



By HEU members involved

Peck Hearings Found To Be Educational

Several HEU members selected by the Union to appear as witnesses before the Peck Arbitration Board in December over the issue of hospital employees' classification have found the involvement to be educational and informative.

Sharon Scallion, a switchboard operator at Lions Gate Hospital, said although she was totally prepared for the experience she felt victim to butterflies at the last moment.

"I honestly thought I wasn't going to get nervous but once the hearing started I felt as though I was in the middle of a Perry Mason episode," Scallion told The Guardian.

"I have never been involved in union activity before so my eyes were really opened by the experience, which was fascinating," she said.

Scallion said that questions from the HLRA representative were "very sharp" but added she was ready for all the questions.

"I was prepared for the questions and for this reason it wasn't a total surprise when it came," she added.

"Another thing that amazed me was coming to the HEU Provincial Office in Vancouver and seeing how big it was and how many people worked in it. I have never been active in the union so after seeing this for the first time I realized it is a full-time job trying to serve 22,000 members."

Joan Walker, a medical stenographer at Lions Gate Hospital, found the cross-examination sessions a little tougher.

"I was worried about trick questions and there was some harassment but overall I'd have to say that the whole thing didn't go too badly," she said.

"I found the hearings very educational and it was nice to meet all the union staff on a personal basis. It was because of my being called as a witness that I got to see the Vancouver office for the first time."

"When you're on this end of the union you sometimes wonder what is going on on the other side so it was nice to familiarize myself with the inner workings of the union."

Although she was not grilled too extensively by HLRA, Walker said she found some of the HLRA cross-examination unfair.

"I think they were very unfair with some of the other witnesses. Some of the questions asked did not really relate to the realities of the job being examined," she added.

Pat Ferguson is also a medical steno and she works at Royal Columbian Hospital. As a witness before the Peck board hearings she said parts of it were "gruelling."

"I have to admit that most of it was very frustrating. In fact, I have difficulty even talking about it weeks later. The cross-examination was very tough and there were moments that I was very fed up," said Ferguson.

"The Union was very helpful however and whenever I needed support, there were people I could console with. The hearings were important and that was why I decided to take an active part in them. I just hope that something good results from it."

Marie Rand, an information clerk at Victoria General Hospital, called the hearings "stimulating."

"I enjoyed telling HLRA about my job. I got the feeling that HLRA and Mr. Peck did not have any idea what was involved in my job as an information clerk," Rand told The Guardian.

"I happen to believe that the information clerk's job is one of the most interesting and challenging jobs in the hospital. There are aspects of it that aren't recognized by HLRA and Mr. Peck," she said.

"One situation for example when a lot of tact and diplomacy is required is one where a worried relative needs direction about where he or she can be put up for the night. And there are many other examples like this when the public has to be dealt with tactfully."

"I was happy with the support from the Union and I think HEU is doing a fine job with this. In fact, I have been so impressed by the Union as a result of this involvement that I feel I should be getting more involved with the Union than I have to this point."

About 16 HEU members were approached in December for further hearings before the Peck board. Several of the 16 members will be picked as witnesses for upcoming hearings.



Sharon Scallion, a switchboard operator at Lions Gate Hospital in North Vancouver, was one of several HEU members who have been called as witnesses before the Peck Arbitration Board over the issue of classification. Sharon described the experience as "like being in the middle of a Perry Mason episode."

Legal Advice Provided By Vancouver Firm

In the December issue of The Guardian (Page 6, "Legal Advice for 10-Year Members"), a story was published outlining the provision of free legal advice for all active and retired members who have had 10 years or more membership within HEU.

This free legal advice will be provided by a Vancouver law firm. Union members who are interested in this service should ask for a "confidential" envelope from their Secretary-Treasurer and mail the correspondence to the HEU's Provincial Office.

Gerow Named To B.C. Labour Board

HEU Secretary-Business Manager Jack Gerow has been named a part-time member of the B.C. Labour Relations Board.

In naming Gerow to the board December 16, LRB Chairman Don Munro said he was "delighted" with the appointment.

"I think Gerow's appointment is tremendous for the board and for the industrial relations community generally," Munro told The Guardian in an interview.

"He was named for a number of reasons, but especially for his experience as a respected trade unionist in an industry of significant public concern," said Munro.

Gerow said he was honoured by being named to the LRB.

"Certainly, this has to be an honour for HEU. The board is recognizing the important role that our Union has played in the labor relations community over the years. And for that reason I am very proud to represent union members as a part-time LRB member," said Gerow.

The three principle goals of the LRB, according to Munro, are to adjudicate, mediate and educate.

"At the LRB we like to use the technique of dispute resolution to avoid confrontation. I feel the board is nothing less than a classic experiment in tripartism," said Munro.

"One of the real strengths going for our board is the fact that we are the only board in Canada where the statute requires half the representation to come from labour and the other half from management. It is the representative nature of the LRB that makes it such a respected body."

Also appointed to a two-year term as a part-time board member was B.C. Government Employees' Union General Secretary John Fryer. The two management representatives appointed were Brian Foley, Executive Director of the Public Employers of B.C. and Daniel Bell, Superintendent of Employee Relations for Afton Mines Ltd.

Gerow is expected to be sworn in at an official ceremony in January.

Resolution Passed On Pension Contributions

The Lions Gate Hospital Board passed a resolution at a meeting December 17 which will allow full-time-hospital employees who revert to part-time status the opportunity of continuing to participate in the municipal pension plan.

Many hospitals in the province have adopted such a policy to hospital employees but apparently there are some left in B.C. where such part-time employees cannot be involved in the pension plan.

In a November letter to the Lions Gate Hospital in North Vancouver, Deputy Superannuation Commissioner H. E. Turner strongly urged the board to adopt such a policy after reviewing the file of a seven-year HEU member who was not contributing to the superannuation plan after taking a part-time job at the hospital.

"I strongly recommend that employees who have been enrolled as contributors and subsequently revert to part-time employment be continued the right to contribute superannuation. This policy has been adopted by the majority of employers in the pension plan and appears to be an extremely satisfactory arrangement," wrote Turner in his letter.

The letter was prompted by information provided to the superannuation branch concerning an HEU member, who wishes to remain anonymous.

This HEU member worked for

seven years as a full-time employee before taking a part-time job. She stopped her contributions to the pension plan when informed by the hospital that part-time employees were not allowed to be contributors.

The affected HEU member is now contributing to the plan again as a result of the recent decision of the hospital.

CLC To Meet With Union

The Canadian Labour Congress has written HEU to arrange a meeting in the early part of 1981 in order to discuss an HEU application to affiliate with the CLC.

CLC President Dennis McDermott said in the December letter that the CLC is prepared to convene a meeting with HEU, the Canadian Union of Public Employees (CUPE), the National Union of Provincial Government Employees and the B.C. Federation of Labour.

HEU Secretary-Business Manager Jack Gerow said the Union is looking forward to the meeting.

"We will enter the discussions in a positive frame of mind and take it from there. Everyone knows our position on re-entering the Canadian labour movement — we want to come in as soon as practicable and possible," said Gerow.



Pat Ferguson, a medical steno at Royal Columbian Hospital in New Westminster, said her experience before the Peck Arbitration Board as a witness was "interesting but frustrating too." She said that the hearings are "very important however" and she hopes "something good results from it."

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

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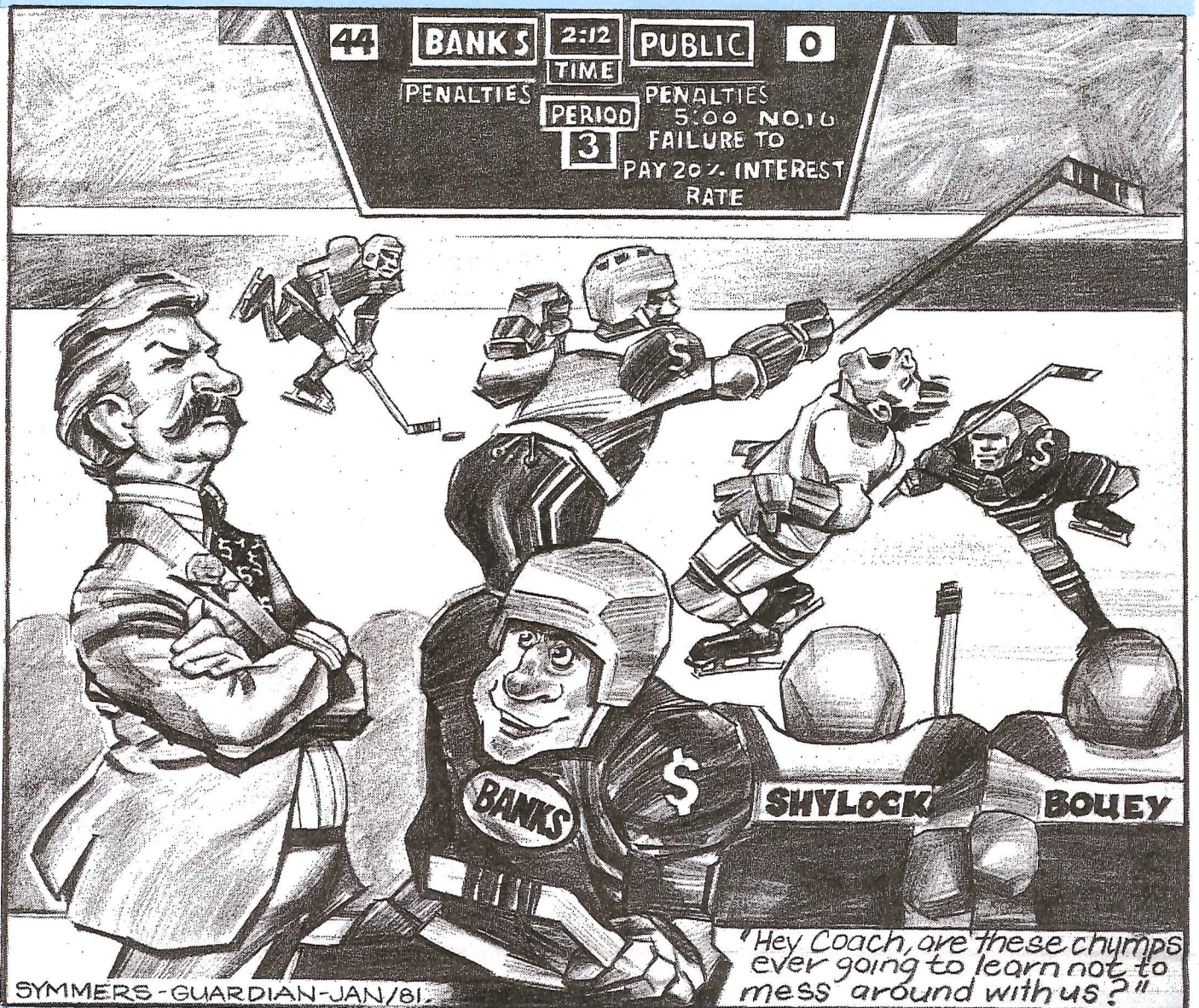
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Editorial Page



New Year's Resolutions

January is traditionally the month for New Year's resolutions. In the midst of overly-festive New Year's Eve celebrations, resolutions are made to stop drinking, cut down on smoking, eliminate marital squabbling, reduce the amount of yelling at the kids and generally to be a better person in the coming year.

Although these resolutions are for the most part forgotten by the sobering light of day, each year the ritual is nonetheless observed.

The Vancouver Sun polled a number of well-known newsmakers just before New Year's Day and asked for their 1981 personal commitments. The answers were generally typical of what has been heard so many times before.

We thought Guardian readers might find it interesting to read a few resolutions that were *not* made on the eve of 1981.

— Premier Bill Bennett vowing to hop from Victoria to Kelowna on one foot if the media will give written assurance not to bring up the 'Dirty Tricks' scandal before the next provincial election;

— Opposition Leader Dave Barrett pledging to kiss Edgar Kaiser Jr. on the cheek on the front steps of the Legislature the day the NDP is returned to power;

— Vancouver sports magnate Nelson Skalbania resolving to purchase the Quesnel Kangaroos of the B.C. Senior Hockey League and place them in the NHL's Smythe Division;

— And ICBC President Tom Holmes swearing that car insurance rates will not be raised again until 1987.

Seriously though, on behalf of the HEU Provincial Executive and Union staff, The Guardian wishes each and every HEU member a very happy and prosperous year in 1981.

To review 'Recovery' award

HEU Applies To LRB

HEU has applied to the B.C. Labour Relations Board for a review of an arbitration award handed down November 28th by the implementation tribunal chaired by E. R. Peck.

In the November decision Ed Peck ruled that HLRA may recover the difference between the August 1, 1980 eight percent general wage increase as provided in the Master Agreement and the increase to which an employee is entitled after implementation of the classification system.

Jack Gerow, HEU Secretary-Business Manager, said the union filed for an appeal of the decision in December because of the award's inconsistency.

Gerow, a member of the tribunal, refused to sign the award as did the HLRA representative on the Peck tribunal, Jack Fradley.

"We say the award is inconsistent with the principles expressed or implied in the labour code in that the arbitrator's interpretation of the collective agreement is not one which the agreement will reasonably bear," said Gerow.

Gerow added that as well as the award's inconsistency, the Union is of the opinion that Ed

Peck acted without jurisdiction in the matter.

"We are particularly concerned about that part of the award that would see some Union members paying back monies paid in excess of four percent."

The planned recovery of such money would come from HEU members whose pay rates are red-circled by the implementation of the presently-ongoing classification system, according to the award.

HEU's bargaining committee walked out of the Peck Arbitration Board in September last year to protest the board's assuming jurisdiction.

The Peck Arbitration Board is a special provision established at the request of HEU under the HEU/HLRA Master Agreement to deal with the implementation of terms negotiated in the collective agreement.

Presently there are three tribunals in effect to determine the classification system, casual employee status and also to determine recovery, if any, of overpayments made on the August 1, 1980, general wage increase.

Though all the tribunals are chaired by arbitrator E. R. Peck, there are different representa-

tives on each board from HEU and HLRA.

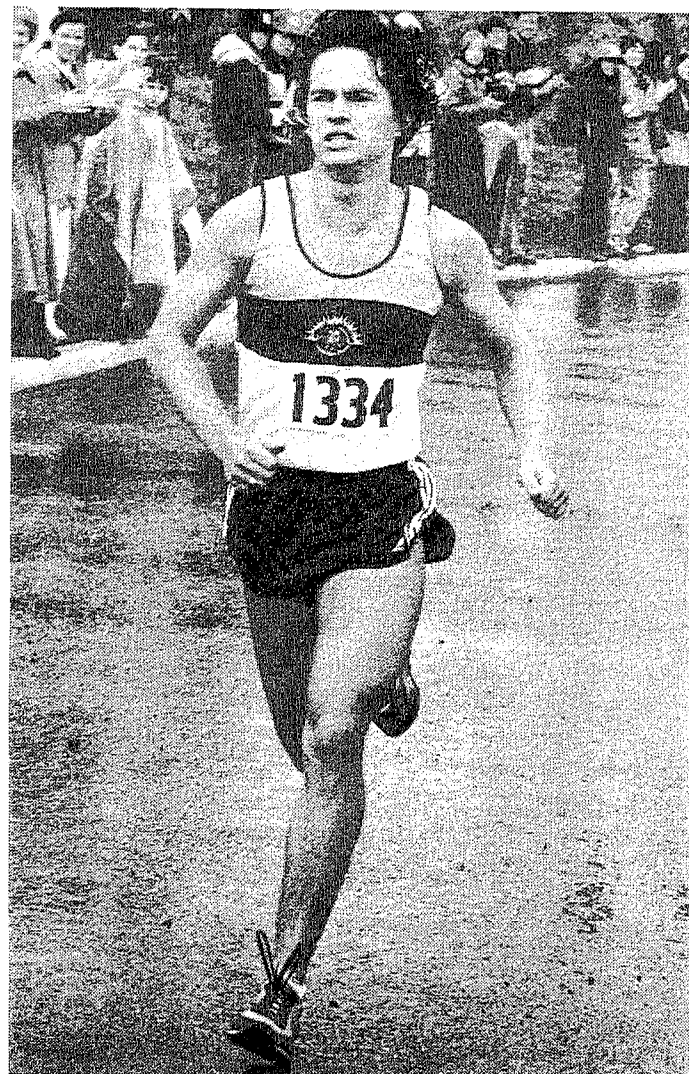
Peck ruled in August of last year that HLRA was in violation of the agreement in not paying the general August 1, 1980 eight percent wage increase but also added that the violation was only subject to subsequent red-circling.

In the appeal to the LRB, HEU stated that its case was the same as it has been previously. The Union says that as of mid-December no employees had been red-circled and the classification system had not yet been implemented as it had not been settled by the Peck Arbitration Board, said Gerow.

"What HEU is saying is that we'd like the Peck Arbitration Board to first settle the matter of the classification system," he said.

Another effect of the Peck ruling is that it will provide HEU with an opportunity to make a submission regarding the period of recovery and the method of recovering from employees who terminated before or after the implementation of the classification system.

A decision by the LRB on the HEU appeal is expected early this year.



HEU Okanagan Regional Vice-President Mark Atkinson, of Kamloops, will be running in the Boston Marathon in April. Mark ran in the Kamloops Meeting of the Waters race in October. He finished the gruelling 26-mile race in less than two hours and fifty minutes and thus qualified for the prestigious Boston event.

Throughout the province

Pension Interviews Slated

Bill 27, the controversial piece of legislation from the provincial government, has been a hot topic in the news media in the latter part of 1980.

The B.C. Government Employees' Union staged a series of rallies throughout the province in the summer protesting the government bill. In December the B.C. Teachers' Federation staged a series of similar rallies to protest de-indexing of their pensions.

Both the BCGEU and the BCTF are covered by separate superannuation plans. HEU members' pensions fall under the Municipal Employees Pension Plan, which also covers policemen, firefighters, and other municipal workers.

Bill 27 also affected HEU members' pension plans but not as drastically as it did the other two. The highlights of the municipal plan are:

- early retirement provisions will be improved and paid for by increasing employee and employer contributions by .23 per cent of a member's salary;

- the funding of basic benefits will be improved by increasing employee contributions by .27 per cent of salary and employer contributions by .47 per cent;

- employee and employer each pay one per cent of salary into a special account;

- interest earned on fund assets held for pensions already granted (that is in excess of the interest anticipated by the plan actuary) will be transferred into a special account;

- once a year the funds accumulated in the special account will be used to provide cost of living adjustments for pensioners;

- adjustments granted will be fully funded by a transfer of funds from the special account to the basic pension account;

- no unfunded liabilities will be created by the annual pension adjustments;

- the first annual increase under the new system will be granted in January, 1982. The

last quarterly increase under the present system will be granted in January, 1981;

- pension adjustments will be granted based on full Consumer Price Index (C.P.I.) increases, subject to adequate funds being available in the special account;

- if the special fund has more funds than are required to provide full C.P.I. increases, the surplus will remain in the special account to be available to provide adjustments in future years. If the special account has less funds than required to provide full C.P.I. increases, increases will be granted on a pro-rata basis to the extent funds are available.

The Ministry of Provincial Secretary and Government Services, which is the ministry responsible for the HEU members' pension plan, will be holding personal counselling interviews throughout 1981 with hospital employees who are considering retiring in 1981 or 1982.

Forms, which can be obtained at the personnel office of

HEU members' place of work, must be filled out and mailed to the Superannuation Branch of the government prior to the interviews. The forms must be mailed to the Superannuation Branch as early as possible. The deadline date for submission is clearly indicated on the form itself.

The locations and dates for the 1981 interviews are:

Prince George, April 6; Kelowna, Penticton, Vernon, April 27; Nelson, Cranbrook, Trail, Castlegar, May 19; Terrace, Prince Rupert, Smithers, June 15; Prince George, Williams Lake, Quesnel, Dawson Creek, Fort St. John, August 31; Kamloops, September 28; Kelowna, October 19.

A pension committee has been set up and includes three HEU representatives: HEU President Gordon MacPherson, HEU Financial Secretary Maurice Smith and HEU Senior Trustee on the Provincial Executive Steven Polak are the Union representatives on the committee, which meets a minimum of three times a year.

Happy Ending Over Pension Contributions

Fred Woodworth, an HEU member at Ashcroft and District General Hospital for 11 years, is happy with a recent decision from the government Superannuation Branch.

Woodworth was notified in November by the Superannuation Branch of the Ministry of Provincial Secretary and Government Services that over two years of service to the pension plan lost because of a dispute with the Ashcroft Hospital has been fully reinstated for him.

The Ashcroft Hospital released the HEU member from his job for alleged theft of copper plumbing from the demolished former hospital building in 1971. Woodworth, however, was reinstated to his job in a unanimous decision by a three-member arbitration board in April, 1974.

It turned out he had, in fact, purchased the copper plumbing from the hospital and produced the cancelled cheque to prove his innocence.

In the intervening 27 months, Woodworth was not working at the hospital and therefore had lost the time of service to the pension plan.

"Actually even after I was reinstated back to my job without loss of pay or benefits, I had assumed that I had all my pension contributions — including the time when I was off the job," Woodworth told The Guardian.

"However, I was looking at the annual form from the Superannuation Branch last year and I noticed that I was missing some years of service. That's when I phoned the HEU Okanagan - Kootenay Regional office in Kelowna to get it straightened out," he said.

H. E. Turner, Deputy Superannuation Commissioner, wrote to Woodworth in November telling him that he was fully reinstated into the plan, including the period of time during which his arbitration case was being resolved.

Although Woodworth had taken out his superannuation contributions during his arbi-

tration, he subsequently repaid the full amount upon reinstatement at the hospital.

"I sure am happy the whole thing is over now. I'm happy that I will have a full pension with respect to the 11 years I have worked at the hospital."

Woodworth, married with four children, is a resident of Ashcroft.

Mark Atkinson Enters Famous Boston Race

Those HEU members who are followers of the Boston Marathon may recognize one of the names entered in the famous race this April — Mark Atkinson.

Mark, recently elected to the Union's Provincial Executive, qualified for the race when he finished a 26-mile, 385-yard race in Kamloops last October in under two hours and fifty minutes.

"I ran in the Kamloops Meeting of the Waters Marathon last Thanksgiving and finished in two hours and 47 minutes."

"Actually, I finished 11th among the 160 entrants but my time was good enough to qualify for the Boston Marathon," Brother Atkinson told The Guardian.

A father of three at 27 years of age, he runs whenever he gets

the chance but he makes sure he works out every day.

"I do about 90 to 100 miles a week whenever I can find the time. It doesn't matter if it's raining or snowing or whatever, I like to get out and run."

Atkinson has been an HEU member for over four years while employed as a maintenance employee at Overlander Extended Care Hospital in Kamloops.

He was elected to various positions within his unit before the 1979 HEU convention when he was voted Regional Vice-President Okanagan by the Union membership.

"I'm really looking forward to the marathon in April. It should be a real thrill," he said.

Mark will be the youngest member of a five-person contingent from Kamloops that will be heading to Boston for the April 20th race.

Charlottes Unit Ratifies Agreement

HEU members at Queen Charlottes Islands General Hospital voted overwhelmingly December 11 to approve a tentative agreement reached with the hospital.

The 18 members voted in favor of the agreement which is

tied to the HEU Master Agreement. The agreement also includes retroactive pay back to the date of certification of the unit in August 1980.

The hospital board is expected to meet in January to ratify the agreement.

The faces tell the story

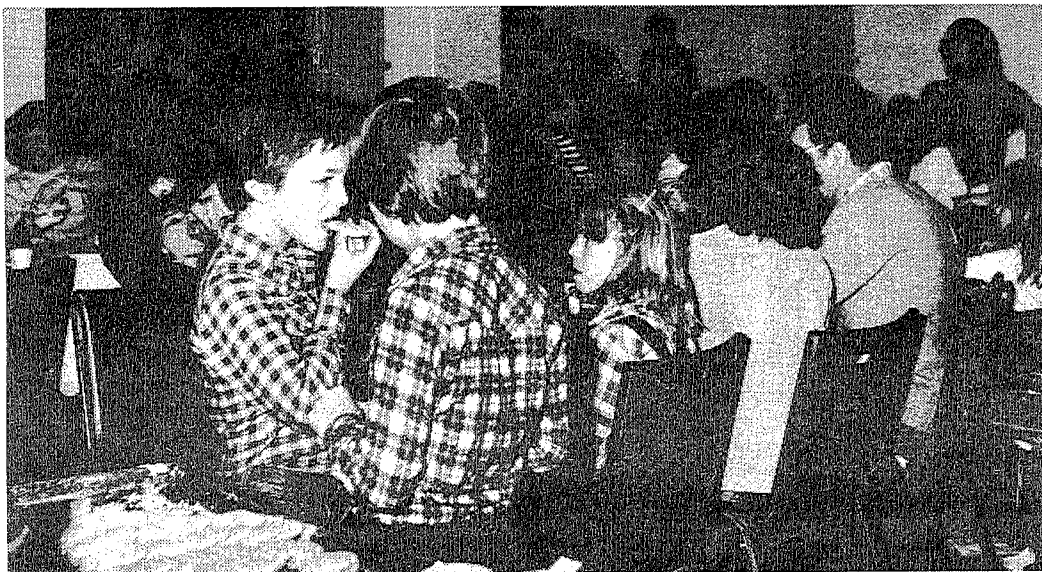
Christmas At The Hospitals



HEU member Vera Inkster (right) shows off the proceeds from raffle tickets sold at the Penticton Regional Hospital Christmas party. Helping Vera, a dietary assistant, is Dorothy Mullins, who is an assistant cook and Secretary of the Unit.



Three excited youngsters at Christmas time are about as much as a grandmother can handle. HEU member Beatrice Gibson found that to be true at the Shaughnessy Unit's annual Christmas party December 21. Beatrice, a dietary aide at Shaughnessy Hospital in Vancouver, enjoyed the party with grandsons (from left) Robbie, Bradley and Murray.



Over 150 children received gifts from Santa Claus at the annual Penticton Regional Hospital Christmas party December 18. The event is sponsored each year by the HEU Penticton Unit, the local hospital board and doctors at the Okanagan hospital.



Former HEU member Davina Digman (left) joined employees at Children's Hospital for the staff's annual Christmas party December 19. Seen here with Davina, a former 14-year employee at the hospital, are Matilda Kliever (centre) and Maria Kruschuk. Matilda and Maria work in the hospital's dietary department.



Sandy Fleet, Vice-Chairperson of the HEU Victoria General Unit, and her husband Ron were among the guests at the Unit's annual "Appreciation Dinner" December 5. The event is held each year by the Unit's officers and shop stewards.



Union members attending the Children's Unit Christmas party included (from left): Beatrice Ashong, Olga DeSousa, Marjorie Phippen, Cathy Hazelman and Adelaida Andrews. Olga, Cathy and Adelaida work in housekeeping while Beatrice and Marjorie work in the dietary department of the Vancouver hospital.



Bibs in place, this group could not wait for the food at the annual HEU Victoria General Unit's "Appreciation Dinner" December 5. Attending the dinner were 21 Unit officers and shop stewards and their guests. Shown here (left to right) are: Anne Newell (Shop Steward), Bridle Thomas, Ray Thomas (Senior Trustee), Muriel Wallace (Shop Steward), and Jim Wallace.



Jack Batstone (left) and Dave Dagg serve up the chow at the Penticton hospital's December party. Jack and Dave were among the 35 HEU members who took an active part in helping put on the annual event.

Attended by Union members

And There Were Plenty of Parties



HEU members Vance Waller (left) and Colleen Gratton were two of the 205 persons who literally plowed their way through an unseasonal snowfall in Burnaby December 5 for the annual Burnaby Unit's Christmas party. Vance works as a transportation attendant and Colleen is a dietary aide at the Burnaby hospital.



These happy faces belong to HEU members who attended the Kiwanis Lynn Manor Christmas party in North Vancouver December 17. Left row (left to right): Carol Gordonsmith, May O'Neil, Carol Anderson, Betty Armstrong and Peggy Goodwin. Right row (right to left): Sophia Bernatowicz, Jody Haynes, Margaret MacLachlan, Carol Sanders and Margaret Van Dyke.



These six Union members were on hand for the Surrey Memorial Hospital Christmas party during the Yuletide season. Photographed above are: (from left) Sherry King, Kay Joiner, Sadie Chominski, Darlene Tifenbach, Beatrice Lewis and Martha Black.



HEU members at the Kiwanis Lynn Manor Christmas party December 17 in North Vancouver included: (from left) Linda Bradbury, Barbara Lapslie, Judy Buxton and Kay Langston.



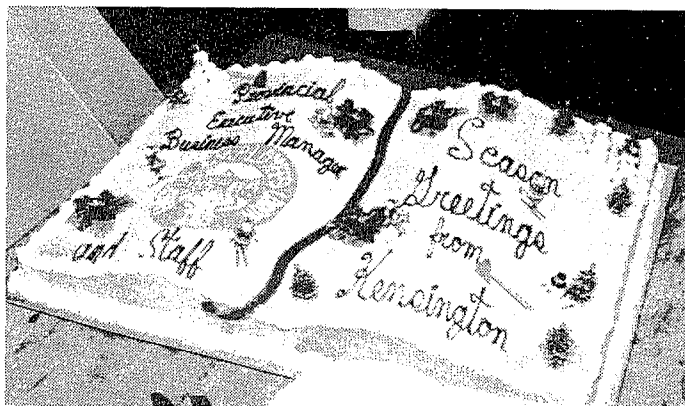
The Kensington Unit honoured the HEU Provincial Executive and staff with a huge 18-inch by 36-inch cake (pictured below) baked by Unit members. Unit Secretary-Treasurer Nazareen Hussain (left) and Chairperson Tupou Moimoi presented the cake at HEU's Provincial Office.



Photographed at the Kiwanis Lynn Manor Christmas party in North Vancouver were: (back row, from left) Denise Carr, Susan Culley, Fred Koshman (Kiwanis Lynn Manor Administrator), Kim Johnson. Front row (from left): Bev Regan and Linda Bradbury.



Donna Brown, a licensed practical nurse at Surrey Memorial Hospital, took part in a humorous comedy skit during a hospital party in December.



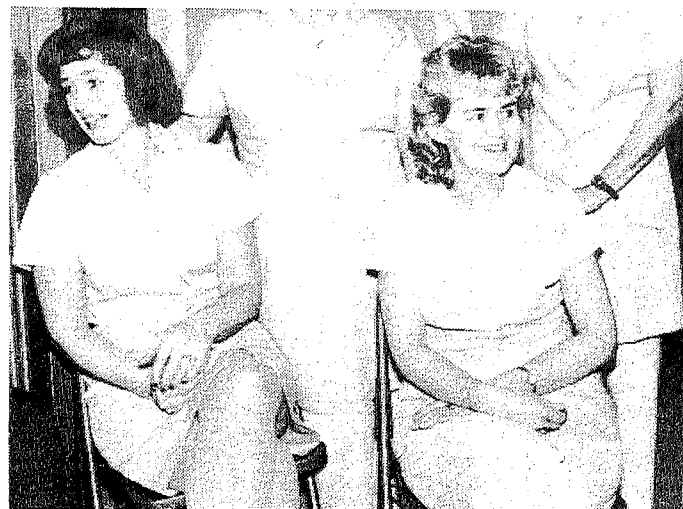
This beautifully decorated Christmas cake, which measured one-and-a-half feet high by three-feet wide, was presented December 17 to the HEU Provincial Executive and staff on behalf of the HEU Kensington Unit.

During the holiday season

Santa Claus and Yuletide Fun



Marie Prodomodis (second from right), Chairperson of the Arthritis Society Unit, prepares this group of HEU members for a skit during the Unit's Christmas party December 19 in Vancouver. Pictured here with Marie are: (from left) Marie Weir, Gabby Greulich, Debbie Gallant, Margaret Carris and Alice Perry.



HEU Children's Unit members Terry Petrunia (left) and Wilma Poulin relaxed and chatted during a party at Children's Hospital in Vancouver. Terry and Wilma are housekeeping employees at the hospital.



Brian Stoneberg gets his gift from Santa Claus at the Shaughnessy Unit's Christmas party in December in Vancouver. Looking in on the proceedings is Cliff Weisner, HEU Regional Vice-President for the Lower Mainland. Extra presents were donated to the Sunnyhill Hospital for Children.



Over 100 children took part in the Chilliwack Unit's annual Christmas party December 13. Santa (that's HEU 3rd Vice-President Bill MacDonald behind the beard) was on hand to give out presents to the kids.

St. Vincent's Party Fun For Everyone

Over 150 people attended the St. Vincent's Unit Christmas dinner and dance December 12 in Vancouver.

Barbara Moore, Unit Secretary-Treasurer, said the event was a great success "and everyone had fun."

"We are especially thankful for the great deal of assistance given by Sister May Conning, the Vice-Chairperson of the Unit," Moore told The Guardian.

Door prizes were given at the party. Patrick Wall, a housekeeping employee, won a bottle of champagne and, oddly enough, his wife Maria won the other door prize, a dinner for two at a local restaurant.

"The music by the band was great and the food was tremendous. We are already looking forward to next year's dinner," said Moore.



Elvezio Ciavarro and his wife Loreta were among the gathering at the Shaughnessy Unit Christmas dinner. Elvezio is a housekeeping employee at Shaughnessy Hospital in Vancouver. The Hospital Guardian, January 1981/Page 6



The HEU Children's Unit in Vancouver showed their Christmas spirit December 11 when they presented a poinsettia plant to the HEU Provincial Executive and staff. Rena Greenwood (centre), executive Senior Trustee, accepted the gift from unit Chairperson Emon Aldridge (left) and unit Secretary-Treasurer Barbara Spurr (right).

With Peck ruling No Excluding Of HEU Members

E. R. Peck, Chairman of the Peck Arbitration Board, has ruled that HEU members should be allowed to attend and participate in interest arbitration hearings.

The decision, made in late November, came prior to an arbitration hearing held to settle a Master Agreement issue concerning the definition of casual employees.

An interest arbitration is one that supplements the collective bargaining process by doing the bargaining for both parties after they have failed to reach agreement through their own bargaining efforts.

Jack Gerow, HEU Secretary-Business Manager, says the decision is significant because it now settles the question of whether or not HEU members can actually take a first-hand and uninterrupted role in the arbitration process as witnesses.

"We feel this is an important decision for a number of reasons, the most vital of which is the fact that now there will be no more standing in the corridors for HEU members," said Gerow.

"Now Union members who are testifying before an arbitration board will personally be eyewitnesses to the whole process of labour relations justice," said Gerow.

A decision by Peck was necessary to proceed with the issue of casual employees when HLRA notified the arbitration board that it wanted all HEU members, officers and staff to be excluded if they were to be called as witnesses.

The case put forth by HLRA was based on the premise that it is necessary that a witness not hear the testimony of others before giving evidence so as to preserve the purity of his or her evidence.

Peck ruled that such a practice would not prejudice other testimony.

"The board will make the judgements necessary regarding credibility, and will decide, finally, what weight to assign to the evidence of particular witnesses," wrote Peck in his four-page decision.

"In summary, the board considers that it would be quite inconsistent with the character of this case and with the practice of 'interest' dispute boards in general to grant the Employer's request to exclude witnesses and we decline to exercise our discretion to that end," concluded Peck.

The arbitration hearing to settle the question of casual employees has been adjourned until after new hearing dates are set.

HEU members who will appear before the arbitration board are: Gordon Tilley, an electrician at Royal Columbian Hospital; Wendy Simpson, a nursing unit clerk at Royal Columbian Hospital; Christine Tallon, a dietary aide (and a casual employee); and Cathy Chadsey, a licensed practical nurse at 100 Mile House District General Hospital. Gordon and Wendy are both shop stewards in their units, while Cathy is 100 Mile House Unit Secretary-treasurer.

Petition Delivered To Protest Red-Circling

An 84-person petition delivered to the Maple Ridge Hospital administrator in December was an indication of the HEU Maple Ridge Unit's feelings about the possible red-circling of hospital clerical workers, according to two members of the local's executive. Alice Jones, Secretary-Treasurer of the unit, told The Guardian that the petition was signed by HEU members to show their dissatisfaction with proposed red-circling by HLRA.

"We think such a move is nothing less than discriminatory and unjust. We know from experience in the hospital that

clerical workers are skilled, tactful and trustworthy," said Jones.

Dal Crosby, local Vice-Chairperson, said members are anxious for the classification system to be settled.

"We wish HLRA and Mr. Peck would get on with the classification system but we definitely do not agree with any red-circling of clerical workers," said Crosby.

The petition was circulated to HEU members in October last year and delivered to hospital administrator Bruce Cullen December 4.



An 84-person petition was delivered to the Maple Ridge Hospital administrator by HEU members at the hospital to protest the possible red-circling of clerical workers by HLRA. Signing the petition in this photo taken at the hospital are Dal Crosby (left) and Alice Jones. Dal is the Unit's Vice-Chairperson and Alice is the Unit's Secretary-Treasurer.



There were 19 HEU members present for a Union seminar in Cranbrook December 1. Taking part in the seminar, which was conducted by Director of Membership Services Ray McCready, were HEU members from the East and West Kootenay region of the province.

Cranbrook Seminar Well-Attended

A Union seminar in Cranbrook December 1 was attended by 19 members from the East and West Kootenays.

Those Union members taking part in the one-day seminar were: Lil Chilton, Cranbrook; Mary Koran, Fernie; Judy Holmes, Nelson; Eileen Harty, Creston; Marg Sparrow, Golden; Diane Kelkowski, Kimberley; Valerie Smith, Nelson; Brenda Brent, Trail; Jeanne Bouvier, Trail; Jackie Peters,

Trail; Jeanne De Pellegrin, Trail; Ruby Hardwick, Kimberley; Elsie Lowe, Kimberley; George Clark, Castlegar; Cheryl Marshall, Nakusp; Jean Turner, Nakusp; Warren Eacrett, Invermere; Shirley Iffe, Cranbrook; and Marilyn McKerracher, Rossland.

The 19 Union members represented the following units: Cranbrook, Fernie, Kootenay Lake, Creston, Golden, Kimberley, Mount St. Francis, Columbia View, KIRO Manor, Trail, Kimberley Special Care, Castlegar, Nakusp, Invermere, F.W. Green, and Rossland.

Observers Scheduled For Peck Hearings

Selected HEU members will be acting as observers during hearings being held in January and February before the Peck Arbitration Board to determine the classification system.

At the Jan. 6 hearing the following units had observers: Vancouver General, Royal Jubilee, Terrace/Kitimat, Kelowna and Grand Forks.

Jan. 7: Royal Jubilee, G. F. Strong, Terrace/Kitimat, Kelowna and Grand Forks.

During the rest of the hearings, observers will appear on the following basis:

Jan. 13: Hope, Gorge, Quesnel, Vernon Jubilee and Fernie.

Jan. 14: Same as Jan. 13.

Jan. 21: Richmond, Nanaimo, Williams Lake, Royal Inland, Cranbrook.

Jan. 22: Queens Park, Nanaimo, Williams Lake, Royal Inland, Cranbrook.

Jan. 23: Richmond.

Jan. 26: Cancer Control Agency of B.C., Campbell River, Dawson Creek, Kelowna and Kimberley.

Jan. 27: Queens Park, Campbell River, Dawson Creek, Kelowna, Kimberley.

Jan. 28: Cancer Control Agency of B.C., Royal Jubilee, Terrace/Kitimat, Vernon Jubilee.

Jan. 29: Richmond, Royal Jubilee, Terrace/Kitimat, Vernon Jubilee, Royal Inland.

Jan. 30: G. F. Strong, Royal Inland.

Feb. 23: Hope, Nanaimo, Quesnel, Royal Inland, Fernie.

Feb. 24: Same as Feb. 23.

Feb. 25: Queens Park, Campbell River, Williams Lake, Kelowna, Cranbrook.

Feb. 26: G. F. Strong, Campbell River, Williams Lake, Kelowna and Cranbrook.

Feb. 27: Cancer Control Agency of B.C., Dawson Creek, Vernon Jubilee.

All the hearings are being held in Vancouver.

Penticton Children's Party

The Penticton Regional Hospital employees' children's Christmas party December 18 included the participation of 35 HEU members.

About 158 children received gifts from Santa at the annual affair in December according to Dennis Jeffery, HEU Provincial Executive 2nd Vice-President.

"The party went very well this year thanks to the help of a lot of very nice people including HEU members Dave Dagg and Monica Westfall," said Jeffery.

"Also we cannot forget Joan Lyons of HSA (Health Sciences Association) who was another reason the party went off so well," he said.

HEU member Danny Johnson, a CSD orderly, took photographs of the event.



Jean Swanson has been hired by HEU as a Research Analyst. Swanson's primary duties will be to research for collective bargaining and arbitration purposes. Jean, 37, lives in Vancouver with her two children.

A gold panner in spare time

Barry Helps With Laundry Efficiency

Ask for the 'gold panner' around the laundry department at Chilliwack General Hospital and it's likely you'll be directed to Barry Hiebert.

Barry, an HEU member for the past 10 years, is the head washerman in the hospital's laundry department and an amateur goldpanner in his spare time.

The laundry department at Chilliwack has acquired quite a reputation for efficiency and Barry thinks it's partly because of the good camaraderie among the laundry staff.

"It is somewhat like a family in the department. Although there is a bit of a turnover of staff, there also are quite a few people who have been around a while. This makes for a smoothly functioning department — at least most of the time it is smoothly functioning," says Hiebert with a laugh.

In fact, more than 8,000 pounds per day of laundry is processed through Chilliwack. "Yeah, it gets kind of hectic around here sometimes because we also do laundry from the Abbotsford and Hope hospitals. But everything works out in the end."

Born and raised in Chilliwack, Barry lives inside the city limits with his wife Donna and their children Christopher, 5, and Trista, 1.

"I lived for a spell in North Vancouver when I worked for three years at Lions Gate Hospital, but I found the pace of the

city life a bit too fast. We find the pace of Chilliwack more to our liking."

"Actually with the price of houses the way they are now around Vancouver, it's a good thing we bought our house here five years ago. We paid \$27,000 for it then and we thought the price was ridiculously high. These days an average box in this area goes for about \$70,000, so we consider ourselves very lucky indeed," said Barry.

Hiebert, 31, has a very realistic outlook when it comes to unions in general and specifically HEU.

"I sometimes disagree with the union. I think everybody would admit to that sometimes. However, I abide by what the Union decides because I believe in a democracy and besides that, I know where my bread is buttered. If it wasn't for the union, I wouldn't be making nearly as much as I am today, that's for sure."

When you ask Barry why he likes it in Chilliwack, he mentions camping, fishing, the outdoors and a recent love of his — goldpanning.

"Goldpanning is something I just got interested in a few years ago. I don't know exactly what got me interested but the rising price of gold didn't hurt."

"It is almost impossible to ever get rich doing it and most panners like myself are amateurs who do it for the fun. Although I must say I have got nearly a fifth of an ounce saved

up now and that's worth about \$150."

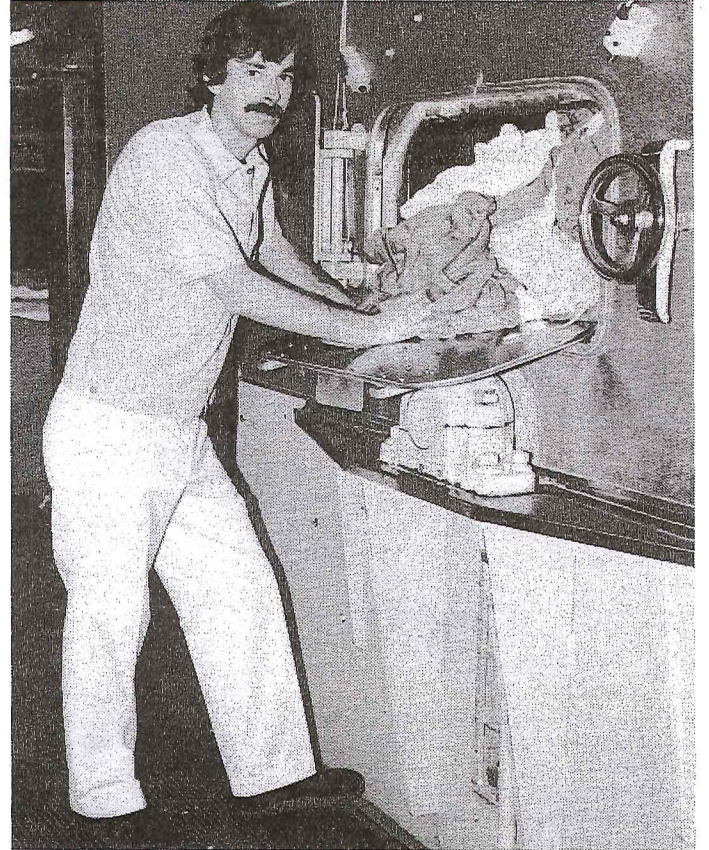
Hiebert says the magic of the metal is another reason people get hooked on it. "There's something about seeing it glittering in your pan. It's hard to describe, but there is a certain indescribable feeling you get when you see it."

Barry does his panning in a spot called Emery Creek, just outside of Yale in the Fraser Canyon. For the uninitiated panner, the gold does not just come into your pan in its final state. There are several orthodox, and even some unorthodox, ways of processing gold into its finished form.

"I built myself a sluice-box and the way you get gold out is by putting the dirt with the gold into the box and washing it down with a hose or a pump. A person can also pour mercury into the pan. The mercury will stick to the gold and then you simply squeeze out the mercury through a cloth. The bigger particles of gold will stay behind."

Although he never plans to be a millionaire through goldpanning, Hiebert feels it is important to have the right outlook toward work and recreation.

"Most working people have repetitive type jobs and a person has to bring some spirit to the job or the hours will seem like weeks when you're at work. And if you have no interests at home, you have nothing to look forward to after work."



Barry Hiebert, the head washerman in the laundry department at Chilliwack General Hospital, has been an HEU member for the past 10 years. About 8,000 pounds of laundry is processed through the hospital's laundry department in one day and Barry is one reason for that efficiency.

To resolve contract difficulties

Work Stoppage May Be Necessary

With inflation running well over 10 per cent in 1980, recent wage settlements are beginning to rise to keep up with the rapid cost of living in British Columbia, according to a December article in *The Financial Post*.

The newspaper said many contracts up for renewal in 1981, including the HEU Master Agreement, are going to be fought over the high rate of inflation as well as the current 11.6 per cent average annual wage settlement in the province.

Jack Gerow, Secretary-Business Manager, told the

newspaper that the traditional option of third-party arbitration to resolve contract difficulties may be foregone this time around.

Gerow said that the Union's goal should be the setting of a single minimum rate in the hospital industry and bring women workers at least up to the rate of the lowest-paid male.

"This demand is unlikely to be accepted by any tribunal established under the province's Essential Services Disputes Act which must rely on discriminatory community standards," said Gerow.

"Therefore we may have only two choices — settle or strike. What we should be demanding is going to be expensive, and there is a strong chance there will be no settlement without some form of work stoppage. But it is an extraordinary challenge for our union to win," he said.

HEU has already established an "Equal Pay For Work Of Equal Value" committee to develop a strategy to end male-female wage discrimination and has scheduled meetings with B.C. Human Rights Commissioner Nola Landucci.



HEU has been calling on members to appear as witnesses before the Peck Arbitration Board convened to determine the classification system. Pictured here are: (front row, from left) Beth Black, Grace Hospital; Judy Marshall, Royal Columbian Hospital; Sharon Mohs, Surrey Memorial Hospital; and Joan Miller, Surrey Memorial. Top row, from left: Kathy Wadsworth, Surrey Memorial; Regina Maier, Surrey Memorial; Nicola Whitham, Lions Gate Hospital; Edna Featherby, Victoria General Hospital; Gay McCormick, Victoria General; Marvell Wassill, Victoria General; and Dave Siddoo, Shaughnessy Hospital.

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Back Study Needed Says Troubleshooter

A December report from an industry troubleshooter has recommended that the hospital industry undertake a study of the incidence and causes of back injuries.

Dalton Larson, in his December 30 report, stated that the problem should no longer be addressed on a hospital to hospital basis.

"It is my recommendation that the industry undertake a specific study of the incidence and causes of back injuries in the industry with a view to ameliorate the problem," wrote Dalton.

The report came as a result of a grievance filed by an HEU

member working at Royal Inland Hospital in Kamloops.

Laverne Hoffman, a licensed practical nurse at the hospital, sustained a back injury in October, 1978. Two years later the Workers' Compensation Board advised the hospital that her income replacement was finalized on September 21, 1980.

During her injury-on-duty leave Hoffman took rehabilitation training on her own initiative to become a clerk/typist.

The troubleshooter report ruled that the hospital shall attempt to secure a clerical or nurse's aide position for Hoffman.

LETTERS

(Editor's Note: The Guardian welcomes letters from members on ANY topic or subject of interest. This is YOUR newspaper. ALL letters will be printed. Names can be withheld upon the request of the writer.)

More Retiree Stories

Dear Sir:

I am a former hospital employee of the Royal Columbian Hospital and a member of the Union for close to 32 years.

I have always enjoyed The Guardian and I wish it continued success.

Could you please keep articles coming in The Guardian on service and help to the HEU retiree? I really appreciate those types of articles. I also enjoy reading the stories on the active body of the Union as well.

Agnes M. Moore
Port Coquitlam

Pensions Should Be Negotiated

Dear Sir:

Let me start by congratulating HEU for the improvements in communications i.e. a Guardian every month and no restrictions on bulletins or special editions. This is a large step in the right direction in making members feel they are in on the developments that affect us.

The question the HEU membership should be considering at the moment is the indexing or unindexing of our municipal pension plan (Bill No. 27) introduced by Evan Wolfe.

The feelings here are that pensions and indexing are a negotiable issue to be settled at the bargaining table at contract time and not to be switched or changed at the whim of the minister of the moment.

Where does HEU membership stand on this issue? I would like to know.

Ray Coswell
Royal Jubilee Hospital
Victoria