

## After members vote to strike

# Mediator Appointed At Prince Rupert

A mediator was appointed March 2 by the provincial government's ministry of labour in the contract dispute between HEU Prince Rupert Unit members and Prince Rupert Regional Hospital management.

The 32-member Unit, all clerical employees, voted 100 per cent in favour of a strike Feb. 26 to show their displeasure with the hospital's final contract offer.

HEU served 72-hour strike notice Feb. 27 on the hospital's management. The strike notice expired March 2 and HEU Secretary-Business Manager Jack Gerow said the Union would only take strike action as a last resort.

"We are affronted by this new negotiating game being played by the Prince Rupert hospital management. The rollback in wages they've proposed is like taking two giant steps backwards before taking one small step forward. Whatever their game plan, they haven't fooled our members who are 100 per cent against the hospital's final contract offer," said Gerow.

"Our Union has not had a hospital strike since 1976 and that was the only hospital strike action ever taken by HEU in its history. Certainly striking is the

last alternative but it is clear that clerical employees across the country and the province are prepared to do whatever is necessary to get the wages they deserve," added Gerow.

He said that the HEU members at the Prince Rupert hospital are seeking fair pay and showed they were prepared to take strike action to get it.

"We are working to bring the impasse to a conclusion quickly but obviously without any wage rollback and with a fair increase. The Union is seeking wages that recognize the skill, effort and responsibility of our clerical members."

The HEU Provincial Executive, at their regular meeting in February, endorsed the stand being taken by the Prince Rupert members. "Should there be a strike, the Provincial Executive passed a motion that they would be the first HEU members on any picket line formed at the hospital," said Gerow.

HEU members at the hospital are seeking a first contract after over four months of bargaining.

The clerical members affected by the dispute are not covered by the addendum classification system under the terms of the HEU/HLRA Master Agreement.



HEU members at the Prince Rupert Regional Hospital served 72-hour strike notice Feb. 27 after rejecting the hospital's final offer at a meeting. A mediator was appointed in early March by the provincial government's ministry of labour.

Emil Shumey photo

## To clerical committees

# Units' Response "Encouraging"

Many Units under the HEU-HLRA master agreement throughout the province have already set up clerical committees to assist HEU with the classification system review before the Peck Arbitration Board.

HEU Secretary-Business Manager Jack Gerow said the response from the Units across B.C. has been "very encouraging and reassuring."

"It certainly makes our job easier when we receive this type of participation and support from the membership," said Gerow.

At Guardian press-time, 23 Units had already set up clerical committees and had returned needed material to the Provincial Office.

Among the Units where committees have been formed are: Arrow Lake, Castlegar, Chemainus, Dogwood, Hope, Gorge, Kootenay Lake, Mater Misericordiae, Terrace, Overlander, Ponderosa, Pouce Coupe, Princeton, Saanich, Shuswap Lake, South Okanagan, Sunny Hill, Tofino, Trail, Vernon, and Victoria General.

Many other Unit committee submissions had just been received at HEU's Provincial

Office and were being sorted out by staff when the Guardian went to press.

"It has been a very positive response and from it we have to conclude that the opportunity for direct input from all HEU's affected Units is being welcomed by the rank-and-file Unit membership," said Gerow.

The formation of the clerical committees was announced in February to expand the Union membership's participation in the classification system review.

Hearings are scheduled in March before the Peck Arbitration Board.

## Windermere Officers Attend LRB Hearings

Three members of the Windermere Unit bargaining committee attended hearings in February at the Labour Relations Board.

Unit Trustee Lorna Bonifacio, Unit Chairperson Edna Moran and Unit Secretary-Treasurer Isobel Farrell were the Windermere Unit members at the LRB hearings, which were held to determine whether the health care provided by HEU members at the Windermere Central Park Lodge facility in Vancouver comes under the province's Essential Services Disputes Act legislation.

HEU has been seeking to settle a first-contract dispute by arbitration with the owner of the long-term care facility since April of last year.

Negotiations have been going on for 20 months with Central Park Lodges of Canada, the owner of the 234-bed health care facility.

HEU gave 72-hour strike notice Jan. 12 after the 100 Union members affected by the dispute had voted 94 per cent in favour of taking strike action to resolve the matter.

HEU Secretary-Business Manager Jack Gerow said the Union was not planning any strike action unless the LRB ruled that HEU does not have the right to settle the dispute by arbitration.

The issue in the contract dispute is the refusal of the Windermere owner to pay the prevailing standard of wages and benefits paid in the health care industry in British Columbia.

At present, the prevailing standard for wages in the health care industry is a minimum of approximately \$8 per hour.

The Windermere owner's final offer was approximately \$4.50 per hour.



Isobel Farrell (left) and Edna Moran, Secretary-Treasurer and Chairperson respectively of HEU's Windermere Unit, attended hearings in February at the Labour Relations Board.

## Mount Paul Award

A precedent-setting arbitration award was handed down Feb. 23 binding Mount Paul Private Hospital in Kamloops to the terms of the HEU "Mini-Master" Agreement.

Jack Gerow, HEU Secretary-Business Manager, said the Union welcomed the decision, which made the long-term care facility the first privately-run one in the province brought up to the wages and benefits of the HEU "Mini-Master" collective agreement.

"Naturally, we were pleased with the board's decision. This award will have a clearly positive effect on outstanding negotiations between HEU and other private hospitals," said Gerow.

An analysis of this arbitration award and its impact on long-term care collective bargaining in B.C. will be reported in the April Guardian.



Ginny Thomas (centre), Chairperson of the HEU Williams Lake Unit, has organized fellow clerical employees at Cariboo Memorial Hospital into mounting a local t-shirt campaign to show their support of the Union while the classification system review is continuing before the Peck Arbitration Board. Shown here with Ginny are Williams Lake Unit members Sharon Smith (left) and Janet Lake.



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# Editorial Page



## The Wrong Number

The B.C. Telephone Company/Telecommunications Workers Union contract hassle is the type that should have all trade union members stand up and take notice.

The scenario is all too common in the world of labour relations in this province. A trade union, in this case the TWU, goes to conciliation to settle a collective agreement in good faith. The conciliator hears the case of both sides and hands down a non-binding report that he feels is fair to both sides. TWU responds by accepting the report only to find the company, B.C. Tel, strenuously opposes it. It was the third time that the Union accepted a conciliation report and the the third time B.C. Tel rejected one.

Certainly it would be fair to accept that one party in a contract dispute could be more opposed to a contract settlement than another side but the anti-union tactics displayed by B.C. Tel in the past month are truly inflammatory, not just to the TWU but to the trade union movement generally.

While TWU members were walking picket lines in their attempt to get B.C. Tel back to the bargaining table, the company blithely continued on with its business with an unbelievably large non-union staff of nearly 3,000. If members ever wondered how important those regular fights with the employer to stop the exclusion of union members from a bargaining unit are, one look at the huge, non-union B.C. Tel management staff should very quickly answer the question. It is a constant, ongoing war in which every victory is an important one and every loss a visible wound.

Another important consideration is the cold fact that the union-busting tactics and stance taken by an employer like B.C. Tel is infectious to other employers.

One would think that an employer would always be at the bargaining table with the intent of reaching a fair, amicable settlement with employees. Can you imagine the surprise and horror felt by TWU members when B.C. Tel said they would only accept the conciliator's report only if the Canadian Radio-television and Telecommunications Commission (CRTC) would allow another rate hike. Even the federal mediator assigned to the dispute publicly expressed shock at the company's suggestion.

Other employers have attempted to follow the stance taken by B.C. Tel only to find themselves in the midst of costly and prolonged strikes. The Greater Vancouver Regional District's confrontation with the Canadian Union of Public Employees, and the Insurance Corporation of British Columbia's prodding of the Office and Technical Employees Union are other examples of a current anti-union sentiment.

The spillover of this type of acrimony into other industries could be serious problem to B.C. labour relations and, in turn, the B.C. economy. With more and more employers becoming unreasonable, it is to be expected that trade unions will dig in to avoid the crushing heel of anti-union employers like the B.C. Telephone Company.



## On employer exclusions

# HEU Wins Six Challenges

HEU has won six out of seven employer challenges to exclude Union members from HEU bargaining units.

In decisions handed down in February by the B.C. Labour Relations Board, five members at the Cancer Control Agency of British Columbia in Vancouver were ruled to be included within the bargaining unit in an HEU unit.

A sixth member at the Cancer Control unit, a payroll supervisor with hiring duties, was ruled to be outside of the Union unit.

Another LRB decision ruled that an HEU member at Lions Gate Hospital, an assistant maintenance supervisor, was not to be excluded from the HEU Lion's Gate unit.

The five positions at the Cancer Control unit ruled to be within the bargaining unit were: executive secretary to Head of Medical Oncology; executive secretary to Director of Laboratories; secretary to Medical Director; secretary to Head of Radiology Oncology; and secretary to Head of Finance.

HEU Secretary-Business Manager Jack Gerow said the encroachment of management in a bargaining unit is an ongoing problem.

"Securing the integrity of the unit is at stake here. Look at the example of B.C. Tel where they have over 2,300 management personnel and it's easy to see how hard it is on a union to win

collective bargaining disputes that include work stoppages. There are just too many exclusions," said Gerow.

Don Frost, a business agent for the Telecommunications Workers Union, told The Guardian that management encroachment in the union's jurisdiction has been an age-old fight for his union.

"B.C. Tel says there are 2,300 non-union personnel, though we contend the figure is closer to 3,000. It has made it very hard for us over the years because of this huge number of management employees," said Frost.

He said TWU has fought for getting detailed job descrip-

tions in their collective agreement but the problem originated with the union certification in 1948 before the onslaught of modern technology.

"The telephone industry has become very automated since our old certification in 1948 and during that time many of the jobs that should have been within the bargaining unit were given fancy titles and placed within management's jurisdiction," he added.

Gerow said if HEU is to avoid this union-busting tactic, HEU members must continue to be on guard against such employer schemes to weaken bargaining units.

## Hospital 'Caves In' Over Volunteers

HEU has won a grievance at Kelowna General Hospital as a result of a dispute regarding the transportation of hospital patients being done by volunteers instead of Union members.

Eleven HEU members in the Kelowna unit filed the grievance against the hospital as a result of what they felt was an encroachment of their job duties as admitting staff at the hospital. A letter signed by the 11 members objected to volun-

teers pushing patients in wheelchairs being admitted to the hospital.

Colin Elliott, the hospital's executive director, said the grievance was not fought by Kelowna General. "We caved in" was the way Elliott put it to a local newspaper reporter.

Jack Gerow, HEU Secretary-Business Manager, said it is Union policy that the transportation of patients out of necessity should be handled by trained staff.

"Our Union certainly has nothing against volunteers but we feel that persons who are admitted to a hospital deserve to receive the best possible service from experienced staff rather than the fairweather and unskilled service performed by volunteers," said Gerow.

## Chilliwack Valentine's Dinner-Dance

A Valentine's Day dinner-dance was held Feb. 14 by the Chilliwack Unit that was attended by 60 Unit members and guests.

Carole Shulties, Unit Secretary-Treasurer, said the meal and entertainment were first-class and a good time was had by all.

"Some of us had to work the following day, much to our chagrin, but otherwise it was really a lot of fun," Carole told the Guardian.

"Some members who were on shift that evening came after work and managed to get in a few dances with their 'sweet-hearts'," she said.

## Heinz Eisenhuth Passes Away

St. Paul's Unit members were saddened to learn of the death Feb. 12 of Heinz Eisenhuth.

Brother Eisenhuth had been an employee at St. Paul's Hospital for 22 years before retiring in December last year.

Peter Stokes, St. Paul's Unit Secretary-Treasurer, said the Unit members were shocked by his sudden death.

"It really took us by surprise. His conscientiousness, his dedication to his work at the hospital and his dealings on behalf of HEU members leaves all of us an example to look up to," said Stokes.

Brother Eisenhuth, a former Vice-Chairperson of the St. Paul's Unit, is survived by his wife Hannah and family.



Mary LaPlante (left) is the Chairperson of the HEU Prince Rupert Unit and Barb Sweetnam is the Unit's Secretary-Treasurer. The Unit voted 100 per cent Feb. 26 in favour of taking strike action against the Prince Rupert Regional Hospital in their first-contract dispute with the northern hospital management.

Emil Shumey photo



Members of HEU's Merritt Unit held a gala surprise retirement party in February in honour of long-time Unit member Eva Turmel. Eva, who began work at the Nicola Valley General Hospital in 1960, served in many Unit positions during her 20 years at the hospital.

Unit photo

## Eva Turmel Honoured With Gala Party

Members of the HEU Merritt Unit held a gala surprise retirement party in February in honour of retired Unit member Eva Turmel.

Unit Secretary Henny Geertsema told The Guardian that the evening was a delightful one for Eva and the Unit members who attended the party.

"There was a presentation of two silver, engraved goblets to Eva and her husband Leon. It was the members' way of saying thanks for everything she's done for the Unit over the years," said Henny.

A tape recording, made up of sounds of the Central Sterilizing and Supplies Room (CSSR), anecdotes and congratulations from Unit members, was also given to Mrs. Turmel at the dinner-dance.

Eva at various times served as Chairperson, Secretary-Treasurer, Trustee and Shop Steward in the Unit during her 20 years at the Nicola Valley General Hospital.

"She was involved in the Unit for many years and was always cheerful and helpful with everyone who worked with her," added Sister Geertsema.

Eva, who worked as a laundry and CSSR aide and as a licensed practical nurse, plans to travel and enjoy a more leisurely life during her retirement.

## McNight, Brownlee Omitted

In the list of elected unit officers published in the February Guardian, Gordon McKnight of Lions Gate and Allan Brownlee of Vancouver General unit were not included due to a typographical omission.

Gordon is the Vice-Chairperson of the Lions Gate unit and Allan is the Trustee-Elect of the Vancouver General Unit.

## Third Conference Of Table Officers

A table officers' conference was held Feb. 13 in Abbotsford for Unit representatives from the Fraser Valley region of the province. (Photos page 5)

Twenty-four HEU Unit representatives attended the conference, which is the third in a series being held in different regions of the province.

Members of the Provincial Executive in attendance were: Gordon MacPherson, HEU President; Maurice Smith, Union Financial Secretary; Alice Jones (Chairperson of the conference) Fraser Valley Regional Vice-President and Secretary-Treasurer of the Maple Ridge Unit; and Bill MacDonald, 3rd Vice-President and Chairperson of the Chilliwack Unit.

Several topics were raised during the conference, including the classification system.

Eileen Anderson, Langley Unit Secretary-Treasurer, said she was happy to have the opportunity to discuss her concerns first-hand with the Provincial Executive.

"I think it is very useful for elected officers to be able to have the chance to discuss issues like the classification system directly with the Provincial Executive," said Anderson.

"In the example of the classification system, it was vital for me to learn all the details so I can properly explain what is happening to members in my Unit who have questions."



HEU members at St. Paul's Hospital in Vancouver were saddened by the passing away Feb. 12 of Heinz Eisenhuth, a former vice-chairperson of the St. Paul's Unit. Brother Eisenhuth, who retired in December, worked for 22 years at St. Paul's and is remembered by many colleagues and friends.

Unit photo



Bill LaPointe, HEU member in the Union's Chilliwack Unit, and Unit Assistant Secretary Terry Siemens (centre) mugged for the camera at the Unit's Valentine's Day dinner-dance Feb. 14. Keeping a close eye on them is Bill's wife Terry, who is also an HEU member at the Chilliwack General Hospital.

Unit photo





HEU's Equal Pay For Work Of Equal Value Committee met Feb. 24 in Vancouver to discuss recommendations for the Union's Provincial Executive. A number of recommendations were made for presentation to the Provincial Executive.

## Equal Pay Committee Passes Recommendations

HEU's nine-person Equal Pay For Work Of Equal Value Committee met in Vancouver Feb. 25 and passed a number of recommendations to be delivered to the Union's Provincial Executive.

Among the recommendations was a rejection to use the human rights code as an avenue in seeking to change discriminatory wage rates currently paid to women because of the code's apparent weakness and an uncertain track record.

Other recommendations were:

- amending the Essential Services Disputes Act so that arbitrators appointed under the act are mandated to settle equal pay issues;
- the adoption of 'across the



board' rather percentage increases;

- to avoid job evaluation as it tends to bring male wages down rather than bring female wages up.

The committee has scheduled its next meeting for March 25.

## Certification Granted at Malaspina Lodge

HEU was granted a certification in February from the Labour Relations Board to represent 50 employees at Malaspina Lodge, a long-term care facility, in Nanaimo.

The Union initially attempted to organize the health care facility in 1979 but was thwarted by employer interference. Two employees were fired from their jobs by the management of the facility for trying to organize their fellow employees.

A subsequent Labour Relations Board decision not only reinstated the two employees

but also granted HEU the opportunity of allowing Union representatives access to the Malaspina Lodge employees at the lodge itself.

"The Board further finds that the Employer sought by promises to induce the employees from becoming members of the trade union and that the employer thus violated the labour code," said the Jan. 1980 LRB decision.

HEU served notice in mid-February for commencement of negotiations toward the signing of a first contract.

## GERB Contracts

HEU members at five long-term care facilities, whose management is represented by the Government Employee Relations Bureau (GERB), are awaiting first contracts with the government agency after long delays in the negotiation process.

The five health care facilities, where approximately 200 Union members work, are: Kiro Manor in Trail; Kinsmen Retirement Centre in Tsawwassen; Greenwood in Ganges; Luther Court in Victoria; and Sunset Lodge in Victoria.

Jack Gerow, HEU Secretary-Business Manager, says there is a building frustration among the members affected by the over-extended negotiations.

"It is easy to understand why our members at these facilities would be frustrated. After unnecessary delays in waiting for an agreement, they are wondering what is blocking negotiations," said Gerow.

The Registered Nurses Association of British Columbia, Labour Relations Division, voted March 2 in favour of taking strike action against Luther Court as a result of a breakdown in negotiations with GERB.

"We at HEU certainly don't know why GERB is protracting the settlement of contracts, and it gives us cause to wonder if perhaps they are not outside of their jurisdiction," he said.

GERB is the main government bargaining agent for over 50,000 provincial government employees.

## HEU Meets With CLC

HEU Secretary-Business Manager Jack Gerow met in February with Ed Johnson, Canadian Labour Congress Director of Organizing, to discuss the future affiliation of HEU with the national labour body.

Gerow said the meeting included frank exchanges regarding HEU's position on re-affiliation but did not resolve the issue of whether HEU would be allowed to rejoin the CLC on the terms proposed by HEU.

He added that although no further meetings are scheduled in the immediate future with the CLC, he expects the CLC will rule on HEU's application for direct affiliation within the next two months.

## Classification Of Categories To Come

The HEU Provincial Bargaining Committee will determine at a future date when the classification of the Utility, Maintenance and Engineering categories will be handled.

In the February Guardian, the order of non-classified jobs to be classified was reported. This list, adopted by the Provincial Executive at its November meeting, did not include the Utility, Maintenance, and Engineering categories.

## 105-Bed Facility

The provincial Ministry of Health has given approval for the construction of a 105-bed long-term care facility in Parksville on Vancouver Island.

The facility, to be named Trillium Lodge, is to be a combined extended care and intermediate care hospital.



Frances Nielsen, Chairperson of the HEU's Ponderosa Unit in Kamloops, recently presented a painting on behalf of the Unit to Ponderosa Lodge administrator George Cheyne in memory of deceased Union member Bryce Jack. The oil painting, done by Kelowna artist David Daase, will be displayed permanently on the second floor of the long-term care facility where Brother Jack used to work.

Unit photo

## Bryce Remembered By Ponderosa Unit

The HEU Ponderosa Unit has presented an oil painting to Ponderosa Lodge in Kamloops in memory of deceased Union member Bryce Jack.

Unit Chairperson Frances Nielsen said the painting by Kelowna artist David Daase will be a living reminder of Brother Jack for everyone at the long-term care facility.

"Bryce was so well-liked by everyone here. He served as Chairperson of the Unit for three years and was also a very active and helpful member in other years," Nielsen told The Guardian.

Brother Jack, who passed away in August of 1979, worked as an attendant at Ponderosa from 1975 up to the time of his death. "Prior to that he worked for many years at the Old Provincial Home which once stood on the grounds where the Ponderosa Lodge stands today," said Nielsen.

"He is still dearly missed today by the staff as well as the residents at Ponderosa. The painting will be placed permanently on the second floor where he always worked," she said.



Provincial Executive members Gwen Parrish (left) and Gordon Meagher donated this sign at the executive's meeting Feb. 27 in Vancouver on behalf of the Vancouver General Unit. The sign is to be permanently displayed at the Union's Provincial office.



A few members of the Holy Family Unit in Vancouver attended a Robbie Burns dinner in Vancouver Jan. 24. Photographed above with Dave Barrett, Leader of the Opposition NDP party and a speaker at the dinner, were: Jean Elsass (next to Barrett) Secretary-Treasurer of the Unit; bottom row: Unit Chairperson Pat Colter (left) and Unit Vice-Chairperson Theresa Hamilton.

Unit photo

### Did you know . . .

Effective August 1, 1981, employees shall be provided with an improved dental plan covering 100% of the costs of the basic plan (Plan A), 50% of the costs of the extended plan (Plan B) and 50% of the costs of the orthodontic plan (Plan C). An employee is eligible for orthodontic services under Plan C after twelve months' participation in the plan.

Art. XI, Sec. 9 (b) (3)  
Page 58

HEU/HLRA

Master Agreement



**Held in Abbotsford Feb. 13**

# Fraser Valley Table Officers' Conference



(From left): John Hedlund, Hope Unit Shop Steward; Irene Braham, Menno Unit Secretary-Treasurer; Cheryl Fast, Menno Unit Chairperson.



(From left): Betty Srigley, Matsqui Unit Secretary-Treasurer; Jan Kleven, Matsqui Unit Chairperson; Joy Russell, Hope Unit member.



(From left): Joyce Malmgren, MSA Unit Secretary-Treasurer; Irene Chanig, MSA Unit Chairperson; Laura Shipalesky, Parkridge Unit Secretary-Treasurer; Bev Catto, Parkridge Unit Chairperson.



(From left): Susan Adams, Parkholm Unit Vice-Chairperson; Margaret Ross, Parkholm Unit Trustee.



Tim Hogarth, Maple Ridge Unit Assistant-Secretary; Mary Vogel, Maple Ridge Unit Chairperson.



Louis Zeglen, Langley Unit Chairperson; Eileen Anderson, Langley Unit Secretary-Treasurer.



(From left): Vern Jones, Chilliwack Unit Vice-Chairperson; Carole Shulties, Chilliwack Unit Secretary-Treasurer; Bill MacDonald, Chilliwack Unit Chairperson and 3rd Vice-President on HEU Provincial Executive.

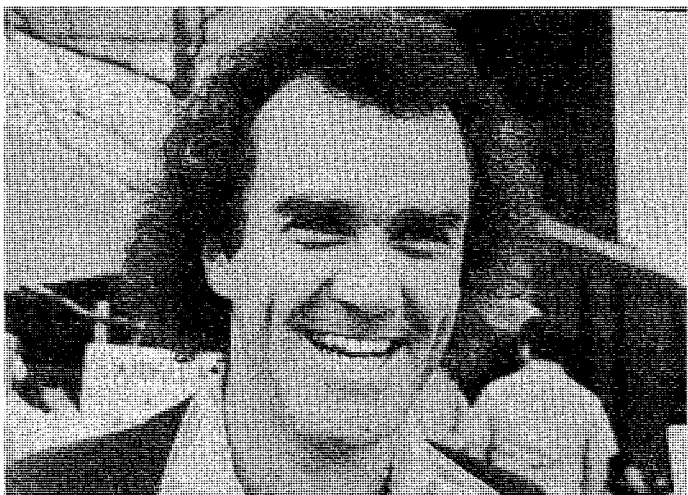


(From left): Kathy Somerville, Crestwood Unit Secretary-Treasurer; Lini VerSchoor, Crestwood Unit Chairperson; Pat Stefanek, Mission Unit Chairperson; Wendy Hart, Mission Unit Secretary-Treasurer.

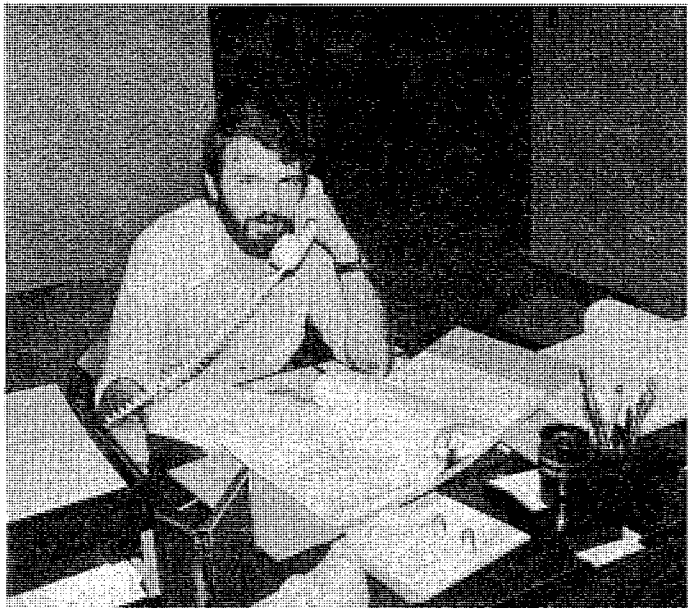




Sharron Levine has been appointed by HEU as research/staff representative. Sharron, who recently returned to work at the Provincial Office in Vancouver after a maternity leave, lives in Vancouver with her husband and their five-month-old daughter.



Bob McCartney has been appointed to the position of HEU Director of Technical Services. Bob, a resident of Vancouver, has served the Union for eight years as a staff representative.



Steve Polak, a member of the HEU Provincial Executive since 1976, has been hired by the Union as a staff representative. Steve is married and resides in Abbotsford with his wife and three children.



Kit Stevens has been hired by the HEU Provincial Office in Vancouver as an intermediate Clerk-Stenographer. Kit began her duties with the Union in November.

The Hospital Guardian, March 1981/Page 6

## Provincial Office Appointments

Three new appointments were made in January for the HEU Provincial Office.

Steve Polak, a member of the Union's Provincial Executive since 1976, is now an HEU staff representative. Steve is well-known to members of the MSA unit after having served as Chairperson of the unit from 1973-1980.

Brother Polak served as a Trustee and a Senior Trustee while on the Provincial Executive.

Sharron Levine, originally hired by the Union as a job analyst in 1977, was appointed in January as a research/staff representative.

During her tenure on the Union's staff Sharr has also worked as a research analyst.

Bob McCartney is the new HEU Director of Technical Services. Bob has been a research/staff representative for the Union since 1972.

## Federal Grants Announced

Federal labour minister Gerald Regan announced in February that funds totalling \$303,000 will be available in 1981-82 to independent unions not affiliated to a central labour organization and to individuals under Labour Canada's Financial Assistance Program for Labour Education.

The continuing program is designed primarily to enable present and potential union officers, and members of labour organizations, to gain a comprehensive knowledge of the labour movement and its relationship to Canada's economic, political and social framework.

Most of the funds will go to independent unions (\$288,000 available) to expand existing labour education activities or to develop new educational projects for their members. The remaining \$15,000 will provide bursaries to individual union members who want to improve their educational qualifications in the interest of a more effective discharge of their union responsibilities.

The maximum grant to independent unions will be based on the certified membership at the time of the application and the per capita amount will depend on the number of requests submitted by labour organizations. Individual union members must apply for a bursary through and with the support of their unions. The maximum for any one bursary is \$5,000.

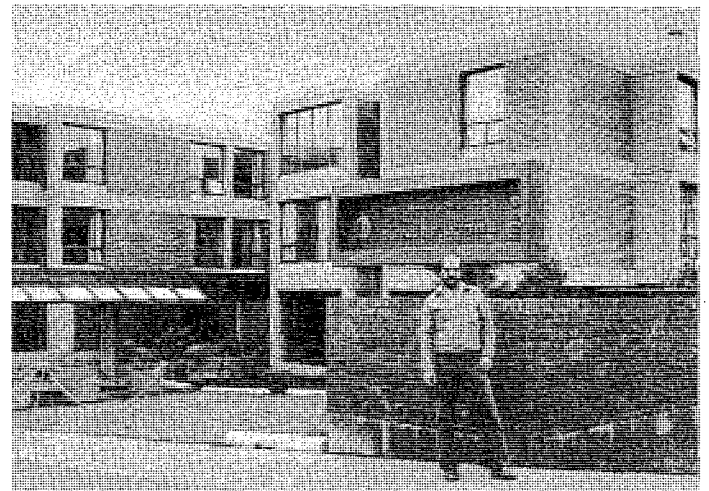
Applications for grants must be received by a regional office, or headquarters of Labour Canada, no later than May 1, 1981. Applications must give a clear description of the program or project, its objective, scope and relevance to the Labour Education Program and a detailed budget. Application forms and program specifications are available from all departmental offices.

The Labour Education Program was established in 1977. During the first four years, 218 applications submitted by independent unions and 17 applications for bursaries were processed by the Department. A preliminary evaluation, covering the first two years of the program, was completed recently by two independent contractors.



HEU members of the Merritt Unit donated proceeds of their Christmas Party to the Coquihalla Community Care Society. Unit Vice-Chairperson Gerry King (left) and Unit Chairperson Marjorie Steele (right) recently handed over a \$1,912 cheque to Ted Kampa of the Coquihalla Community Care Society.

Unit photo



Hearing dates have been set March 24-25 before the Labour Relations Board to determine the reinstatement of HEU member Larry Warde at Sunset Lodge in Victoria.



Approximately 25,000 pounds of laundry is processed through Tilbury Regional Hospital Laundry each day by 85 HEU members. Union member Chuck Lee, pictured above, was photographed in February at the Tilbury operation in Delta.

(Editor's Note: Now that The Guardian is being published on a monthly basis, we are able to publish more news from HEU Units. We only ask that the news and/or photographs be mailed to the Provincial Office as quickly as possible so that it can be printed in the very next Guardian edition.





HEU member Marilyn McEnaney has appeared as a witness before the Peck Arbitration Board on the issue of the classification system. Marilyn is a cashier at Royal Columbian Hospital.

## Benchmark Jobs

The following clerical Benchmark Jobs are being presented to the Peck Arbitration Board as being representative of the work performed by HEU clerical members. They are listed by job family. (The listing is not final and may be amended.)

### MEDICAL RECORDS

Medical Records Technician  
Medical Stenographer I  
Medical Stenographer Supervisor I and II  
Medical Records Clerk

### COMMUNICATIONS

Switchboard Operator  
Head Switchboard Operator  
Messenger  
Information Clerk

### ADMITTING

Admitting Clerk  
Senior Admitting Clerk  
Supervisor of Admitting  
O.R. Bookings Co-ordinator  
Assistant O.R. Booking Clerk  
Bed Booking Clerk

### PAYROLL/ACCOUNTING

Payroll Clerk  
Assistant Payroll Supervisor  
Payroll Supervisor  
Timekeeper  
Cashier  
Head Cashier  
Accounts Receivable Clerk — Manual and Computer  
Accounts Receivable Supervisor  
Accounts Payable Clerk — Manual and Computer  
Accounts Payable Supervisor  
Statistics Clerk  
Account I to IV  
Clerk II — Business Office  
Clerk IV — Business Office  
Supervisor of Business Office

### CLERK/CLERK STENOGRAPHER

Clerk I  
Clerk II  
Clerk III  
Clerk Stenographer III  
Clerk IV  
Clerk Stenographer IV  
Clerk V  
Clerk Stenographer V  
Clerk VI  
Administrative Officer I  
Administrative Officer II  
Post Office Clerk

### COMPUTER OPERATOR/KEY PUNCH OPERATORS

Data Control Clerk  
Librarian  
Document Control Clerk  
Production Control Clerk  
Trainee Computer Operator  
Computer Operator I, II, III  
Analyst Trainee  
Program Analyst I, II, III  
Operator Data Processor I - V  
Operator Data Key Punch I - V

### PURCHASING/PRINTING

Invoice Clerk  
Equipment Control Clerk  
Assistant Buyer  
Inventory Clerk  
Stock Records Clerk  
Printing Clerk I and II  
Printing/Graphics Clerk  
Office Equipment Operator

### MISCELLANEOUS

Scheduling Clerk  
X-ray/Lab Clerk  
Capital Equipment/Building Clerk  
Co-ordinator of Volunteers I and II  
Material Management Clerk I and II

## Staff Development

Lawyer Chris Trower, formerly business agent for the United Steelworkers of America, addressed HEU staff representatives Feb. 24 at an HEU staff development seminar in Vancouver.

The seminar, part of the continuing HEU staff development program, dealt with the examination and cross-examination of witnesses during an arbitration.

The next staff development seminar, which also deals with arbitration will be held March 23-26 on Vancouver Island.

## Executive Criticizes CNR

The HEU Provincial Executive has criticized the Canadian National Railway for proposing to phase out its express trucking service and thus threatening the loss of about 1,200 jobs.

The CNR proposed move would reduce the number of express terminals from 70 to 30 across Canada, with most of the 1,200 lost jobs coming in the smaller communities across the country.

Provincial Executive member Gwen Parrish received a letter from Progressive Conservative MP Bill Clarke (Vancouver Quadra) in response to CN's proposed cutbacks.

"Yours is one of the many postcards I received about CN's plan to make drastic cuts in their express service and staff ... Please be assured that I will be pressing the government to prevent this action from taking place," said Clarke in his letter.

## Doreen Enjoys Benefits

Doreen Miller, a long-time Union member at Kelowna General Hospital, is a good example of how a hospital employee benefits from being an HEU member.

Doreen has worked at Kelowna General for over 32 years and is only 51 years of age. Because of her seniority at the hospital, this year she will receive nine weeks of paid vacation. In addition to her nine weeks, Doreen is entitled to ten days vacation with pay because she has 30 years of continuous service at the hospital.

"When someone mentions how long I've worked here, I find it hard to believe myself. I certainly enjoy my nine weeks of holidays and I think after a person has worked at the same place for 30 or so years, he or she is certainly entitled to a decent vacation," Miller told The Guardian.

Doreen has been a regular in the hospital's housekeeping department since 1949 and she says that conditions at the hospital have changed over the years.

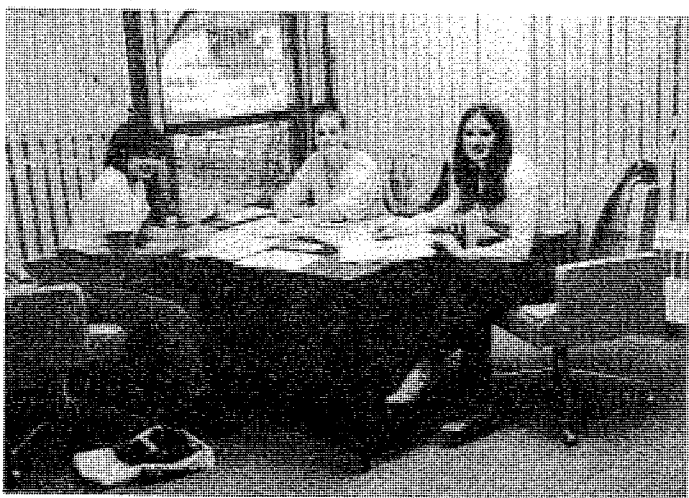
"It sure is no coincidence that things have changed for the better around here because of the Union. I can't honestly say I'd be getting all these weeks of holidays if I wasn't a member of HEU," she said.

Doreen also worked for a year in the hospital's dietary department before being transferred to housekeeping, where she has been ever since.

"The years have gone by too fast, but I suppose a person has to work some place and as it has turned out I'm glad to be where I am."



Cancer Control Unit members Donna Hazell (left) and Sandra Starchuk will be witnesses during hearings to determine the classification system. Donna is a cytology clerical supervisor and Sandra is a data entry supervisor at the Cancer Control Agency of British Columbia.



Ro Evangelista (left), Cathy Gibson (centre) and Emily Kalleni (right) will appear as witnesses before the Peck Arbitration Board at upcoming hearings to determine the classification system. Ro, Cathy and Emily are clerical employees and HEU members in the Cancer Control Unit.

## New Inserts Available For Member's Kit

New inserts for the HEU member's kit distributed last year are now available to Union members.

Also included in the kit is complete and updated information regarding holidays, leaves of absence, working hours, benefits, job protection, medical and dental coverage, severance and pension provisions.

The kit contains very important information that is valuable to the well-being of each HEU member both on and off the job. If you have not received your kit, please contact your shop steward.

## LPN Annual Meeting Slated For Vancouver

The annual general meeting of the Licensed Practical Nurses Association of B.C., many of whom are HEU members, will be held May 13-15 at the Centennial Motor Hotel in Vancouver.

Helen Burritt, Secretary-Treasurer of HEU's Surrey unit, is the recording secretary of the L.P.N.A.B.C. She told The Guardian that a \$25 registration fee entitles the registrant to the meeting and to a workshop May 13th.

Accommodation at the hotel

is \$35 for a single and \$38 for a double.

Burritt said interested persons should register by sending a cheque to Mrs. Loretta Neill, Wavecrest Rd., RR #2, Campbell River, V9W 5T7.

The fee for the workshop only is \$10 per person.

"The workshop should be really interesting this year as we've lined up three very informative people to discuss topics which are relevant to all licensed practical nurses," said Burritt.

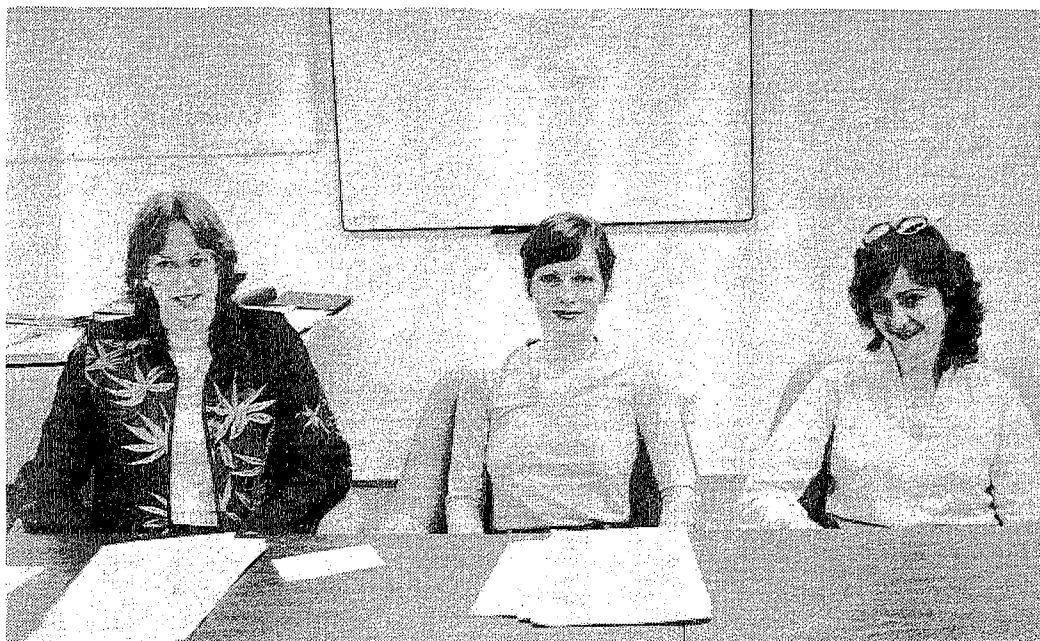


Kay Lum, a clerk in the lab department of Victoria General Hospital, may be an HEU witness at the Peck Tribunal classification system hearings.



## Participating with classification review

# HEU Witnesses Before The Peck Board



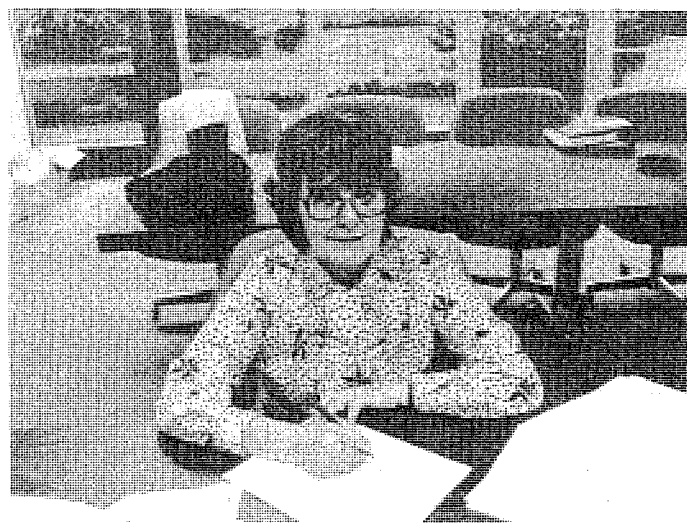
Leslie Siembida (left), Sheila Cunningham (centre) and Lila Mosser have appeared as witnesses before the Peck Arbitration Board convened to determine the classification system. All three Union members work at Royal Columbian Hospital in New Westminster.



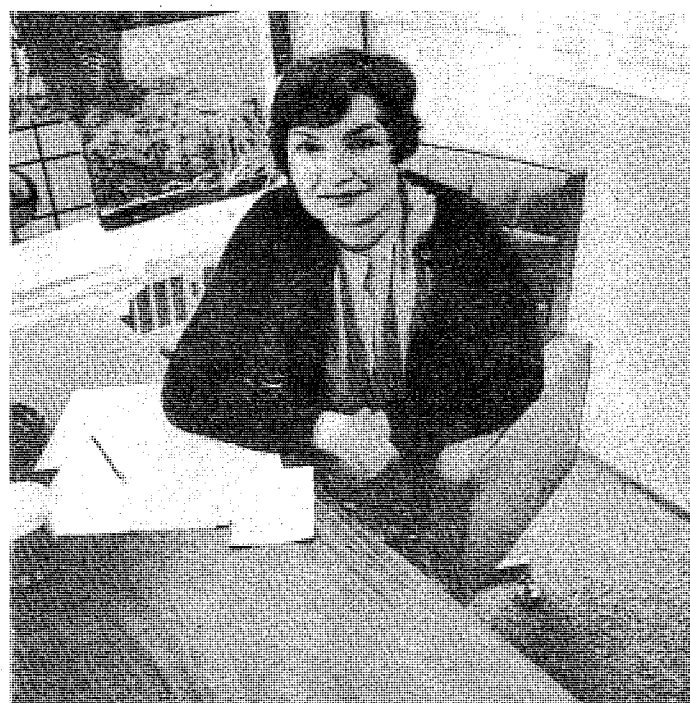
Joan Davie is one of the many Union members who have appeared as witnesses before the Peck Arbitration Board convened to determine the classification system. Joan is a clerk IV in the Rehabilitation Services Department at Lions Gate Hospital.



Gail Massey (left), David Kinvig (centre) and Chris Ferguson will appear as witnesses before the Peck Arbitration Board on the issue of classification. Gail, David and Chris are all members of the HEU Vancouver General unit.



Elva Radtke is a clerk in the x-ray department at Victoria General Hospital. Elva has been a witness during recent hearings before the Peck Tribunal to determine the classification system.



Jenny LaRue, an HEU member in the Union's Shaughnessy Unit, has appeared as a witness during the Peck Tribunal hearings to determine the classification of clerical hospital employees.



Union members Dawn Jampolsky (left) and Brenda Walton have appeared as witnesses before the Peck Arbitration Board to determine the classification system. Dawn is a supervisor in the outpatient department at Shaughnessy Hospital and Brenda Walton is an accounting clerk at Royal Columbian Hospital.

The Guardian is always looking for pictures from units outside Greater Vancouver. In order for The Guardian to have a truly province-wide appearance, it is necessary to have photographs from all over the province.

If you would like to see a photograph of a recent unit member induction, or a unit party of any unit function, please pass along the photo to the Provincial Office care of The Guardian. Most colour snapshots can be reproduced so please don't hesitate to send them along to us.



# HEU Unit Elected Officers

The Mount St. Francis Unit elected officers for 1981 are: Nancy Logan, Chairperson; Delores Jary, Vice-Chairperson; Audrey Phillips, Secretary-Treasurer; Kathleen Craig, Trustee; Wendy Hoekstra, Trustee; Charlotte Weinerth, Trustee; Donna Weaver, Conductor and Warden.

The Menno Unit elected officers for 1981 are: Cheryl Fast, Chairperson; Helen Stobbe, Vice-Chairperson; Irene Braham, Secretary-Treasurer; Alice Ibanez, Trustee; Freda Toews, Trustee; Josi Lueke, Trustee; Margret Load, Conductor; Eric Bergan, Warden.

The Burns Lake Unit elected officers for 1981 are: Margaret Claassens, Chairperson; Doris Anderson, Vice-Chairperson; Donna Paynton, Secretary-Treasurer; Margaret Martens, Trustee; Ruth Hoffman, Trustee; Mary Andres, Trustee; Dorothy Montgomery, Conductor; Mary Clancy, Warden.

The Ponderosa Lodge Unit elected officers for 1981 are: Frances Nielsen, Chairperson; Diana Vandyck, Vice-Chairperson; S. Kennedy, Secretary-Treasurer; Gladys Orobko, Assistant-Secretary; Lucy McAteer, Trustee; Jean Thomas, Trustee; Cindy Francoeur, Trustee; Georgette Mitchell, Conductor; Mary Tessier, Warden.

The Mackenzie Unit elected officers for 1981 are: Margaret Coleman, Chairperson; Marie Crooks, Vice-Chairperson; Chuck Moore, Secretary-Treasurer; Dorothy Voss, Trustee; Barbara Kilnar, Trustee; Marie Peterson, Trustee; Nellie Labatiuk, Conductor; Linda Hemstad, Warden.

The Mission Unit elected officers for 1981 are: P. Stefanek, Chairperson; Sylvia Hansen, Vice-Chairperson; Wendy Hart, Secretary-Treasurer; Flora Rusch, Trustee; Marilyn McFarlane, Trustee; Mike Robertson, Trustee; Vera Stobbs, Conductor; Wendall Smith, Warden.

The Mount St. Paul Unit elected officers for 1981 are: Chris M. Sidney, Chairperson; Verda Reid, Vice-Chairperson; Dorothy J. Heinzelman, Secretary-Treasurer; Janet McIsaac, Trustee; Sharon White, Conductor; Janet McIsaac, Warden.

The Smithers Unit elected officers for 1981 are: Gerry Vince, Chairperson; Debbie Clark, Vice-Chairperson; Jean Clark, Secretary-Treasurer; Barbara Reinboldt, Trustee; Trudy Ports, Trustee; Cathy Rigby, Trustee; John Brouwer, Conductor; Renata Donini, Warden.

The Yucalta Lodge Unit elected officers for 1981 are: John Gaudreault, Chairperson; Kay Decaigny, Vice-Chairperson; Carmen Johnston-Berry, Secretary-Treasurer; Joyce Gustafsson, Trustee; Lee Rumley, Trustee; Maggie Turtle, Conductor; Rob McKenzie, Warden.

The Maple Ridge Unit elected officers for 1981 are: Mary Vogel, Chairperson; Wendy Visen, Vice-Chairperson; Alice

Jones, Secretary-Treasurer; Tim Hogarth, Assistant-Secretary; Dal Crosby, Trustee; Viv Patersen, Trustee; Eleanor Lunan, Trustee; Elsie Wessman, Conductor; Jean Blyth, Warden.

The Parkridge Unit elected officers for 1981 are: Bev Catto, Chairperson; Ann Nightingale,

Vice-Chairperson; Laura Shipalesky, Secretary-Treasurer; Grace Dunning, Trustee; Betty Kuxhouse, Trustee; Laurene Terris, Trustee; Lillian Shipalesky, Conductor; Ruth Tuemmler, Warden.

The Penticton Retirement Service Unit elected officers for 1981 are: Marina Warman, Chairperson; Allison Horatchka, Secretary-Treasurer; Trudy Dekock, Trustee; Willie Louwe, Trustee; Edith Saunders, Trustee; Darlene Zaurrini, Conductor; Irene Ewing, Warden.

The St. Paul's Unit elected officers for 1981 are: Robert Standell, Chairperson; Gail Dodson, Vice-Chairperson; Peter Stokes, Secretary-Treasurer; Nick Albanese, Trustee; Betsy Lockwood, Trustee; Tom Knowles, Trustee; Paula Stoshnon, Conductor; Kathee Mann, Warden.

The Squamish Unit elected officers for 1981 are: Lynn Staton, Chairperson; Debbie Hughson, Vice-Chairperson; Doreen Quinn, Secretary-Treasurer; Martha Fors, Trustee; Mary Stocks, Trustee.

The New Vista Unit elected officers for 1981 are: Len McKee, Chairperson; Lyle Rogers, Vice-Chairperson; Shirley Baker, Secretary-Treasurer; Eva Wollenberg, Trustee; Morag Pears, Trustee; Cindy Austin, Trustee; Gloria Fincham, Conductor; Cathy Duclos, Warden.

The Terrace Unit elected officers for 1981 are: Kay Hephewwhite, Chairperson; Charmaine Heighton, Vice-Chairperson; Betty Misfeldt, Secretary-Treasurer; Sharon Beard, Trustee; Renee Cox, Trustee; Tessie deJesus, Trustee; Annie Elkiw, Conductor; Rita Thompson, Warden.

The Campbell River Unit elected officers for 1981 are: Heidi McLaren, Chairperson; Pauline Garratt, Vice-Chairperson; Ethel Ashcroft, Secretary-Treasurer; Darlene Wilson, Trustee; Phyllis Baxandall, Trustee; Rose Poirier, Trustee; Irene Ross, Warden.

The Nakusp Unit elected officers for 1981 are: Barbara Bargery, Chairperson; Jane Harris, Vice-Chairperson; A. Witt, Secretary-Treasurer; Oline Roberts, Trustee; Luella Kirk, Trustee; Lauraine Thompson, Trustee.

The Aberdeen Unit elected officers for 1981 are: Heather McFadden, Chairperson; Cathy Veltri, Vice-Chairperson; Jean Evernden, Secretary-Treasurer; Bertha Graham, Assistant-Secretary; Lillian Bewrsink, Trustee; Jimmy Arsinault, Trustee; Linda Carter, Trustee; Marilyn Ek, Warden.

The Red Cross Unit elected officers for 1981 are: Len Lif-

chus, Chairperson; Helen Douglas, Vice-Chairperson; Bruce Matson, Secretary-Treasurer; Rita Simpkin, Assistant-Secretary; Ingrid Jahren, Trustee; Susan McGeragle, Trustee; Mary McCann, Trustee; Evelina Talevi, Warden.

The Vernon Unit elected officers for 1981 are: Henk Verkerk, Chairperson; Kathy Sand, Vice-Chairperson; Elaine Neill, Secretary-Treasurer; Jim Deboice, Assistant-Secretary; Louise Turner, Trustee; James Richardson, Trustee; Susan Kunewa, Trustee; Bill White, Conductor; Paul Mackiewicz, Warden.

The Willowhaven Unit elected officers for 1981 are: Eva Bozak, Chairperson; Lea Malakoff, Vice-Chairperson; G. Bonderud, Secretary-Treasurer; Doris Kiraly, Trustee; Betty Green, Trustee; Corita Hubic, Trustee; Pearl Steiner, Warden.

The Port McNeill Unit elected officers for 1981 are: Jan Serafini, Chairperson; C. Westrum, Secretary-Treasurer.

The Gorge Unit elected officers for 1981 are: Cathy Wormald, Chairperson; Vida Waltz, Vice-Chairperson; Pat Rivard, Secretary-Treasurer; Barb McMillan, Assistant-Secretary; Ken McLoughlin, Trustee; Audrey Fischer, Trustee; Conrad Mason, Trustee; Dave Nightingale, Conductor; Bob Lockyer, Warden.

The Ashcroft Unit elected officers for 1981 are: Marie Beebe, Chairperson; Shirley Touhey, Vice-Chairperson; Ruth Balaski, Secretary-Treasurer; Shirley Nameth, Trustee; Hazel Touhey, Trustee; Dan Haydu, Trustee; Barb Desjardens, Conductor; Doris Davies, Warden.

The Parkholm Unit elected officers for 1981 are: Marilyn Porter, Chairperson; Susan Adams, Vice-Chairperson; Valerie McCully, Secretary-Treasurer; Margaret Ross, Trustee; Jeanette Kokotilo, Trustee; Evelyn Buck, Trustee; Helen Salway, Conductor; Gladys Galley, Warden.

The Salmon Arm Unit elected officers for 1981 are: Frank Hale, Chairperson; Stan Bonthuis, Vice-Chairperson; Dorothy Schley, Secretary-Treasurer; Alice Dirks, Trustee; Ian Howe, Trustee; Jean Edwards, Trustee; Duane Perry, Conductor; Darwin Pederson, Warden.

The Rose Manor Unit elected officers for 1981 are: Douglas Behiels, Chairperson; Laurie Brown, Vice-Chairperson; Dora Wilcox, Secretary-Treasurer; Mary Marquette, Trustee; Marion Wiglesworth, Trustee; Ellen Searle, Trustee; Suzanna Van Den Hewel, Conductor; Joan Carr, Warden.

## \$140.5 Million Approved For Hospital Workers

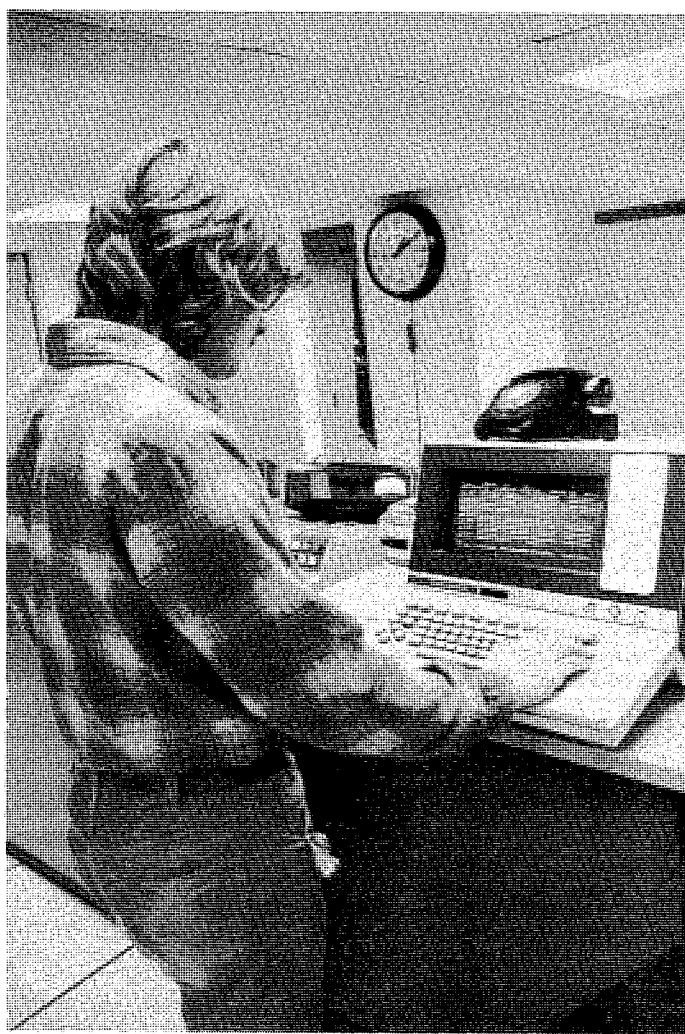
Cabinet has approved a warrant for \$140.5 million to meet increased salaries and wages awarded hospital workers last year, according to B.C. Health Minister Jim Nielsen.

A Canadian Press story in February quoted Nielsen as saying that wages, including benefits, increased about 21 per cent following the contract settlement.

"The total additional cost to

the taxpayers of British Columbia of last year's contracts will be in the order of \$180 million for fiscal year 1980-81 alone," he said. "About \$40 million was available elsewhere in the health minister's budget, enabling us to limit the warrant to \$140.5 million."

Nielsen said the average daily cost of hospital care per patient is now close to \$200.



HEU member Robert Taylor, a computer operator at Vancouver General Hospital, demonstrated the use of one during a tour of the hospital's computer area Jan. 15. The tour, which included Union staff, was held to gather information for the classification review of HEU clerical members.



HEU members Carol Taylor (left) and Sandy Seto are among the 85 Union members who work at the Tilbury Regional Hospital Laundry in Delta. The Tilbury operation, which began in July of 1980, does the laundry for 10 hospitals in the Greater Vancouver area.

## FREE Legal Advice

Lawyers for the Hospital Employees' Union, Local 180 have been engaged to provide free Legal ADVICE to Members of the Union and all retired Members of Local 180 who have had 10 years or more of service and were in good standing in Local 180; said retired Members' spouses shall also be eligible.

This ADVICE will be restricted to an initial interview or correspondence relating to matters such as:

- SEPARATION
- DIVORCE
- WILLS AND ESTATES
- MAINTENANCE AND CUSTODY PROBLEMS
- LANDLORD AND TENANT PROBLEMS
- BUYING AND SELLING OF REAL ESTATE
- BUYING AND SELLING OF CHATTELS (eg. Boats, Trailers, Cars)
- PERSONAL INJURY AND DAMAGE CLAIMS

The free Legal ADVICE will not include:

- LITIGATION OR APPEARANCES BEFORE COURTS
- ARBITRATION BOARDS OR OTHER TRIBUNALS
- CONVEYANCING OR DRAFTING DOCUMENTS

Legal Advice will be given at the lawyers' offices. Members situated in the Lower Mainland area are requested to adhere to the following procedure:

- (1) telephone H.E.U.'s Provincial Office at 734-3431 and request Legal Advice
- (2) provide name, Unit and Social Insurance Number to H.E.U.'s Provincial Office
- (3) make own appointment with lawyers after being given telephone number
- (4) pick up Letter of Introduction at H.E.U.'s Provincial Office prior to proceeding to the lawyers' offices

For out-of-town Members, special "Confidential" envelopes have been provided to Secretary-Treasurers to facilitate correspondence between the lawyers and Members of the Union. If you wish to correspond with the lawyers, ask your Secretary-Treasurer for the special "Legal Advice" envelope.

Please note this is a confidential and free service available to Members of the Hospital Employees' Union, Local 180 and all retired Members of Local 180 who have had 10 years or more of service and were in good standing in Local 180; said retired Members' spouses shall also be eligible.

J. D. GEROW, Secretary-Business Manager — 2285 WEST 12th AVENUE, VANCOUVER, B.C. V6K 2N5 • 734-3431

**HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180**



Photos from a servicing trip

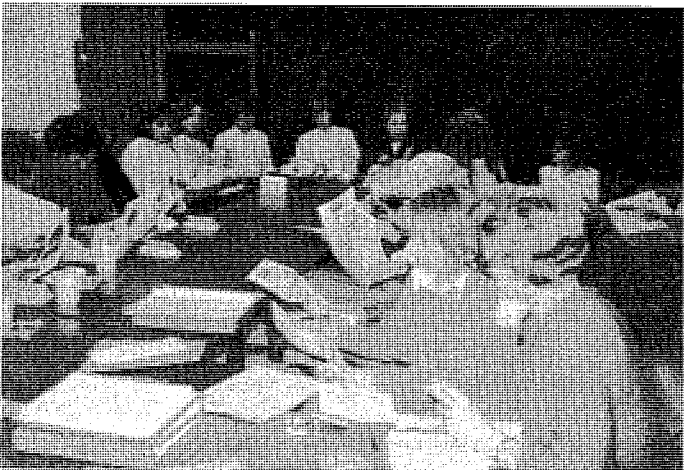
**Trail, Revelstoke, Rossland and Kelowna**



The table officers elected for the Trail Unit this year are (from left): Joan McCumber, Secretary-Treasurer; Sid Desireau, Vice-Chairperson; June Bradbury, Chairperson.



Members of the Moberly Park Unit gathered in February for this Guardian photograph. The members work at the Moberly Park Manor, a long-term care facility in Revelstoke.



HEU members at the Revelstoke Unit read through the February issue of The Guardian during a recent visit from their Union staff representative Marion Perry. The members work at the Queen Victoria Hospital in Revelstoke.



Union members at Kiro Manor in Trail are awaiting a first contract that is being negotiated with the Government Employee Relations Bureau (GERB). The HEU Unit was granted its certification in 1980.



A clerical committee has been formed at HEU's Rossland Unit to assist with the Union's participation in the classification system review before the Peck Arbitration Board. Pictured here are (from left): Marie Christensen, Eileen Cantarutti and Connie Bertoia. Marie, Eileen and Connie work at Mater Misericordiae Hospital in Rossland.



The photos that appear on Pages 10 and 11 were taken by HEU staff representative Marion Perry during regular Unit servicing trips.



These newly-elected Revelstoke Unit table officers at Queen Victoria Hospital recently posed for The Guardian camera. (From left): Wendy Baker, Secretary-Treasurer; June Hayes, Trustee; Jessie Olson, Vice-Chairperson; Jean Owen, Trustee and Lil Tuba, Conductor.



Doreen Miller, an HEU member at Kelowna General Hospital, has worked more than 32 years at the Okanagan hospital. Doreen, 51, has been a regular in the housekeeping department since joining the hospital in 1948.



## To February Unit meetings

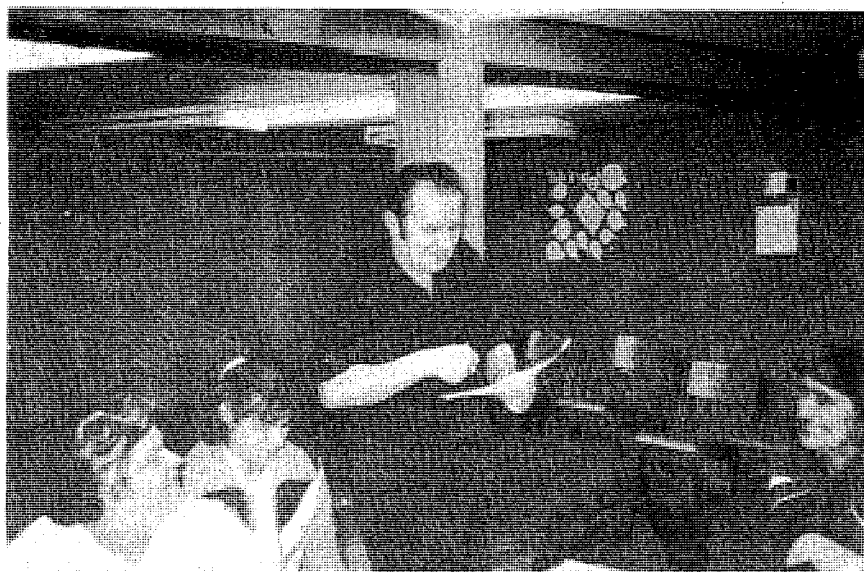
# Visits Through The West Kootenay and Golden



Three new HEU members were initiated into the Union at a Willowhaven meeting in Nelson Feb. 18. The new Willowhaven Unit members are: (from left) Juanita Helgren, Janet McCulloch and Debra Greenwood.



Bonnie Simpson (left) and Leda Creegan, members in the HEU Trail Unit, went over the HEU interpretation manual that is provided at Union Educational seminars during a Unit meeting in February.



Willowhaven Unit Shop Steward Dick Doorschot put forward a number of concerns at the Unit's meeting Feb. 18.



These members of the Mount St. Francis Unit in Nelson were on hand for a Unit meeting Feb. 18. Eighteen (18) members took part in the meeting and discussed a wide range of Union issues.



HEU members in the Golden Unit gathered in February for a Unit meeting. Several issues were discussed at the meeting with their Union staff representative Marion Perry.



Three HEU members in the Mount St. Francis Unit were formally initiated into the Union at a meeting in Nelson Feb. 18. (From left) Elaine McLaren, Dietary; Fern Allam, Nursing; Echo Kerr, Clerical.



Three table officers of the Medical Clinic Unit in Nelson are shown in this photograph taken at the Unit's meeting in February. (From left) Nancy Matlock, Vice-Chairperson; Myrna Lewis, Chairperson; Marguerite Ross, Secretary-Treasurer.



The Kootenay Lake Unit held its regular Unit meeting on Feb. 16 in Nelson. Twenty-one (21) HEU members in the Unit were present for the meeting.



## A cardiac ward orderly

# Hospital Patients Don't Forget Norm

Norm Urquhart has been working as an orderly for about 12 years and to hear him tell it he has never regretted a single day.

"I started at the old Veterans Hospital next door to Royal Jubilee back in 1969 because I was out of work at the time. But after I started work at the hospital, I wondered why I didn't get into it earlier," says Norm.

Urquhart, who came to Victoria from Glencoe, Ontario in 1966, finds his work at Royal Jubilee gives him a great deal of satisfaction.

"It is a very fulfilling job in many ways. Everything I do for a patient is helping him or her in some way and that makes me feel good."

A lot of the patients at Royal Jubilee that have come into contact with Norm do not forget him once they leave the hospital.

"They come up to you right on the street and start shaking your hand. At first, I don't remember them but after talking for a few minutes it all starts to come back. Sometimes though, I won't remember the person and I end up doing a lot of talking to avoid admitting I can't remember the person."

There are some experiences at the hospital that Urquhart will never forget.

"One happened about five years ago. I laugh when I think about it now but it was pretty embarrassing at the time. I was working nights and this woman, in her early 50's, needed a hand getting herself back in bed. The nurse was having a little trouble

with her so I approached the woman and said 'All right sweetheart, let's get into bed'. The next thing I knew the woman was trying to pull me into the bed with her. I felt really uncomfortable but the nurse nearly split herself laughing."

Urquhart is a regular at Royal Jubilee Unit meetings and has his own suggestions on how they can be improved.

"I don't mind going to the meetings but there's a lot of wasted time when people beat a subject to death. If members would say less and put more into what they say, more topics could be covered and the meeting would be a lot more interesting for everyone involved."

Norm sometimes attends meetings with his wife Doreen, a licensed practical nurse at the hospital and an HEU member.

"Yes, we go to meetings together but we're smart enough to leave the hospital's problems at the hospital. Unless something funny has happened, we usually never bring it home with us."

Actually it was at Royal Jubilee that Norm met his wife Doreen. As is often the case with romance they knew and worked with each other for some time before love eventually bloomed.

"We worked on the same floor for six months and rarely even spoke with each other. It wasn't until I was transferred to another ward that I thought it might be a good idea to ask her out. We went on a couple of dates and after a while it led to marriage."

Norm and Doreen live right in Victoria in a house that they bought eight years ago.

"I've done a lot of the work on the place myself and I've been at it for nearly eight years and it's still not completely finished. I do enjoy putting around with house projects though," says Urquhart.

Norm has two children, 25-year-old Leanne and Bruce 21. And even though he's only 49, he has two grandchildren, one aged three and the other two years old.

One of the new wrinkles of married life in this day and age, with the husband and wife out working, is arranging meals when both parties are working different shifts. Norm says the microwave oven is his gift from heaven.

"Our shifts rarely coincide so I suppose I'd starve without that microwave. Doreen will prepare something in the afternoon when she's working nights so that when I come home I just have to heat it up and eat it. For a working couple, a microwave is practically a necessity."

Norm has been working for the past five years on the cardiac ward. He says sometimes it can be a very difficult job trying to cheer up people admitted as cardiac patients.

"They come in with heart attacks and some figure they're going to die so it is very hard to boost their spirits. Others however feel like talking because they think they've been so close to death. I try to make each person feel comfortable because after all it could be me in that bed in a couple of years."



Norm Urquhart, an orderly at Royal Jubilee Hospital in Victoria, works on the hospital's cardiac ward. Norm, whose wife Doreen is also an HEU member, says that his job is very fulfilling and he is rarely forgotten by patients he has come into contact with.

## Love Blooms For Union Member

It is not every day that a person is featured in a nationwide magazine story and for Patricia McGeorge, an HEU member at Shaughnessy Hospital in Vancouver, the story is indeed a happy one.

Patricia, a purchasing clerk at Shaughnessy, was one of several persons interviewed by Today Magazine (Feb. 14) on the subject of long-distance romance.

She had met Bob Shearman, of Exeter, England, last June and they subsequently fell in love. Unfortunately, however, Bob was only in Canada for a four-month holiday and they were soon separated when he had to return to England.

"The magazine story was very well done and it dealt with something (long - distance

romance) that can be a very trying and emotional experience," McGeorge told The Guardian.

"Luckily for us, the relationship has stood not only the test of time but the test of separation as well. Bob is now in the process of getting through British immigration so he can take a job here in British Columbia."

The process of clearing government immigration is a long and involved procedure, as Patricia is finding out.

"It has taken so much time and there are so many papers and red tape to go through that sometimes you wonder if it's ever going to end. But we're hopeful and it looks as though Bob could be here in the spring."

Patricia and Bob were introduced by a mutual friend in a Vancouver pub and hit it off right away. Although friends warned her not to get involved with someone who lived so far away, she resisted their advice.

"The first month was rough, but thanks to my family and friends, I have come to accept separation. The time apart has been good in one way. I've had lots of time to think about it all and I'm surer now than I was when he left that he's the one I want."

How does it feel to be featured in a nation-wide magazine story?

"Well, it was exciting when the magazine first came out. My mother still has a bunch of copies of it sitting around the house. But after a while you tend to forget about it," she said.

## Address Reminder

Union members who are corresponding with the HEU Provincial Office in Vancouver are reminded that the office address is no longer 538 W. Broadway.

Some of the old stock of paper being used by some Units has the previous address of the Provincial Office mentioned above.

Your correspondence will arrive at Union Headquarters much sooner if you always use our current address — 2286 West 12th Avenue, Vancouver V6K 2N5.

## LETTERS



## Praise For Fairey

Dear Mr. Gerow:

I have just returned from the Peck Arbitration hearings in Vancouver and I would just like to let you know how much I appreciate having been asked to be a representative. After having sat through the hearings February 24th & 25th, I can now understand the enormity of the job HEU has in trying to get this matter settled to everyone's satisfaction.

I can see now just how hard the Union is working to get this matter settled and the tremendous amount of work that has already been done. I especially feel Mr. David Fairey is doing a wonderful job on behalf of the unclassified members of the Union. I was very impressed at the way he examined each witness, making sure nothing was left unsaid.

Once again I would like to thank you for this opportunity and I can assure you I will do my best to let everyone in my hospital know what a great job everyone in Vancouver is doing for us unclassified members.

Laurie Jackson  
G.R. Baker Memorial Hospital  
Quesnel Unit

## Thanks From Hope

Dear Sir:

We are writing to thank you for asking us from Fraser Canyon Hospital to sit in on the HEU arbitration hearings this past month.

Because of attending these as representatives, we now have a much better understanding of the massive task HEU and Mr. David Fairey have undertaken to classify clerical workers. Mr. Fairey is doing a marvellous job in our opinion and we do not think you could have employed a better man to do the job.

Thank you again for allowing us this opportunity.

Maureen Crimeni  
Sandi Apted  
Hope Unit

## Bursary Award Winner

Dear Sir:

I would like to sincerely thank the Hospital Employees Union for selecting me as recipient of the Edward James Ashmore Memorial Award.

As I'm sure you are aware, the \$1,000 award will cover tuition and books for one year and will enable me to complete my Bachelor of Education degree by next summer.

I gratefully appreciate your recognition of my efforts.

Barbara Gannon  
Burnaby



Pat McGeorge, an HEU member at Shaughnessy Hospital in Vancouver, was featured in an article on romance in Today Magazine last month. Pat, a purchasing clerk at Shaughnessy, posed in February for this Guardian photograph that was taken at her desk.  
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