

**HOSPITAL EMPLOYEES' UNION, 180**

No. 4



## BLAIR TO MEET

# Kelowna dispute sparks talks

D. R. (Bert) Blair will once again lend his services following the five-day dispute at Kelowna General Hospital in which Union members withdrew their services.

The dispute, consisting of study sessions in the hospital's cafeteria, involved three provisions of the collective agreement — rates of pay for superstats; severance allowance; dates of application for cost of living allowance — and a grievance based on alleged assault on a Union member by the hospital's plant manager.

The study session began at 10:20 a.m. June 20. Staff members from the Provincial Office attended until a court injunction was granted to the hospital on the third day, barring collective participation in the study session.

Unit members, however, chose on an individual basis to remain in the cafeteria round-the-clock until they voted on and approved interim agreement which was drawn up between the Union and the hospital pending the meeting before Blair, which was scheduled for July 15.

Blair, who as Industrial Inquiry Commissioner was the catalyst in the bargaining for the 1974-75 collective agreement, will bring down a non-binding recommendation on the three contract provisions.

Support for H.E.U. was shown by the registered nurses at Kelowna General throughout the dispute.

The nurses performed their usual duties during the study session but did not do work normally done by Union members.

Local 180 had offered to supply food for patients with special diets, and refreshments for all patients but the offer was refused by the hospital.

On the day that Kelowna unit members returned to work, evening meetings were



KELOWNA TELEVISION reporters interview McCready and film him and unit members.

held in Kamloops, Penticton and Trail to discuss support for the action.

Members in those three units voted in support of the Kelowna members.

Another agreement was struck during discussions to resolve the Kelowna dispute: B.C.H.A. spokesmen will meet with H.E.U. by July 19 to discuss the industrial relations climate in the B.C. hospital industry.

A letter from Colin Elliott, Kelowna administrator and B.C.H.A. president, to Jack Gerow stated:



BREAKFAST at 6 a.m. for night shift.

"This will confirm our discussions held on June 23, 1974, wherein it has been indicated and agreed that I, as president of the B.C. Association of Hospitals and Health Organizations, will immediately initiate steps to arrange for a meeting to be held between the B.C. Association of Hospitals and Health Organizations and the Hospital Employees' Union, Local 180.

"This meeting will take place as soon as is reasonably practical for the purpose of a joint consideration of the current Industrial Relations climate between hospitals in the province and the Hospital Employees' Union, Local 180.

"The meeting will also discuss matters in dispute between the B.C. Association of Hospitals and Health Organizations and the Hospital Employees' Union, Local 180.

"This letter is given on the understanding that there shall be no further disruption of work in member hospitals of the association until the above meeting has been held.

"It is further understood that the above meeting will take place before July 19, 1974."



KELOWNA members consider decision.



JACK GEROW tells of talks with administrator before vote whether to end study session.



# Early agreement eyed for new H.E.U. unit

An early agreement is expected in negotiations for a first contract at two Victoria hospitals which voted overwhelmingly to leave the Canadian Union of Public Employees (C.U.P.E.) and join H.E.U.

Certification has been granted for the two hospitals — Glengarry and Mount Tolmie — following a representation vote of 87 per cent in favor of H.E.U.

The provincial master agreement as implemented at St. Mary's Priory in Victoria will be the basis of negotiations, which are expected to be started by press time, to bring the employees' substandard wages and conditions up to the level enjoyed by the mainstream of hospital employees.

The bargaining unit totals 175 employees at the hospitals, which are collectively covered in one certification for the Juan de Fuca Hospital Society.

Also on Vancouver Island, negotiations have been concluded at Saanich Peninsula Hospital where the provincial master agreement will be implemented.

The negotiations were more than successful — the new rates of pay for the 40 employees in the bargaining unit will be retroactive to Jan. 1, the day of opening, rather than the date of certification, which is usually the case.

Employees at the 65-bed extended

care hospital have been receiving 1973 rates of pay.

Meanwhile, Union members at Victoria's Royal Jubilee Hospital recently attended a contract interpretation seminar conducted by Director of Technical Services, Lee Whyte.

Ten unit members participated without loss of pay. Also involved were Vancouver Island Servicing Representative Bill Muir and a hospital supervisor.

Additional seminars are planned following the vacation period.

## Comox organizers on the go again

Local 180 organizers have been making the rounds in Comox, meeting employees of that Vancouver Island community's hospital, St. Joseph's.

Previous attempts to organize the hospital were unsuccessful, but two H.E.U. members on leaves of absence from Victoria are making more headway in this round.

While wages at the Comox hospital are comparable to the H.E.U. provincial standard, employees at St. Joseph's stand to make important gains by joining Local 180, such as the establishment of shop stewards and an effective grievance procedure, definite reinstatement after maternity leave, job security and other benefits.

## IS IT WORTH IT ?

The Motor Transport Association of Connecticut recently pointed out there are several "advantages" to having an accident. They include: (1) You get your name in the paper; (2) You become better acquainted with your doctor, lawyer, insurance man or judge; (3) You get sympathy from your friends; (4) Your colleagues send you fruit or flowers; (5) You get a much-needed rest; (6) You can experiment with canes, crutches and braces; (7) You have a constant topic of conversation; (8) You may even be guest of honor at a very sad occasion.

On second thought, why not pass them up!

## Gerow Takes Over Top Staff Post

The recent appointment of Jack Gerow as Secretary-Business Manager, following Ray McCready's decision to resign the post, may be summed up in four words: same team, new positions.

In the senior positions they have held — Gerow as Assistant Business Manager for two years preceded by a two-year stint as Membership Services Director, and McCready as Secretary-Business Manager for six years — the two men have been at the helm during challenging years.

The near future holds even more challenges. As Gerow takes over at the provincial office, McCready is preparing to set up and run a new regional office in Kelowna, to service the Okanagan and Kootenay regions.

Gerow has been with H.E.U. for six years. He was a Servicing Representative for two years before taking on the previously mentioned duties.

McCready has been with Local 180 a total of 14 years. He stepped down as Secretary-Business Manager for health and personal reasons.

## WEISGERBER BACK IN ISLAND OFFICE

John Weisgerber has returned to the provincial staff as a Vancouver Island Servicing Representative.

He is being assigned to assist Bill Muir in H.E.U.'s regional office in Victoria.



"Of course I like it here, otherwise I'd never have stayed six years, 302 days, 16 hours, 23 minutes and 51 seconds!"



"I saw the cutest get-well card this morning! if only you had hepatitis!"



## EDITORIAL

# Responsibility or confrontation?

The Hospital Employees' Union at its recent Biennial Convention marked 30 years of representing the interests of B.C. hospital employees with the theme "Proud of Our Past — Prepared for Our Future."

The Hospital Employees' Union is indeed prepared for the future . . . prepared for its challenges and its responsibilities. Not least among these lies the need to correct the ever increasing trend of confrontations with the B.C. Association of Hospitals and Health Organizations — (BCAHHO).

Ever since negotiations for the 1970-71 contract, collective bargaining in the hospital field has not been completed until there has been an introduction of at least one third party.

In the 1970-71 Collective Agreement, afternoon and night shift employees in the East and West Kootenays were to be scheduled on an inclusive meal period. That benefit was not implemented by the B.C. Association of Hospitals and Health Organizations as negotiated. In order to force implementation, strike votes were taken in Nelson, Creston, Trail and Kimberley and 72-hour strike notice was served. At the eleventh hour, the B.C. Association of Hospitals and Health Organizations agreed to a Union proposal for an immediate arbitration with Professor R. G. Herbert acting as the sole arbitrator.

This arbitration has never achieved final disposition because of certain stalling and other negative efforts by the BCAHHO.

During the formulation of the 1972-73 Collective Agreement, the BCAHHO refused to negotiate beyond arbitrary guidelines set by the previous Health Minister but again relied on a third party to assume their responsibilities, namely, the now-defunct B.C. Mediation Commission.

It is not necessary to recount the hardships that were thrown upon hospital employees because of the Mediation Commission's decision and the BCAHHO's failure to accept its responsibilities and negotiate a Collective Agreement.

Even though the Union was law-abiding and lived up to the onerous conditions laid down by the Mediation Commission, the BCAHHO refused to grant vacations as required, thus compounding its irresponsibility. This led to a further third party intervention on top of an earlier involvement of a third party with the ruling coming down in favor of the Union.

And now we have the 1974-75 Collective Agreement — which is another contract that is not being properly implemented by the BCAHHO. And, as expect-

ed, we find the BCAHHO proposing arbitration.

Arbitration, however, is not part of the collective bargaining process despite those obvious tactics of the BCAHHO to make it so. The clauses in dispute are not genuine differences of opinion. They are benefits that were rightfully negotiated and clearly belong to Hospital Employees' Union members. But the BCAHHO is trying to win in an arbitration what it could not attain at the bargaining table — attempting to welsh on a Collective Agreement with an arbitration victory.

It is like a hypothetical case in which an employer agrees to pay an employee \$5 per hour, then pays him only \$3 per hour and urges that the dispute be resolved by arbitration. The best the worker can hope for is \$5 but there is otherwise a chance that the arbitrator will rule in favor of a compromise such as \$4 per hour.

The same is true in the real situation we now face. The Union would be coming from behind if arbitration were instigated knowing full well there was a chance it would lose part of what it is already entitled to.

Faced with the ludicrous situation in which the employer's collective bargaining spokesman agrees with the Union's

interpretation while the employer takes an opposite viewpoint and ultimately decides not to implement the Collective Agreement, the time has come for responsible collective bargaining actions. If it is necessary to bring this point home by engaging in lawful job action, then this job action itself becomes a responsible and inevitable act, particularly when the Collective Agreement has been negated by gross violations initiated by the employer.

If the BCAHHO continues its chronic anti-employee attitude, pitting members of the Hospital Employees' Union against their hospital employers, the hospital field in B.C. can expect to see an increase in the frequency and severity of confrontations.

The members of H.E.U. sincerely hope that the hospitals throughout the province will see to it that an upturn in human relations is effected by their acceptance and implementation of negotiated terms of settlement.

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## Hearing to resume in student LPN wage rate dispute

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A Labor Relations Board hearing into proposed wages for student practical nurses will reconvene July 24, following an adjournment July 4.

The hearing is based on an appeal to the board to reverse an LRB decision which reversed an earlier LRB decision. Originally, the board ruled in favor of granting student practical nurses minimum legal wage for their work duties in hospitals. But that decision was overturned in a subsequent LRB ruling. H.E.U. now seeks once again to establish a wage rate for the students, who perform work in B.C. hospitals.

Local 180 supplied witnesses from several hospitals in a presentation which began July 3 in Vancouver. After reconvening July 24, the hearing is expected to run for three days.

H.E.U. office staff and legal counsel are presenting the case with the student practical nurses.

The present hearing is based on work performed at the Cranbrook and District Hospital.



LABOR MINISTER Bill King dons H.E.U. jacket, presented by Local 180 President W. D. Black.



## FIVE INTENSE DAYS

# Convention sets sights on future

It was the biggest Convention to date for the Hospital Employees' Union.

A record number of delegates — 215 — from almost 90 units across the province dealt with 37 resolutions and 25 constitutional amendments, and voted in a new Provincial Executive (see box on this page).

The Ninth Biennial Convention, Local 180's first five-day Convention, was held at the Richmond Inn. Reports were given to the delegates by the Secretary-Business Manager, Financial Secretary and various committees.

It was the culmination of months of preparation by individual Union members, hospital units, the Provincial Office staff and elected officers.

Yet it was as much a beginning as it was a climax. The Convention's theme — "Proud of Our Past, Prepared for Our Future" — proclaimed the achievements of 30 years and, at the same time, reflected the mandate provided by the delegates to its elected Executive for the challenging road ahead.

A great deal of work was accomplished throughout the five days. Delegates heard and studied reports, resolutions, amendments and other business thoroughly before voting. Debate was lively and intense, though not completely at the expense of occasional humor and light discussion.

One young woman recited a poem she had written about this, her first Convention. Two other delegates displayed fish they had reeled in during Thursday's "Delegates' Day".

But, under the chairmanship of President W. D. Black, the agenda was covered thoroughly.

Delegates passed a resolution calling for efforts to seek direct re-affiliation with the Canadian Labor Congress, although Ray McCready — who was soon to step down as Secretary-Business Manager — reminded the Convention that would not be an easy achievement in view of developments at the recent CLC Convention in Vancouver.

Delegates approved plans for an organizing campaign among the private hospitals now that H.E.U. has organized 94 per cent of the public hospital work force.

Delegates also passed resolutions calling for:

- An end to university tuition fees;
- Voluntary retirement at age 55 and compulsory retirement at 60;

- Speeding-up of unemployment insurance benefit payments;
- A \$200 basic old age pension which, with mincome, would go to about \$300 in B.C.

Constitutional amendments covered such items as denial of membership in the Union for failure to pay dues; death

benefit fund; use of Union logo and name on publications. (Complete details of constitutional amendments will be published at a later date.)

Financial Secretary John Darby reported on the final day of the Convention on the financial statement, assets and equity of Oneight Holdings Ltd.

## PROVINCIAL EXECUTIVE

<i>Provincial President</i>	
W. D. BLACK	Royal Columbian Unit
<i>1st Vice-President</i>	
JUNE BRADBURY	Trail Unit
<i>2nd Vice-President</i>	
GORDON MEAGHER	Vancouver General Unit
<i>3rd Vice-President</i>	
MARION PERRY	Kelowna Unit
<i>4th Vice-President</i>	
PETE ENDRES	Victoria General Unit
<i>5th Vice-President</i>	
ED ASHMORE	Surrey Memorial Unit
<i>Financial Secretary</i>	
J. DARBY	Royal Columbian Unit
<i>Senior Trustee</i>	
GORDON MacPHERSON	Victoria General Unit
<i>Trustee I — 4 Years</i>	
GWEN PARRISH	Vancouver General Unit
<i>Trustee II — 2 Years</i>	
AL ETHIER	Victoria General Unit
<i>Regional Vice-President, Fraser Valley Region</i>	
DAVE ROSS	Chilliwack Unit
<i>Regional Vice-President, Kootenays Region</i>	
RUSS COLE	Nelson Unit
<i>Regional Vice-President, Lower Mainland Region—1</i>	
BILL THIRD	Lions Gate Unit
<i>Regional Vice-President, Lower Mainland Region—2</i>	
WANDA RICKETTS	Vancouver General Unit
<i>Regional Vice-President, Northern Region</i>	
SYLVIA CRANSTON	Fort St. John Unit
<i>Regional Vice-President, Okanagan Region</i>	
PHYLLIS BATTISTE	Penticton Unit
<i>Regional Vice-President, Vancouver Island Region</i>	
DORIS BENN	Royal Jubilee Unit
<i>Secretary-Business Manager</i>	
J. D. GEROW	Non-elected position; appointed by the Provincial Executive





CONSTITUTIONAL AMENDMENTS COMMITTEE gives recommendations to membership.



WEIGHING PROPOSALS . . . delegates from several units including Children's, Oliver, Pe-ticton.



KELOWNA ANGLERS Carol Lambert, left, and Ethel McSorley display results of Vancouver fishing expedition. Weights: 1¾ pounds and 2¼ pounds . . . the fish, that is.

# CONVENTION



LIONS GATE and other delegates listen as H.E.U. President Bill Black addresses Convention.



GUEST SPEAKER Paddy Neale speaks to delegates.



DELEGATES TO CONVENTION fix attention on speaker as resolution is read.





SECRETARY-BUSINESS MANAGER'S report is distributed.



DELEGATES TO CONVENTION fix attention on speaker as resolution is read.

# HIGHLIGHTS



BALLOT COMMITTEE chairman Keith Kellough totals votes.



KOOTENAY DELEGATES consider views of speaker from the floor.



JOHN DARBY gives Financial Secretary's report.



AMENDMENT TO CONSTITUTION is considered before break for lunch at Richmond Inn.



BANQUET NIGHT rounded off first day of Convention.





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VA ANGLERS Carol Lambert, left, and Sorley display results of Vancouver expedition. Weights: 1 1/4 pounds and 1 1/2 pounds... the fish, that is.



PEAKER Paddy Neale speaks to dele-

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## Chances still 'slim' for re-entry into CLC

H.E.U.'s immediate prospects for re-entry into the Canadian Labor Congress are slim, former NDP Member of Parliament Paddy Neale told Convention delegates.

"What I saw as a visitor to the CLC convention (in Vancouver) doesn't give me much hope that you'll be re-admitted on your own terms," Neale said.

The former MP for Vancouver East, one of the guest speakers at the Convention, was at one time secretary of the Vancouver Labor Council and secretary for Local 1217 of the I.W.A. He lost his seat in Parliament in the July 8 election.

Since the last H.E.U. Convention, Neale said . . . "things haven't changed much, and that's sad.

"You are still not within current bodies of the labor movement."

Neale quoted Joe Morris, the new CLC president as saying that H.E.U. can get back in only by merging or affiliating with an organization "that has the jurisdiction."

However, Neale went on to outline the re-admittance of another Union.

"The fishermen got back into the CLC as an entity, but the pressure came from the fishermen's Union.

"That's the route you have to go," Neale told the delegates.

H.E.U. has an application for direct affiliation with the CLC without the necessity of affiliating with any other national

trade union. To date, this application has neither been accepted or rejected by the CLC.

## 'Right to strike' warning given by Labor Minister

Labor Minister Bill King gave a warning at H.E.U.'s ninth biennial Convention that the right to strike is being questioned by some segments of society.

Although conceding later to reporters that the number of man-days lost in strikes was down compared to the previous major bargaining year, 1972, King warned that there are people in other political parties, business and the media who would re-impose restraints on collective bargaining and the right to strike.

The provincial Labor Minister acknowledged some of the problems faced by trade union members, singling out an industrial relations expert's reference to working people as being the only group in society which must bargain for its rates of pay while others are free to set their own prices or charges for professional services.

"The businessman can adjust his prices and take all the traffic can bear but when working people make demands for their labor it is inflationary," King said.

Deputy Labor Minister James Matkin also spoke at the Convention.

## Opening date set for office in Kelowna

H.E.U.'s regional office for the Okanagan and Kootenays will be in operation by September.

The Provincial Executive recently approved the establishment of the office, which will be run by Ray McCready, in Kelowna.

In September, a regional conference in Kelowna will be held for hospital units to set up procedures.

The decision to open the new office has resulted in a reassignment of servicing responsibilities.

Henry Perkin, whose servicing area was previously the Okanagan, has been named Senior Servicing Representative.

His primary responsibilities will be Shaughnessy, George Derby and G. F. Strong hospitals, including negotiating first contracts with them.

Applications for certification are pending for Shaughnessy, George Derby and the D.V.A. (Department of Veterans Affairs) hospital in Victoria.

## McCREADY CITES DEBT TO PAST H.E.U. MEMBERS

Hospital Employees' Union members have a debt to those hospital workers who wouldn't quit when it was reasonable to quit, Ray McCready told the Ninth Biennial Convention in his Business Manager's report.

McCready, who later stepped down as Business Manager, said: "It was the thrust of their determination and dedication that has carried us through our first 30 years."

McCready recalled the days when Union membership cost people their jobs and dues had to be collected in dark corners of hospitals. The awareness of patients' needs has also shaped the Union.

"We have often paid for this knowledge by having bad working conditions and poor wages imposed on us," McCready said.

But the eventual result has been to strengthen the determination of Local 180 members. "Without ever once having to go on strike, we have the best hospital contract in Canada," he said, and described H.E.U.'s efforts to end discrimination against women in the hospital field.

McCready outlined other achievements by the Union and went on to call for standardization of hospital equipment and supplies and better industrial relations by the BCAAHO.



BIRTHDAY wishes were sung by Convention delegates on banquet night, to Cecilia McInnes, formerly secretary of Kamloops unit and now retired. Carolyn Chapman of Provincial Office presented cake.



# COLA value climbs with cost of living

To no-one's surprise, the cost of living has soared to new heights since last December, pulling with it the cost of living escalator provided in the 1974-75 collective agreement.

(See chart below).

Compared to a base of 100, established in 1961, the consumer price index for B.C. stood at 146.4 in December of last year. By May it was up to 154.9 and climbing at an ever-increasing pace.

January's increase was measured at .96 per cent and February's at 2.12 per cent.

By June 30th, it is estimated the cost of living will have increased 7 per cent since last December.

Translated into cost of living allowance (COLA) wage hikes for H.E.U. members,

the figures represent a \$31.90 monthly raise for a housekeeping aide making \$638 following the first six-month reference period, and a jump of \$56.49 for a \$1129.75-a-month carpenter.

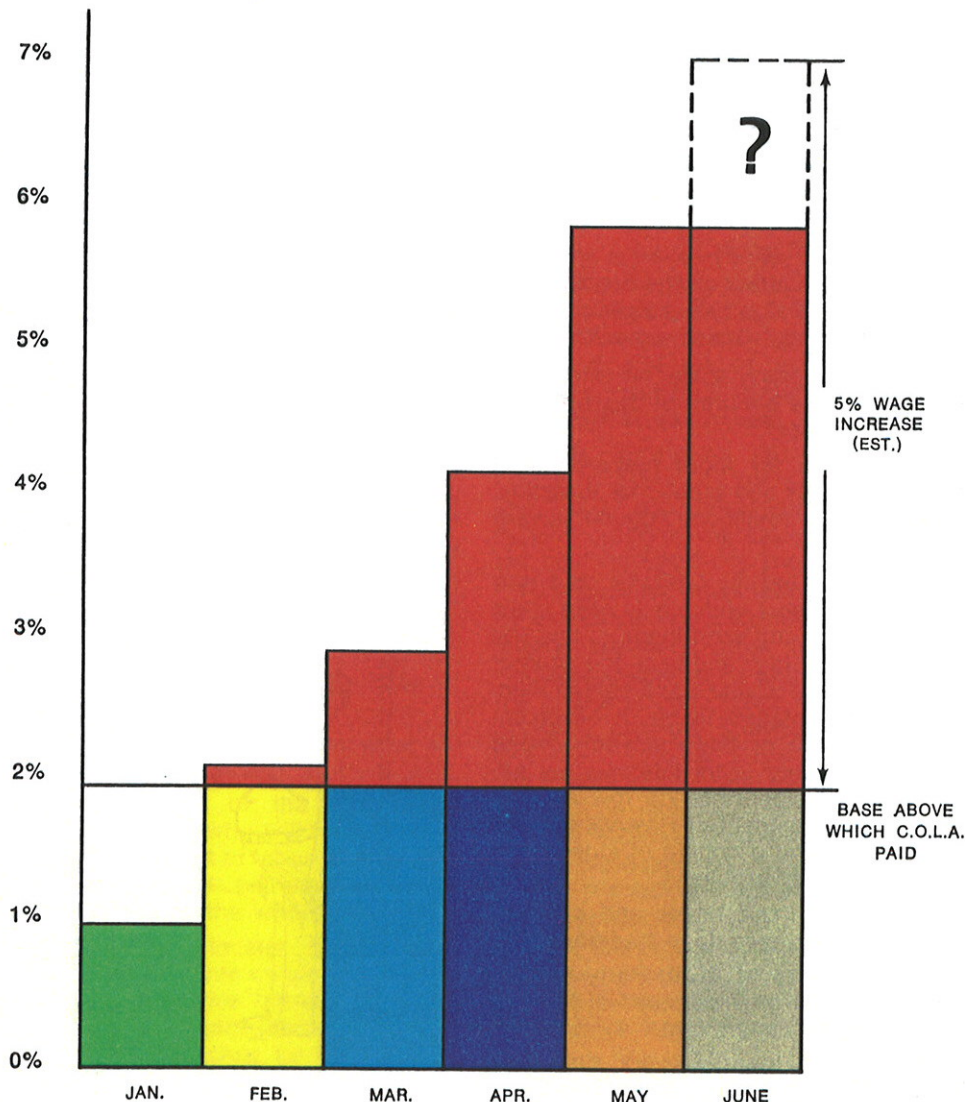
The adjustments are calculated by subtracting from 7 per cent the 2 per cent hurdle agreed upon in the 1974-75 contract, and applying it to individual pay rates.

Some other examples: A cleaner earning \$749.75 monthly will receive an adjustment of \$37.49 a month. Practical nurses making \$732 will get another \$36.60, while orderlies on a rate of \$791.75 will receive another \$39.59.

Adjustments, retroactive to July 1st, will be paid in September.

## COST OF LIVING ALLOWANCE PERFORMANCE

% Increase  
Cost of  
living



## 'HOMECOMING' EMPLOYEES GAIN CONTRACT

A vote of acceptance for the H.E.U. provincial master agreement was cast recently by housekeeping service employees in Langley and Prince George following negotiations between Local 180 Representatives and the hospitals there.

Wage increases of up to \$164 a month will be received by the employees, who in May voted unanimously to "come home" to H.E.U. after having been members of another Union for several years.

Employed by Modern Building Cleaning to work in the Prince George and Langley Hospitals, the employees were formerly members of the Service Employees' International Union.

Janitors, for example, will move from their present monthly rate of \$611.75 to \$749.75, an increase of \$138.

Aides will go from \$473.75 to \$638, a hike of \$164.25.

The hourly rate for wet mopping will be raised to \$4.59, from \$3.35.

A total of 49 employees are involved.

Local 180 originally lost the housekeeping members in those hospitals when their administrations decided to contract out such work.



"Where's Pottyland?"





B.C. CANCER INSTITUTE employees are addressed by H.E.U. Representative.

## EMPLOYEES VOTE TO JOIN H.E.U.

Employees in the bargaining unit at the B.C. Cancer Institute in Vancouver have voted to join H.E.U. An application for certification will be made this month. The BCCI is one of the member hospitals of the B.C. Medical Centre, which will likely be located at the Shaughnessy Hospital complex.

## 'RIGHT TO DIE ALONE'

# Perry pledges better health care

A renewed pledge to upgrade an ailing health system was offered to the ninth biennial H.E.U. Convention by Clay Perry, executive assistant to B.C. Health Minister Dennis Cocke.

Perry, whose new appointment as a commissioner on the Public Service Commission was announced after the Convention, told delegates of some of the problems faced by the health department and the office of the minister.

Citing the case of a home for the elderly in the Okanagan, Perry described depressing conditions. The old people there, he said, are kept in army barracks in beds barely two feet apart.

"For a while," Perry said, "this society afforded them the dignity of a little pri-

vate room where they could die by themselves.

"But subsequently they discovered a case of active tuberculosis in the institution, so the victim of the disease had to be placed in that room.

"So this society could no longer afford to provide a room in which a person could die in some privacy and could no longer afford the other patients the dignity of not having someone die two feet away when they themselves know their own death is not far off."

"That still exists," Perry said, "and we who are in a central position in the health field go to bed every night with the knowledge that it still exists."

Perry also touched on the health problems faced by B.C.'s native Indians, whom he said received "almost no health care."

And on a broader scale, he said, "Half the teeth of the children of this province are rotting away."

Perry called for more research in a cure for cancer and emotional diseases, and urged an intelligent attitude toward the latter.

"We in this society continue as a way of life in British Columbia to take male human beings and send them up into the far north to cut logs and beat one another up in beer parlors, and leave behind them a female population living in basement suites with two or three sub-school-age children. Twenty years later we get another male resident of skid row and another female resident of Riverview (mental hospital) and a couple of kids with a terrible range of problems.

"We scratch our heads and continue to do what we have done traditionally."

A chief cause of it all, Perry said, is the "last dollar phenomenon" of the provincial health department.

"We spend literally every dollar we have, and after we spend the last dollar

we still have a huge line-up of people who come to us with very legitimate grievances. We have to say sorry, there is no more money left."

But, Perry told the Convention, the department is making progress.

"Together with you and a lot of other people we are coming to some kind of a better world."

## CHECK OUT THAT BIG, BIG CHEQUE

Hospital employees benefiting from the severance allowance provisions in the collective agreement would do well to consider an alternative to adding that big cheque to their gross income.

A sum of, for example, \$3,000 on top of taxable income could result in some whopping income tax.

However, investment in a registered retirement plan could reduce tax payments.

Information can be obtained from credit unions or banks.



FORMERLY legal counsel for Local 180, Ted McTaggart receives a token of appreciation at Convention following his appointment to the bench. Judge McTaggart spoke of his enjoyment in representing H.E.U. for many years.



"No, it's no miracle, his wife is the president of the local woman's lib chapter."





OPEN HOUSE held recently at Sunny Hill Hospital for Children proved a fun time for the kids, who got a chance to show visitors their play areas and hobby achievements. Tour of the Vancouver hospital was attended by H.E.U. Representatives Bob McCartney and Bob Blakey, Clay Perry, assistant to Health Minister Dennis Cocke, and relatives, friends and other citizens.

## West German workers seek equal voice in industry

A plan which will give four million West German workers an equal voice with shareholders in the operation of all large firms is being considered by the West German parliament.

The plan was developed after five years of bargaining within the West German coalition government, which consists of the Social Democratic Party and its junior partner, the Free Democratic Party.

At present, the system of 50-50 worker participation in management is confined to the coal and steel industries, where it has been in operation since 1951.

The West German trade union movement has urged its extension to all large companies. The new scheme is due to come into effect on Jan. 1, 1975.

The existing and somewhat different scheme within the coal and steel industry will continue unchanged.

The new plan provides that:

- Employees and shareholders will each be allowed to elect 10 representatives to the supervisory boards of all companies employing 2,000 or more workers. These bodies will then appoint and supervise the boards of management which deal with the everyday running of the companies.

- The employees' delegates must include a junior executive.

- The chairman of the 20-member supervisory board, who will have a casting vote in the event of labor-shareholder confrontation, must be elected by at least two-thirds of the whole board.

Former Prime Minister Brandt described the agreements on worker participation as a "decisive breakthrough" in social policy. Professor Werner Maihofer, the minister responsible for the reforms,

added that the profit-sharing plan would spread the ownership of productive resources and make the free market economy a matter concerning all citizens.

## Inflation protection for pensions

Inflation protection similar to H.E.U.'s anti-inflation escalator has been approved to increase pensions for four employee groups.

Within months of Local 180's milestone protection against spiraling living costs being included in the collective agreement, the provincial government has agreed to give similar protection to civil servants, municipal employees, teachers and hospital employees.

Under legislation introduced in the House by provincial secretary Ernie Hall, the 12,000 pensioners affected were to receive catch-up increases averaging 10 per cent on July 1 this year.

Increases for those retiring in 1974 will be established by a formula based on the federal consumer price index.

Under amendments to the Public Service Superannuation Act, the Teachers' Pensions Act, the College Pensions Act and the Municipal Superannuation Act, pensions will automatically be increased every three months by the average percentage increase in the consumer price index, published by Statistics Canada, for the preceding three months.

In contrast, the wage protection escalator in the H.E.U. contract provides an increase after six-month reference periods, based on the Vancouver consumer price index, above a two per cent hurdle.



## The Role of the Nurse in 1887 . . .

The following directives were given to floor nurses by a hospital way back in 1887.

In addition to caring for your 10 patients, each nurse will follow these regulations:

1. Daily sweep and mop the floors of your ward, dust the patient's furniture and window sills.

2. Maintain an even temperature in your ward by bringing in a scuttle of coal for the day's business.

3. Light is important to observe the patient's condition. Therefore, each day fill kerosene lamps, clean chimneys, and trim wicks. Wash the windows once a week.

4. The nurse's notes are important in aiding the physician's work. Make your pens carefully; you may whittle nibs to your individual taste.

5. Each nurse on day duty will report every day at 7 a.m. and leave at 8 p.m. except on the Sabbath on which day you will be off from 12 to 2 p.m.

6. Graduate nurses in good standing with the director of nurses will be given an evening off each week for courting purposes or two evenings a week if you go regularly to church.

7. Any nurse who smokes, uses liquor in any form, gets her hair done at a beauty shop, or frequents dance halls will give the director of nurses good reason to suspect her worth, intentions and integrity.

—Nursing Forum



"Sorry, I just gave at the supermarket."





"It appears we're on the road to recovery. His last request is a loaf of bread, a jug of wine and Victoria Dole, the night nurse."

## DOC (AND SNOOPY) BRING SMILES TO SCARED KIDS

If a pediatrician in your hospital shows up for work wearing a smock covered with pictures of Snoopy and other characters from the Peanuts comic strip, don't be surprised.

He might have been inspired by Dr. Armand Brodeur, chief of radiology in Cardinal Glennon Memorial Hospital for Children in St. Louis, Mo.\*

Dr. Brodeur has a novel approach in dispelling the fears of children who find themselves in the hospital — an approach that includes, among other things, the brightly decorated smock. Requests from pediatricians across Canada, Australia and the United States have

poured into his office for photos of the outfit.

Brenda, for example, had been going to his hospital for every one of her 13 years to have kidney tests. Terrified that new X-ray pictures would show her chronic condition to be getting worse, she lay rigidly on the examining table, her eye brimming with tears.

But she began to smile when Brodeur entered the room in his smock. Using the time-honored gestures of the magician to assure her that his hands were empty, he reached down and pulled a cotton ball from the child's ear, then made it disappear up his sleeve. Brenda relaxed.

According to a recent Time magazine article, employing a combination of show business and sleight of hand to charm and relax his patients is routine for Brodeur, 51, who is both a radiologist and an active member of the Society of American Magicians.

Aware that a hospital can be a bewildering and frightening place for a sick child, he has been trying, since assuming his position in 1959, to minimize children's fears by making "this place and myself not look like a hospital."

He began by redecorating his department. He placed a sign reading Roentgen Street (after the discoverer of X-rays) in the corridor leading to the radiology unit. Bare hospital walls were covered with giant murals of characters from children's books and television programs — Dr. Seuss's Cat in the Hat, Charlie Brown and his friends, and the Flintstones.

The X-ray machine was labelled "Batman's Superanalyzer," and nurses were given brightly colored smocks.

Brodeur's personality and magician's bag of tricks help to distract even the most fearful child.

"You can do as much with a smile as with penicillin," he says.

"When I do magic and paint halls and wear corny jackets, it's not because I haven't grown up. To stand tall in pediatrics you have to do it on your knees."

Apparently his colleagues agree, and have ordered Snoopy smocks of their own.



H.E.U. REPRESENTATIVES Bernice Gehring and Bob Blakey (right) were among those who attended a recent seminar on unemployment insurance procedures. The two-day seminar, held in Vancouver, was sponsored by the B.C. Federation of Labor.

## SYSTEMS COMPARED

### Aussies write 180 for health facts

H.E.U.'s Provincial Office receives a lot of requests for information — but seldom from as far away as a recent one.

Counterparts of ours in Australia, the Hospital Employees Union of Queensland, recently asked for information on mental hospitals in B.C.

The Australian Health Minister had announced plans to phase out mental hospitals in his country and cited trends toward that goal in Canada in his explanations. The Queensland H.E.U. sought facts and figures from Local 180 and Director of Technical Services Lee Whyte compiled some.

The Australian letter showed some interesting parallels between our two systems. "Down under," emphasis is being shifted from large mental hospitals to psychiatric annexes of public hospitals, and hostels and "halfway houses" are being established. As in B.C., most hospitals in Australia are public owned and operated.

Lee Whyte's reply outlined the system here, included an excerpt from the 1972

Canada Year Book on mental health services and quoted from the Foulkes Report on Health Security for British Columbians which pushed for the phasing out of mental hospitals.

## EMPLOYERS NABBED

Three employers have been fined after pleading guilty to one count each of failing to report an injury within the time period specified by the Workmen's Compensation Act, the Workers' Compensation Board has reported.

In separate provincial court hearings at Burnaby and Delta, two employers were fined \$100 each. In Vancouver provincial court, the third employer was fined \$150.

The Act requires employers to "report to the board within three days of its occurrence every injury to . . . a workman that arose out of or is claimed to have arisen out of and in the course of the employment."

## On isolated bigots . .

Labor Minister Bill King has indicated that those people who accept Union wages without paying dues are bigots.

Local 180 agrees, and adds that there is no loss of freedom in that philosophy. People who want our working conditions and wages can join the Union.

Or they can work somewhere else.