal Jubilee Hospital in Victoria. At Royal Jubilee, selected Housekeeping Maids received adjustments, as did Psychiatric Nurses.

The wage boost and shortened increment structure to 48 months maximum from 72 months for the Psychiatric Nurses was significant in that it raised their rates well above those of the Registered Nurses. At the same time, the \$707 monthly rate for the selected groups of Practical Nurses lifted them above the first year rate of R.N.s.

There was a cry that went up from R.N.s and a portion of the public.

But, to those close to the heart of the matter, it was just one more convincing piece of evidence of what can be accomplished by Trade Union determination and know-how.

The slow, painful arbitration route to equality ended with the Union-Government Agreement. The stage was now set for total victory over wage discrimination. And that point has been reached with the conditions spelled out in the proposed Master Agreement.

It was total victory that the Union had in mind from the beginning. One has only to turn back the clock and note the comment of H.E.U. Vice-President June Murdoch at the time of the first arbitration successes.

"This is just the tip of the iceberg," she said.

And, of course, she was right.

APPRENTICESHIP A First in Health Care

Among Union people who were close to the struggle, there is a not-too-well hidden desire today to jump up and shout things like: "We won . . . we've got it . . . we're on our way." This is understandable, when you consider that the guarantee of a genuine Apprenticeship Training Program in the hospital industry is a little like a dream come true.

H.E.U. has withstood all kinds of abuse while raising its voice over the years for just such a program — one that would at last bring proper training within the industry and alleviate the severe nurse shortage in the province; a program with government participation and financial assistance for bright young students who would otherwise be unable to afford it; a program of great benefit to both Practical Nurses and Orderlies.

The agreement for such a program comes in the wake of H.E.U.'s involvement in the plight of Practical Nurse Students in the province. The Union was accused of trying to organize them after the Labor Relations Board ruled Students in the Okanagan were employees while doing actual work in hospitals as part of their training. They were granted the minimum wage.

This was simply a very small move in the right direction. The real goal was the Apprenticeship Program. A meeting was held with the Government and B.C.H.A. and the decision was that the program should be dealt with at the bargaining table. It was.

As a result, the proposed Agreement calls for establishment of a Joint Committee to set the wheels in motion.

The Committee, to work with the Apprenticeship Branch of the Provincial Labor Department in setting up a training program for Practical Nurses and Orderlies, will be under the chairmanship of D. R. Blair. It will be comprised of three H.E.U. and three B.C.H.A. representatives.

In order to provide the most realistic representation possible, the Union will select a Practical Nurse, an Orderly and someone from the Provincial Office as its representatives on the Committee. The Union also wants to have

some input from those affected most — the Students.

Also to be set up is a Joint Advisory Committee — the regular committee, plus representation from the Apprenticeship Training Branch. Among things to be determined by the Advisory Committee are financial aid, such as tuition, transportation and subsistence allowances, appropriate titles, ratios, certification standards, grandparent clauses, effects on the Collective Agreement, and the industry's manpower needs.

In the meantime, one of the most important stipulations of the proposed Collective Agreement is this: at least two-thirds of the Apprenticeship Training Program is to consist of practical hospital experience, with the Trainees receiving from 50 to 100 per cent of the pay rate for qualified P.N.s and Orderlies during such on-the-job periods.

STANDARDIZING Government Evaluation

When the Union embarked on a program eight years ago of bringing about standards for like jobs, the "easy" cases all began to fall into place. But the difficult categories — such as dietary and clerical — remained out of reach.

Two years ago the Union thought it had cleaned up the tag ends, only to have the former Mediation Commission slap it over the head with total rejection. It was then that H.E.U. Secretary-Business Manager Ray McCready told those in the "missing-link" categories: "You may be last, but you're not lost."

And now the final happy chapter is there for the asking. All unresolved cases — Dietary, Clerical, Purchasing, Stores, Transportation and Printing — would be settled through the Job Evaluation Program included in the Anti-Discrimination Agreement signed by the Union and Provincial Health Minister last August. All are to be retroactive to Jan. 1, 1974, as are long-standing unresolved Pay Rate Adjustment requests, which are also to go through the Government evaluation procedure.

THE HOSPITAL GUARDIAN

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

GRIEVANCES OF A GENERAL NATURE Up to The Union

This is an undertaking that gives the Union the right to go ahead with a grievance when the employee involved is unable or unwilling to process it. It allows a member of the Union Committee concerned to take the proper steps to initiate such a grievance.

The move is designed as a form of protection for the integrity of the General Agreement. It could, for instance, be applied in a manner such as this: there is a layoff and an employee is not called back to the job in the prescribed order of recall. By now he has another job and isn't interested in launching a grievance. But the Union Committee is — for the sake of protection — and goes ahead anyway.

UNION OPTION Arbitration or Strike

In this case the Union preserves its sacred right to strike, but at the same time gains the machinery that can help avoid the drastic final step.

The move has been brought about through the Union's deep sense of responsibility. It means any unresolved bargaining demands can be turned over to a Board of Arbitration for binding settlement — at the option of the Union.

The three-man Board would have a Union Appointee, a B.C.H.A. Appointee, and a Chairman agreed upon by both sides. Failure to pick a Chairman in this manner would leave the appointment in the hands of the Labor Minister.

NURSING CAPS Right to Wear

There has been ill-feeling over the fact that some hospitals have not allowed Practical Nurses to wear their P.N. caps. This restriction has been removed.

TECHNICIAN RATES Special Adjustments

There has also been a need for extra attention in this area. The result this time is an adjustment ranging from \$17 to \$24 a month for X-ray and Laboratory Technicians. In this case, as well, the adjustment is to be made prior to application of the general wage increase.

RATE ADJUSTMENT Three Stages

By Sept. 15, 1974, the Union is to submit to B.C.H.A. a summary of anomalies dating from Jan. 1, 1974. This is to be dealt with at a conference Nov. 1, 1974. Those still outstanding after the conference will be the subject of Arbitration Hearings in December, 1974, and — if necessary — January, 1975. Findings are to be binding as of Jan. 1, 1975.

MATERNITY PROVISIONS Greatly Improved

Protected against dismissal for pregnancy, the employee working to within nine weeks of confinement is to get 15 weeks' Leave of Absence Without Pay — the period in which she is covered by the Maternity Provisions of the Unemployment Insurance Act.

She will also be entitled to sick leave credits in the event of medical complications. This is to include complications occurring in that part of her leave of absence that precedes the period stated by the Unemployment Insurance Act — if she isn't already receiving benefits through some other plan.

The employee is also to return to work in her former position without the loss of benefits that had accumulated by the time she began her leave of absence.

TRADESMAN ADJUSTMENTS 20 Cents an Hour

There is a little extra something here for the Tradesmen because of the continuing efforts that have been made to nudge their pay scale up to that of their counterparts in outside industry. This time there is a special adjustment upwards of 20 cents an hour. It is to be made prior to application of the general wage increase.