



To discuss bargaining demands

First Meeting Held With Mediator Long

HEU and HLRA had their first meeting with the government mediator Fred Long on November 9.

Ministry of Labour mediator Long was appointed October 27 to assist in the stalled contract talks between HEU and the Health Labour Relations Association.

HEU, who applied for the mediator on October 21, expects the appointment of Long will assist to expedite the resolution of outstanding differences between HEU and HLRA.

"HEU's Provincial Bargaining Committee has made it clear to HLRA that it is not realistic to expect that the 1982 negotiations will be completed without the settlement of outstanding Classification matches," said HEU Secretary-Business Manager Jack Gerow.

"The Bargaining Committee is operating under an over-

whelmingly-adopted Provincial Wage Policy Conference resolution that requires settlement of outstanding Classification matches before the settlement of the 1982 Master Agreement," said Gerow.

HEU put three bargaining demands to HLRA when negotiations first commenced on October 15. The demands were that:

(1) Agreed dates be set aside for the purpose of settling outstanding Classification matches under the Addendum, Classification System.

(2) HEU and HLRA instruct the E. R. Peck Tribunal to issue an interim award establishing departmental minimum wage rates (pending finalization of outstanding Classification matches) so that wage rate anomalies caused by the partial implementation of the Classification System would be cor-

rected pending Classification. (3) HLRA agree that employers not recover any overpayments arising from red-circling

resulting from the implementation of the Classification System. HEU has taken the position

that other contract demands will not be tabled until an acceptable settlement of these three demands is achieved.

Regarding HEU inquiry:

Union Writes To Minister

HEU has written to Minister of Labour Jack Heinrich and asked that he give serious consideration to assisting HEU with the project and also that his ministry instruct the Workers' Compensation Board to fully cooperate with HEU on the inquiry," said HEU Secretary-Business Manager Jack Gerow.

"We have asked the Minister of Labour to provide a reasonable level of funding for the project and also that his ministry instruct the Workers' Compensation Board to fully cooperate with HEU on the inquiry," said HEU Secretary-Business Manager Jack Gerow.

"Given the importance of this matter to health care workers in B.C., HEU will spend at least the same effort as it did on its inquiry into the quality of health care delivered under the Long-Term Care Program," said Gerow.

Gerow said the Union hopes that the Ministry of Labour will support the HEU undertaking because of the social and economic cost to all British Columbians.

The WCB has reported that in 1979 there were 1,779 wage loss claims from nurse aides, practical nurses and orderlies and that 60 per cent of those claims were related to overexertion involving patients or other persons.

For the year 1980, the WCB has reported that health care workers lost 114, 981 days of work due to compensable injury or accident. The cost of such in terms of lost wages was over \$6 million.

In June, HEU's Provincial Executive decided to proceed to study the incidence and causes of back injuries and other work-related injuries. This study is already underway.

HEU will be distributing questionnaires to HEU members to gather information on work-related injuries to back up its Master Agreement demand on occupational health and safety.

HEU has not only requested that the Ministry of Labour provide some funding for the project but also that the WCB be instructed by the Ministry to fully cooperate with HEU in the inquiry.

For the inquiry, HEU plans to examine minutes of safety committee meetings to determine if they are functioning adequately. Furthermore, HEU will be questioning ex-hospital employees whose injuries forced them to leave their jobs in the hospital industry.

HEU has also written Art Gibbons, Chairman of the Workers' Compensation Board, in order to discuss HEU's inquiry.

No Decision Yet On Interim Award

A letter delivered to HEU October 13 from Ed Peck, Chairman of the Peck Tribunal, further emphasizes why it is virtually impossible to speed up an arbitration once it is under way.

Once an arbitration board is in deliberation, as the Peck Board is right now, deliberating on the clerical classification system, there is not much a union can do except receive intermittent reports from the Board Chairperson.

Peck wrote to HEU Oct. 9 (as was documented later in an October HEU newsletter) to advise that at the moment he could foresee no date when an Award will be handed down.

"Obviously more time is required before we can make an Award that will be meaningful to a lot of people. There is not much more that we can usefully add without offering false

encouragement," wrote Peck in a letter that was sent to HLRA as well as HEU.

"However we thought you would like to know that certain critical job matching decisions have been made, that more are being made every week and that this represents a concrete achievement after all the years or delay and frustration that have attended the promise of job evaluation," added Peck in his letter.

There has been no decision made to date on an HEU recommendation that an interim Award be handed down, said Peck.

Meanwhile, the waiting game continues to the frustration of each and every unclassified HEU member. It is an anxious time to be sure but HEU has to abide by the rules of the arbitration game.

List of Delegates At Conference

The following is the complete list of accredited delegates to the Wage Policy Conference for non-provincial bargaining that was held November 4 and 5 in Vancouver.

The delegates' task is not only to vote on contract demands upcoming collective agreement negotiations, but also to return to their Units and inform their members of the events that occurred at the conference.

MSA Manor — Jan Kleven
Finnish Manor — Paivi Hirvi
New Vista — Cindy Austin
Eva Wollenberg
Willingdon — June Ryan
Yucalta Lodge — John Gaudreault
Raspberry Lodge — Selma Adams
Parkholm Lodge — Marilyn Porter
Glacier View Lodge — Barbara Roberts
R. W. Green — Shirley Ife
Swan Valley Lodge — Inge Maron
Rotary Manor — Jeanne Lamarre
Kinsmen — Rita Hampton
Ladner — Joan Kubek
Park View Place — Tina Sundin
Greenwoods — Georgette Martinow
Mount Paul — Chris Sidney
Partents' Alert — Mickey Keeping

Crossroads — Marilyn Kling-
spon
Kimberley Special Care —
Nancy McArthur
Mountain View — Janice
Buttuls
Maplewood Manor — Linda
Jones
Parkridge — Beverley Catto
Malaspina — Marjorie Smith
Travellers Lodge — Lillian
Charette
Willowhaven — Dick Door-
schot
Kiwans — Carol Sanders
Sunnybank — Gladys Skuce
Fir Park — Susan Ade
Ridgewood Lodge — Sandra
Deans
Moberly Park — Ruth Town-
send
Richmond Lions — Marjorie
Teed
Florence Nightingale —
Maureen McKee
Kiro Manor — Maxine Bloom-
field
Crofton Manor — Pam Gosal
Edith Cavell — Fe Datwin
Finnish Rest Home — Ann
Niskakoski
Grandview — Sarah Lindsay
Haro Park — Marlane Braeder
Kensington — Tupou Moimoi
Normandy — Melva Poyser
Shaughnessy Manor — Don-
na Jones
Southpines — Surus Reddy
Winderemere Central Park —
Carmen de los Santos
Omenica — Linda Greene
Norick House — Joan Haller
Luther Court — Karen King-
ston
VS/Luther Court — Cliff
Crawford
Rose Manor — Dora Wilcox
Sunset Lodge — Hugh Cullen
VS/Sunset Lodge — Heather
Fisher
Altamont — Joan Wright
Inglewood — Edna Frost

Conference Resolutions

Details of resolutions passed at the Wage Policy Conference Nov. 4 and 5 for non-provincial bargaining Units will be printed in the December Guardian.

Certification Granted At Simon Fraser

HEU has won a certification vote among employees at Simon Fraser Private Hospital in Prince George.

Employees at the health care facility voted over 90 per cent in October in favour of becoming members of HEU and leaving the Canadian Union of Public Employees (CUPE), their former Union.

Although HEU won the government-supervised vote and was granted the certification by the B.C. Labour Relations Board, CUPE complained of violations during the balloting.

CUPE officials complained to the LRB that it was not invited by the returning officer to appoint a scrutineer and also that their representative did not

receive proper notice of the time of balloting.

In a decision released October 15, the LRB dismissed the CUPE complaint and ruled that a letter was sent to CUPE on September 11 informing them of the balloting day.

HEU staff representative Mark Atkinson organized the Unit for HEU and dismissed CUPE's complaint as being legitimate.

"The employees knew the CUPE rep had been notified. In fact, the CUPE rep didn't even bother showing up during the balloting until it nearly over. I personally think they didn't care whether they kept the certification, at least that seemed to be the attitude they conveyed to the employees," said Atkinson.

More Windermere Contributions

The Yucalta Lodge Unit in Campbell River donated \$200 to Windermere Unit members during the strike at the Windermere Central Park Lodge earlier this year.

Other Unit contributions that have not been previously noted in The Guardian are:

—Princeton, \$100;
—Capital Region, \$50;
—Sardis, \$100;
—Fernie, \$150;
—Cheminus, \$100;
—Mission, \$250;
—Glengarry, \$100;
—Hope, \$100;
—Moberly Park, \$25;
—Fellburn, \$200.

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

The Hospital Guardian

Official Magazine of the



HOSPITAL
EMPLOYEES'
UNION LOCAL
180

Editor: Nuccio Spitale

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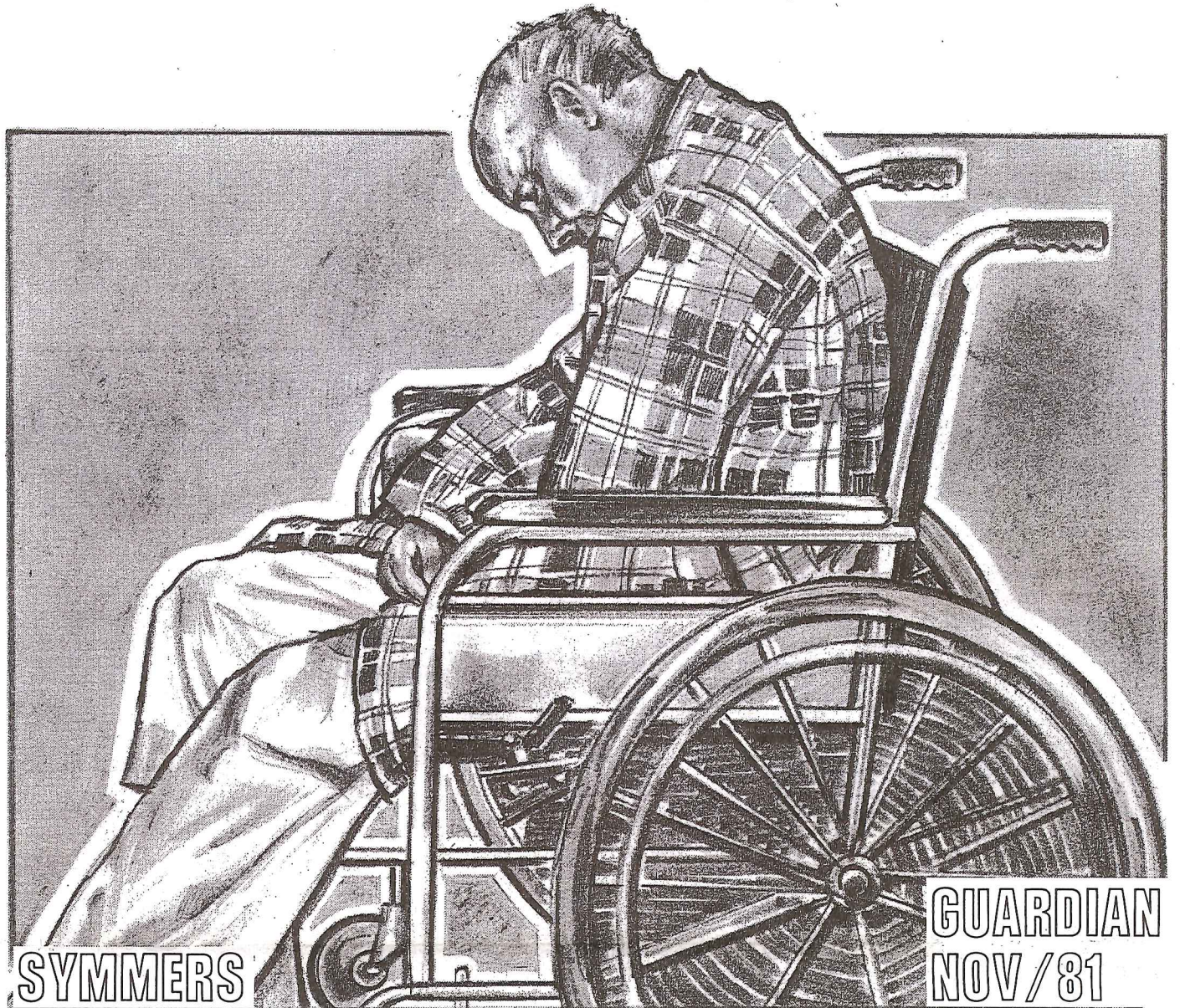
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Editorial Page



Patient Security

It is with regret that we hear from the Health Labour Relations Association that our contract bargaining demand regarding patient security is "radical".

What HEU is attempting to include in its new Master Agreement is a clause that will guarantee the best care for patients and residents in HLRA health care facilities.

Is it "radical" to ask that a monthly fire drill be conducted for the protection of patients and residents.

Is it being too extreme to ask that staff-to-patient ratios be high enough to ensure good quality care?

Is it really outrageous to ask that the managements of health care facilities comply fully with all government acts, regulations and policy on quality of care?

Certainly not.

If all Employers were already ensuring that a high standard of care was being provided at all health care facilities, there would be no need for HEU to adopt this bargaining demand. But since the voices of our members at too many facilities have been ignored time and time again, it is time that Employers be legally bound by collective agreement to deliver what at least morally they should be providing.

Doesn't common sense tell us that drugs should only be handled by properly trained employees and that appropriate supplies and equipment should be available at all times, in sufficient quantity and be in good repair?

We think so!

At our Eighth Provincial Wage Policy Conference in October, the delegates overwhelmingly voted in favour of seeing a patient security clause in our next Master Agreement with HLRA.

It appears that in calling this demand "radical" HLRA is more concerned with management rights than with patient rights.

If it is indeed "radical" to demand that every health care facility must have a decent standard of care for the patients in B.C. hospitals and health care facilities, then yes we plead guilty.

It is a sad fact of life that our efforts to raise the quality of life for the persons who need it most is being blocked out because HLRA thinks the Union is trying to interfere with management rights. Well, that is precisely what HEU is attempting to do. HEU wants enforceable controls under its Master Agreement to correct any deficiencies in the management of health care by HLRA members even if this means a modification of certain sacred cow management rights.

For non-Provincial bargaining

Wage Policy Conference Nov. 4-5 In Vancouver



From left: Palvi Hirvi, Finnish Manor, Sarah Lindsay, Grandview; Carmen de los Santos, Central Park (Windermere).



Georgette Martineau, of the Greenwoods Unit, during debate on a resolution.



Marjorie Smith of the Malaspina Unit and Pam Gosal of Crofton Manor.



From left: Cindy Austin, New Vista; Eva Wollenburg, New Vista; and Linda Greene, Omineca.



From left: Shirley Ife, F. W. Green; Ruby Hardwick, Kimberley Special Care; Nancy McArthur, Kimberley Special Care; Dora Wilcox, Rose Manor.



Heather Fisher (left) of the V/S Sunset Lodge Unit and Hugh Cullen of Sunset Lodge.



Cliff Crawford of V/S Luther Court and Karen Kingston of Luther Court.



From left: Joan Kubek, Ladner; Maureen McKee, Florence Nightingale; Beverley Catto, Parkridge.



Tina Sundin of Parkview Place and Dick Doorschot of Willowhaven.



Susan Ade (left) of the Fir Park Unit and Georgette Martineau of Greenwoods.



Mary Gleboff (left) and Selma Adams. Both women are members of the Raspberry Lodge Unit.



From left: Marjorie Teed, Richmond Lions; Ruth Townsend, Park; Edna Frost, Inglewood.



Joan Haller, Chairperson of the Noric House Unit, was a member of the credentials committee.



Eva Wollenburg of the New Vista Unit makes a point on a sexual harassment resolution.



Trail Unit Chairperson June Bradbury handed over a \$300 cheque in October to Unit member Ron Whaley, who is coordinating a visit by a Finnish girls hockey team to Trail in December. Ron works in the maintenance department at the Trail Regional Hospital.



Simon Fraser Unit members Elaine Seymour and Julia Grozier display the results of a vote held in October at Simon Fraser Private Hospital in Prince George. Employees at the health care facility voted over 90 per cent in favour of joining HEU and leaving the Canadian Union of Public Employees.

Andy Kozyniak photo



A retirement dinner was held recently for Princeton Unit member Jack Mullin (shown here standing with his wife Louise). Pictured here talking to Jack and Louise are Princeton Unit members Wendy Spencer (left) and Gloria Gibson.

Unit photo



The Nanaimo Unit held their annual picnic at Rathrevor Beach in Parksville back in August. Shown here are Unit members Bev Yeend (left) and Helen Drinnen. "We all had fun and I'm sorry we sent the pictures so late," Secretary-Treasurer Sylvia Laliberte told The Guardian.

Unit photo

A behind-the-scenes look

Summary of Classification Report

Editor's Note: The following is a summary of a report given to delegates at the Eighth Provincial Wage Policy Conference October 1-2 by Brother David Fairey, a classification consultant with the Trade Union Research Bureau.

I was approached by your Union in March 1980 to give advice and assistance toward implementing the terms of settlement with respect to establishing a classification system, based on comparability with Provincial Government Employees'. Negotiations commenced with HLRA for the purpose of drawing up detailed terms of reference for development of the classification system. However, in spite of mediation attempts by Ed Peck, the parties were unable to agree on how the classification agreement would be implemented. They then agreed that the whole matter should be arbitrated.

Starting in late June and continuing through July and early August of 1980, HLRA embarked upon a massive program of rapid comparison of hospital job descriptions to provincial government classifications for the purposes of preparing what they consider to be job matches for the purposes of establishing comparability.

As the Hospital Employees' Union began receiving these so-called job matches from HLRA, it became patently obvious to us that what HLRA was embarking upon through this exercise was an attempt to establish a lower standard of pay, lower than a basic comparable rate as was dictated by the Hope Award. It was our perception throughout this exercise that through the matching process, HLRA was attempting to obtain through the classification system what they were not able to obtain through the Hope Award.

The Hope Award you recall clearly established that there should be comparable wages and working conditions for Hospital Employees in comparison to provincial government employees.

In the arbitration proceeding that follow, we discovered that HLRA had in there matching exercise, matched approximately 1,200 hospital job descriptions with what they considered to be comparable provincial government classifications in less than six (6) weeks.

We discovered through the arbitration proceeding that they had spent less than 30 minutes comparing every hospital job. We were convinced from that evidence that the comparisons done by Health Labour Relations Association were totally inadequate for the purposes of establishing fair comparison with provincial government employees. It was then incumbent upon the Hospital Employees' Union to counter the evidence and argument of the Health Labour Relations Association in the arbitration proceedings with the best evidence possible, in order to establish a proper basis of comparison.

You'll appreciate we were faced with a very critical problem. A massive comparison job done by HLRA, which was totally unacceptable. A massive comparison job done by HLRA which would have caused massive downgradings of rates for senior clerical classes classi-

cations. We were faced with a situation where we had to develop a complete answer, the best answer possible, in order to ensure that the classification system that the arbitration board would rule would be on the basis of providing the comparison in wages and working conditions, that the Hope Award had guaranteed Hospital Employees'.

Faced with the problem of dealing with something in the order of 1,800 to 2,000 clerical jobs in the priority area of clerical classifications, it was recommended to the Hospital Employees' Union that the best way to deal with this horrendous problem was to present to the arbitration board a benchmarking comparison system. That is, that a significant number of benchmark hospital job descriptions would be identified as being typical of the full range of clerical classifications that need to be compared and matched. That the Union would then present detailed evidence on each and every one of those benchmark job descriptions to establish clearly and without ambiguity the full nature and scope of each one of their duties and responsibilities.

I advised the Hospital Employees' Union that in my view we required the utmost care, we required to have witnesses, we required to have questionnaires distributed, we required to put to the arbitration board as much information as possible on these selected number of benchmark jobs so that they could establish an industry wide standard for the classifications and wage rates of clerical workers in the hospital industry.

We viewed this was the only effective way that we were going to meet the substantial comparisons of HLRA, which as I've mentioned would have caused massive downgradings and inequities had they been left unchallenged.

Your Provincial Bargaining Committee then gave authorization to me and the staff that were working for me, both my own staff and the staff of the Hospital Employees' Union, Sharron Levine, Susan Rodosovic, and others, that we were given free reign, without any limit on the expenses that may be incurred to prepare the best possible case in the presentation of a benchmarking system to the Peck Arbitration Board.

We then embarked in early 1981 upon the presentation of extensive evidence, witnesses and material evidence, to demonstrate the nature and scope of each and every one of our approximately 80 benchmark jobs.

I must say at this time, that I was very proud and happy to work with the Hospital Employees' Union during the presentation of this case. The witnesses that came forward to represent the benchmark job descriptions were by far the best witnesses that I have ever had. They were good witnesses. They deserve a lot of recognition for the fact that they represented and gave evidence to the best of their ability on their jobs, to the extent that they represented typical jobs in the industry.

The length of the arbitration process was necessarily long

and arduous because we were lucky if we were able to have three or four witnesses testify on each and every benchmark job each day. Unfortunately, we were confounded by late starts in the arbitration process, delays in the arbitration process, and early finishes largely due to the activities of the representatives of the Health Labour Relations Association. However, we continued to present our case, day after day, to bring our witnesses to give them every opportunity through questioning to present there duties and responsibilities to clarify job descriptions and to clarify what was contained in questionnaires. We had them introduce material, letters, correspondence, any manner of material which demonstrated the nature of their work, the decisions that they made and the kinds of day that they were dealing with.

We felt that this was the only way in which the arbitrator would appreciate the full scope of each and every job which was under review. We felt that hospital clerical workers deserved at least two to three hours per job to explain their duties and responsibilities. We also organized and encouraged the participation of clerical committees from many of the hospitals. We encouraged the participation of observers to witness the proceedings, to gain an appreciation of the process that we were going through. We also used those observers during the break periods to give us advice in their areas of knowledge as to the kinds of questions that should be asked of the hospital clerical worker witnesses.

And the result, our presentation took many days, several months and of course of necessity was the arbitration process to this date to be a very long one. This approach to the dispute was necessary, I felt, because of the complexities of the hospital industry, because of the uniqueness of many of your jobs, and because of the lack of good description of many of the jobs through the official job descriptions. In my view this has been the most difficult and arduous job evaluation comparison task that I have ever had to undertake, particularly in view of the fact that it was an arbitration case. It has in my experience been the longest arbitration case of its kind. I therefore hope that you will all appreciate the long delays which have been caused by the presentation of the Union's case and this very difficult process. In my opinion the Union had no alternative but to present the kind of case which it has presented.

To present any other case, then the one which we did, would have meant the glossing over of hundreds of job classifications and giving them very little time for analysis in the presentation of evidence. Giving only a few minutes to each and every classification in the presentation of our case we could not then justifiably argue that we had presented the best possible case. We had to give each one of our benchmark jobs as much time as was necessary to clearly portray the full nature and scope of the job involved. Only then could we stand here and say to you that we have represented clerical jobs to the best of our ability.



HEU Clerical staff attended a two-day seminar October 29-30 in Vancouver as part of the ongoing HEU staff development program.

HEU Clerical Staff Attend Seminar

HEU clerical staff attended a seminar October 29 and 30 in Vancouver as part of HEU's ongoing staff development program.

The 13 HEU staff members who attended the two-day seminar listened to presentations on the topics of Time Management, Filing and Office

Communicaiton Skills (Assertiveness Training).

The HEU staff who attended the seminars were: Cynthia Alexander, Carolyn Chapman, Elaine Doyle, Marilyn Grossutti, Irene Harlton, Marian Laderoute, Doreen LeCompte, Morag McGruer, Susan Pawluck, Kit Stevens, Christina Vandervoort, Kim Vickers, and Diane Forbes.



These Como Lake Unit members were all smiles at party in October held to celebrate the arrival of their retroactive cheques as a result of an arbitration award handed down in September. From left: Sue Boileau, Kaye Jacobson and Raisa Virtanen.

Unit photo

Cariboo Lodge Members' Ode To Unionism

The Union is for your own good,
So don't abuse it, if you would.
It brings you better wages,
So you can get out of your cages.

The Union fights for you in each way,
It makes your loads easier to carry each day.
If the Union isn't your thing,
You will not get the benefits it brings.

Be proud of what the Union has done,
Cause it can be a lot of fun.
Just remember it does take you places,
Gives you smiles and sunshiny faces.

Editor's Note: The above poem was written by Cariboo Lodge Unit members Linda Connolly, Brenda Le Roy and Joan Boomer. Cariboo Lodge is in Williams Lake.



Pentiction Retirement Service Unit members had a lot of fun taking part in "Nostalgia Day" October 30. The members, as is evident in this photo, hammed it up with costumes for the day at the Pentiction and District Retirement Service health care facility.

—Shelly Spencer photo

Is CUPE Gasping Its Last Breath?

Editor's Note: The foregoing is a summary of an article that appeared in the Toronto Star after CUPE's national convention in Winnipeg last month.

The huge Canadian Union of Public Employees, Canada's biggest union, shows the world a facade of health and vigor. But beneath that veneer it's slowly strangling, a victim of self-inflicted paralysis.

For public relations purposes CUPE bills itself as a 267,000-member powerhouse, but in truth the behemoth has few bones, muscles or teeth. Instead, it's a loose federation of 17,700 independent locals and unions, overlaid with a dizzying array of councils, committees and divisions that soak up the hours and energy of hundreds of volunteer union activists with little noticeable result.

At this week's gathering of 1,200 CUPE delegates at the Winnipeg convention centre, a few dared give voice to the obvious — that CUPE is a "paper tiger" — but they didn't follow through and examine the poor beast's frail anatomy.

Instead, as they always do, they rose time and again to demand tougher national policies and tougher leadership for tougher action — adding that they'll be back in 1983 to ask once more why the big cat didn't roar or bite.

Many delegates, in private, were both dismayed and cynical about the poisonous scheming and personality politics of the union. They ignored years of evidence that proved no other form of politics is possible within CUPE's present structures.

As Dennis McDermott said in 1979 after CUPE's convention called for his resignation as president of the Canadian Labor Congress, "it may be the largest union in Canada but it's certainly not the most respected."

CUPE's underlying flimsiness is now being tested by harsh political and economic winds. Many of its local unions are big and strong enough to weather any storm, but many others will be looking for the reinforcement that the solid co-operation of 267,000 workers should offer.

So far they're still looking to the CUPE national office for leadership but if the behemoth can't shape up for a fight — and there is no sign it will — more CUPE locals will have to wonder if there isn't some better use for the union dues they'll be sending to Ottawa by 1983.

It's not a new thought, since as long as 10 years ago, 10,000 British Columbia hospital workers gave up on the convoluted giant and formed their own independent union.

Vernon Unit Scholarship

Several resolutions pertaining to long term care facilities were passed at the annual NDP convention held in Vancouver in October.

One resolution passed by convention delegates said that an NDP government would "require that all licensing and quality of care standards in Long Term Care be reviewed and upgraded where necessary and be enforced."

The resolution further resolved that "the standards be uniform for all facilities offering the same level of care" and that "all licensed facilities be non-profit."

A resolution from the Vancouver Little Mountain riding dealt with the equal pay for work of equal value issue.

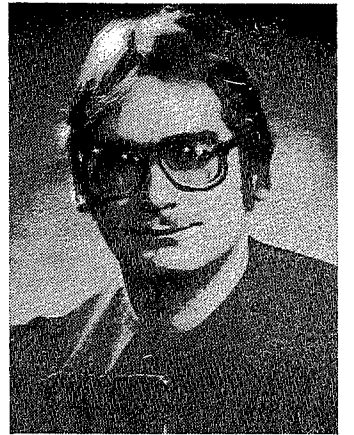
"WHEREAS women workers earn, on the average, only 59% of what men earn, and

WHEREAS much of this inequity occurs because women work in jobs which are traditionally performed by women and, as a consequence, undervalued by their employers, and

WHEREAS if women were paid rates which reflected the real value of their jobs, thousands of women dependant on social assistance could afford to work,

THEREFORE BE IT RESOLVED THAT the B.C. NDP endorse the principle of equal pay for work of equal value, and

BE IT FURTHER RESOLVED THAT an NDP government would set an example for other employers by implementing the concept of equal pay for work of equal value in government funded jobs," said the resolution.



Kevin Polehoukie, son of Vernon Unit member Lawrence Polehoukie, is the winner of the Vernon Unit Scholarship.

Health Care Resolutions

The Vernon Unit has given its annual \$300 scholarship this year to Kevin Polehoukie, son of Vernon Unit member Lawrence Polehoukie.

Unit Secretary-Treasurer Elaine Neill says the scholarship is donated each year to a student who is the son or daughter of an HEU member at Vernon Jubilee Hospital.

"We're proud to be able to help young students in this way," Neill told the Guardian.

Kevin, who presently attends Pacific Vocational Institute in Burnaby, hopes to eventually work as an architectural draftsman.

Kevin's father Lawrence has worked at Vernon Jubilee Hospital for 25 years.

Wages Are Falling Behind To Inflation

After four years of relative tranquility, labor negotiations in Canada are heating up. With the country's consumer price index soaring to an annual rate of 12.4% last month, the 40% of Canada's 2.1 million union members whose contracts expire this year are demanding large wage improvements. Experts predict that first-year increases in 1981 will average about 12%, up from 10% in 1980, and management resistance to this is already producing an upturn in strikes.

The first sign of this trend has appeared in Canada's westernmost province, British Columbia.

Workers are reacting to inflation. "Wages have fallen behind by any way you measure it," says Ken G. Rose, chairman of the building trades group that broke away from the Canadian

Labor Congress in April. The Conference Board of Canada estimates that real wages have declined by 3% since 1978 and are likely to fall again this year.

Few employers were prepared for labor's tactics in British Columbia. After British Columbia Telephone Co. rejected a mediator's recommendation for a 43% wage increase, union members locked executives out of company offices for five days. The company capitulated after Kinnaid called the first provincewide strike in British Columbia's history.

Editor's Note: The above story is a summary of an article that appeared in Business Week Magazine in May. HEU was mentioned on a list of crucial bargaining talks that are taking place or took place in Canada in 1981.

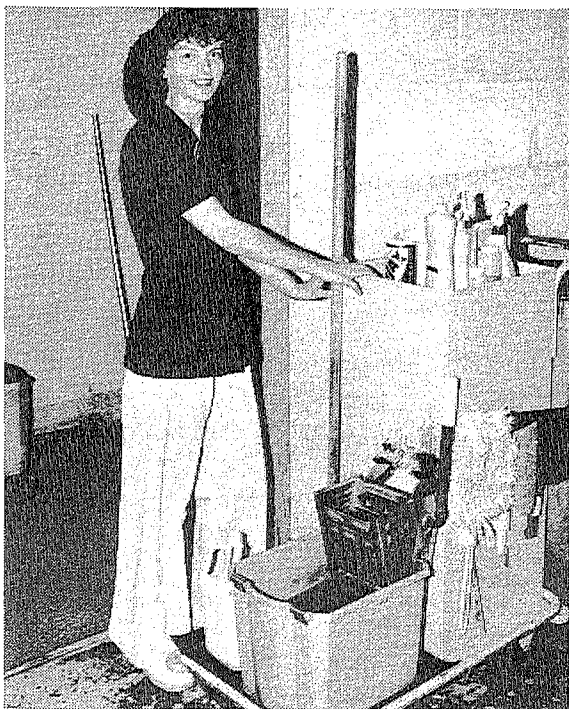


Jean Swanson (right) HEU Provincial Office Research Analyst, recently won the NDP nomination for the riding of Little Mountain in Vancouver. Gerry Scott (left) won the other nomination in the Vancouver double riding.

—Dan Conrad photo

The members at work

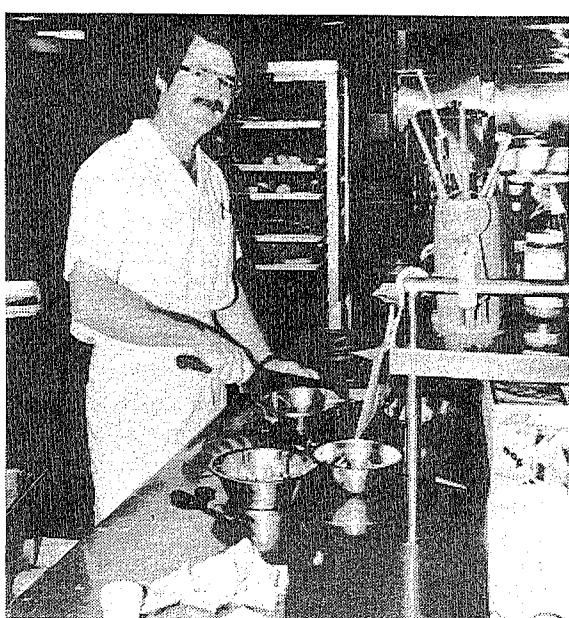
Vernon Jubilee Hospital and Noric House



Maureen Henderson is a housekeeping aide at the Vernon hospital.



Elaine Neill is a clerk in the o.r. booking department.



Albert Sonntag is a cook in the dietary department.



Greg Merrick (left) and Gordon Lanoue work in the laundry department.



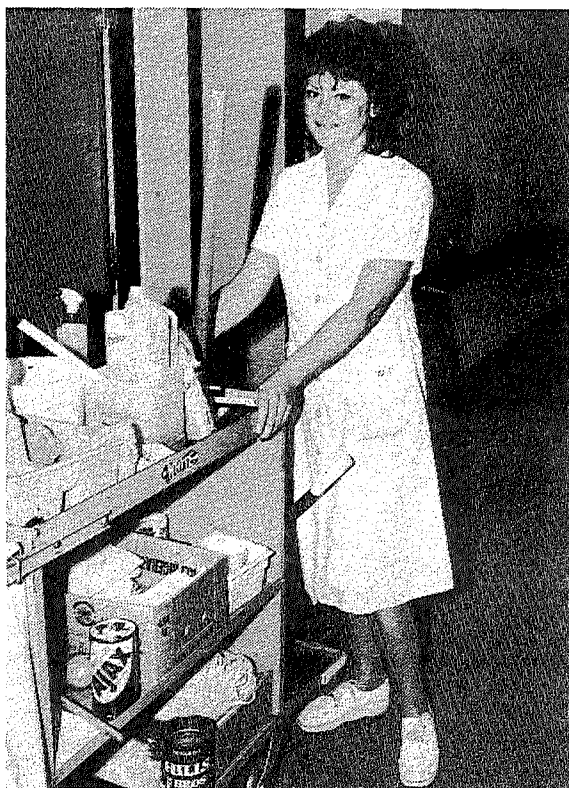
Kathy Sand is a clerk in the medical records department.



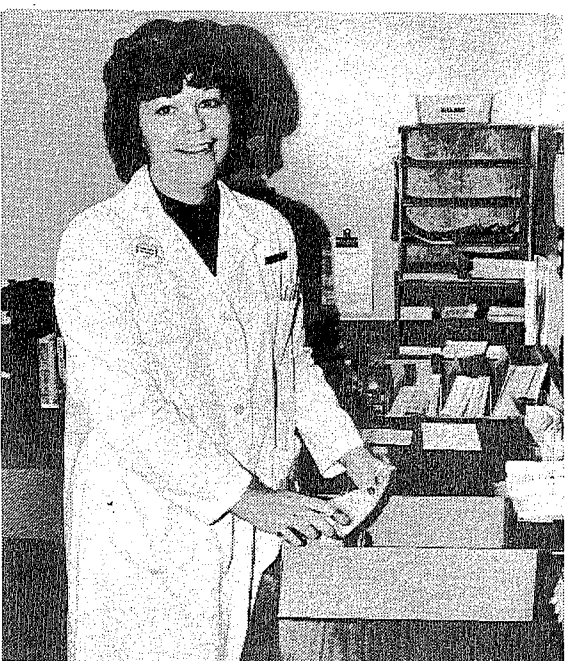
Helen Davies is an admitting department clerk.



Lawrence Polehoukie works in the maintenance department.



Sharon Hill is a housekeeping aide at Noric House.



Ginny Thistle is a clerk in the lab.



Jan Furuya (left) and Elsie Campbell work in the kitchen at Noric House.



Helen Hywarren is a cook at the Noric House health care facility.



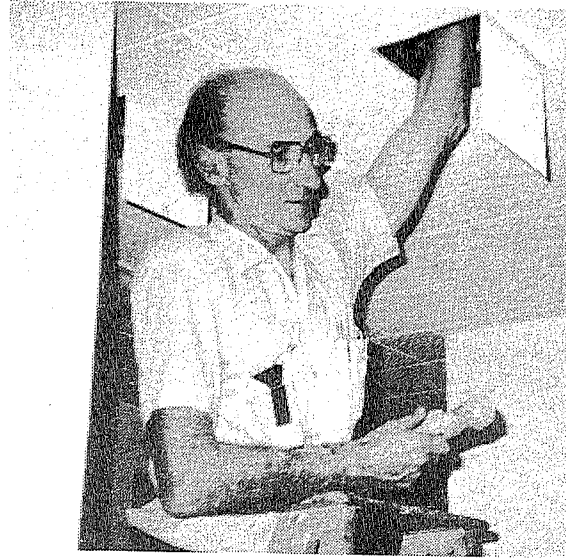
Millie Roberts is a care aide at the Noric House health care facility.

Photos of Unit members

Quesnel, Fort Nelson, Williams Lake, MacKenzie



Quesnel Unit member Pauline Iverson in the kitchen at G.R. Baker Memorial Hospital.



Fort Nelson Unit Chairperson Jim Cobbett does some repair work on faulty wiring at the Fort Nelson General Hospital.



Quesnel Unit member Irene Koop slicing cold cuts for lunch at G.R. Baker Memorial Hospital.

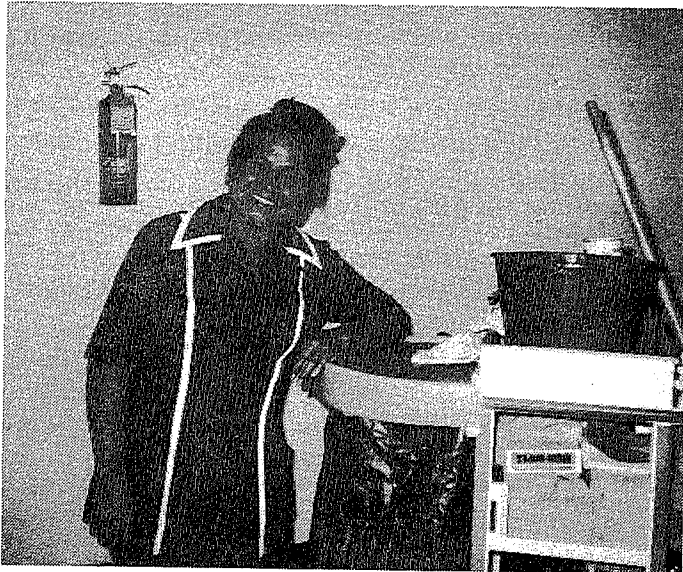


Fort Nelson Unit member Alice Bradley is a clerical employee at Fort Nelson General Hospital.

The photographs on this page were taken by Northern Regional Office staff representative Mark Atkinson during regular servicing visits.



Quesnel Unit member Judy Tozhkowski at work preparing a meal at G.R. Baker Memorial Hospital.



Lily Doan is a housekeeping aide at Fort Nelson General Hospital and a proud HEU member.



Williams Lake Unit members at a recent Unit meeting. From left: Linda Graham, Rhonda Jacobs, Sharon Polack, Pat Coster and Mary Jane Engstrom.



These five MacKenzie Unit members posed for this picture. From left: Mercie Stenseth, Edna Anderson, Marg Coleman (Chairperson), Barb Kilner and Chuck Moore (Secretary-Treasurer).



Fort Nelson Unit members after a Unit meeting. Pictured here are: Myrtle Radford, Rita Skeldon, Doreen MacDonald, Eileen Geck, Joanne Shallow, Lillian Radford, Jim Cobbett (Chairperson), Linda Smith, Trish Cox and Alice Bradley (Secretary-Treasurer).

At Trail Regional Hospital

Glenda Has Overcome Her Sight Handicap

Glenda Patterson knows first-hand the importance of coping with personal tragedy with courage and conviction.

Glenda was employed as a clerk at Trail Regional Hospital in 1976 when she found out that the vision in her right eye had deteriorated to the point that it was of no use to her. She continued doing her job in various departments through the hospital because her other eye was still functioning well.

Glenda was told by an ophthalmologist that she had an eye disease called ocular histoplasmosis and that it was incurable.

"Naturally I was shocked at the time I was told. You never think these things can happen to you — until it does and then you have to deal with it," Glenda told The Guardian during an October interview.

In November of 1979, exactly two years ago, came further bad news. Her "good" eye had hemorrhaged and she was subsequently to be declared legally blind.

She then went on sick leave and later applied for long term disability insurance, as per the HEU Master Agreement.

"It sure was depressing sitting around the house wondering what I was going to do for the rest of my life. I thank God that I have a very close and loving family which helped me over the rough times."

"My husband Jim did not pity me and used his sense of humour to keep my spirits up. Also my daughters, who are 14 and 15 years old, helped considerably during my lower moments," said Glenda.

The next step for her was getting in touch with Canadian National Institute for the Blind officials to see what she could do for herself.

She has nothing but praise for the CNIB officials who worked with her after she left the hospital.

"They were just tremendous. Their counsellors gave me a lot of support and it was just what I needed to get me thinking positively."

Ministry of Health officials

had her declared legally blind, and after the assessment CNIB Director Duncan McCrae took Glenda to Kelowna to observe a system that he thought could put her back to work again.

The system turned out to be Visualtek, a computer which magnifies written data and projects it on to a television screen.

Although declared legally blind, Glenda could see the magnification well enough to work. With Ministry of Health funding, the hospital then went out and purchased the \$5,000 Visualtek and this opened the door for Glenda's return to work in June of this year.

"It was nearly two years off the job and I had some misgivings about how I would be treated by the staff upon returning but they all have been great to me."

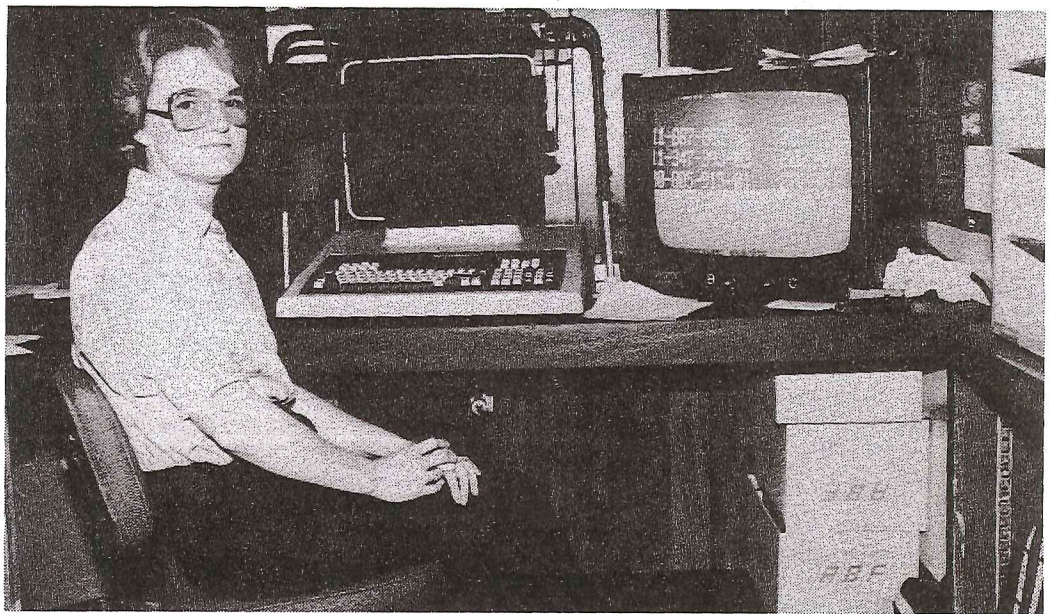
She particularly gave mention to two HEU members who visited her during her period on long term disability. "Jean Robertson and Joan Morrish would come and pick me up for dinner or just come over to visit me. You wouldn't believe how much that means to a person when this sort of thing happens."

The initial few weeks after returning were difficult for her because she felt she was "too slow" with the Visualtek. But she overcame the initial difficulty in getting oriented to the system and now is a regular full-time employee in the outpatients department.

Glenda keeps in shape by walking to work, which is a 15-minute walk from where she lives in Trail.

And Glenda can read with the assistance of special glasses however she says she can only read for a short time before her eyes begin to hurt. She does read The Guardian regularly and promised to make sure she read this issue in its entirety, especially this story on her.

"I'll even put it under the Visualtek like I did for Leda Creagan's poem on Terry Fox (October Guardian)," she said.



Glenda Patterson sits in front of her Visualtek at the Trail Regional Hospital. With the help of the Visualtek, Glenda performs her clerical duties in the outpatients department despite her sight handicap.

LETTERS

Letter To Nielsen

Dear Mr. Nielsen:

We, the members of HEU Local 180, Williams Lake Unit, would like to express our frustrations regarding the slow progress of the classification procedure. We have been extremely patient and have waited long enough. Something must be done now. We are no longer prepared to wait and feel that you should be aware that we will not accept any more delays. This classification system is one of the most frustrating and annoying procedures that has ever taken place.

We realize that this procedure is a difficult process, however two years is sufficient time for all the classifications to be completed.

We unanimously support the delegates to the Wage and Policy Conference in their decision to hold all agreements for a new contract until the classifications have been completed to our satisfaction.

Your most respectfully,

Sharon Pollock
Signing for the
Williams Lake Unit

Editor's Note: This letter was mailed by members of the Williams Lake Unit to Health Minister Jim Nielsen on October 29th.

Burnell Response

Dear Sir:

I would like to take this opportunity to respond to a story that appeared in the Kelowna Daily Courier in October in which the Kelowna General Hospital's administrator said he couldn't meet HEU demands regarding a salary increase.

We know how hard we work and we shouldn't have to necessarily resort to always defending ourselves to the general public whenever we ask for a raise. Inflation is very hard to keep up with. I think everybody should realize that by now.

It's about time these political games stopped. HEU members are entitled to direct and meaningful negotiations and nothing less.

Helen Burnell
Kelowna Unit

Old and Defenceless Are Being Victimized

Dear Sir:

There are middle-aged and older people living in our province today who in addition to the stress of poverty, and the stigma of welfare, NOW face the additional burden of a cut in income at a time when the cost of living in every area, as well as unemployment, is on the increase.

The Minister of Human Resources tells us that the new government income assistance cuts (\$55 from food money) are introduced in an "attempt to provide the employable of our province with independence and a better way of life". The 6,500 men and women, in B.C. between the ages of 45 and 59 in receipt of income assistance are going to have a difficult time accepting this fact. These people are on social assistance by necessity, not by choice, and to humiliate them by insisting that they reapply for aid every month with proof that they have been rejected by employers for employment because there are no jobs, or they are too old, or lack skills — is cruel.

These people can be divided into three categories — first the women who have spent their adult life raising their families; society has been the beneficiary of their unpaid labour, and now as a result of being widowed, divorced, abandoned, ill or because they are married to older men who can no longer work and support the family find that they need our assistance.

Second, are the single women of limited education who have worked all of their lives in marginal low paying jobs — waitressing, clerking, domestic work etc. — now with perhaps a bad back or varicose veins, are no longer able to work, they have applied for

assistance until they become eligible for OAP.

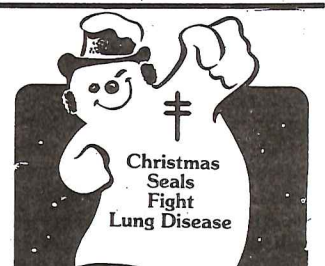
And finally there are the older men who have spent all of their lives in hard, outdoor, back breaking work — now with back troubles, arthritis, tired and worn out, they are no longer able to maintain those jobs. Because of their age and limited education, they cannot find work in this period of high unemployment and so are forced to apply for assistance.

These are the pioneers of this province — they built the Yellowhead route — opened up the north, waitressed in the small town, raised their families under the most difficult conditions — these are our aunts, our uncles, our neighbours, our friends.

Now the government and the Minister of Human Resources are telling these people that they must live on less — their monthly \$375 cheque is going to be reduced to \$320, of this the ministry has earmarked \$170 for rent and utilities, leaving them \$150 to cover the cost of food, transportation, telephone and clothing. The Ministry of Health nutritionist tells us that in May of this year it cost a single person living alone a minimum of \$112 for food per month. How can these people meet all their other expenses on \$38? In fact how did they manage on \$93?

Whenever we are tempted to congratulate the government for this policy let us remember that it is the old and the defenseless who are being victimized by it. A government which would take from these people in order to finance mega-projects deserves to stand condemned for its lack of compassion.

Rosemary Brown
M.L.A. Burnaby-Edmonds



Long Service Awards At Holy Family

Long service awards went to 13 Holy Family Unit members during a special presentation October 28 at the Vancouver hospital.

Plaques commemorating more than 20 years service went to: Anna Lakatos, Housekeeping; Elsie Cairns, Dietary; Benigna Antoni, Programming; Leslie Stoll, Nursing.

Plaques recognizing 15 years or more of service were presented to: Maria Leoci, Housekeeping; Patricia Colter, Laundry; Frances McKinnon, Physiotherapy; Curnel Thomson, Nursing; Henriette Fletcher, Occupational Therapy.

Receiving a commemorative cup and saucer for 10 or more years of service were: Theresa Hamilton, Dietary; Katharina Lechner, Dietary; Jean Blair, Nursing; Jean Elsassner, Medical Records.

The awards were presented by Sister Catherine Doherty, Hospital Administrator and R.

G. Spelliscy, Chairman of the Board of Management at a staff tea honouring the long service employees.

Provincial Conference Delegates

Penticton Retirement Service Unit member Barb Schwartz was a delegate at the Eighth Provincial Wage Policy Conference October 1 and 2 in Vernon.

Barb's name was not included in the original list of elected delegates distributed before the conference and therefore did not appear on the delegate list printed in the October Guardian.

The delegate for the Nakusp Unit at the conference was Cheryl Marshall and the delegate for the Columbia View Unit (Trail) at the conference was Brenda Bent.