

By HEU membership

Strong Mandate Given For Strike Action



Royal Columbian Unit member Cheryl Balaza casts her ballot at a meeting November 30. HEU Units from every corner of the province have voted in support of taking strike action based on HLRA's position at the bargaining table.



Margaret Rose, a laundry aide at Queen's Park Hospital, casts her strike vote ballot at a meeting November 30.

At Guardian press time, 49 units around the province had taken government-supervised strike votes and given HEU's Provincial Bargaining Committee a strong mandate to take strike action unless HLRA changes its stance at the bargaining table.

The Provincial Bargaining Committee, after studying HLRA's contract demands, sought the strike votes for a number of reasons.

The strike votes were vital because of the need to have classification completed. And by completed HEU made it clear that that meant unclassified rates determined, in the process of being implemented and some new rates in the hands of the membership.

HLRA does not agree to HEU's demand of classification being completed prior to settlement of the '82 agreement.

Income security is a second reason why the membership were asked to give a mandate on strike action. HLRA's response to HEU's demand of a \$3 per hour wage increase over a one-year contract and a cost-of-living clause was to offer 80¢ per hour in the first year and \$1.15 for a 15-month period after that. HLRA also refused to include any COLA or reopener clause.

Inflation is rising twice as fast as what the HLRA offer amounted to. Based on the practical nurse/orderly rate of pay (the weighted average), the 80¢ proposal amounts to LESS than an 8 per cent raise.

HEU is also seeking equal

pay for work of equal value and that means a non-discriminatory wage rate based on the male cleaner rate. HLRA has not bothered to make an offer to HEU on the issue of equal pay.

Patient security is another HEU proposal that has been callously ignored by HLRA. In fact, HLRA called the proposal "radical" and said that it didn't belong on the bargaining table. "We won't be dictated to by a labour union ... only management knows the true needs of patients ... an infringement of management rights" were some of the ways HLRA described the patient security demand. HLRA is obviously more interested in management rights than in patient rights.

HLRA's numerous and outrageous rollback demands are another important reason why strike votes were needed. HEU's Provincial Bargaining Committee after studying HLRA's rollback demands and with the authority of the Provincial Executive, served notice on HLRA, the Labour Relations Board and the Minister of Labour Jack Heinrich that it was going to the membership. HEU informed the HLRA, the LRB and Heinrich November 19 that it would be taking government-supervised strike votes under the Labour Code from November 30 to December 18.

(The HEU Units that have at Guardian press time conducted their strike votes, all of which gave the bargaining committee a clear mandate, are listed on this page).

Units That Have Conducted Strike Votes

The following HEU Units have, at Guardian press time, conducted government-supervised strike votes:

Golden
Fort Nelson
Vernon Jubilee
Burns Lake
Kimberley
Royal Columbian
Nanaimo
Royal Jubilee
Saanich
Chilliwack
Chilliwack Engineers
Revelstoke
Sechelt
Holy Family
Cranbrook
Penticton
Terrace
Hope
Ladysmith
Victoria General
Normandy
Kensington
Willingdon
Hope
Shaughnessy
Queen's Park
Nakusp
Fort St. John
Surrey
Fernie
Tofino


Vancouver General
Kelowna
Duncan
Penticton Retirement Service
Chemainus
Kaslo
St. Vincents
Smithers
Squamish
Sparwood
Priory
Lion's Gate
Red Cross
Clearwater
Arthritis Society
Fellburn
St. Pauls

HEU Stands Firm On Major Issues

HEU's provincial bargaining committee returned to the bargaining table with HLRA December 8th.


The HLRA package was termed "totally unacceptable" by HEU's bargaining committee.

HEU's committee has modified its position on some issues but NOT on classification, continued on page 3



HOSPITAL EMPLOYEES' UNION

BALLOT



Are you in favor of a strike against your employer?

☒

YES

☐

NO

MARK YOUR BALLOT WITH AN "X"

No Decision To Date Says Peck

Ed Peck, Chairman of the Peck Tribunal, has told The Guardian that no decision has been made on an interim award at this time and that the tribunal is "busily engaged in its final deliberations."

In an interview with The Guardian Peck said that releasing partial information regarding the progress the arbitration board has made "might create more harm than good."

"We can't say anything at this time about an interim award or about anything regarding deliberations. At this point, such a statement might create problems," said Peck.

Peck did say that some sort of statement from the Board might be forthcoming "prior to Christmas" but he quickly added "I don't however want to disappoint anyone in case no statement can be made before then."

HEU sent a letter to Peck November 18th requesting that a report be produced further to one issued October 9th, to keep HEU members up to date on the progress of matters before the Peck Tribunal.

HEU recommended to the Tribunal in November that an interim award be handed down prior to the final award to be arrived at by the arbitration board.

Meanwhile, negotiations in non-clerical classification have continued since October with HLRA.

HEU has met with HLRA for 12 negotiating sessions since October 21 and at Guardian press time was scheduled to meet with HLRA on five further dates in December.

HEU has taken the position during Master Agreement negotiations that the Union will not agree to any settlement until classification of all HEU members is completed.

"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

The Hospital Guardian is published by the Provincial Executive of the Hospital Employees' Union, Local 180, under the direction of an Editorial Committee whose members are:

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Editorial Page



HLRA In The Corner

HLRA's Peter McAllister was quoted in November in a Vancouver newspaper as saying: "The union (HEU) has made public pronouncements on the importance of winning its demands. In my view, they may have painted themselves into a corner."

Well, we wonder who has painted themselves into a corner now that the HEU strike vote results are coming in from around the province.

HEU has maintained from the outset of negotiations that it was prepared to sit down at the bargaining table and negotiate its proposals but after seeing the HLRA rollback demands, it's HLRA that has painted itself into a corner and the mess they are now in.

HEU members from as far north as Fort Nelson, from the Kootenays, from Vancouver Island, from the Lower Mainland, from the Fraser Valley and from the Okanagan are enraged by the HLRA rollbacks as well as by HLRA's so-called "monetary offer" December 1.

HLRA offered 80¢ per hour over a one-year agreement and \$1.15 over the next 15 months. In other words, a less than 8 per cent wage average annual increase at a time when the cost-of-living is rapidly rising at least twice that rate.

HLRA must either have been cruel or naive to expect HEU members would willingly suffer that sort of drop in their standard of living.

And McAllister, who has yet to appear at the bargaining table, has called HEU's \$3 per hour general wage increase demand over one year a 73.7 per cent increase.

We don't know where he is getting his figures but after looking at the numbers, he must be using an elastic calculator.

HEU members were insulted by the HLRA offer that was tabled December 1 and the strike votes that have been coming in since November 30 reflect the anger of our members.

HLRA has also ignored equal pay for work of equal value as well as the HEU patient security proposal. Furthermore, HLRA does not agree to HEU's position that classification be completed prior to the '82 agreement being signed.

We think it is HLRA that has painted itself into the corner with its contract demands and it now faces the insurmountable task of having to walk through the united and militant HEU membership in order to get out.

Sick Leave Rollbacks HLRA Rollback Demands Many In Number

The following is a summary of the HLRA sick leave demand and constitutes a number of rollbacks including:

- accumulation of sick leave credits frozen
- no cash pay-out of sick leave credits upon retirement
- only 75% coverage under most circumstances.

Short Term Illness and Injury Plan.

Eligibility

Regular employees shall be covered by the Short Term Illness and Injury Plan upon completion of six (6) months of service with the employer.

Regular employees with less than six (6) months of service who are unable to work because of illness or injury are entitled to six (6) days' coverage at full pay in any one calendar year.

Regular employees with three (3) months but less than six (6) months of service will be entitled to fifteen (15) weeks (75 work days) of coverage, consisting of the above six (6) days, or what remains of the six (6) days' entitlement, at full pay, and the remainder of the fifteen (15) weeks at two-thirds of pay, not to exceed a maximum weekly benefit of \$215.00 effective signing date of agreement, or the UIC maximum weekly sickness benefit, whichever is greater.

Notwithstanding the above, where a regular employee is on a claim recognized by the Workers' Compensation Board while the employee was on the employer's business, he/she shall be entitled to leave at his/her regular rate of pay up to a maximum of 130 days for any one claim in lieu of benefits as in such cases the compensation payable by the Workers' Compensation Board shall be remitted to the employer.

SHORT TERM PLAN BENEFIT

In the event an employee is unable to work because of illness or injury he/she will be entitled to a benefit of 75 per cent of pay for a period not to exceed six (6) months from date of absence. In any one calendar year, the first six (6) work days of absence from work due to illness or injury will be paid at 100 per cent of pay.

Employees who exhaust all or part of their six (6) work days' entitlement at 100 per cent of pay in a calendar year will have it reinstated in the following calendar year upon return to work.

Employees who have accumulated sick leave credit under the old sick leave plan will have their accumulated sick leave credits frozen but will supplement their 75 per cent of pay benefit under the new plan by using 25 per cent of a day's accumulation under the old sick leave plan for each day of absence under the new plan. The 75 per cent benefit shall not be supplemented by the use of any other leave entitlement.

DOCTOR'S CERTIFICATE OF INABILITY TO WORK

The employer may require an employee who is unable to work because of illness or injury to provide a statement from:

- a medical practitioner qualified to practice in the province of B.C., or
- where necessary, from a medical practitioner licensed to practice in the province of Alberta or the Yukon, or
- the consulting physician to whom the employee is referred by the medical practitioner in (a) or (b) above, providing medical evidence of the employee's inability to work in any of the following circumstances:

- where it appears that a pattern of consistent or frequent absence from work is developing;
- where the employee has been absent for six (6) consecutive scheduled days of work;
- where at least thirty (30) days have elapsed since the last statement was obtained and the employee has been in receipt of plan benefits throughout that period.

Benefits will cease to be paid when an employee fails to provide satisfactory evidence of medical disability during the benefit period.

Section 6 — Benefits not paid during certain periods

Benefits will not be paid when an employee is:

- receiving designated paid holiday pay;
- engaged in an occupation for wage or profit;
- on strike or is locked out unless the strike or lock-out occurred after the illness or injury resulting in the employee being absent from work;
- serving a prison sentence;
- on suspension without pay;

Section 9 — UIC Premiums

The parties agree that the complete premium reduction from the unemployment insurance commission accruing through the improved illness and injury plan will be returned to the employer.



HEU members Wendy Girbav, Eileen Henneberry and Norm Dyble at an HEU education seminar in Nanaimo in November.

Ray McCready photo

HEU's Provincial Bargaining Committee met with HLRA December 8 for Master Agreement negotiations.

In addition to the classification dispute and HEU's 1982 demands, the Provincial Bargaining Committee will be out to remove HLRA's many rollback demands, including the ones listed below:

Sick Leave

— here HLRA is demanding the deletion of the sick leave provisions presently enjoyed by HEU members in the Master Agreement. (See separate story this page).

Cash Pay-Out of Unused Sick Leave Credits

Upon retirement under the present Master Agreement, regular full-time and part-time employees are paid not only a severance allowance but also a cash pay-out of sick leave credits. The cash pay-out of unused sick leave credits is the equivalent to 40 per cent of unused sick leave credits calculated at the employee's rate of pay at the time of retirement.

HLRA wants to eliminate this cash pay-out. The maximum entitlement of this pay-out is 62.4 days pay at the employee's rate of pay upon retirement.

Injury On Duty Leave

Under existing provisions of the Master Agreement, HEU members receive 100 per cent of their wages when they are injured on duty and covered by WCB.

Under the HLRA demand, HEU members will receive a maximum of only 85 per cent of their wages should they get injured on the job. This is at least a 15 per cent rollback in wages. HLRA are saying 'if you get injured on the job, that's your tough luck, don't expect pay while you're recovering'.

Compensable Injury Protection

This may be the most callous and insensitive demand ever put on the bargaining table in the history of HLRA-HEU negotiations.

Here HLRA is seeking to find an avenue to fire an employee because she/he had the misfortune of getting injured. HLRA is saying that if an employee can't perform her/his job because of an injury, they can be terminated "for just and reasonable cause".

Currently there is a no termination provision under the

compensable injury provisions of the Master Agreement.

Employment Status

Under this demand, HLRA is seeking to convert a number of regular full-time and regular part-time employees to casual status and furthermore attempting to take away a number of benefits from employees who would be forced to casual status or now are on casual status.

Under HLRA's demand casuals would receive only two (2) benefits — annual vacations and statutory holidays and would lose seniority.

Bumping

In effect this is an attempt by HLRA to take away bumping rights altogether. HLRA wants to reduce the time an HEU member is allowed to bump from a minimum of 28 days, as the contract now provides, to a maximum of three days.

Further, HLRA wants the Employer to have the right to transfer laid-off employees to any vacant position without any right to bump. Any employee who doesn't follow the new rules would lose lay-off rights.

Job Postings

Another devious demand by HLRA is trying to limit the number of jobs to be posted. They don't want to post seasonal, special project, and leave of absence jobs. This would substantially reduce any opportunity HEU member now has from applying for a higher-paying job or getting experience in other jobs.

In addition, HLRA says it won't post jobs unless they have a duration of 60 days or more instead of the present 30 days. Jobs that are currently posted that would not be posted under this new proposal include leave of absence postings such as vacation relief, including maternity leave relief.

Unilateral Classification

HLRA wants to implement classification by itself and in the attempt of course wants to guarantee lower wage rates for unclassified positions.

This might be a quick way of getting classification implemented all right, but there would be no justice and there would be much red-circling.

Grievances

Another attempt by HLRA to force something arbitrarily on HEU members. HLRA is demanding artificial seven-day

hurdles that are designed for the purpose of causing grievances to fail.

It is also an attempt to limit the number of differences or disputes that can be grieved besides increasing the success rate on the Employer's side. While there is a penalty if the Union fails to meet the deadline, there is no penalty for the Employer failing to meet the 7-day deadline.

Medical Plan

HEU members are covered by the B.C. Medical Plan under the Master Agreement. HLRA wants to have "a medical plan" including the option of replacing the present plan with a cheaper plan that could provide a rollback in benefits.

This "mystery plan" could be thrust upon employees at any time HLRA decides to drop the medical plan.

Binding Tribunal

HLRA wants the right to settle collective bargaining disputes by referring them to arbitration. This would allow HLRA to escape its duty to bargain collectively and in good faith by simply referring collective bargaining disputes to arbitration.

Bulletin On Negotiations

continued from page 1

income security, equal pay for work of equal value, patient security and HLRA rollbacks.

Meanwhile strike votes will continue to be conducted at HEU Units throughout the province until December 18th.

HEU's bargaining committee has taken the position that it is now up to HLRA to modify its package before meaningful negotiations can continue.



HEU was represented at the Canadian Labour Congress rally in Ottawa in November protesting high interest rates. Pictured among the crowd estimated at about 100,000 who gathered on the lawn of the parliament buildings are: (from left) Bill MacDonald, Nancy Cardy, HEU President Gordon MacPherson and Alice Jones.

Maurice Smith photo



HEU members at an education seminar in Victoria last month.



These Union members compare the Minimum Standards legislation to HEU contract provisions during a Union education seminar in Victoria in November.

Ray McCreedy photo

Reached on relocation

Memorandum Of Understanding

A memorandum of understanding has been reached between HEU and an Employer's committee, regarding the relocation of HEU members now working at Children's, Grace, Shaughnessy and Vancouver General Hospitals.

HEU has been negotiating since 1979 with the hospitals and HLRA on the relocation of

the employees to a new hospital site in Vancouver. The stumbling block in the negotiations was primarily the effect such a transfer would have on an employee's seniority.

The memorandum of understanding states that "eligible employees will retain seniority and benefits."

A Labour Relations Board order in July said that there would be a dovetailing of seniority ie. that previous seniority will be carried to the new place of work.

The LRB also declared that "with respect to the transfer of services from Vancouver General Hospital to Children's Hospital, Children's Hospital shall convert projected registered nurse positions into licensed practical nurse up to a maximum of twenty-five (25)."

Further, with respect to transfer of services from Vancouver to Grace, Grace shall likewise convert projected registered nurse positions into licensed practical nurse positions up to a maximum of ten (10).

The transfer agreement also includes a provision that hours of work and days off will be selected by employees in order of melded seniority prior to their relocation and transfer.

The new agreement comes about as a result of the relocation of the old Children's and Grace Hospital and the transfer of two departments of Vancouver General Hospital to the new hospital site at 4500 Oak St.

Those who took part in the negotiations on behalf of HEU were: Jim Wall, Shaughnessy Unit; Tena Pendlebury, Grace Unit; Emon Aldridge, Children's Unit; Gordon Meagher, Vancouver General Unit; Bill Third, HEU staff representative; Henry Perkin, HEU senior staff representative; Lee Whyte, HEU Assistant Secretary-Business Manager.



Chilliwack Unit member Esther Retzer retired in September after 17 years of duty at Chilliwack General as a licensed practical nurse. Esther, shown here with Unit Executive member Vern Jones, was presented with a number of gifts at a Unit meeting in October.

Unit photo

Unprecedented Workload Faced Delegates

The delegates to the Eighth Provincial Wage Policy Conference in Vernon October 1 and 2, which included two night sessions, faced an unprecedented workload. Of 702 Resolutions at the conference the delegates disposed of 619 Resolutions. The balance, 83 resolutions, was referred to the Provincial Bargaining Committee.

HEU's bargaining committee members are: Alice Jones, Maple Ridge; Bill MacDonald, Chilliwack; Gwen Parrish, Vancouver General; Dennis Jeffery, Penticton; Mary Koran, Fernie; Gordon Meagher, Vancouver General; Bob McCartney, HEU Director of Technical Services; Lee Whyte, HEU Assistant Secretary-Business Manager; and Jack Gerow HEU Secretary-Business Manager.

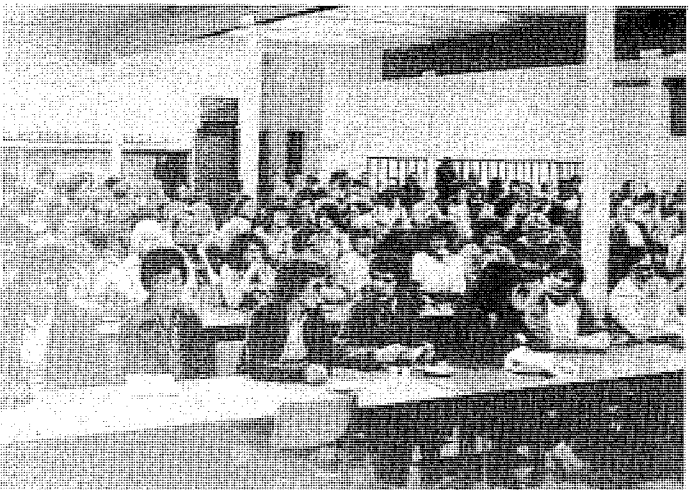
The Provincial Bargaining Committee has dealt with the balance as follows:

| Subject | Unit(s) | Disposition |
|---|--|-----------------|
| Article I, Section 3 — Union Check-Off & Induction | Surrey | Non-Concurrence |
| Article II, Section 2 — Notice of New & Changed Positions | G. F. Strong | Non-Concurrence |
| Article III, Section 1 — Definition of Displacement | G. F. Strong | Non-Concurrence |
| Article III, Section 1 — Technological Displacement | Victoria General G. F. Strong | Non-Concurrence |
| Article IV, Section 5 — Grievance Procedures | Richmond Surrey Holy Family | Non-Concurrence |
| Article IV, Section 5(f) — Evaluation Reports | Mount St. Joseph | Non-Concurrence |
| Article IV, Section 7 — Dismissal for Alleged Cause | Creston | Non-Concurrence |
| Article VII, Section 8 — Educational Leave | Kamloops Williams Lake | Non-Concurrence |
| Article VIII, Section 10 — On-Call Differential | MSA Hope Kelowna Langley G. F. Strong Jubilee | Concurrence |
| Article IX, Section 2 — Vacations | Prince Rupert Surrey Cancer Control Shaughnessy Sunny Hill Jubilee Cariboo Lodge | Concurrence |
| Article IX, Section 3 — Vacation Period | Kamloops Kelowna Nanaimo Powell River | Non-Concurrence |
| Article IX, Section 4 — Splitting of Vacations | MSA Campbell River Royal Columbian Lions Gate Shaughnessy Jubilee Victoria General | Concurrence |
| Article IX, Section 5 — Vacation Pay | Kamloops Nanaimo | Non-Concurrence |
| Article IX, Section 6 — Vacations Non-Accumulative | Dogwood Lodge Arbutus | Non-Concurrence |
| Article IX, Section 8 — Reinstatement of Vacation Days — Sick Leave | Kamloops Kelowna Jubilee Victoria General | Concurrence |
| Article X, Section 1 — Unusual Job Requirements of Short Duration | Kelowna | Concurrence |
| Article X, Section 2 — Vaccination & Inoculation | Kootenay Lake | Non-Concurrence |
| Article X, Section 3 — Employer's Notice of Termination | Kelowna | Non-Concurrence |
| Article X, Section 4 — Employee's Notice of Termination | Delta | Non-Concurrence |
| Article X, Section 5 — Employment Abandoned | Prince George | Concurrence |
| Article XI, Section 7 — Bulletin Boards | Jubilee | Non-Concurrence |
| Article XI, Section 8 — Jury Duty | Fernie | Non-Concurrence |
| Addendum — Apprenticeship Program | Royal Columbian Prince George | Non-Concurrence |
| Addendum — Classification System | Royal Columbian Prince George | Concurrence |
| Memorandum of Understanding — Isolation Allowance | Kaslo | Concurrence |
| Memorandum of Understanding — Meal Allowance | Red Cross | Concurrence |
| Time Limit on Negotiations | Vancouver General | Non-Concurrence |
| Contract Language | Vancouver General | Non-Concurrence |
| Voluntary Retirement Age | Maple Ridge Kootenay Lake G. F. Strong Mt. St. Mary | Non-Concurrence |



HEU sent a 75-member delegation to a B.C. Federation of Labour rally in November in Vancouver to protest high interest rates.

Maurice Smith photo



More than 300 Royal Columbian Unit members turned out for a meeting November 30 to discuss the HLRA contract proposals. The Unit members overwhelmingly voted in support of taking strike action.



Vernon Unit members discussed a number of issues, including contract negotiations, during a Unit meeting in November.

Ray McCready photo

Provincial Voters List Are You On It?

There could be a provincial election in the near future. The last time B.C. held an election in 1979, over 46,000 people who voted in good faith did not have their votes counted because they were not on the official provincial voters' list.

In a provincial election it is **your** responsibility to be sure you are on the voters' list. Here is some information that should help:

You are probably **ON** the Provincial Voters' List if:

1. You live at the same address as you did in April 1979, and
2. You voted in the 1979 provincial election, and
3. You had reached the age of 19 by April 1979.

You may **NOT** be on the list, or you may be listed incorrectly if:

1. You have moved since April 1979, even within the riding, or
2. You became 19 since April 1979, or
3. You became a citizen since April 1979, or
4. You were left off the list in 1979.

CHECK TODAY!

If you want to make sure you and others of your family or household are on the provincial voters' list, you can:

- Call the office of your local MLA,
- Call the office of your local B.C. Government Agent (in the phone book under: Government of B.C., Government Agent),
- Call the Chief Electoral Officer of B.C. (112) 879-7531,

At B.C. Fed Rally

HEU 75-Member Delegation

HEU was represented by a 75 member delegation at a rally November 29 organized by the B.C. Federation of Labour to protest the high interest and mortgage rates currently being charged by Canadian banks.

HEU Secretary-Business Manager Jack Gerow drew a five-minute standing ovation from the crowd of over 1,000 trade unionists when he called for the nationalization of Canadian banks.

"The banks can no longer be trusted to be good citizens. They must be put out of business," said Gerow, during his address to the gathering.

The rally, held on the eve of the annual B.C. Federation of Labour convention, drew a cross-section of labour organizations, including several not affiliated to the federation like HEU.

HEU's 75-strong delegation to the rally included members of the Provincial Executive.

Gordon Meagher, 1st Vice-President, called the nationalization of the banks "a good idea."

"It certainly was the high-point of the rally. I think nationalization might help the average family a little more," said Meagher.

Dennis Jeffery, 2nd Vice-President, termed it "a super rally."

Questionnaires Now In Mail

The HEU questionnaires on occupational health and safety are now in the mail.

HEU members can get their questionnaires from Unit officers at their place of work.

HEU is distributing the questionnaires to all Units to gather information on work-related injuries to back up its Master Agreement demand on occupational health and safety.

HEU members are urged to pick up their questionnaires, complete them as soon as possible and return the information to the Unit officer they got it from.

HEU needs this information in order to win its bargaining demand.

Rape Relief

A woman is raped every 17 minutes in Canada. One in four will be raped sometime in her lifetime. The high incidence of violence against women in this society is no accident. Although the myth is that women are attacked by psychotic strangers, the reality is much closer to home. About 75 per cent of women are attacked by men they know and 54 per cent of wives are battered by their husbands.

Rape Relief is one Vancouver area group that is presently raising money for the renovation and operation of a shelter for battered women.

For more information, Greater Vancouver HEU members are invited to call Rape Relief at 872-8212.

"The people who attended, included the HEU delegation, were very upset about the high interest rates and the fact the government is not doing anything about it," said Jeffery.

Provincial Executive 3rd Vice-President Bill MacDonald said the rally was effective because "there is no substitute for political pressure at the ballot box."

"We're all suffering from Reaganomics and Trudeauconomics and we don't really have to. If people get vocal enough, those

interest rates will come down due to public pressure," said MacDonald.

Alice Jones, Regional Vice-President of the Fraser Valley, said the rally "should have a positive effect throughout the trade union movement."

"The message coming through from the participants was that interest rates are killing the economy. That's why Jack's call to nationalize the banks drew a spontaneous five-minute standing ovation," said Jones.

Gerow Address Drew Five-Minute Ovation

The following is the text of the address by Gerow to the rally:

"It must be so that the hottest places in hell are reserved for those who, in times of great social crisis, profiteer from the defenceless suffering of their fellow man and woman.

All across Canada, especially here in British Columbia with its unmatched high housing and rent prices, people are suffering under usury level interest rates.

Too many people cannot afford to buy housing, too many people cannot afford to keep their homes and too many people cannot afford rental accommodation — even if they could find it!

Canadian families are being held to ransom by the insensitive Canadian banking system that allows the banks to get away with charging criminal interest rates and reaping immoral profits.

This uncontrolled greed is

destroying the Canadian family and the Canadian economy. It means that the banks can no longer be trusted to be good citizens. The banks must be put out of business. The banks must be sent to one of the hottest places in hell.

The only real and lasting solution to the devastating and demoralizing problem of not enough affordable housing is to nationalize the banks.

Interest rates could then be lowered by controlling the level of profit made in banking.

Instead of the privileged few hoarding windfall profits, such profits would be shared by all people.

We need affordable housing and the economy, including the forest and the construction industries needs to build it.

Let the governments know, both provincial and federal, that you want the banking system for people — not for profit."

Business Association Condemns High Rates

One of the key addresses to the B.C. Federation of Labour rally November 29 was given by Len Friesen, President of the Community Business and Professional Association of Canada.

Friesen told the crowd that his association was "proud to associate ourselves with labour on the issue of high interest rates."

"This is not the first time our business association has stood shoulder to shoulder with labour. You are our friends" Friesen said.

He also said the businessman's biggest concern was "the working person having no money to spend."

"Unfortunately, because

houses here cost at least twice the national average, the B.C. worker has to pay twice as much in interest. Then we also have twice the problems. Not only have we got Trudeau but only B.C. has (Premier Bill) Bennett as well."

Friesen added that an economy flourishes with low interest rates because there is more money to increase purchasing power and to increase the production of goods.

"We need a frozen, made-in-Canada interest rate. Many nations, much poorer than we have lower interest rates. This, the richest country in the world, won't stand for this any longer," he said.



UBC Unit members (from left) Jim Craig, Sharon Bellesen and Claude Francis posed for this photograph in front of the University of British Columbia health sciences centre hospital in Vancouver where they work. The more than 600 employees in the acute and long-term care division of the hospital voted this year to leave CUPE and join HEU.



Brenda Anderson is a dietary aide at the Noric House health care facility in Vernon. Brenda is shown here in the kitchen getting the dessert ready for the facility's residents.

HEU Opposed To Increment System

HEU is vehemently opposed to the increment method of increasing wages and would instead like to see a flat rate for a position.

The increment system is used by hospitals because it is an inexpensive way of getting a highly-trained person to do a job at sub-standard rate.

However the system is obviously unfair to the employee because it means a delay of a number of years before the worker reaches the final step.

This delay arises even though the employee may have become properly qualified for the position days or weeks after starting and thus should be receiving the highest increment salary scale. Unfortunately what occurs, as Employers are all too aware of, is that the person continues to work at lower salary scale until the total period of time required to reach the final rate has elapsed.

Some HEU members at the Eighth Provincial Wage Policy Conference expressed concern that without the increment structure a new employee would start at the same salary as an HEU member who has been working at the same job for a number of years and that this wasn't fair to the senior employee.

Several delegates to the conference countered that assertion with the fact more antagonisms develop as a result of different equally-qualified workers being paid differing salaries than the other way around.

And there are many more important reasons against the idea of increments.

Increments have been designed by employers to divide workers and discriminate against women. They enable employers to make major savings in wage costs by paying less than the proper rate for jobs.

Employers have promoted the idea that increments are a reward for service. They claim that workers who remain loyal employees over the years are being rewarded by higher rates. Unfortunately, many office and

clerical workers have been misled by this explanation.

Increments are not a reward for service, they are a method for withholding the proper rate for the job. This is revealed by the fact that the very same employers who impose increments on clerical and office workers pay their manual workers the full rate from the first day of employment, or on completion of the probationary period.

Many workers who have completed their increment steps ask why they should attempt to eliminate the system. After all, they had to wait four or five years to get the rate for the job. Why shouldn't everyone else?

The answer is clear. Simply because the employer cheated them of the proper rate when they began working is no reason to allow the employer to continue to cheat new employees. As long as the employer is allowed to do so, he will be able to divide workers and depress everyone's wage rate. Workers do not move ahead by attempting to keep the wages of their fellow workers artificially low.

When workers doing exactly the same job receive different rates, conflict and antagonisms often develop. Employers use this as a way of undermining union solidarity. Because they expect an increment increase in addition to their wage increase, workers at the bottom of the increment scale may not be as committed to improving the final job rate as those who have completed their steps.

As long as employers can hire fully qualified workers at significantly less than the proper rate for the job, the job security and bargaining position of more senior workers is placed at risk. If older employees can be fired or harassed into quitting, they can be replaced by new workers at substantially lower wages. Similarly, where part-time and casual workers are paid at the lowest increment step, the employer has a clear incentive to hire more of these workers at the expense of full time employees.

Regarding Crofton Manor

HEU Brief To Vancouver Council

HEU presented a brief to Vancouver city council in November to oppose the application by Skalbana Enterprises Ltd. to convert Crofton Manor to strata title.

The brief outlined concerns that the actions of the new owners do not give the Union assurances that quality care and services will be provided to the residents of the Vancouver health care facility.

"One month after Skalbana Enterprises Ltd. took over Crofton Manor, all HEU Grad Nurses and Nurse Aides were terminated and replaced by a contracted agency. The nursing care which was included in the rent will now have to be paid for by the residents in addition to rent," said the HEU brief.

The brief also explained that residents will have to contract out their own nursing services after January 1982.

HEU took the position that there is a surplus of condominiums and townhouses on the real estate market and there is a very limited amount of rental housing for the elderly who require special care or special facilities.

"The community's interests will best be served by maintaining Crofton Manor as a rental facility providing nursing care."

HEU added that it would not be in the best interests of elderly residents to convert to strata title since those residents lucky enough to afford the purchase price of a suite will have to get involved in the running of the property instead of having these services provided.

"The applicant does not have an overwhelming majority of residents in favour of stratification," said the brief.

Another issue raised by HEU

was the matter of security of tenure.

"Security of tenure is a big issue here — especially when dealing with the elderly ... death often comes quickly to the elderly when they worry about their accommodation — and being evicted."

"The Union is, on principle, very concerned that a residence for retired people is being 'flipped' by Skalbana Enterprises Ltd., who stand to make a profit of \$9 million by doing absolutely nothing to improve the quantity or quality of accommodation."

"Separate and apart from social issues, we have employee security to consider. The Union has gone from 87 members in February to 34 in November. Job security for our members is also at stake in the stratification application," added the brief.

The HEU brief was presented to city council by HEU research/servicing representative Sharon Levine.

Crofton Manor Agreement

HEU members at Crofton Manor in Vancouver have ratified a collective agreement based on HEU's Master Agreement.

The term of the agreement is from January 1, 1981 to December 31, 1981.

Crofton Manor Unit Chairperson Pam Gosal told The Guardian the agreement is a deserved relief to the Unit membership.

"It sure has been a long time in coming due to the change in owners but we're happy the contract has been settled," said Gosal.

"I want to say that HEU did a great job for us in getting this contract," she added.

Crofton Manor, a private health care facility in Vancouver, was sold in June by the N. B. Cook Corp to Skalbana Enterprises Ltd. for \$10.6 million. (See story on Crofton Manor this page).

Riggins Of World Not Wanted

Employers like Peter Riggins of Noranda Mines create tension and unnecessary aggravation in a collective bargaining relationship between employer and employees.

Riggins, a Vice-President with Noranda Mines (a Canadian company), was quoted in an American newspaper in October as saying the government should stop publishing consumer index reports.

What was Mr. Riggins's reason for having the federal government cease the practice of letting the public in on the up-to-date rate of inflation?

The answer won't get Mr. Riggins any medals from working people. He says the consumer price index creates "discontent and tension" among employees and causes them to ask for more money.

Queen's Park Benefit For Greta

Queen's Park Hospital staff raised over \$1,200 for Unit member Greta Little at a benefit dance November 8 in New Westminster.

Greta, an HEU member at the hospital for nearly four years, had learned she had cancer earlier this year and worked her last day in August.

"She really was a special person who never complained or asked anyone for help," Queen's Park Unit member Gary Nivens told The Guardian.

"I and 'Boots' Remillard, the Assistant Housekeeper, organized it with the tremendous assistance of nearly everyone at Queen's Park," said Nivens, who is the Unit's chief shop steward.

"We later found out that the day of the benefit dance happened to be Greta's birthday so we gave her the money in the

form of a birthday gift," said Nivens.

The gift was presented to Greta at her home by Unit Chairperson Lyla Obrecht and head of nutritional services Jill Romanchuk.

"Greta was overwhelmed at the unexpectedness of it and in her words — the great generosity of her brothers and sisters," he said.

The Queen's Park administration donated the use of the hospital's Blue Room for the benefit dance.

Presently Greta is undergoing periodic chemotherapy treatments and, according to Gary, has maintained her usual cheerful disposition.

"As always, Greta never complains. We all miss her very much at the hospital. There aren't many people around like Greta."



Queen's Park Unit members Ken Taylor (left) and Brenda Phillips dance up a storm at a benefit dance held November 8 for fellow Unit member Greta Little. Greta worked at Queen's Park Hospital for nearly four years before leaving work this summer when she learned she had cancer.

—Unit photo





HEU members at an educational seminar in Vernon in November. In the photo are: Vera Inkster, Marina Warnan, Gwen Ellindson, Bev Grund, Sharon Hill, Virginia Schultz, Brenda MacKay, Joanne Bella, Lily Tuba, Ann Tallis, Gladys Orobko, Sigi Kennedy, Laura Cameron and Phyllis Greenway.

—Ray McCready photo



These HEU members attended an educational seminar in Vernon in November: Helen Burnell, Bob Fairbanks, Nora Helland, Judy Krywa, Una McInnes, Jean Kilmartin, Gilda Inkster and Peggy Anderson.

—Ray McCready photo



G.F. Strong Unit member Lois Godfrey practices her public speaking at an HEU educational seminar in Vancouver in November.



HEU President Gordon MacPherson addresses Sechelt Unit members at a meeting in October. Also in the photo (from left): Shirley Mills, Unit Secretary-Treasurer; Dorothy Goeson, Unit Chairperson; and Sharon Turlock.

Unit photo

On long-term care study

Special Mini-Guardian Distributed

A special edition of The Guardian dealing with HEU's long-term care study was sent to HEU Units in December.

That issue of The Guardian, printed in the 4 inch x 6 inch format, outlined HEU's position on long-term care in British Columbia as well as putting forth several recommendations that would improve the quality of health care in the province.

HEU delegates at the Eighth Provincial Wage Policy Conference in Vernon in October included a patient security clause among their list of demands.

HEU's Provincial Bargaining Committee has made the patient security clause one of the key demands during Master Agreement negotiations with the Health Labour Relations Association.

Since the HEU report was released earlier this year, the Union has forwarded its recommendations to the government and has met with government officials to discuss them.

Instead of implementing the HEU recommendations, the government has chosen to ignore them even though the Minister of Health and his government's own separate report agrees substantially with HEU's findings.

The Mini-Guardian will help to explain why Union members have to "stand up for patients," as one HEU member put it — not only in long-term care but in acute care as well.

HEU members at an acute care hospital might wonder

how they might be affected by the long-term care study.

There are 88 acute care hospitals throughout the province that have not only acute care patients but also long-term care patients in extended care.

For this reason the recommendations HEU made in its study, which are summarized in the Mini-guardian, are important to all HEU members who are now negotiating for patient security provisions under their collective agreements.

The HEU patient security contract proposal includes the following provisions:

—monthly fire drills and good fire safety training for all staff;

—staff-to-patient ratios which are high enough to guarantee quality maintenance or rehabilitative care for all patients;

—full compliance with all government regulations on quality of care;

—worker representatives, elected by the Unit, to accompany all government or accreditation inspectors;

—good orientation and regular in-service training programs for all staff;

—drugs to be handled *only* by properly-trained staff;

—sufficient and appropriate supplies to be available and in good repair.

NOVEMBER, 1981
VOL. XVIII No. 10A

SPECIAL EDITION

The Hospital Guardian

The highlights...

LONG TERM CARE

IN BRITISH COLUMBIA

the union members' perspective

HEU's special Guardian (shown above) on the Union's long-term care study was mailed to HEU Units in December.

Did you know . . .

Employees shall be scheduled off from work, exclusive of annual vacations, a minimum of one hundred fifteen (115) days per year [two (2) days per week plus a minimum of eleven (11) statutory holidays].

If at the end of a year (52 weeks dating from an employee's first scheduled shift in January), an employee has not had a minimum of one hundred fifteen (115) days off, he/she shall be paid extra at double time rates for each day by which his/her total number of days off falls short of one hundred fifteen (115), except that he/she shall not again be paid for any day for which he/she was paid at the rate of double time under Article VIII, Section 7 or Article IX, Section 1, Paragraph 7.

Article IX, Section 1
Page 41

HEU/HLRA

Master Agreement



Wrinch Unit members at Wrinch Memorial Hospital in Hazelton gathered for this photo in November during a Unit meeting. The Unit is one of the more recent ones organized by HEU.

Mark Atkinson photo

HEU organizes 20 new Units in 1981

HEU has organized 20 new Units representing nearly 1,000 new HEU members in 1981.

The new HEU Units were either formerly represented by the Canadian Union of Public Employees, the International Union of Operating Engineers or were previously members of no Union.

The following is a complete list of Units (with the number of HEU members in brackets) that have joined HEU this past year:

Swan Valley Lodge (14), Creston
Richmond Lions Manor (287), Richmond
Grandview Towers (62), Vancouver
Malaspina Lodge (40), Nanaimo
Finnish Canadian Rest Home (70), Vancouver
Maplewood Manor (20), Maple Ridge
Acropolis Manor (24), Prince Rupert
Mountain View Lodge (11), Lillooet
Fir Park Village (40), Port Alberni
Parents Alert Society (18), Kamloops
Durand Manor (14), Golden
Park View Place (12), Enderby
Rotary Manor (24), Dawson Creek
VS Services (Central Care Home) (53), Victoria
Prince Rupert Regional Hospital (117), Prince Rupert
Haro Park Centre (81), Vancouver
Wrinch Memorial Hospital (28), Hazelton
Coquihalla Community Care Services (22), Merritt
Simon Fraser Private Hospital (38), Prince George
McDonald Lodge (9), Vancouver

Federal budget to cut take-home pay

The federal budget handed down November 12 by Finance Minister Allan MacEachen will be a disaster to HEU members and to the patients they care for, says HEU Secretary Business-Manager Jack Gerow.

"Ottawa's intention to drastically cut back the amount of money going to the provinces for health care will only serve to reduce the number of beds in the province. And as any sane person already recognizes, the number of available beds reached dangerously low levels some time ago," said Gerow.

"MacEachen said his intention in the budget was to show restraint but he certainly doesn't appear to be showing any restraint in areas much less essential to the well-being of our nation than health care."

The budget begins a massive overhaul of federal-provincial cost-sharing arrangements and

a tightening of the personal tax system, which however will offer little benefit to lower and middle-income Canadians.

For the average family of four, there are little known things in the budget like the taxing of employer medical and dental plans that will decrease the take-home pay of HEU members.

Elimination of the general tax averaging provision is a direct attack on working couples, which constitute the majority of HEU members. If an HEU member now not working in order to raise a family decided to return to work, she would not be able to average her pay back over the years she did not work to reduce her rate of tax.

"What the budget should have done is reduce the interest rates that are preventing people from buying homes and little relief is coming in that area as far as I can see," said Gerow.

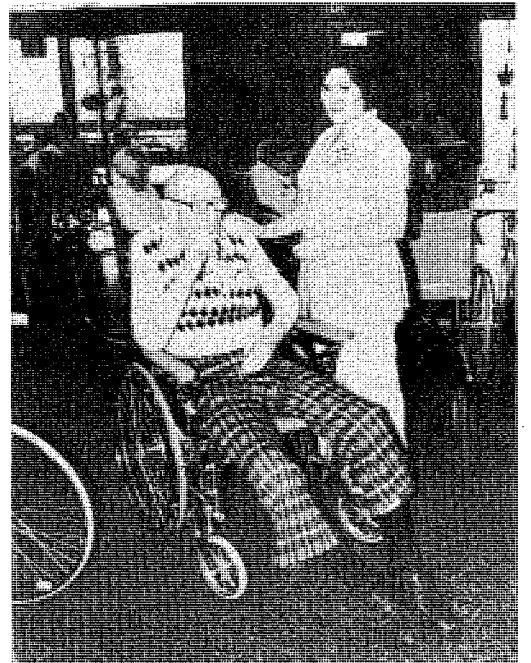
Five members take part

Union places ads in media

Five HEU members took part in Union-sponsored radio advertisements aired throughout the province in October, November and December. HEU has also placed television and newspaper ads in the media to inform the public about HEU, the work performed by HEU members and why HEU has included equal pay for work of equal value and patient security among its contract proposals to HLRA. The HEU members (pictured on this page) whose voices were used in the ads are: Gordon Tilley, Royal Columbian Hospital; Kathy Robie, Delta Hospital; Annette Wilkins, Royal Columbian Hospital; Isabel Anderson-O'Brien, Sunny Hill Hospital; and Phil MacLeod, Queens Park Hospital.



Gordon Tilley is a maintenance electrician at Royal Columbian Hospital. Gord told The Guardian he was honoured to be asked to do the HEU ads.



Kathy Robie works in the extended care unit at Delta Hospital. Kathy is shown here talking to a resident at the extended care unit.



Annette Wilkins' voice was also used on HEU radio ads. Annette is an HEU member at Royal Columbian Hospital in New Westminster.



Phil MacLeod, a Trustee on the Provincial Executive, is an employee in the maintenance department at Royal Columbian Hospital in New Westminster.



Sunny Hill Chairperson Isabel Anderson-O'Brien (left) is shown here with Sunny Hill Unit Shop Steward Armanda Armas going over seniority lists for their Unit's government-supervised strike vote.



Fourteen HEU members from around the province recently completed the extension course in food service supervision that was held by the Canadian Hospital Association in Ottawa this summer. The HEU members in this photograph are: Nick Albanese, St. Paul's Hospital; Janet Amberson, Yucalta Lodge; Ruth Balaski, Ashcroft and District Hospital; Mabel Antonick, G. R. Baker Memorial Hospital; Candace Davis, Victoria General; Dean Dionne, Queen's Park Hospital; Justina Goerzen, Malaspina Lodge; Phyllis Gray, Ashcroft and District Hospital; Beverley Owen, Queen Victoria Hospital; Christiana Peters, Juan De Fuca Hospital; Lorraine Tarasoff, Kootenay Lake District Hospital; Leslie Turner, St. Paul's Hospital; Leona Van Koughnett, Kaslo Victorian Hospital; Amy Ying-Fung Wongpo, Grace Hospital.

Settlements average

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

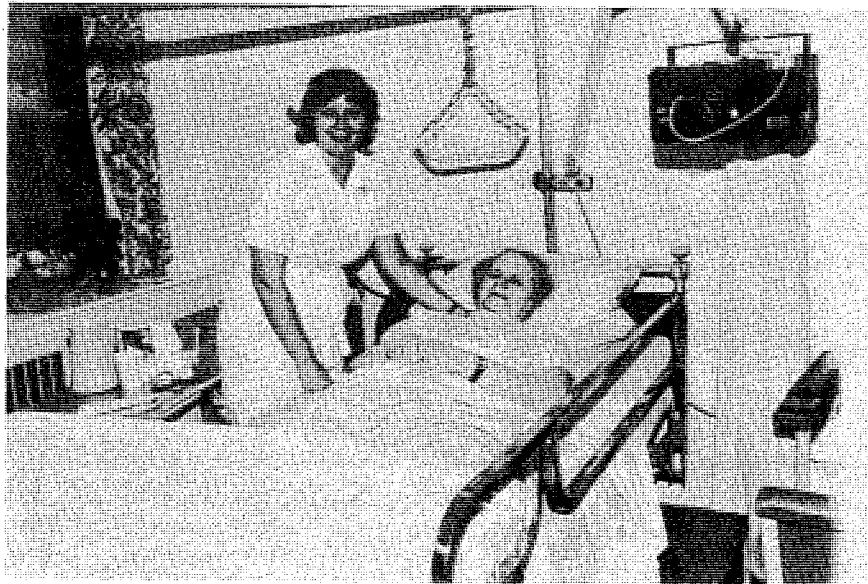
In the third quarter of 1981 there were 101 reported collective bargaining settlements which covered 97,040 employees in the province. The average annual increase negotiated in these settlements was 14.4% or \$1.73 in terms of cents-per-hour. The 14.4% average annual increase is just slightly above the average registered for wage settlements in the previous quarter. In the second quarter of the year, the average annual increase (revised) was 14.3% or \$1.66.

Photos on the job

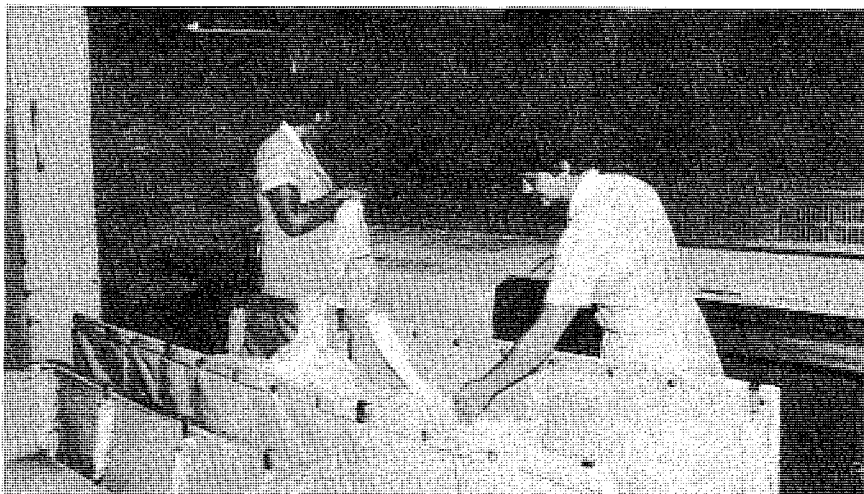
HEU Members at Trail Regional Hospital



Six licensed practical nurses distributing lunch for extended care residents. From left: Karen Makortoff, Annie Tarasoff, Bev Minns, marie Lesergent, Erna McCall and GEn Goldade.



Licensed practical nurse Maureen Flanagan tends to the needs of a patient.



HEU members in the laundry department, Sharon Johnson and Trudy Vandermere.



Chuck Simmons, an electrician, correcting some faulty wires.



Blanche Boutin, a dietary aide, wheeling a tray of hot food.



Jeannette Lemieux and Maria Sandarin work in the CSSR area.



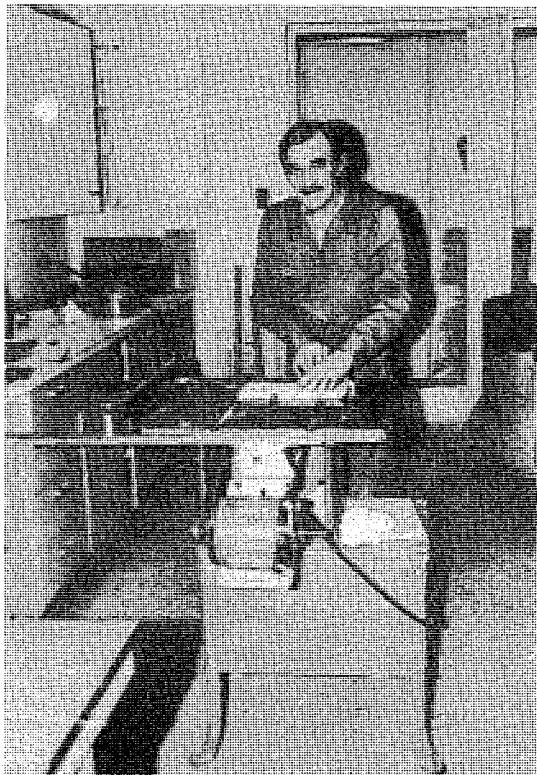
Rosa Esposito smiles during a break from her clerical duties.



Luigi Domenici gives the floor a good polishing.



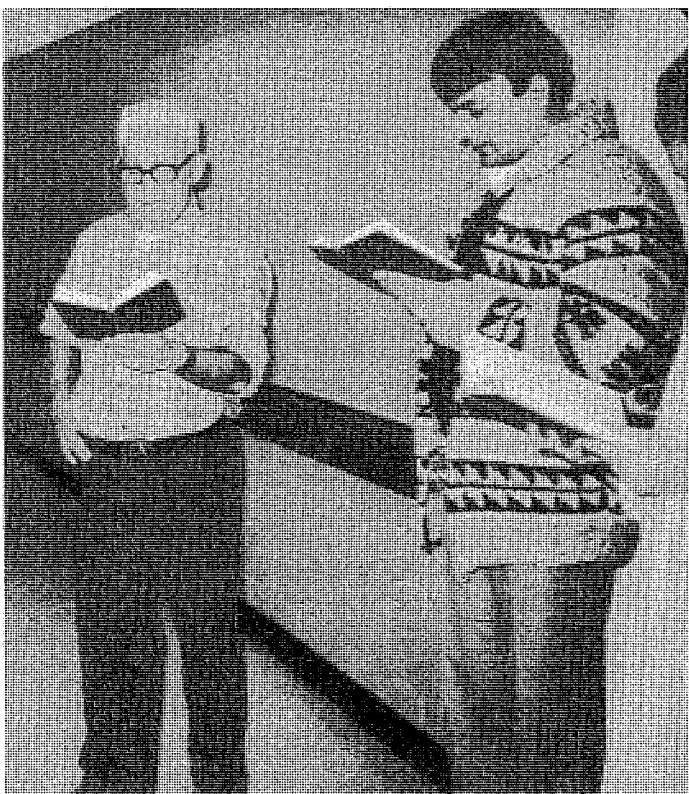
Louise Neufeld, a dietary aide, taking dirty dishes into the kitchen.



Mike Enokson is a carpenter at the hospital.



Julianne Biagoni clears laundry from a machine in the laundry area.



Wrinch Unit member Alex McCooeye and HEU northern regional staff representative Emil Shumey join Wrinch Memorial Hospital staff members during the daily reading from the Bible prior to beginning their work shifts. Emil took part in the bible reading, a tradition among HEU members and other staff at the Hazelton hospital, during a recent servicing assignment. Mark Atkinson photo

Wrinch employees vote in favour of HEU

Employees at Wrinch Memorial Hospital in Hazelton have voted nearly 90 per cent in favour of joining HEU.

The employees at the northern acute care hospital voted 31-5 in favour of HEU over their former Union, the International Union of Operating Engineers.

Alex McCooeye, a maintenance employee at the hospital for the past eight years, told The Guardian the shift to HEU is a welcome one for the majority of the membership.

"It's been a while getting it, but we're glad we finally joined the Hospital Employees' Union. We know we'll get better benefits and servicing from HEU," said McCooeye.

"With the other union, we never had trained shop stewards or a proper grievance procedure. All we'd hear from them when there was a grievance was — 'We'll be up there in a month or so'," he said.

"But by the time they'd come

up from Vancouver, the problem would have been buried and gone."

McCooeye, who recently attended a HEU education seminar in Prince George, also said the wages and benefits under HEU's Master Agreement would be an improvement.

"We should have left the engineers a long time ago and there were a couple of close votes in the past. Now that we've gone to HEU everybody's happier for it."

A representation vote conducted at the hospital in 1979 resulted in a tie and the certification eventually remained despite an HEU appeal, with the Operating Engineers union.

The present certification includes all employees at the hospital except graduate nurses and para-medical professional groups.

The certification was granted to HEU by the Labour Relations Board in October.

Sechelt Unit Welcome

Sechelt Unit members were pleased to welcome HEU President Gordon MacPherson and HEU Financial Secretary Maurice Smith at a October meeting.

"Brother MacPherson initiated 13 new members at the meeting, including several engineers and maintenance men who voted to leave the International Union of Operating Engineers and join HEU," said Unit spokesperson Phyllis Hedden.

"A welcome was also extended by the Unit to Bev Black, the daughter-in-law of deceased Secretary-Business Manager Bill Black, at the meeting," said Hedden.



Bev Black, daughter-in-law of deceased HEU Secretary-Business Manager W. M. Black, met with HEU President Gordon MacPherson (right) and HEU Financial Secretary Maurice Smith (left) at a meeting of the Sechelt Unit. Bev works in the Data Centre at St. Mary's Hospital in Sechelt.

Unit photo

Volunteers take away HEU jobs

An October photograph in the Central Okanagan Capital News in Kelowna mentioned a "critical need for conveners" at the Kelowna General Hospital.

The convener would work with a candystriper in the capacity of a volunteer at the hospital.

HEU must point out that this type of volunteerism takes work away from HEU members.

This type of volunteerism not only affects HEU members' jobs, but as a type of fair-weather assistance it can place the needs of hospital patients in jeopardy.

Those B.C. citizens who are in a hospital to receive health care have paid for qualified health care services and HEU maintains these patients are entitled to nothing less than that.



Prince George Unit members Enid Hansen (left) and Leona Dostal (centre) handed a complimentary HEU jacket to HEU Director of Membership Services Ray McCready (right) at an education seminar in October. The HEU jackets were purchased earlier this year by HEU's northern regional office.

Unit photo

Penticton retirement contribution

The Penticton Retirement Service Unit contributed \$200 to Windermere Unit members during the strike at Windermere Central Park Lodge earlier this year.

This contribution was not previously recorded in The Guardian.



Penticton Retirement Service Unit members welcomed Penticton Unit shop steward Jeff Pickford (right) at a November Unit meeting. Shown here with Jeff are Unit shop steward Diane Gouchie (left) and Unit Chairperson Marina Warman (middle).

Unit photo

Royal Inland Members Pass Service Milestones

Two HEU members at Royal Inland Hospital in Kamloops recently passed service milestones.

Kaz Kobayaski and Anne Hoshowski this year each reached their 25th year of service at the Kamloops hospital.

"chicken feed" wages

"Women" are frequently referred to as poultry. We cluck at hen parties. When we aren't henpecking men, we are egging them on. In youth we are chicks. Mothers watch their broods. Later we're old biddies with an empty nest syndrome. Is it just coincidence that so many women's wages are chicken feed?"

(Editor's Note: The above prose was found on a bulletin board at Chilliwack General Hospital.)

The Hospital Guardian, December, 1981/Page 10

Anne, a dietary aide, told The Guardian the years have passed by "too fast."

"I don't know where they went but all of sudden I have been here 25 years," she said. Anne has worked all those years in the dietary department.

Kaz has worked in the accounting office for 18 of her 25 years and the others in admitting (switchboard), clinical pathology service and most recently in the labo offic.

"Don't ask me where the years have gone. 1956 seems like it was just yesterday," Kaz told The Guardian.

"Things have changed over the yers too. When I first started, we worked an eight hour, ot a 7½ hour day, had only one 15 minute coffee break and few benefits. It's a lot different now," said Kobayaski.

Hoshowski remembers her first salary. "It was \$135 per month and that didn't go very far then. Coffee in those days was paid for by monthly payroll deduction."



Anne Hoshowski



Kaz Kobayaski



"He can't be doing too well, he's still making house calls."

HEU RETIREES



Former Revelstoke Unit Chairperson Ivy Smith retired this past summer from service at Queen Victoria Hospital. Ivy was an active HEU member at the hospital for over 22 years.

Unit photo



Revelstoke Unit member Joan Lunn retired this year from her duties at Queen Victoria Hospital after over 21 years of service at the hospital. Joan first became an HEU member in 1955 while working in Cranbrook before moving to Revelstoke in 1959.

Unit photo

Evelyn retires from Ashcroft Hospital

Evelyn Oliver, an HEU member at Ashcroft and District General Hospital for over three years, retired from active duty at the hospital in September.

Evelyn had been a cook in the hospital's dietary department.

Unit Secretary-Treasurer Ruth Balaski told The Guardian that Evelyn was very well liked by the staff at the Ashcroft hospital.

"She had a good sense of humour and it's important to be able to laugh off your troubles, no matter what kind of work you do," said Balaski.

Evelyn was treated to a dinner by her fellow workers in the kitchen as well as coffee party by the rest of the hospital staff on her last day of service at which time she was given several gifts.



Ashcroft Unit member Evelyn Oliver (right) retired in September from her duties as a cook at Ashcroft and District General Hospital. About to hand Evelyn one of the gifts she received at her retirement tea is Ashcroft Unit member Phyllis Gray who is also a cook at the hospital.

HEU condemns welfare cutbacks

HEU has joined other community groups, churches, social service organizations, and unions in condemning welfare cutbacks which took effect November 1.

In a letter to Human Resources Minister Grace McCarthy, HEU said the cutbacks will increase chances of "child abuse, malnutrition, and deprivation."

HEU said the Ministry's new regulations "denigrate the work of raising children by forcing mothers who are already employed in this capacity to seek outside paid employment."

"By changing the definition of 'employable' in welfare regulations, the government has effectively cut \$35.00 to \$55.00 per month from the already meagre income of thousands of single parents and others who have little chance of finding employment," said HEU.

HEU added that employability depends on many factors beyond an individual's control. These include the unemployment rate, availability of child care, and minimum wage. Because jobs which are traditionally filled by women pay discriminatory rates, many women on welfare can't afford to work, HEU added.

"Advances made by Unions in attaining equal pay for work of equal value for women will eventually create real opportunity for women who want to work outside the home."

Withdrawal Cards

HEU members who are leaving their jobs are asked to obtain an Honourable Withdrawal Card application from their shop steward and mail the application to the HEU Financial Secretary at the Provincial Office.

Union members who leave their jobs and fill out the application do not have to pay a \$10 union initiation fee at a later date should they decide to work at a hospital again.

Once the application is mailed to HEU Financial Secretary Maurice Smith, a plastic Honourable Withdrawal Card will be mailed out. The application must be mailed within 90 days after the last day of employment.

Please do not send in your Union card — get an Honourable Card application from your shop steward and mail it to:

Hospital Employees' Union
2286 West 12th Avenue
Vancouver, B.C. V6K 2N5
Attention: financial secretary.

Vancouver Boat Cruise

The Vancouver General Unit's social committee sponsored a boat cruise in September that, according to all reports, was a lot of fun for everyone who attended.

Herb Scholz, chairman of the Unit's social committee and also a trustee on the Unit executive, said it was a "good time for everyone."

"The cruise took in the Indian Arm as well as Howe Sound. Everybody enjoyed the buffet supper and, of course, the bar service on board the 'Hollyburn'," said Scholz, who is a charge cook at the hospital.



These northern Unit HEU members attended HEU education seminars held in Prince George last month. Front row: Bruce Amyot, Fort St. James Unit; Linda Greene, Omineca Unit. Behind Bruce and Linda in the photograph are Alex Kish (Prince George Unit), Jim Brammer (Prince George Unit) and Dorothy Armstrong (Chetwynd Unit).

Andy Kozyniak photo



Port Alberni Unit members gathered for a recent Unit meeting in the Vancouver Island city. The members work at the West Coast General Hospital.

Dave Williams photo



Cumberland Unit members Minnie Frame (left) and Mildred Hoffman at a recent Unit meeting in Cumberland, which is located on Vancouver Island. Minnie is the Unit Secretary-Treasurer and Mildred is the Unit Vice-Chairperson.

Dave Williams photo



New Fir Park Unit officers were sworn in at a recent Unit meeting in Port Alberni. Pictured here are (from left) Patty Hopkins, Vice-Chairperson; Susan Ade, Chairperson; Frances Parent, Secretary-Treasurer. The Fir Park Unit's first contract was ratified this year.

Dave Williams photo



Vancouver General Unit Trustee Herb Scholz (left) talks with fellow Unit members at a boat cruise in September sponsored by the Unit's social committee.

Unit photo

At Normandy Private Hospital

Adela Cares About The Residents

Adela Abel is proud of her work as an activity aide in the lodge at Normandy Private Hospital in Vancouver.

Adela began working at Normandy in 1976 and says it gives her a great feeling to be able to enrich the residents' day by organizing activities for the residents to do.

"I try to do my very best to keep them active and happy but I must say it is very easy to get enthusiastic with the seniors because they are very interesting persons," Abel told The Guardian.

"The thing that most people don't realize about our seniors is that most of them have led very interesting lives and they

have so much to tell about their lives. It is very sad when some don't take the time to listen to them, as sometimes happens, because we can learn so very much from them."

Adela conducts exercises every day with the 46 elderly residents at Normandy, who range in age from 67 right up to 103.

"We have them move every part of their body ie. lifting their legs, arms and heads and we do it to music. They really come alive once the music starts."

Some will tell you they don't want to do it and usually I'll ask a reluctant participant to come and watch. Then once the music starts up, that person will join in and have a ball."

Abel also has a daily reading session during which she reads from a newspaper to the gathered residents.

"I try to select happy news and avoid the more depressing stuff. The reason for the reading is so that the seniors can keep up with the times."

She said that the oldest residents at the lodge, a former sea captain, is an example of how the residents like to keep themselves active both in mind and body.

"Capt. Jones is an amazing person. He keeps himself in immaculate condition by singing. It's amazing how alive they are when you consider their ages."

"When I see a new resident come in, I don't think of him or her as a little old man or lady but rather as a person who has accomplished something, lived a great life and is loved by his or her family."

Adela came to Canada as a teenager from London, England and settled first in Victoria with her family. She and her husband, who have six children, then moved to Vancouver where they now reside.

"I'll tell this about what it was like 20 years ago, it was easier to bring up a family. With inflation being so much a part of our lives today, young people have it much more difficult than we had it then."

"That's why the recent wage increase (Normandy Unit members are now covered by HEU's Master Agreement) is so important to our younger staff members here. You need more money today to raise a family."

Other activities that Abel organizes to further enrich the lives of Normandy's 46 residents are monthly bus trips. The residents are taken to parks, museums and even to cultural events like a ballet.

"I'll try anything to make their days happier and more interesting. I figure it's only right considering how wonderful these seniors are once you get to know them."

Committees Vital To Conference

As with the Eighth Provincial Wage Policy Conference October 1-2 in Vernon, there were two committees at the Wage Policy Conference (non-provincial bargaining) in Vancouver November 4-5 that helped to ensure a successful conference took place.

The members of the credentials committee at the two-day conference were: Joan Haller, Chairperson of the Noric House Unit in Vernon; Eva Wollenberg, of the New Vista Unit in Burnaby; and Joan Wright, Chairperson of the Altamont Unit in West Vancouver.

The information committee was made up of five members of the Provincial Executive. The committee members made themselves available throughout the conference to assist the delegates.

The information committee members were: Alice Jones, Maple Ridge; Margaret McMahon, Cranbrook; Andy Kozyaniak, Prince George; Bob Shortland, Kelowna; and Nancy Cardy, Royal Jubilee (Victoria).



New Sechelt Unit members (from left) Harry Jenkins, Mike Prystupa and Ray Burton at an October Unit meeting. The three HEU members recently voted to leave the International Union of Operating Engineers and join HEU.

Unit photo



Adela Abel is an activity aide at Normandy Private Hospital lodge. Adela says she enjoys working with the residents of the Vancouver health care facility.

Pass Christmas Photos Along To The Guardian

If your Unit or staff at your workplace is holding a Christmas party, and you want other HEU members to know about it, please pass along the photos to The Guardian.

The Guardian will print these photos in the January and February editions of the newspaper.

Kindly identify the HEU members on the back of the photos so that the names can be used for The Guardian.

LETTERS

Williams Lake Approval

Dear Sirs:

The Williams Lake Hospital employees' Union members would like to comment on the recent television and radio commercials regarding our position.

We find the commercial both informative and very well presented. We feel they help inform the public of some of our demands but on the other hand they let the public know they are not going to receive poor medical care during our bargaining.

We feel this is an excellent way of making the public aware of our position on Equal Pay for Work of Equal Value.

Congratulations on a job well done.

Yours truly,
Patricia Coster
Williams Lake Unit



Special Thanks To Delegates

Dear Sir,

I would like to send a special thank you to all the delegates at the October Provincial Wage Policy Conference who sent their best wishes to me.

It was very nice to be remembered and to know that my presence was missed by so many.

I will make a special effort to get out to the convention next year (even if I am not a delegate) to say hello to you all.

In the meantime, have a very merry Christmas and all the best in the new year.

Thanks again,
Wanda Ricketts
Vancouver General Unit.

