

# THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180

Vol. XI

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No. 5

## BLAIR TO RULE ON DISPUTE



In the midst of an industrial climate that threatened to disrupt hospital services across British Columbia, Labor Minister Bill King has appointed Bert Blair as a special officer under the Labor Code to investigate the dispute between H.E.U. and Kelowna General Hospital.

Blair, under the Code, is also empowered to make recommendations on both the Kelowna dispute and relations in general throughout the industry.

Two of the three contract issues disputed in Kelowna have been settled.

The Kelowna strike this summer brought to province-wide attention the problems surrounding implementation of the 1974-75 collective agreement in hospitals across B.C.

Other units of Local 180 have backed the stand taken by Kelowna unit members. Strike action has also been approved by members in Victoria, the Kootenays and the Okanagan.

Blair's appointment, King told a meeting between representatives of H.E.U.

*(Continued on page 2)*



BERT BLAIR

*CLOSE ON THE HEELS of the "back to school" call heard everywhere recently is another message: "Back to Union meetings." It's that time of year when regular unit meetings are called, as May Small, secretary of the Richmond unit, reminds us. Check the red dot on your calendar . . . and turn up to the next meeting!*

### WORK-TO-RULE EYED

## Trouble brews at Gorge Road

H.E.U. employees at Victoria's Gorge Road Hospital were on the brink of working to rule recently when a last-minute meeting with the hospital administrator stemmed a vote on the protest action.

Administrator W. E. Morrison agreed to correct a series of contract violations and step up Union-management meetings, in time for his promises to be reported to two evening meetings of an angry unit membership that was fully prepared for work-to-rule action.

The clash, which was given prominent coverage by Victoria newspapers and radio and television stations, was the culmination of a string of blatant contract violations and other disruptive practices.

• Practical nurses at the hospital are still waiting for their \$37.50 monthly anti-

discrimination payments back to Jan. 1, 1973;

• Employees have been harassed because of membership in the Union;

• Procedures for new positions have not been lived up to by the administration;

• Names of employees have not been listed for dues check-off, and consequently as many as 75 people have been estimated as not having signed dues check-off cards;

• Attempts have been made by the administration to deal with employees individually on certain matters, violating the contract provision that the Union is the sole bargaining agency.

*(Continued on page 2)*

# DISABILITY PENSION BENEFITS INCREASED

Increased benefits for some recipients of permanent disability pensions have been announced by the Workers' Compensation Board.

Section 20 of the Workers' Compensation Amendment Act, 1974, provides for the reinstatement of pensions in respect of old injuries to people who are currently on WCB records as being in receipt of pensions.

Since 1966, permanently disabled workers have received increases in their pensions in line with changes in the cost of living. Many workers with substantial disabilities have not benefitted from these increases, or have benefitted only partly because they had commuted their pensions wholly or partly before 1966.

To remedy this situation, the Workers' Compensation Act, by amendment in 1974, includes a section which authorizes the establishment of new monthly pension payments where life pensions involving a substantial disability were — before 1966 — wholly or partially commuted (i.e. converted into cash or into a pension for a limited number of months).

The new periodical payments will go to those workers still suffering from a disability who, between Jan. 1, 1917, and Dec. 31, 1965, received awards for a substantial permanent disability (12 per cent or more of total disability). They will also go to those who, before Jan. 1, 1966, in

place of or in exchange for a life pension or a substantial part of the life pension received lump sum payments or a pension for a fixed number of months.

The section came into force Sept. 1. The new payments will equal the cost of living increases the worker would be receiving if he had not commuted his pension.

The payments will begin in the month in which application is received, except where a worker is still receiving a pension for a number of months. In such cases the new provisions apply on the expiry of the term.

The following conditions for eligibility have been set by the Act.

- (1) The permanent disability for which the award was given must have been assessed by the Workers' Compensation Board at not less than 12 per cent of total disability.
- (2) If only a part of the pension was commuted that part must have represented at least 12 per cent of total disability.
- (2) The worker must still be suffering from the disability.
- (4) The worker must apply for the new payments.

Because of the low wage rates in earlier years, and because of the commutation, pensions re-established under this provision will usually be very low. However it is hoped that when added to other income they may be of some assistance. Also the re-establishment of a pension under this section has the advantage of placing the claimant on the records for future increases.

Complete information can be obtained from the Workers' Compensation Board, 5255 Heather Street, Vancouver V5Z 3L8. Telephone 266-0211.

## Here's one for you, Brucie...

The fight for equality in employment of women involves more than the stroke of a pen on a new piece of legislation, as human rights crusader Kathleen Ruff is reminded frequently.

Her office staff watches newspaper ads for discriminatory wording, such as recent classified notices in the Victoria papers for "waitresses."

That's a no-no in this age of equality, Ms. Ruff's people told offending employers. There soon appeared a re-worded advertisement in the Victoria Colonist, inserted by a restaurant chain, for a "waiter/waitress."

However, the ad continued, applicants "must fit our dresses."

Perhaps Ms. Ruff's Human Rights Department could despatch a bevy of young men with curly locks, limp wrists and high-pitched voices to apply for the job, and see what the stunned cheeseburger merchants say.

## Trouble brews at Gorge Rd.

(Continued from page 1)

The last straw came when the nursing staff was told of a decision to begin rotating shifts — a shock for those who had been hired on the basis that their shifts would be steady. A poll among them showed that half the nurses would have to quit if shifts were rotated because of babysitting and other restrictions.

A unit meeting was held in early September and the 100 who attended unanimously approved work-to-rule action. But further meetings were planned for the following week to allow all 380 members of that unit to vote.

It was shortly before those meetings that Morrison met with H.E.U. Representative Bill Muir. The administrator agreed to pay the \$37.50, either on the next paycheques or by separate cheques, and amend other violations.

The two membership meetings were held later that day with a healthy turnout and a notice of motion was served for the next meeting, set for Oct. 17: if the promises aren't lived up to, the work-to-rule vote will be held.

## Blair to rule

(Continued from page 1)

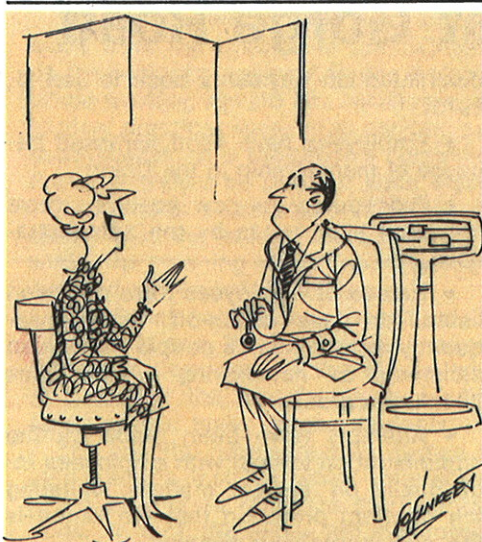
and the B.C. Association of Hospitals and Health Organizations, empowers Blair "to examine the experience of the collective bargaining process in the hospital industry and to make recommendations to the parties for an improved and more viable collective bargaining system and report these recommendations to the Minister of Labor."

H.E.U. has offered complete co-operation with Blair. The appointment followed a series of meetings which involved King, Health Minister Dennis Cocke and the Union.

Since the appointment, Blair has ruled in favor of the Union on the issue of "superstats" — statutory holidays given special treatment. He moved quickly, handing down a decision just prior to the Labor Day weekend.

On the severance allowance dispute, management and the Union came to an agreement, and the Union's interpretation will also stand on that issue.

There remained at press time only the cost of living clause to be settled. Blair's recommendation is expected soon.



"Sure I'm a hypochondriac — but I've never been sick a day in my life!"

## HEAVY *on the* LIGHT SIDE

For those unlucky members of the public who have never known the joy of being confined to a hospital, the fashion experts may have at last provided a means of ending their blissful ignorance: the platform shoe.

The "instant height" created by such footwear frequently approaches a dangerous altitude for their wearers. We have yet to see figures on the subject but it's likely that before the fad runs its course the emergency wards of our hospitals will be filled with the hobbling victims of Paris fashion, clutching their broken ankles in one hand and their pairs of clogs in the other.

Along the lines of the old adage that if God had intended man to fly He would have made him deaf and put him within 12 miles of an airport, so it is with platforms. If it were divine intent that we be that tall, we would have been equipped with altimeters and runnings lights.

You can see them any time of the day or night, male and female cautiously edging their way along the sidewalk, panic-stricken as they cling to iron railings along steep steps, or laying the groundwork for that first ulcer as they stumble, terror-stricken, across heavy traffic. I can't wait for the first winter frost.

It's all for nothing, of course. Any gain in height will soon be cancelled out by the fact that the selection in non-platform shoes is shrinking each day, and eventually we'll all be stumbling around on six-inch-thick soles and heels. We'll have to, if we want to see our friends' lips move when they talk.

It makes you wonder whether the manufacturers of painkillers and other accident-related products are in league with the fashion people. After all, the maxi and midi skirts were thrust upon the females of this planet one year just about the time when the seasonal ice arrived, if you recall.

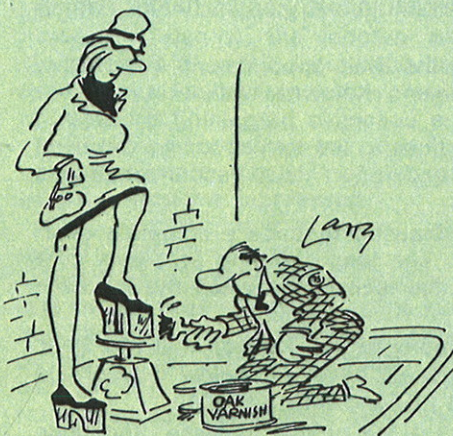
However, the shoe manufacturers may have painted themselves into a corner with this one. Unlike skirts and trousers, these high-altitude shoes could prove difficult to cancel out.

The wealthy (for the manufacturers) game of planned obsolescence might not work this time around. It's one thing to expect people to toss out last year's narrow flairs for this year's baggies, but what man will ever want to be the first in his neighborhood to be suddenly a foot shorter than the girl next door, just because the magazines say thin heels are fashionable again?

In order that today's lineup of footwear will someday be outmoded, the shoe people are going to have to start immediately on plans for a revolutionary change in fashions for feet, something that the public will be unable to resist.

Like making a shoe that's comfortable.

—BOB BLAKEY.



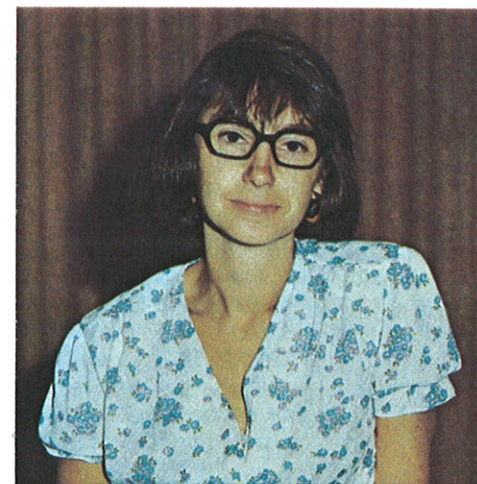
## Organizers set sights on private hospitals

A division of H.E.U. has been set up to organize private hospitals throughout British Columbia.

Approval for the move was granted by the Convention in June.

Heading the new division is Sharon Yandle, who brings to the job several years of experience in community organizing with a variety of organizations.

As project coordinator for the Vancouver Inner City Service Project for two-and-a-half years, she worked with low-income people, mostly women. During a



SHARON YANDLE

year in the United States she worked with black welfare women and white women in poverty areas.

Back in B.C., she took part in organizing for the New Democratic Party and edited the Democrat, tightening its haphazard schedule to turn it from "an occasional surprise" into a monthly newspaper. She has been recently involved with setting up the new B.C. Federation of Women.

Her task in co-ordinating the organizing of private hospitals will be a challenging — and rewarding — one. As an example of conditions in the industry, in one of the larger private hospitals in the Vancouver area a licensed practical nurse with seven years experience in that hospital is making \$2.50 an hour. She gets no sick leave and her annual vacations are only two weeks.

The history of attempts to organize private hospitals in B.C. is a history of harassment and intimidation of employees by management. The new labor code, however, has some provisions to protect employees against such harassment.

Assisting Ms. Yandle will be two persons who have organized for H.E.U. on other occasions: Mona Leaker of Lions Gate Hospital and Kathy Bakker of Children's Hospital.

## Sweder joins executive

The provincial executive has a new member — Arnold Sweder.

He replaces Sylvia Cranston, who resigned the position, as regional vice-president for the north. He is from Quesnel.

For his first meeting in the position,

Sweder faces a short journey. The provincial executive will meet next in late October or early November in Prince George, as part of its continuing approach of holding meetings in various regions.

# THE HOSPITAL GUARDIAN

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

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## EDITORIAL

### A WELCOME APPOINTMENT

Bert Blair's appointment by Labor Minister Bill King as a special officer under the Labor Code comes at a time when the hospital industry could hardly require him more.

H.E.U. welcomes King's initiative in making the Blair appointment — not only to settle the issues which caused this summer's Kelowna walkout but, more importantly, "to examine the experience of the collective bargaining process in the hospital industry and to make recommendations to the parties for an improved and more viable collective bargaining system and report these recommendations to the Minister of Labor."

Fundamentally, collective bargaining in our industry requires a complete overhaul. The process has never functioned well. The long standing problems over employee relations in the hospital sector are the iceberg of which the Kelowna strike was merely the tip.

Indeed, the Kelowna strike gives vivid testimony to the impasse that has been reached with the employer. Bitterness and distrust, never far below the surface in our dealings with the BCAHHO, threatened to flood into the open.

The Blair appointment offers us a new course out of this impasse, and hope that lingering problems will finally be solved. The appointment is a signal to 13,000 H.E.U. members and their families throughout the province that government has finally heard our cries of despair and is prepared to respond.

Blair has a big job ahead of him. His intimate knowledge of the industry, however, will hold him in good stead. He has a pledge of full cooperation from H.E.U. in his work. He has a similar pledge from the BCAHHO.

The basic problem Blair must tackle is the inability of the BCAHHO to implement the collective agreements it negotiates on behalf of its affiliated hospitals.

This is not the time to impute motives as to why collective agreements are more difficult to enforce in this industry than in others, or why H.E.U. is perpetually forced to arbitration over issues that have been resolved at the bargaining table.

Suffice it to say that these problems are rooted in the way the BCAHHO organizes itself to do business. It appoints one group to sit at the bargaining table to negotiate a new contract, and a different group to implement that contract.

It doesn't take a genius to figure out the results of this arrangement. BCAHHO's right hand doesn't know what its left hand is doing. The two groups are as likely to contradict one another as to agree. The Union is left with a collective agreement that is as likely to be neglected as enforced. Arbitration becomes a normal feature of collective bargaining. Threads of distrust are permanently woven into the fabric of employer-employee relations.

It is these structural problems that came to a head in Kelowna and led the Union to approach Labor Minister King for his assistance. The war of words must end. A search for a lasting solution must begin. Quite simply, the BCAHHO should be replaced by a new bargaining agency which can both negotiate and enforce a collective agreement with the Union.

H.E.U. is hopeful that Blair's recommendations on collective bargaining will lead to a constructive alternative. To their credit, BCAHHO spokesmen in discussions with King and Health Minister Dennis Cocke also recognized the pressing need for change.

If Bill King and Bert Blair can bring forth the changes required to get the industry back on track, they will have earned the heartfelt thanks of every H.E.U. member — and indeed, of every British Columbian.

### Poor old dollar keeps shrivelling all the time

As the value of the 1961 consumer dollar dropped to 59 cents (Statistics Canada reports) in August, prices continued their relentless climb.

Rising by a full percentage point that month, consumer prices show little sign of slowing in their upward pace. The food prices curve showed a slightly less dramatic arc, but the spiral will probably pick up speed soon because of poor food harvests.

Corn-growing areas in the U.S. have been severely hit by drought. Corn is a main ingredient in livestock feed, so this means higher meat, milk and poultry prices will be coming.

Similar bad luck — frosts in this case — has hit the Saskatchewan crop, and the total Canadian wheat crop is now estimated at 542.2 million bushels, compared with 604.7 million bushels for last years — and that could also mean higher food prices.

The story of sugar is no sweeter. That commodity leaped 12.6 per cent in price last month — 160 per cent above the August, 1973 level.

Among other big price hikes: meat packing and slaughtering; chemical products; paper and allied products.

In short, it all promises further erosion of the purchasing power of the consumer dollar.



"I'm putting you on Dial-A-Prayer."

# Presses hum every month at LGH

Hospital workers, by the nature of the service they perform for fellow human beings, are noted for their closeness, their esprit de corps, despite — or perhaps because of — the pressure and responsibility of their work.

But like their counterparts in other industries they can't always be informed of what's going on in all departments of their hospital. A new employee's face may grow familiar long before his or her name is learned by fellow workers.

At Lion's Gate Hospital in North Vancouver, some H.E.U. members have done

## UNIT MEMBERS' NEWSPAPER KEEPS HOSPITAL INFORMED

something about the communication problem. Early this year Garnet Hunter, who has since left his job in the LGH stores, began planning a newspaper. With help from others, the first edition of the Lions Gate Lampoon spun off the presses.

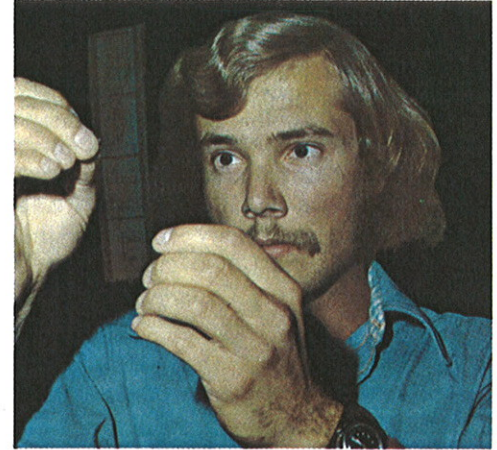
Now, under the combined editorship of switchboard operator Ruth Tolan, service aide Mona Leaker and printer Sherry Wobschall (whose typographical skills also see the Lampoon through its final production stages), the monthly paper covers news of every description for all employees at Lions Gate, with a press run of about 1,500.

"It's enjoyed by everyone," says Mona, whose pride in the lively 7" by 8½" paper isn't the least bit suppressed.

"The administration is happy with it, too. There's no censorship."

Readership is no doubt boosted by the fact that almost everybody wants to get into the act. Newsy items are supplied by many LGH employees, mostly members of Local 180, in a variety of forms — from beautifully typewritten copy (rarely) to scribbled thoughts on cafeteria napkins (frequently).

Joan Vallor of the business office transforms the handwritten submissions into typed copy. The editors use their blue



PHOTOGRAPHER Wayne Reyse

pencils where necessary, make additions and hand it all back to Joan for final re-typing. Set in column form, the stories are given to Sherry Wobschall, along with pictures by LGH photographer Wayne Reyse.

The result is a high-quality, often two-color newspaper that captures the spirit of the hospital. Features include "employee of the month," jokes, columns—including one by "Genghis Kahn," who isn't half as fierce as he sounds — reports on marriages and births and poems. A postcard from a fellow employee vacationing in San Francisco is shared with others; another's fishing expedition in Campbell River is reported; the end of summer is officially announced with the news of the season's first hockey injury.

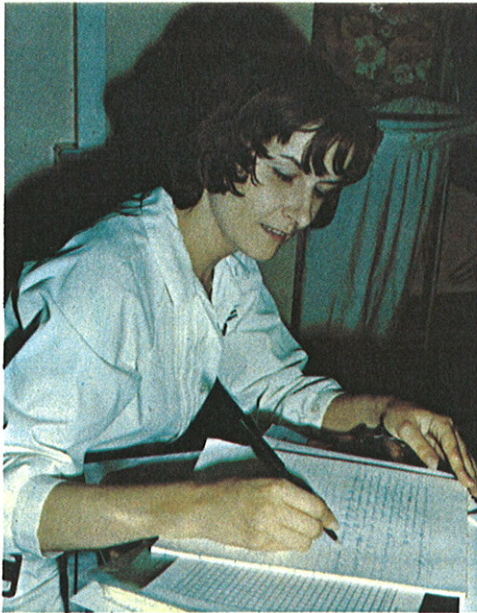
Though the Lampoon is not afraid to lash out occasionally with a good dose of constructive criticism, most of the content is light. Example: A young father, whose wife presented him with a son six months after marriage, was told by the physician: "Don't get alarmed. This often happens in the case of the first child, but never afterwards."

Or, among the one-liners: "The older I grow, the more I listen to people who don't talk too much."

There's something for everybody in the Lampoon.



Sherry Wobschall



SANDY SMITH . . . taking notes for story.



HOT OFF PRESS, Lampoon is checked by Mona Leaker, left, and Ruth Tolan.



JOAN VALLOR . . . "Typesetting" latest news.

## The Loner's Tale

"First they arrested the communists — but I was not a communist, so I did nothing. Then they came for the Social Democrats — but I was not a Social Democrat, so I did nothing.

"Then they arrested the trade unionists — and I did nothing because I was not one. And then they came for the Jews and then the Catholics, but I was neither a Jew nor a Catholic and I did nothing.

"At last they came and arrested me — and there was no one left to do anything about it."

—Rev. Martin Niemoeller

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## Carry on, nurse!

Britain's Royal College of Nursing has given the nod to nurses who wish to take part-time jobs as striptease artists to supplement their meagre incomes, a letter in Playboy magazine reports.

It seems that nurses from one London hospital have been doing just that, and 50 per cent of all qualified British nurses already have part-time jobs in their off-duty hours, because their salaries as nurses average only \$51 to \$67 per week.

Under those circumstances the nursing college declared that nurses who work part time as strippers will not be punished.

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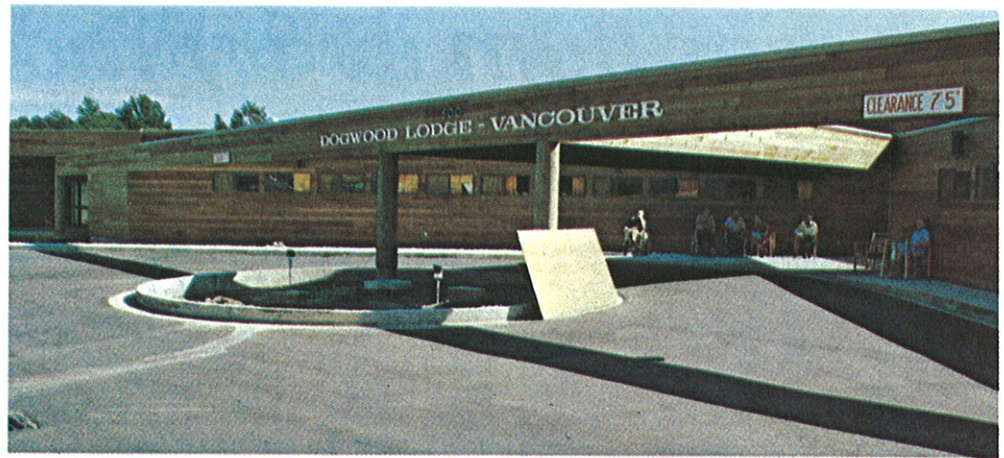
## Quote of the month prize goes to . . .

The hottest piece of news lately turned up in the BCHA News, a paper published by the BCAHHO (figure that one out).

Reporting on seminars held in various hospitals to study the 1974-75 collective agreement, the paper said:

"Certainly the seminars have not been perfect. For example, conducting seminars in hospitals where management and supervisory staff used mimeographed agreements while H.E.U. employees attended the seminars with shop printed contracts tends to put management in a rather inefficient light."

They said it, not us.



ADDED TO THE GROWING LIST of newly organized H.E.U. units is the Dogwood Lodge (top photo) at 59th and Cambie in Vancouver, one of two Dogwood Lodges — the other is in Burnaby — for which certification has been applied for as one unit. Meanwhile certification for G. F. Strong Rehabilitation Centre (second photo) has been granted to Local 180, and a collective agreement has been negotiated, concluded and ratified by both sides.

## Job classifications declared anomalous

The Union has declared all classifications anomalous, except standardized categories covered by addendum 4 of the collective agreement.

Anomalous categories include nursing, laundry, housekeeping and maintenance.

Standardized categories are dietary, clerical, purchasing, stores, transportation and printing, which will be resolved through the job evaluation program.

If not settled at a conference on Nov. 1, the evaluation of standardized categories will go to arbitration chaired by R. G. Herbert, beginning in December.

Engineers, registered psychiatric nurses and technicians categories have also been declared anomalous because of superior settlements achieved elsewhere.

## DUES WERE PAID, ST. PETER DECIDED

*A steward knocked at the heavenly gate,  
His face was scarred and old.*

*He stood before the man of fate  
For admission to the fold.*

*"What have you done?" Saint Peter said,  
"To gain admission here?"*

*"I've been a steward, Sir," he said,  
"For many and many a year."*

*The pearly gate swung open wide,  
Saint Peter touched the bell*

*"Come in and choose your harp," he said,*

*"You've had your share of hell."*

## POOR COMMUNICATIONS

# Burnaby 'fortress' still guarded

In the May edition of the Guardian, we reported the sad situation at Burnaby General — a hospital that has such poor employee relations, there might as well be a moat around the administration.

The metaphorical moat, unfortunately, is still there. And a few crocodiles have been added by that mysterious hierarchy that's as inaccessible as royalty.

For a while it looked like some progress was at hand. Three members of the Burnaby hospital's ivory-towered board of trustees were appointed to the hospital's committee on labor relations.

It was a positive move for the wrong reason — namely, the board doesn't trust management with wage and salary administration — but a positive move nonetheless.

Later, an offer was made by the committee, through the assistant administrator, on outstanding wage rates. Staff Representative Bob McCartney asked to meet with the committee.



So far, there has been no response.

It seemed for a while there was a glimmer of hope that some communications might be established at one of H.E.U.'s more problem-ridden units, but the clouds have rolled back again.

One cause of the problem is the ad-

ministrator's unwillingness to make an appearance at any meeting.

It's time the powers that be at Burnaby General dusted him off, and perhaps some of the more infamous board members, and wheeled them out into the open air for pot shots.



BUILDING SERVICE WORKERS IN Prince George have ratified their first H.E.U. collective agreement following certification approval for the 26-member unit.

## ON 'VOLUNTEERS'

## WCB issues call for opinions on regulations

A revision of Workers' Compensation Board safety regulations is under way, the WCB announced recently.

Preliminary draft proposals should be out soon, the board said, leading to publication next year of revised accident prevention regulations and hygiene regulations.

Recommendations are also expected from two joint advisory committees to be established, one for each set of regulations, with representation from labor and management.

Before the regulations are put into final form by the WCB Commissioners, a series of public hearings will also be conducted in major centres of the province.

Recommendations regarding the new industrial health and safety regulations should be directed to either the Director of Accident Prevention Inspection or the Director of Industrial Hygiene at:

Workers' Compensation Board  
5255 Heather St.  
Vancouver.

## Setting the record straight

A common sight in many B.C. hospitals is that of volunteers meeting with patients. The Union's attitude toward volunteers and the requirements of patients is, though straightforward, often misunderstood.

Staff Representative Hans Brown explained it recently in a letter to Health Minister Dennis Cocke.

Brown wrote:

In response to . . . correspondence addressed to you from the senior assistant administrator of Lions Gate Hospital, the Hospital Employees' Union, Local 180, in no way wishes to demean the efforts of the hospital to provide "little extras" and "comforts" to its patients.

We are proud to associate ourselves with the government's philosophy of hospitalization. Hospitals are not health factories. They are temporary homes for people who are ill. Our members who work in hospitals are not "hard hearted Hannas" in their relations with patients. Quite the contrary.

We believe, as does our government, that patients have a right to expect that they will receive the highest level of nursing care throughout their hospitalization. A hospital does not meet this obligation to its patients when it forgets the medical complications that can arise in the porter-

ing of patients and relegates, albeit only occasionally, this function to volunteer personnel who are not qualified to meet the unexpected who have absolutely no training to perform this type of work, and who cannot gain the experience required because of the spasmodic pattern of their volunteer activity.

Quite simply, selling cigarettes to patients, reading to them, and performing a whole variety of "little extras" is one thing. Portering patients is quite another. It is not a "little extra."

Portering at Lions Gate Hospital is the work of nursing personnel — not volunteers. Indeed, the vast bulk of portering is actually performed by nursing personnel. Volunteers do portering only occasionally. The Union simply asks that these occasional gaps in the provision of qualified portering to hospital patients be closed.

The current grievance between Lions Gate Hospital and the Union on this matter is not a sweeping heartless attack on volunteers, as could be implied from Mr. O'Dell's letter. It is rather an action which is ultimately in the interests of patients more than anyone else.

Yours sincerely,  
HANS BROWN,  
Representative.

# Three students win Union scholarships

H.E.U. local unit scholarships totalling almost \$1,000 have been awarded to three students to assist their university studies.

The scholarships — two for \$350 and one for \$250 — are awarded annually to sons and daughters of active members of the Union.

Two of this year's recipients will enter the University of B.C. The third will attend the University of Victoria.

Scholarships are offered by Local 180 and two of its units at Vancouver General Hospital and Victoria General Hospital. This year, however, the Local 180 scholarships were withheld for lack of candidates who qualified.

Candidates must be entering one of a number of universities or colleges on a course that will lead to a degree, or the B.C. Institute of Technology in search of a diploma in technology.

Winners for the 1974-75 academic year are:

- **Vancouver General Unit Scholarships, \$350 each —**

Grace Y. K. Wong, 2479 Harrison Drive, Vancouver.

Terence K. Vankka, 683 Belmont Crescent, Kamloops.

- **Victoria General Unit Scholarship, \$250 —**

Karen Louise Guilbault, 3127 Gordon Road, Kelowna.

## A winner writes

Dear Sirs:

I am writing this letter to thank the Union for donating the scholarship of \$350, which I have just received.

I am very proud to have been chosen the recipient of this award and I hope to prove myself worthy of your trust over the coming semester at U.B.C.

This scholarship will also be a great help financially to me.

I have been accepted into first year arts and I shall be taking English 100, Italian 100, Fine Arts 125, Theatre 120 and Music 120.

After my third year I hope to apply for a berth in the school of librarianship and to start work for my master of library sciences upon completion of the work needed to receive my Bachelor of Arts degree.

Again, my grateful and sincere thank you to the Union for making this scholarship possible that students like myself could apply for it and have a chance of receiving it.

Sincerely yours,  
GRACE WONG.

## Compensation Act changes approved

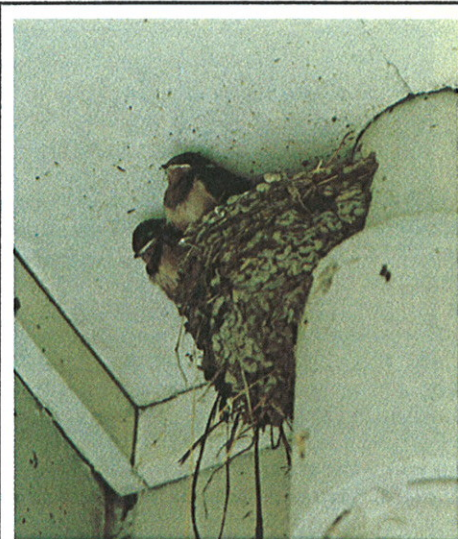
Amendments to the Workmen's Compensation Act passed in June are designed to provide improved levels of compensation benefits, procedural reforms, greater recognition of industrial deafness and improvements in provisions for industrial safety.

"These amendments mark substantial reforms in our provincial system of compensation," said Labor Minister Bill King, the minister responsible for the bill.

The new law also changes the name of the Act to the Workers' Compensation Act and that of the WCB to the Workers' Compensation Board.

"The word 'workman' is sometimes understood to refer to a limited category of male workers. The word 'workers' is a better description of the broad range of people covered by the Act," King explained.

With the exception of the revised appeal procedures enacted last year, the new act represents the first substantial legislative reform of the compensation system since 1968.



## A nest egg or two... at H.E.U.

There's nothing quite like having a roof over your head, especially when the summer heat is almost melting the pavement and temperatures are high enough to sizzle your feathers.

That was possibly the logic thought out by a winged mother a while back when she was ready to lay a couple of eggs. So a nest was built — above the back door of Local 180's Provincial Office.

H.E.U. staff members noticed the tiny home appear earlier this summer and the subsequent chirping from little beaks. Too much attention to the birds, however, would cause angry screeching from mother, who was never far away.

There weren't many colors in the little birds' world — nest brown, drainpipe beige and concrete grey — but at least it was comfortable. It was safe, too, because the humans below who walked past occasionally and speculated on the species of the new residents never edged too close.

"They're house martins," said an English-born staffer.

"They're called swallows in Canada," someone else offered.

But the two feathered residents seemed uninterested in being labelled, only in being fed . . . a duty mother performed regularly.

By the time this issue of the Guardian was nearing press time, the worms and insects had done the trick. The youngsters had grown large enough to face the rest of the world and its colors and dangers, and flown away from their home with H.E.U.



"I'll have to cut through Mable and have Sally in stitches."





**THEY'RE OUT  
TO MUNCH  
IN THE  
NOONDAY  
SUN**

Prolonged sunny weather, a common sight during the summer in most parts of B.C., is something that isn't taken lightly when it happens in Vancouver.

The recent heat wave drew out hundreds of H.E.U. members every lunch period at lower mainland hospitals. Abandoning air-conditioned cafeterias, they claimed space on lawns that are usually too soggy to occupy. Here is a pictorial sample from Local 180 units in the Greater Vancouver area, caught between mouthfuls of sandwiches and Coke by Guardian Editor Bob Blakey.



# Health survey will measure rural problems

Health Minister Dennis Cocke has announced the start of a program to study health problems—mental, physical, social and occupational—of B.C. residents outside major metropolitan areas.

The project is being coordinated by Dr. E. I. Signori of the department of psychology at the University of B.C., who is acting as a special consultant to the project under the direction of Dr. A. G. Devries, the consultant psychologist of the Mental Health Branch.

Ten graduate students have been hired for the project under the student summer employment program of the Provincial Government. They are conducting interviews of persons employed in four of the province's major industries (forestry, fishing, mining, and construction), with management personnel, as well as with professional persons, community workers, and other segments of the population.

Air and sea facilities are used to transport them to the more remote areas of the province.

"The data obtained in this survey," Cocke said, "could be very useful to us in the development of comprehensive preventive health programs.

"The success of the project will depend in large measure upon the cooperation extended by all parties contacted by the students.

"I hope that those contacted will avail themselves of this opportunity to contribute to a province-wide survey of health needs."

## TEDDY RECALLS...

I remember when my first opponent in 1962 ended a television debate by saying: "Furthermore, ladies and gentlemen, this man has never worked a day in his life."

Well, I was north of Boston the next morning and some big labor fellow grabbed me at about 5:30 outside a plant gate and he said: "Kennedy, I heard what they said about you last night, that you never worked a day in your life. Well, let me tell you something — you haven't missed a thing."

—U.S. Senator Edward Kennedy

## Constitutions out soon

Copies of the Constitution are expected to be out to the Unit membership by late October.

Minutes of the Convention have been prepared, including Constitutional amendments.



PART OF THE TEAM working towards a first contract for Local 180's Shaughnessy-George Derby unit pause before meeting at the main part of the complex in Vancouver. From left: Unit Chairman Cliff Weisner; Doreen Bleackley, elected to bargaining committee and now part-time H.E.U. Servicing Representative; Senior Servicing Representative Henry Perkin.

# SHAUGHNESSY-DERBY BARGAINING BEGINS

Negotiations for a first contract between H.E.U. and Shaughnessy and George Derby hospitals are under way, with the unit's bargaining committee winding up a series of pre-bargaining meetings. Local 180 has been granted certification for the unit.

A recent meeting of unit members at Shaughnessy elected Cliff Weisner,

Doreen Bleackley and Mary Zetaruk as the bargaining committee, with William Cooke elected as alternate to the bargaining committee.

The same meeting chose as table officers Cliff Weisner, chairman; Larry Tetz, vice-chairman; and Mary Zetaruk, secretary.

Representing the George Derby employees in bargaining is John Sorenson, with Charles Bishop as alternate.

Doreen Bleackley has been taken on the staff of Local 180 for one year to assist in bargaining and servicing at Shaughnessy.

She was formerly employed as secretary by the Shaughnessy unit of the Public Service Alliance.

Shaughnessy and George Derby were turned over from federal to provincial control earlier this year, putting the complex within H.E.U.'s jurisdiction.

Projected expansion of the facilities could make it the largest hospital complex in B.C.



"I think that stuff we put down is beginning to work"

## THEY SHOULD KNOW

Bumper sticker currently displayed in Alberta by proponents of a bounty on predators:

"EAT CANADIAN LAMB — 10,000 COYOTES CAN'T BE WRONG."

**COCKE:**

**Two acupuncture clinics planned**

Two acupuncture clinics will soon be opened in B.C., Health Minister Dennis Cocke announced recently.

Vancouver General Hospital will be the site of one, and an unspecified hospital in Victoria — probably Royal Jubilee or Victoria General — will house the other.

Cocke said the clinics will be opened this fall.

Also set for the near future is a trip to China by Premier Dave Barrett — and Cocke will be going along as one of 12 persons in the premier's party, where he will study acupuncture on a first-hand basis.

Other acupuncture outlets will be started later across the province.

"Naturally, we have to find capable people to work in these institutions but at least they're off the ground," Cocke said in an interview in Victoria.

All the new clinics will be under strict supervision of the B.C. Medical profession, Cocke said.

The Vancouver acupuncture committee, made up of doctors and members of the Canadian Arthritis and Rheumatism Society, has been working on developing standards for acupuncture treatment for over a year.

"We have a number of people that have not only been to China but have been studying acupuncture locally and have some pretty good ideas," Cocke told a Victoria newspaper.

"I mean they're not the world's leading acupuncturists but . . . they're highly competent."

The committee is working in the final details of the clinics and those will be announced shortly, he said.



MINI-CONFERENCES were held last month in Kootenays and Okanagan. Unit officers in Castlegar (top photo) and Kelowna (second photo), as well as those in Cranbrook, heard reports from Secretary-Business Manager Jack Gerow and Staff Representative Ray McCready on matters including servicing plans for the Kootenay-Okanagan areas and the new regional office in Kelowna, which McCready will head.



"This is your last meal. Next time, don't call the prison doctor a quack."

**SERVICING OUTLINED AT REGIONAL TALKS**

Three regional conferences were held recently in Castlegar, Cranbrook and Kelowna to inform unit officers of long-range servicing plans for the Kootenays and Okanagan, and other topics.

The opening of the new regional office in Kelowna, to service those areas, is planned for October.

It will be in the Dilworth shopping centre in north Kelowna on the way to Rutland.

The premises have not yet been completed.

The position of stenographer-typist at the new office will be filled with Trish Smith, who has worked in the provincial office for years.

Ray McCready will be in charge of the regional office.

Delegates to the regional conferences were told by McCready of current servicing policies and programs. They were

given outlines of current provincial activities in fields of organizing, policing of the collective agreement, the administration of the B.C. Medical Centre and the status of training programs.

Among other topics discussed:

- Structuring, function and practice of the B.C. Association of Hospitals and Health Organizations (BCAHHO) in the labor relations field;
- Staffing, introduction, role and function of provincial office incumbents;
- The recent Labor Relations Board hearing into wages for practical nurse students;
- Organization and negotiations of a contract at Mount Tolmie and Glengarry units in Victoria;
- Up-to-date account of the Joint Advisory Committee role in the planned apprenticeship program.

## THIS WAY, SARGE

Organizing can be fun. More than 5,000 Lisbon prostitutes have decided a Union is what they need, and have signed a petition addressed to Portugal's head of state General Spínola asking him for just that, along with legal status for their work.

Spokeswoman Señora Nuñez, 73, who has been a prostitute since the age of 12, listed among the group's demands "the creation of pedestrian zones and the generous taxation of apartment-based call-prostitutes who service capitalists."

The women's chances likely will not be hurt by a provision mentioned in their letter to the general: military personnel will be given an immediate fee reduction of 50 per cent.

## Wanted: A giant sponge

We've heard of thirsty air conditioners but a story on that subject in a Kimberley newspaper is worth repeating here.

It seems the city of Fernie was dismayed to find that the air conditioning system of its new hospital is using half a million gallons of water to operate.

The concern is not because of any water shortage, said Mayor Vern Uphill at a meeting of the East Kootenay Regional Hospital District, but because the city has no storm sewers, and the discharge is floating in the streets and gutters.

"Something must have gone wrong somewhere," said the Mayor, who thought the blame might be laid at the feet of the hospital's architects.

"I can't understand where they come up with these architects," he told the board.

He also added that he would feel better if it were Cranbrook water going into the system—a substance of notably inferior quality, he indicated.

The SKRHD board was also told that a decision as to whether the old Fernie hospital will be used for Selkirk College classes is awaiting word from the ministers of education and health, Eileen Dailly and Dennis Cocke, respectively.



BERNIE GEHRING . . . checks edited video tape before taking it to LRB hearing.

## Union 'movie' shown in LRB pay battle

H.E.U. has entered the movie business. Well, the videotape business, anyway.

In the Union's single extravaganza to date, a patient is shown in a hospital bed, in need of care.

A student practical nurse is on hand to give him that care — by washing him, changing the bed sheets and performing some of the everyday duties that confront a trainee practical nurse.

It was a dispute over the existence of these duties that led to the Union's use of video recording equipment to prove a point at a recent Labor Relations Board hearing in Vancouver.

The hearing was held to hear submissions from the Union and the BCAHHO on the subject of payment for the trainees. While working toward her certificate, the student practical nurse must perform productive work. It is the Union's contention that she should be paid for such work.

A previous Department of Labor decision that the students are employees within the meaning of the Labor Relations Act had not ended the dispute.

The latest hearing was based on the Cranbrook and District Hospital, whose representatives claimed that streamlining of duties at the new facility has eliminated menial tasks for the students.

The hospital representatives turned up with a series of slides, which were shown in an attempt to reinforce their contentions. In fact, the slides left the impression that the hospital was run without people.

The hearing was adjourned for more than two weeks, and representatives of the Union decided to come up with some visual evidence of its own. With the technical assistance of Multi-Media of Vancouver, H.E.U. Servicing Representative Bernie Gehring — who is also president of the B.C. Practical Nurses' Association — directed the production.

Aside from preparation of the film, actual taping took 5½ hours.

The footage was edited to 7½ minutes.

Marion Villa, a licensed practical nurse who was one of the students involved with H.E.U.'s initial attempts to get them pay cheques, played the role of the student. One of the Union's Staff Representatives played the patient.

The film described and illustrated the feeding, bathing and positioning of a patient, as well as routine duties such as bed making, clinic tests, TPRs and BPs. Bernie narrated.

### BULLETIN

**As the Guardian was about to go to press the LRB handed down its decision: the board has reversed the previous ruling that students are employees within the meaning of the Labor Relations Act. This effectively removes the student practical nurses' current legal right to be paid for work performed. The issue is not resolved, however, and a complete report of this and other developments will be included in the next Guardian.**