

## As a result of LRB decision

# Strike Called By HEU At Windermere

HEU will strike the Windermere Central Park Lodge in Vancouver April 4, according to Union Secretary-Business Manager Jack Gerow.

"We are left with no other choice as a result of a Labour Relations Board decision March 26. We have said all along that we want to settle this contract dispute by arbitration but it appears as though not only the employer but also the law wants us to take strike action," said Gerow.

The B.C. Labour Relations Board ruled March 26 that the Essential Services Disputes Act does not apply to the collective bargaining relationship between HEU and Central Park Lodges of Canada, the owner of the Windermere health care facility.

The LRB ruling does not resolve the matter however since the Labour Minister may

intervene to designate certain services as essential.

"If there is an immediate and serious danger to life or health, the Minister may, under Section 73 of the Labour Code, request this Board to designate facilities, productions and services the Board considers necessary or essential to prevent immediate and serious danger to life, health or safety," stated the 17-page decision.

Gerow said the Union is now seeking a meeting with Labour Minister Jack Heinrich.

"Given the decision, it is clear to HEU and its members at Windermere that they are faced with all the responsibilities under the Essential Services Disputes Act but none of the rights, especially the right to elect to settle the collective bargaining dispute by arbitration," said Gerow.

"HEU would like to meet with the Labour Minister Jack Hein-

rich in order to discuss this discriminatory and double standard which leaves us with no choice but to prepare for strike action."

"We certainly want to see a contract signed. The 100 HEU members at the facility have negotiated for 21 months with the owner to no avail," added Gerow.

HEU originally gave 72-hour strike notice Jan. 12 after the members of the Windermere Unit had voted 94 per cent in favour of taking strike action.

The issue in the dispute is the refusal of the owner to pay the prevailing standard of wages and benefits paid in the health care industry in B.C.

At present the prevailing standard is a minimum of approximately \$8 per hour.

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



Mount Paul Unit Chairperson Chris Sidney (left) answers a question during a press conference held March 12 by HEU after the provincial government had announced it was seeking another buyer for the Kamloops health care facility. HEU members Frankie Doumont (middle) and Diana Bernier (right) also answered media questions at the HEU press conference.

## To keep Crestwood open

# Court Injunction Filed

HEU filed for an injunction before the B.C. Supreme Court March 26 to prevent the permanent closure of the Crestwood Guest Home in Maple Ridge.

Jack Gerow, HEU Secretary-Business Manager, said the permanent closure of the facility with only 27 days notice is clearly in violation of the New Adult Care Regulations which require twelve (12) months notice of closure.

"If it is the government policy to allow short-notice closures, then the new adult care regulations under the Long Term Care program are just political window dressing with no real protection for long-term care residents," said Gerow.

"Abrupt eviction notices are also a devastating blow to elderly residents in fragile

physical and emotional health. Most of these people have no homes to return to, no relatives capable of caring for them and no personal capability of hunting for a new care home."

He said that ordinary tenants have more rights under the Residential Tenancy Act than elderly residents of B.C. health care facilities.

Gerow added he was very concerned about the hardship for Crestwood Unit members who will lose their jobs in the event of a closure.

"In these days of high unemployment, it is unforgivable that someone would not think of the fact that closing such a facility would put a lot of people out of work, especially when there is a desperate need for qualified staff and long-term care beds."

All of the 46 residents at the Crestwood facility had already been moved out by the end of March.

John Ho-A-Shoo, a Vancouver dentist and owner of Crestwood for the past four years, said he decided to close the facility because it was not economical.

"For the little bit of money it might make, it's not worth it," Ho-A-Shoo told The Vancouver Sun in a story published March 24.

The residents of Crestwood learned of their eviction notice by letters placed on their beds which read: "It will be necessary for you to leave no later than April 12."

Gerow said the trend toward the closing of facilities like Crestwood in favour of more profitable enterprises is already evident.

"Crofton House in Vancouver, which will close to make way for condominiums, is an example of how the owners are moving from health care to more financially promising ventures. The owner of the Crofton House health care facility is now dabbling in oil and gas exploration," said Gerow.

Under a rezoning plan to go before Maple Ridge municipal council, the Crestwood site could be opened up to high-density apartment development.

## Mt. Paul Sold To Extendicare

The Guardian has learned that Mount Paul Private Hospital has officially been sold to Extendicare Ltd. of Toronto, a private company with 40 health care facilities in Canada and another 36 in the United States.

## One Level of Wages Sought by Union

The Mount Paul Private Hospital arbitration award handed down Feb. 23 is a big step toward the HEU goal of bringing one level of wages for all health care workers around the province, according to Union Secretary-Business Manager Jack Gerow.

"At the Union's 1974 convention, a resolution was passed that a long-term goal of HEU was to seek one level of wages for health care workers, regardless of where they worked," said Gerow.

"Arrival at this goal has been slowed by privately-run health care facilities like Mount Paul and Crestwood Guest Home in Maple Ridge because of owners' desire to make the maximum amount of profit at the expense of the employees and the residents," he said.

Gerow said he feels there is no place for profit in the health care field.

"HEU has consistently gone on record as saying that private, profit-making health care facilities should be brought into the public domain. As long as there is a profit motive, the elderly will always be faced with uncertainty."

"The closure of a privately-run facility not only hurts the residents, of course, but also the HEU members working at the facility. However, we think this is only a short-term period of pain as we have seen by developments following the closure of King George Private Hospital in Surrey."

Following an arbitration award handed down in 1979, the owner of the King George facility closed the hospital, claiming he could not afford to keep it open. All 77 residents were relocated and about 57 HEU members put out of work

by the closure were assisted in finding jobs by the Union.

Gerow said the Mount Paul arbitration award will have a great impact on long-term care collective bargaining in B.C.

"The fact that the award was unanimous is a clear indication that acceptance of a proper wage level for health care workers is now a reality in the health care field."

The award will have a precedent-setting effect on other private hospitals that are negotiating with HEU because a fair minimum level has now been established," Gerow added.

The owner of Mount Paul, Argus Homes, threatened to close the facility and move out all the 75 residents after the arbitration award was handed down. HEU's victory in keeping the health care facility open is reported on page 7.

## Wage Policy Conference in October

The Provincial Executive has decided to call the Union's Eighth Provincial Wage Policy Conference for Oct. 1 and 2 in Vernon.

By the middle of May of this year the Wage Policy Conference Call will be issued so that Units may deal with business relating to the Vernon conference at June Unit meetings.

This business will include the election of delegates to attend the conference as well as formulation of Unit wage and contract demands. The Provincial Executive wage and contract recommendations will be issued with the Conference Call.



Overlander Unit member Tena Salmond (left), spends her afternoon coffee breaks with resident Marjorie Billy. Tena is a Unit Trustee at the Kamloops health care facility.



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

# The Hospital Guardian

Official Magazine of the  
HOSPITAL  
EMPLOYEES'  
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Editor: Nuccio Spitalé

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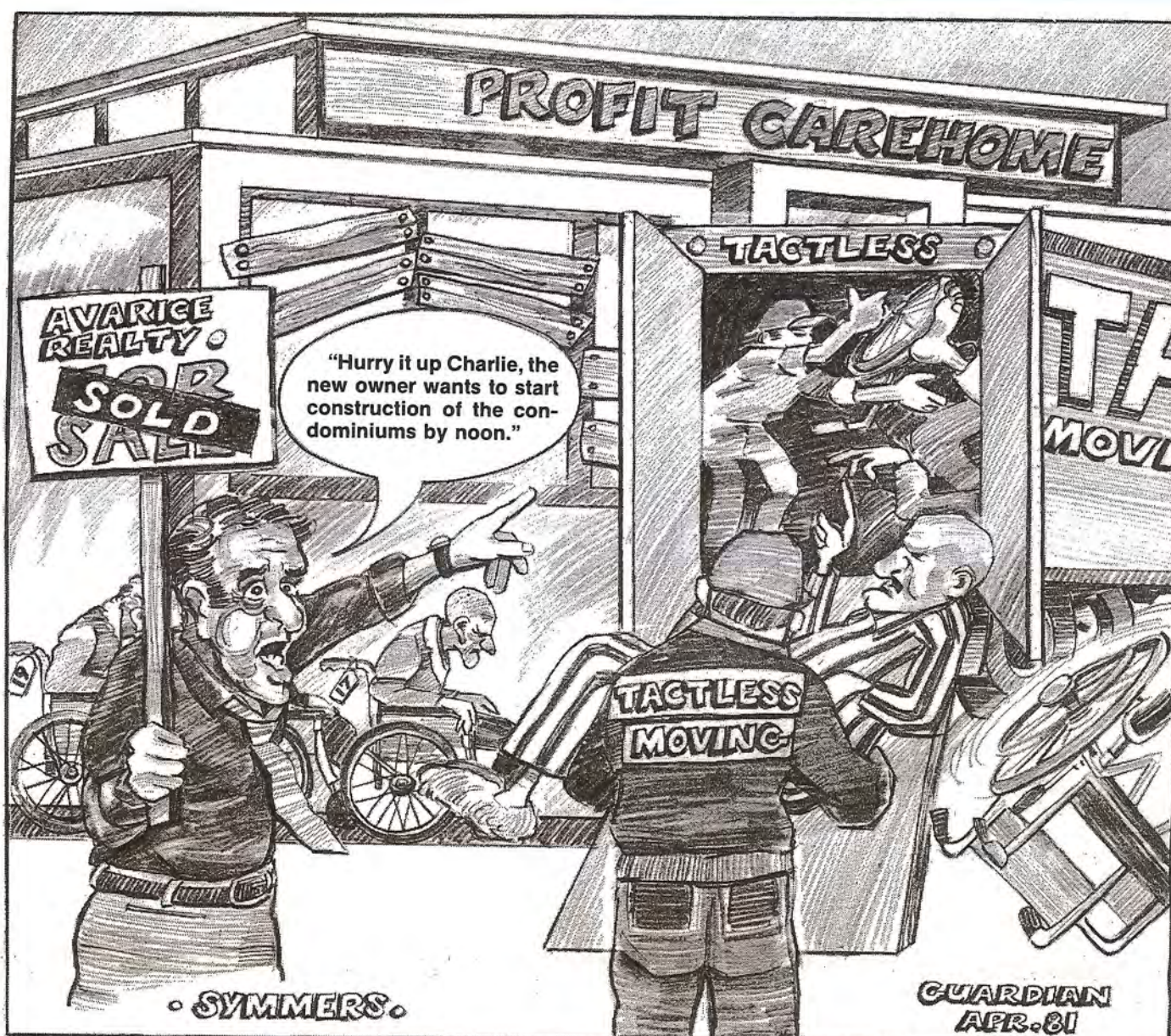
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## Editorial Page



## Cash Register Care

The recent developments at Crestwood Guest Home in Maple Ridge and Mount Paul Private Hospital in Kamloops must surely put to rest once and for all any doubts that the profit motive must be removed from health care.

It has to be with great shame that we must inform our children that elderly citizens, people who fought for Canada's freedom, people whose sweat built the towns and cities we now live in, people who raised the families which make up our communities, are now being turfed out of their adopted homes because the landlord isn't making enough money on them.

Over 100 people were faced with eviction in March at Crestwood and Mount Paul and the effect on them was devastating. Who could have put it any better than Mount Paul Unit shop steward Diana Bernier? "They have no rights, no say in where they are to live... and are told they will have to be sent to other facilities, just like you would send a parcel." Moving out these fragile human beings like pieces of parcel results in more than bruises. HEU has learned that 27 of the 77 residents displaced from the former King George Private Hospital in Surrey are now dead.

How many of the deaths can be attributed to having been arbitrarily moved from King George? That is a difficult question to answer since it cannot be proved exactly at what point someone lost the will to live.

But let's say it was only one person that died because of a sudden shift from familiar surroundings. Who would want to carry the heavy mental weight of knowing it was a financial consideration that led to the death of someone?

Alas, as we have seen from examples like Crestwood and Mount Paul, such a monetary consideration seems to be more important to some than a person's life.

The quotes we heard from owners in March are still haunting: "There's no guarantee as far as we're concerned that the hospital will remain open. The ministry indicated that they were willing to pay the operating costs for three months but we couldn't agree on what the operating costs were. As a businessman, I can't afford to lose that much money a month," was the way the Mount Paul owner put it to the media.

A Ministry of Health spokesman admitted to The Kamloops News that the Mount Paul management were "being difficult at the expense of the morale and the concerns of the patients in the hospital."

It is a disgrace to our society, and nothing less, that the care of our elderly is placed in the hands of a business. The notion that someone can buy a health care facility for the purpose of making money must cease if we are to ever think of ours as a civilized society.





Peggy Angell (left) and Flo Carrigan had it all figured out on the blackboard before they cast their vote at the Prince Rupert Unit ratification meeting March 12.

Unit photo



Myrtle Gowe (left) and Jane Dolliver look happy after they voted March 12 on a tentative agreement for the 32 members of the Prince Rupert Unit.

Unit photo

## Witnesses Assisted By Union Committee

The role played by HEU witnesses before the Peck Arbitration Board to determine the classification system has been a vital contribution to the Peck hearings.

Jim Amos, HEU member of the Royal Jubilee Unit, has been assisting HEU witnesses upon their arrival in Vancouver. "Alberta Dorval (Provincial Executive 5th Vice-President), Gord Meagher (HEU 1st Vice-President) and myself help to prepare them before they testify. We've found that if they have an idea what to expect, it really helps, Amos told The Guardian during a March interview.

One thing Amos has noticed about HEU witnesses is that it is hard to tell which are going to be nervous during the actual testimony before the Board.

"All of the witnesses have been great, whether they have been nervous or not. However, some of the ones who were the most fidgety beforehand ended up being cool as as can be during the hearing itself," said Amos.

"It's really hard to tell who's going to be nervous and who

isn't. And you can easily understand why a person might be a bit on edge. After all, it is a very formal atmosphere and most people find it difficult to talk about the details of their jobs in such an atmosphere."

"Because of this formality, we just try to remind them that the questions pertain to the questionnaires they filled out," he said.

Luisa Sterne, a medical records clerk at Vancouver General Hospital, talked to The Guardian just before appearing as a witness at a March 19 hearing.

"It is a bit nerve-wracking thinking about what exactly you are going to say. And once you've thought about what you are going to say, the thought of saying it in a room full of people made me a bit tense," said Sterne.

"One thing I can say, though, I was well prepared by the Union before I actually had to testify and that really helped."

Hearings are scheduled throughout April before the Peck Arbitration Board to determine the classification of most clerical employees.

## Pension Information Available To Members

Pensions are a concern to every working person and a Union member can never get enough information about pension matters.

A series of pension interviews begins April 6 in Prince George. The interviews are being conducted by the Ministry of the Provincial Secretary and Government Services, which is the ministry responsible for HEU members' pension plan.

The personal interviews will be held in all regions of the province throughout 1981.

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 interviews are

designed for members who are planning to retire in 1981 or 1982.

Other dates and places of interviews for 1981 are as follows: Kelowna, Penticton and Vernon — April 27; Castlegar, Cranbrook, Nelson, and Trail — May 19; Prince Rupert, Smithers and Terrace — June 15; Dawson Creek, Fort St. John, Prince George, Quesnel and Williams Lake — August 31; Kamloops — September 28; Kelowna — October 19.

HEU members not planning to retire in 1981 or 1982 and who are interested in knowing more general information about their pension plan are invited to write to The Guardian with their questions.

## At Prince Rupert

# Agreement Ratified

After two-and-a-half days of talks with government-appointed mediator Vince Ready, an agreement was reached March 11 between HEU members of the Prince Rupert Unit and Prince Rupert Regional Hospital management.

The tentative agreement was ratified by the Union's Prince Rupert Unit at a vote taken March 12, said Unit Chairperson Mary LaPlante.

"It was a near unanimous vote in favour of accepting the terms of the agreement. Everyone was very pleased with the outcome," said LaPlante.

Unit Secretary-Treasurer Barb Sweetnam said the Unit members were relieved that the contract negotiations are ended.

"We were only seeking a fair settlement and the members think they have now got one," said Sweetnam.

The agreement, which will be retroactive to June 13, 1980, will be tied to the Union's Master Agreement except for the addendum classification sys-

tem which will be effective Dec. 31 of this year.

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 original contract offer. HEU then served 72-hour notice Feb. 27. However, a mediator was then appointed by the government and no strike action was taken.

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

The agreement, reached after four months of bargaining with the Prince Rupert Hospital management, has been ratified by the hospital.

## Sweetnam, LaPlante Out Of "deep water"

Mary LaPlante and Barb Sweetnam found themselves immersed in the "deep water" of trying to settle a first agreement at Prince Rupert Regional Hospital in March but are now glad that the experience is behind them.

LaPlante, Chairperson of HEU's Prince Rupert Unit, said all is well within the membership as a result of the agreement, that was nearly unanimously ratified by the Unit members at a vote taken March 12.

"The members were a little shocked at first, probably because we got what we were asking for so quickly. But once it began to sink in, everyone realized it was what we were after in the first place," said LaPlante.

"Last year seems a long time ago when we first got our certification, but we're all happy it has been finally resolved," she said.

Unit Secretary-Treasurer Sweetnam said she is pleased the "tension is over."

"We were thrown into the deep water real quick and I can honestly say it was an education from start to finish. I was new to union involvement but it was worth it," said Sweetnam.

LaPlante and Sweetnam both expressed thanks to the HEU Provincial Executive for their support of the Unit during the contract dispute.

"We would like to thank all members of the Provincial Executive for their unanimous support of our cause and for making us more confident in the outcome of what could have been a more trying situation," said LaPlante.

"It was largely due to this strong support that we were able to go to the bargaining table with such a strong mandate from our members," added Sweetnam.

## Heinz's "Garden" Enjoyed By Residents

Heinz Ulrich, HEU member at Overlander Extended Care Hospital in Kamloops, had an idea one day that he felt would enhance the physical environment around the facility.

He conceived and then proceeded to build, along with HEU Provincial Executive member and Overlander Chairperson Mark Atkinson, an enclosed garden on the premises at the health care facility.

"Let's face it, it can be pretty monotonous looking at those brown hills around here every day. I thought the chance to spend some time near a fish pond with lots of green plants would help," said Heinz.

His idea certainly did help a

great deal. Now he says a visit to the "Winter Garden", as he's dubbed it, is a must for many of the residents.

"Yeah, I guess they all like it. I'm glad they do because I was thinking of them when I had the idea."

Mark and Heinz built the approximately 30-foot by 20-foot glass-enclosed garden over a two-year period. Finances came from the Overlander Extended Care Women's Auxiliary and other donations from the Kamloops community.

"The residents now go there with their relatives and they love the change of scenery."

The "Winter Garden" was completed in October last year.



Heinz Ulrich (left) and HEU Provincial Executive member Mark Atkinson in the "Winter Garden" at Overlander Extended Care Hospital in Kamloops. Heinz, an Overlander Unit member, conceived the idea of the garden and built it with the assistance of Mark for the enjoyment of the residents at the hospital.

## Surrey Donates Cheque

HEU's Surrey Unit donated a \$50 cheque to Unit member Maxine Watson in March after hearing about the death of Maxine's husband.

Maxine is a ward clerk on the orthopedic ward at Surrey Memorial Hospital. Her husband was announced dead on arrival at the hospital while Maxine was on duty.



## Photos from March Unit meeting

# Fernie, Sparwood, Invermere, Cranbrook and Castlegar



Fernie Unit members (from left): Carol Soukoroff, Lena Ogden and Joyce Douglas took part in their Unit meeting March 4 in the East Kootenay city. (Missing from photo, Mabel Sosnowski).



These Fernie Unit members were on hand for a Unit meeting March 4 (from left): Anita Mitchell, Joe Aiello, John Sangala, Sofia Ankutowicz, Sheila Heide and Mary McConachie.



These Sparwood Unit executive members were photographed March 3 at the East Kootenay city. (Front row, from left): Molly Latka, Trustee; Mary Stenson, Chairperson; Shelley Butler, Secretary-Treasurer. (Back row, from left): Margaret Miles, Vice-Chairperson; Janine Fontaine, Shop Steward; Terry Doratty, Trustee; Millie Plessis, Trustee.



Fernie Unit members (from left): Kathy Granger, Lorraine Will, Norma Ferguson, Merle Murdock (shop steward), and Chris Clelland.



Fernie Unit executive members at a unit meeting March 4 (from left): Mary Koran, Chairperson; Dorothy Rieter, Secretary-Treasurer; Francis Breland, Vice-Chairperson.

The photos on this page were taken by HEU staff representative Marion Perry during March Unit servicing trips.



Members of HEU's F. W. Green Unit in Cranbrook were gathered together for this photograph taken March 5. Included in the photo are Unit Chairperson Sandy Sutherland and Secretary-Treasurer Mildred Turner.



Six Invermere Unit members are shown above during a staff representative servicing visit March 2 at the Columbia Valley city. (Back row, from left): Karen Wright, Unit Vice-Chairperson Lillian Gee, Unit Secretary-Treasurer Agnes Camenzind, and Unit Trustee Mary Smith. (Front row, from left): Marina Trask and Mitzi Pfister.

The Hospital Guardian, April 1981/Page 4



Members of the Castlegar Unit at a Unit meeting March 18. Included in the photo are Chairman George Clarke (back row) and Secretary-Treasurer Gwen Krueger (standing in front of George).



## Equal Pay Committee Studies Settlement

Recent equal pay settlements were the main topic of discussion at HEU's Equal Pay Committee meeting March 25 in Vancouver.

Committee members studied a settlement reached this year between the Canadian Union of Public Employees (CUPE) and the District of Chilliwack.

The agreement was ratified by the CUPE local in March after a five-week-long strike.

The agreement calls for a \$1.50 per hour increase in pay for 1981 and a 13.5 per cent wage increase in 1982. During the second year of the agreement, the clerical schedule is adjusted so that on Sept. 1, 1982, the five-year maximum clerk-typist II rate of pay equals that of the base labourer rate of \$10.73 per hour.

The CUPE statistics showed that the Jan./1982 rate for the clerk-typist II will be \$8.58 per hour.

In other discussion, the HEU committee members decided against pursuing the increment method of increasing wages. Members expressed the feeling that the system was unfair because it meant a delay of a number of years before the workers reached the final step. This delay arises though they



may be properly qualified to receive the highest increment salary scale well before the total period of time required to reach the final rate has elapsed.

Committee members agreed that if the clerk was qualified she should receive the full rate from the first day of employment.

Other reasons cited by the HEU committee against the idea of the increment structure included the antagonisms that develop as a result of different workers being equally qualified and being paid differing salaries.

The committee has tentatively scheduled its next meeting for April 29.

## John Johnston Runs Into Tel Supervisors

When the recent B.C. Telephone Company - Telecommunications Workers' Union dispute surfaced March 5 at Powell River General Hospital, Powell River Unit Chairperson John Johnston knew exactly where his convictions lay.

"As soon as I saw those supervisors appear at the hospital to fix one of the non-emergency phones, I told them to get the hell out," Johnston told The Guardian.

"A hassle naturally developed, but we got together with the hospital administrator and set up an emergency telephone list. I went to TWU and they agreed to the list, so an agreement was reached," said Johnston.

"I think if we are going to be solid trade unionists, we should be helping other unions when they are in trouble and that's exactly what we did."

## Grievance Disputes Settled By Arbitration

The number of HEU/HLRA grievance disputes that went to arbitration dropped nearly 50 per cent in 1980.

Only eight grievance disputes reached the point of being settled by arbitration in 1980 compared to 15 in 1979.

The eight 1980 grievance disputes that went to arbitration involved the following articles of the HEU/HLRA Master Agreement: Article III, Section 3 (Bumping); Article IV, Section 5 (e) (Right to Grieve Disciplinary

Action); Article XI, Section 1 (Uniforms); Article XIII (Severance Allowance); Article XIV (three arbitrations), (Wage Schedules); Overpayment of Wages.

As of mid-March, there were 29 grievance arbitrations, some of which were filed in 1980, that were outstanding and yet to be ruled upon.

None of the 1980 arbitrations dealt with termination of an employee.



Members of the Kaslo Unit recently donated a picture to the Victorian Hospital in Kaslo. Shown here at a March 17 Unit meeting with other Unit members are (seated) Secretary-Treasurer Carolyn Allain and Chairperson Stan Leathwood.

Marion Perry photo

### Retires after 34 years

## Russ Cole, An HEU Pioneer

Russ Cole, an HEU pioneer and long-time member of the Union's Provincial Executive, officially retired Feb. 27 at Kootenay Lake District Hospital in Nelson.

Russ, 64, is a well-known face throughout the HEU membership around the province because of his many years of dedicated service to the Union. Russ actually helped to form the very first union at the hospital in 1948 and he remembers the circumstances of the day quite well.

"Back then I was making \$125 a month when everybody else in town was getting \$300. You couldn't live on that, I'll tell you. So we started up the union—Local 296 of the AFL-CIO as it was called in those days," Cole recently told The Guardian in an interview.

"And don't think for a second it was tough getting everybody to join the union, 'cause it wasn't. In those days we were militant to get what was coming to us."

In Feb. 1951, the union joined HEU and Russ remembers those days clearly.

"We were good and tough when we had to be. I remember holding back (Secretary - Business Manager) W. M. Black when he tried to take a swipe at the hospital administrator during contract negotiations. We all stuck together that's for sure."

Cole has held practically every position in the Kootenay Lake Unit over the years, from shop steward to chairperson. In 1957 he was elected to the Union's Provincial Executive and held a seat on the executive

until 1978 when he stepped down. During those years on the executive he won the respect of both executive members as well as HEU staff.

During his stint on the Provincial Executive, he also helped to organize HEU units in Sparwood and Kaslo, as well as Mount St. Francis in Nelson.

HEU Secretary - Business Manager Jack Gerow said Cole is the kind of Union member that gives a union not only character but also strength.

"Russ Cole is one of the pioneers of our Union and the type of person a union must have when the going gets tough. Russ has had a distinguished and colourful career with our Union and will not be soon forgotten," said Gerow.

Cole was born and raised in Maple Creek, Saskatchewan. He joined the Canadian Armed Forces in 1934 with the 14th Canadian Light Horse Regiment, transferred in April 1940 to the South Saskatchewan Regiment and was sent overseas later in 1940. He was with the Carrier Platoon at Dieppe in 1942 and after Dieppe was transferred to the Royal Canadian Signal Corps. He returned to France on D-Day and went to England until the end of the war. He received a field commission for his service during the war.

Russ was married in Loss-wade, Scotland, on May 12, 1945, to his wife Betty. He came to work for the Kootenay Lake District Hospital on December 4, 1946, in the engineering department.

Unit Chairperson Amelia Fukala told The Guardian that Brother Cole is respected by everyone at Kootenay Lake.

"Russ certainly is a household name around here. He's a bit of a character, but we all know his heart is in the right place and that's what really counts," said Fukala.

For his retirement plans, Russ is planning to return to Dieppe next year with his wife Betty.

"We were planning to go back for the first time in August next year, which will be the 40th anniversary of Dieppe. I'm looking forward to seeing it again," said Cole.

He will continue to live in Nelson after retirement. The Coles have six children, one of whom lives in Nelson, and seven grandchildren.

Russ said he won't leave Nelson even if it keeps growing like it has in the past few years.

"Nah, we'll always live here, although that new mall is driving me crazy. Whenever I take my wife there, I can't get her out of the bloody place. But we like Nelson and it hasn't really changed all that much over the years."

Fukala said the whole Unit will miss Russ.

"After 34 years, two months, and 25 days of service to the hospital and the Union, it is with regret to see him retire, but we would like to wish Russ, Betty and their family continued good health and a long, happy retirement."

**[EDITOR'S NOTE: Our thanks to Kootenay Lake member Marion Quirk for her assistance in researching some of the information on Brother Cole. Marion and Russ are two of the original HEU members of the Kootenay Lake Unit.]**

## Terry Fox Loved By All Says Trites

Switchboard operators at Royal Columbian Hospital have been flooded with telephone calls in the past few months regarding the condition of Terry Fox.

Barb Trites, a switchboard operator at the New Westminster hospital where Fox is being treated for cancer, told The Guardian there have been "thousands of calls" for the popular Coquitlam resident since January.

"It's impossible not to get caught up in the emotion surrounding Terry because we all feel the same way about him. He is the kind of person we all wish we were," said Barb, a 14-year HEU member at Royal Columbian.



Bob Davies, Provincial Executive Lower Mainland Regional Vice-President, was master of ceremonies at a party Feb. 27 in Vancouver that was held for Vancouver General Hospital retirees.

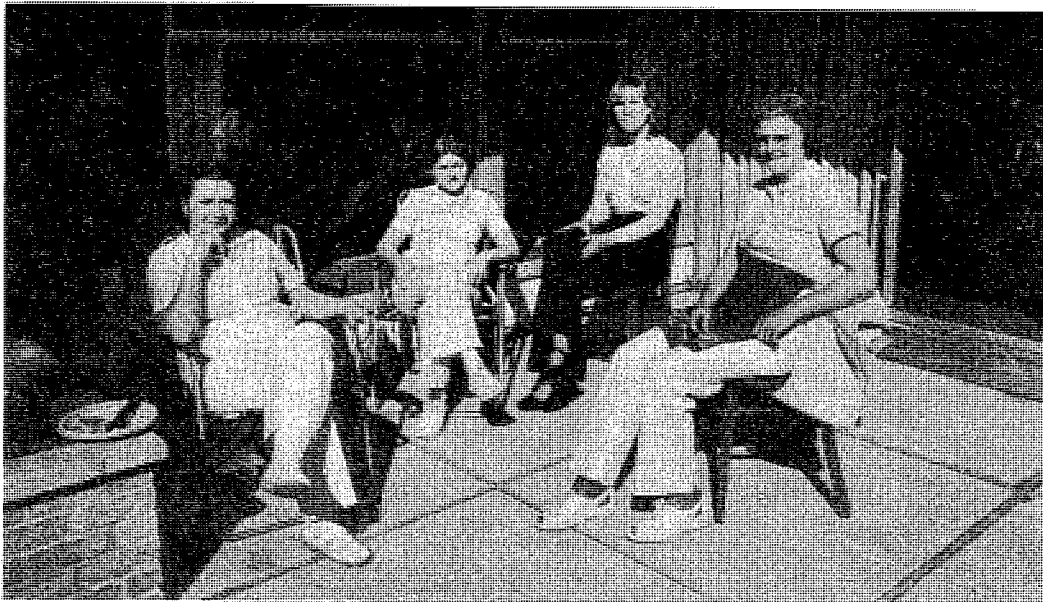


Former long-time HEU Provincial Executive member Russ Cole officially retired from service at Kootenay Lake District Hospital Feb. 27. The colourful Brother Cole worked over 34 years at the Nelson hospital.

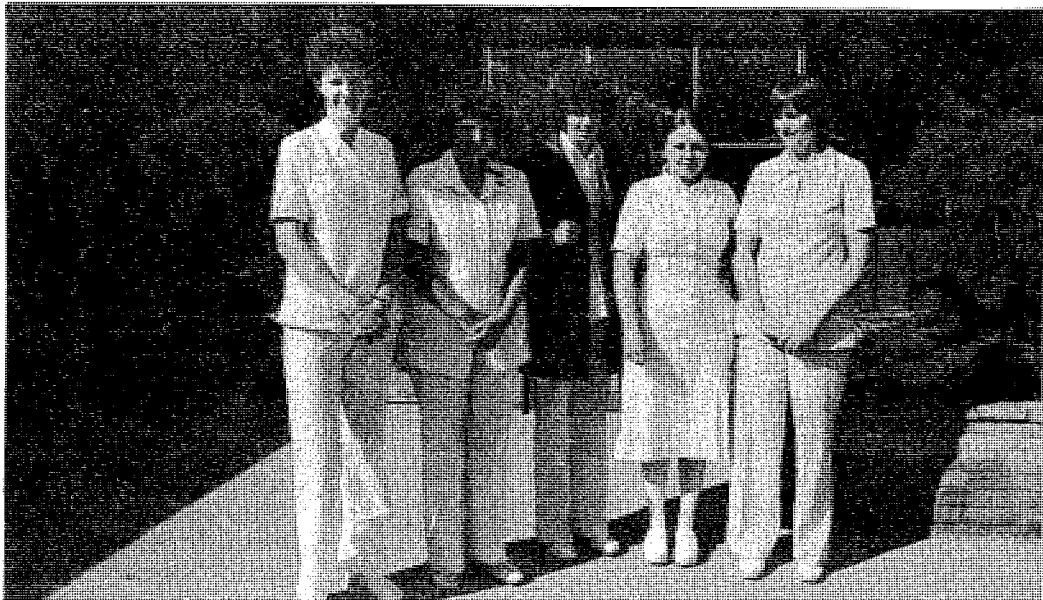




Over 200 Kamloops residents were gathered March 7 at a meeting organized by HEU to keep the Mount Paul Private Hospital open after an announcement by its owners that it would close the facility. A hat was passed to collect the money that was needed to rent the hall.



These HEU members at Mount Paul were photographed during their lunch break. From left: Elda Pero, Helen Witoszec, Krys Chmielewski and Evelyn Bumby.



Mount Paul Unit members (from left): Karen McCarthy, Verda Reid, Sharon White, Dorothy Heinzelman and Donna McElroy. Dorothy, former Secretary-Treasurer of the Unit, said the residents at the facility were "very frightened at the prospect of having to move."



These Mount Paul Private Hospital residents attended a rally March, in support of keeping the Kamloops facility open. The five are: Harold Campbell, Gertrude Harvey, Russell Hill, Janet Reid and Ellen Cox. The Hospital Guardian, April 1981/Page 6

## Open Letter From Mt. Paul Steward

I am a nurse's aide at Mt. Paul Private Hospital in Kamloops, B.C. and I am a member of the Hospital Employees' Union (HEU). I am quite sure that many people do not know what is happening at Mt. Paul, so I would like to take this opportunity to tell you, from the aides' point of view.

On July 7, 1979, the HEU was certified in our hospital. Before and since that date our working days have been hell. We have been verbally harassed, humiliated, and criticized constantly. This kind of treatment can only go on for so long before the morale of employees becomes very low. To cheer ourselves up we would pat each other on the back and say, "you've done a fine job today." We knew that any praise or thanks would have to come from each other because we would not get any from the management. Our patients also helped a lot with praise. After certification we started negotiations. We were earning \$5.63 per hour and we asked for a \$1.00 per hour raise. We were turned down by management so we considered other options, but management chose arbitration. This is a system set up by the government.

There are three people on the arbitration board. One represents the employer, one represents the union, and the third is an impartial arbitrator agreed to by both the union and the employer. The board listens to both sides of the dispute and goes into caucus to work out an agreement called the arbitration award. The award is binding, which means that whatever the decision, good or bad, we accept it.

In our case, the award was a unanimous one. The representative for the employer agreed with it and signed it on behalf of the employer. To the employees the award was good, although we are still receiving less pay than Overlander or Ponderosa — two other extended care facilities in Kamloops — for doing the same work.

The Union contract meant more to us than just a raise in pay. It meant that we no longer had to submit to the treatment we have been receiving. We are not second class citizens, but that's the way we are treated, now we have some protection (via the grievance procedure) and thought we had job security.

Argus Homes owns Mt. Paul Hospital and according to owner Ken Scholefield he is forced to close the doors because of the arbitration award. He says he cannot afford to keep the hospital open if he has to pay the new settlement, but he had the power to stop the proceedings before the arbitration hearings in October, 1980.

He was earning \$40,000.00 per year for "part-time" work at Mt. Paul until he gave himself a \$2,000.00 per year raise. His wage is triple that of the average employee at Mt. Paul, and they worked full-time, 40 hours per week. He paid rent of \$123,400.00 per year to Argus Homes, which owns the building, so he is actually charging himself \$128,400.00 to rent his own building. Over and above the \$128,400.00 which he paid himself for rent, he charged a further \$99,769.00 for administrative expenses. (His earnings were included in this).

Although I think that all of the above is important, there is something more important — the patients themselves. Most of our people are in their 80's and 90's. They have lived long, hard and often fascinating lives. They helped build this city, province and country. They fought wars, raised families and paid taxes, and this is how they are rewarded for the efforts.

They have no rights, no say in where they are to live, or what they want to do with the remainder of their lives. They are told that they will have to be sent to other facilities, just like you would send a parcel. These are people with feelings — not parcels. Nor are they commodities on which a profit should be made. Sending them to Prince George or Nelson against their will is inhuman. Even the prisoners in our jails can choose if they wish to serve their sentence elsewhere.

Some of our patients have been in Mt. Paul for 13 years and it is home to them. The patients with no families of their own have adopted us as their family, just as we have adopted and love them. The patients with families and friends enjoy visits and the greater distances would not accommodate many visits. We have men and women with spouses in our care and they visit every day. These visits would cease if our people are moved to the aforementioned alternative facilities.

Not all of our people can speak now, but they communicate with their eyes and facial expressions.

One of our ladies is such a patient. Her husband visits every day, but last year he was admitted to Royal Inland Hospital for a while. He was unable to visit for about six weeks and his wife just sat in her chair staring out of the window. One day he finally came in and I was in the room when he said hello to her.

It was the most beautiful thing I have ever seen. The look on her face and glow she emitted was incredible. I had to leave the room as I was crying. If people like these are separated I doubt that they would survive for long.

We love our people very much. We care for them on working days and visit them on our days off. Some of us take them out whenever we can.

What's happening to them now is hurting us all because we can see their fears even though some can't voice them.

Our patients are frightened as are their families, but they have such blind faith and trust in our government. They keep telling each other that "their" government will never allow them to be forced out of their home. I hope they are right. They all have such interesting pasts, but very bleak futures.

Due to the verbal harassment being experienced by all employed at Mt. Paul, which surely would be increased many fold I will not allow my name to be disclosed at present.

This is addressed to the "People of B.C." because copies are being sent to other newspapers in the province.

Diana Bernier  
Mount Paul Unit  
Kamloops

**[EDITOR'S NOTE: Diana's letter originally appeared anonymously in the Kamloops News in March. Diana agreed to have her name used for The Guardian.]**





Mark Atkinson (left), HEU Okanagan Regional Vice-President on the Union's Provincial Executive, and Maureen Moulton at a government press conference March 12 in Kamloops. Maureen is a cook at Mount Paul.



HEU Research Analyst Jean Swanson and Health Minister Jim Nielsen at the minister's press conference March 12 in Kamloops. Nielsen said he hoped the new owner of Mount Paul would "make a profit as it is a good motivator in the running of a business."

## Ponderosa Seeking Employee Program

Ponderosa Unit Chairperson Frances Nielsen is trying to get an employee assistance program set up at the Ponderosa Lodge in Kamloops.

"We had a problem with a girl who lost her job because of a drug problem. She was always showing up late for work and while she was at work she was not able to even do her job. The other girls were covering up for her," Nielsen said.

"If there was some sort of confidential number where an employee can call, a person may be able to help themselves before they lose their job."

Nielsen said if a counsellor were provided by the provincial Drug and Alcohol Commission, employees with drug problems could be assisted.

"The city of Kamloops have had such a program for about a year and 22 employees have already used the service, so we know it can work."

Nielsen added that the program at Ponderosa would be a joint management-employee operation.

"I hope it gets set up. I just look back at that girl and I know she could have been helped before her problems got out of hand."

## "Dark day" averted

# How Mount Paul Was Saved

Once word had reached HEU members at Mount Paul Private Hospital that the facility's owner, Ken Scholefield, had threatened to close the place because of an arbitration award, a rally was planned by HEU for Kamloops.

On March 7, over 200 Kamloops citizens, including many HEU members in the Kamloops area, attended the rally. Included at the rally were Kamloops MP Nelson Riis, who remarked: "It is a dark day when pioneers of our country receive a letter that they will be forced out of the town they've lived in."

Also at the rally were other local dignitaries including the city's mayor and Rev. Nelson Atkinson, a Kamloops minister and father of HEU Provincial Executive member Mark Atkinson.

The rally proved successful because it led Health Minister Jim Nielsen to announce at a Kamloops press conference March 12 that a new owner had been found for Mount Paul and that the hospital would not be closing.

HEU held its own press conference following Nielsen's at which time Mount Paul Unit Chairperson Chris Sidney told reporters that the whole ordeal of waiting to find out if the facility would remain open was traumatic for the 75 hospital residents.

"All this has been very upsetting to them and their families. We, the staff, deal with the residents on a day-to-day basis and we know how they feel about it. To tell you the truth, it shouldn't have happened in the first place," Sidney told the gathered media.

Frankie Doumont, a nurse's aide for six years at the facility, told reporters that the whole staff were emotionally attached to the residents.

"I love those little old people. When I see them upset, like they were when they received notice that the place was closing, it hurt me a great deal."

"They feel they belong there and that they shouldn't be moved. Can you tell me that they're not right? I couldn't even talk to some of them about the closure because of the thought of seeing them cry," said Doumont.

Shop Steward Diana Bernier called it "positively inhumane" the way the residents were being forgotten.

"The wife of one resident refused to move her husband. Here they were bawling their eyes out all because they thought they had to move. I told one resident, Mrs. Harvey, that I wouldn't let them take her and I'd chain us both to a post before they got us out of that hospital."

"I'd work for nothing if that's what it meant to keep the place open," added Bernier.

Bernier said the attachment to the elderly residents is so great that many staff come on their days off. "We come in on our days off and bring Lifesavers or something, just to keep

them company. They're like family to us."

Maureen Moulton, a cook at Mount Paul, said she has been amazed by how close the staff are to the residents. "I didn't know what to expect when I started here three months ago. And I've found it is practically impossible not to fall for these dear people. Some of them have nobody to look after them and so the staff try to bring some love and comfort into their lives."

At Guardian press time, the new buyer for the facility was revealed to be a Toronto company, Extendicare Ltd.

## Curtis Comments Cast Doubt On Negotiations

Comments made in March by Finance Minister Hugh Curtis about the health budget may make upcoming bargaining with HEU very troublesome, according to HEU Secretary-Business Manager Jack Gerow.

"It certainly cast doubt on the upcoming negotiations with HLRA when Mr. Curtis said the government wants to have more influence in the collective bargaining process," said Gerow.

Curtis was quoted in The Vancouver Sun newspaper (March 10) as saying that not negotiating directly with participants was an "impediment" to balancing the government's books.

"What this (HEU/HLRA negotiations) means is that the government is exposed to financial risk without adequate means of influencing the outcome. This is a major impediment to efficient and responsible fiscal management," said Curtis.

Gerow said that under the circumstances of what Curtis said, any negotiations with HLRA would only amount to "shadowing bargaining".

"It will be very difficult, if not impossible, to conduct any serious contract talks if we aren't facing the paymaster," said Gerow.

Gerow added that a Curtis statement attributing part of the large increase in the health budgets of 1980 and 1981 to contract settlements imposed through arbitration was inaccurate.

"The simple truth is there were no contract arbitrations in acute care in 1980 and there have been none to date this year."

Curtis described the provincial budget handed down in March as "one of the most costly and rapidly growing social services handed down by the province."

He estimated the cost of the B.C. health care program in 1981 to be in the neighbourhood of \$2 billion.

## Professionals Reach Agreement

A province-wide strike by 1,100 government-employed professionals was averted March 23 when agreement was reached on a tentative two-year pact containing wage increases of 10 per cent in 1981 and 12 per cent in 1982.

A settlement was reached after Provincial Secretary Evan Wolfe had said the government wouldn't budge on its original eight per cent offer in 1981 and hours before the Professional Employees Association were set to go on strike to get their wage demands.

A compromise was reached with the professional employees receiving increases of eight per cent retroactive to Jan. 1, 1981 and two per cent effective August 1 of this year.

## Did you know . . .

HEU members are reminded that the cut-off date for applying for reimbursement of expenses under the Extended Health Care Plan under the HEU/HLRA Master Agreement is June 30th of this year.

The major items that members can claim for are prescribed drugs (up to \$100), charges for special nursing services and out-of-province medical and hospital expenses.

For further information on the extended care benefits, members are invited to call CU&C Health Services Society (Extended Health Claims division) at 879-5711, or write the non-profit organization at 22 East 8th Avenue, Vancouver, V5T 1R4.

HEU/HLRA

Master Agreement



Members of the Nakusp Unit at a meeting March 16. Included in the photo are the newly-elected executive officers Barb Bagery, Auga Witt, Ione Harris, Cheryl Marshall, Andy Kirk, Ollie Roberts, Lorraine Thompson and Karen Hamling.

Marion Perry photo



## HEU RETIREES

### Margaret Combs "To Enjoy Life"

Margaret Combs retired from service at Royal Jubilee Hospital on St. Patrick's Day after 17 years on the job.

Margaret, who started working in the housekeeping department on New Year's Day in 1963, worked at the Bay Activation Unit in the Bay Pavilion of the Victoria hospital. The Bay Pavilion is a short-term care unit for cancer patients and patients not requiring acute care.

"She will be sorely missed by the staff and by patients at the Bay Activation Unit," said Unit spokesperson Bev Watson.

"Margaret will always be remembered as an uplifting person and an enjoyable worker," said Watson.

Sister Combs was very active in the Unit executive and served for six years on the Royal Jubilee Unit executive as well as attending three HEU conventions.

"Margaret decided to retire in order to have more time with her husband, Bud, who has been retired for about eight years already," added Bev.

Margaret herself plans to spend more time with the rest of her family during her retirement years.

"I just want to enjoy life and be myself. I welcome the chance to visit my sisters and spend time with my two daughters and four grandchildren."

A tea was held in March for Margaret at which time she received a set of china and a cheque for \$60 from the RJH Unit.



HEU member Margaret Combs retired on St. Patrick's Day from service at Royal Jubilee Hospital after 17 years on duty. Margaret served on the Royal Jubilee Unit's executive for six years and attended three Union conventions as a Union delegate.

Unit photo

### Elsie Remembered By Kamloops Unit

Elsie Carn, known as "The Roadrunner" around Royal Inland Hospital, officially retired Jan. 31 after 17 years of service at the Kamloops hospital and many years of service to the Kamloops Unit.

Elsie served in many capacities within the Kamloops Unit, including stints as shop steward, trustee and warden.

At a recent Unit party, Elsie was given an oil painting and a stuffed roadrunner on behalf of Unit members.

"It was very kind of the members to donate the painting and cards and flowers to me. I will always cherish the gifts, especially the roadrunner doll," Elsie told The Guardian in an interview in March.

Dale Groves, Unit Chairperson, said she will be sorely missed by everyone she worked with at the hospital and the unit members.

"Elsie was known as the roadrunner around here because she was always on the go. She seemed to find time for everyone who needed it. All the members are going to miss her a great deal," said Groves.



Elsie Carn smiles with a stuffed roadrunner given to her at a recent Unit party put on by the Kamloops Unit. Elsie, nicknamed "The Roadrunner" by her colleagues at Royal Inland Hospital, also received an oil painting from the Unit to commemorate her retirement from service at the hospital Jan. 30.

Unit photo



A Vancouver General Unit clerical committee meeting was held March 2 at HEU's Provincial Office in Vancouver. The meeting was held to match questionnaires filled out by Vancouver General Unit clerical members to Benchmark Jobs for presentation before the Peck Arbitration Board.

—Chris Ferguson photo

### Started by Maureen Campbell

## Child Sponsorship Project

It's been seven years since HEU Burnaby Unit member Maureen Campbell left strife-torn Northern Ireland but she has not forgotten what life is like for the children who still live there.

Campbell, a dietary aide at Burnaby General Hospital, has started up a project with Irish resident Sarah Hughes that will see 82 Irish children visit British Columbia for five weeks this summer.

She is president of the Van-Ire Society, a small group of expatriate Irish who are sponsoring a child and encouraging B.C. families and charitable organizations to do the same.

Campbell told The Guardian the primary reason for starting up the program was to give the Irish children a chance to spend some time in their youth away from guns and violence.

"My kids couldn't get over it themselves when they first came to Vancouver and found there were no jeeps or soldiers on the streets. I thought it would be a great thing if some kids from Ireland could enjoy some of that, too, even if it was for only a few weeks," she said.

Maureen has become somewhat a celebrity around her home after promoting the idea on television, including The Jack Webster Show, and on CBC's Morningside radio program with Don Harron.

"You know, the mail has come in from all over Canada wanting to take a child for the summer. At first, we thought we'd be happy with just 10 families, but now it looks like there are hundreds of families throughout the country who would like to sponsor a child."

Sponsors pay \$500 for the child's flight from Belfast to Seattle. "The Vancouver Rotary Club has generously donated

buses to get the kids up to Vancouver from Seattle," added Maureen.

Sponsors from various parts of B.C. have committed themselves for this summer. "We've got kids going to Kamloops, Princeton, Campbell River and Victoria, besides Vancouver."

Two of the sponsors are HEU members. Sadie Morrison, an HEU member at Burnaby General, and HEU Financial Secretary Maurice Smith will each be taking a child into their homes.

Maureen said HEU members who are interested in donating to the society or serving as volunteers to assist in setting up activity plans for the kids this summer can write to her at: 5176 Spencer Street, Vancouver, V5R 4A3. Donations should be addressed to Dennis Mahon, 927 Canyon Boulevard, North Vancouver, V7R 2J9.

Maureen, Assistant Secretary-Treasurer of the Burnaby Unit, has found the involvement with the child sponsorship project very gratifying.

"It's true that the only love worth having is that you can give away because you'll never lose it."

The Irish children, who are between the ages of eight and 12, arrive in Vancouver June 30th and will depart for home August 3rd.

### Spring Seminar Schedule

The continuing HEU Education Program for Unit officers and shop stewards commences for 1981 in April when the first of a series of spring seminars is scheduled.

Seminars will be held in Vancouver, Victoria, Cranbrook, Vernon, Abbotsford and Nanaimo between April 6 and June 17.

The complete list of seminars, conducted by HEU Director of Membership Services Ray McCready, is as follows:

**April 6-8** (Group 'A') Legal and Contract Analysis — Prince George.

**April 9-10** (Group 'B') Contract Analysis — Prince George.

**April 14-16, 21-23** (Group 'A') Legal and Contract Analysis — Vancouver.

**April 27-29** (Group 'A') Legal and Contract Analysis — Victoria.

**April 30 - May 1** (Group 'B') Contract Analysis — Victoria.

**May 11 - 13** (Group 'A') Legal and Contract Analysis — Cranbrook.

**May 14 - 15** (Group 'B') Contract Analysis — Cranbrook.

**May 19-21** (Group 'A') Legal and Contract Analysis — Vernon.

**May 22-23** (Group 'B') Introduction — Vernon.

**June 1-3** (Group 'A') Legal and Contract Analysis — Abbotsford.

**June 4-5** (Group 'B') Contract Analysis — Abbotsford.

**June 8-10** (Group 'A') Legal and Contract Analysis — Nanaimo.

**June 11-12** (Group 'B') Contract Analysis — Nanaimo.

**June 16-17** (Group 'C') Introduction — Vancouver.

Over 300 HEU shop stewards and unit officers from across the province will be taking part in the spring seminars.



Burnaby Unit Assistant Secretary-Treasurer Maureen Campbell has helped to organize a sponsorship project for children living in Northern Ireland. The Guardian caught Maureen at work in the kitchen at Burnaby General Hospital.





Bryce Jack Award winner Roberta Fischer addresses residents and HEU members at Ponderosa Lodge upon receiving the award at a dinner recently in Kamloops.

Unit photo



Bill Hall was all smiles as he was handed his 25-year service pin at Ponderosa Lodge.

Unit photo



HEU member Joan Leach at Ponderosa Lodge in Kamloops was honoured recently with a 10-year service pin. Joan was the first winner of the Bryce Jack Award in 1980.

Unit photo



Ted Wawn was very happy upon receiving his 15-year service pin during award presentations recently at Ponderosa Lodge.

Unit photo

## Unit members honoured

# Ponderosa Awards

Awards were handed out recently at Ponderosa Lodge in Kamloops to HEU members working at the long-term care facility.

HEU member Roberta Fischer won the Bryce Jack Award this year. The award is handed out in memory of former HEU member Bryce Jack, a well-known employee at the health care facility, who passed away in 1979.

Unit Chairperson Frances Nielsen said nominees for the award are submitted by the facility's staff and then a selec-

tion committee chooses the winner.

"We were all very pleased that Roberta got the Bryce Jack Award. She was very deserving of it," Nielsen told The Guardian.

Among the requirements to be considered for the award, special attitudes of caring, warmth, courtesy and hospitality, were all characterized by Brother Jack, said Nielsen.

"Nominees must also consistently display honesty and integrity in their interaction with residents, staff and the general public. And Roberta

filled all the qualifications perfectly," said Nielsen.

Winner of the award in its inaugural year in 1980 was HEU member Joan Leach.

Receiving service pins at the awards night were: Bill Hall, 29 years; Edward Wawn, 15 years; Joan Leach, 10 years. Those receiving five-year service pins were: David Ault, Joan Brayshaw, Elsie Dunn, Roberta Fischer, Debra Gibb, Lucia McAteer, Frances Nielsen, Alf Niemela, Gladys Orobko, Guido Plastina, June Simpson, Anna Stimac, Mary Tessier and Gisela Vandaele.

## 1981 Elected Unit Officers

The St. Vincent's Unit elected officers for 1981 are: Sheila Wilkinson, Chairperson; Patrick Wall, Vice-Chairperson; Barbara Moore, Secretary-Treasurer; Donna Mohammed, Trustee; Betty Shambley, Trustee; Alana Stone, Trustee; Cliff Read, Conductor-Warden.

The Grandview Unit elected officers for 1981 are: Marilu Malakoff, Chairperson; Ofelia Malelang, Vice-Chairperson; Sarah Lindsay, Secretary-Treasurer; Wendy Andrychuk, Trustee.

The Port Alberni Unit elected officers for 1981 are: Wendy Girbav, Chairperson; Lorna Forbes, Vice-Chairperson; Verna Krasniuk, Secretary-Treasurer; Carl Johnson, Assistant-Secretary; Gwen Brown, Trustee; Al Harri, Trustee; June Parks, Trustee; Charles Levesque, Conductor; Debbie Rousseau, Warden.

The Fellburn Unit elected officers for 1981 are: Betty Wright, Chairperson; Maria Christensen, Secretary-Treasurer; Gerda Schultz, Trustee; Anne Draper, Trustee; Tina Niewokerk, Trustee.

The White Rock Unit elected officers for 1981 are: Doris Holloway, Chairperson; Elton Short, Vice-Chairperson; Jacke Berry, Secretary-Treasurer; Barbara Chequer, Trustee; Richard Blue, Trustee; Cathy Vance, Trustee; Jeanine Emerson, Conductor; Donald Severied, Warden.

The Malaspina Lodge Unit elected officers for 1981 are: Susan Elrington, Chairperson; Terisa King, Vice-Chairperson; Barbara Bialkoski, Secretary-Treasurer.

The Queen Alexandra Unit elected officers for 1981 are: Nick Fai, Chairperson; Jill McWhirter, Vice-Chairperson; Merv Schmidt, Secretary-Treasurer; Ken Warner, Trustee; Al Bitterman, Trustee; Julie Fielden, Trustee; Norah Thors, Conductor; Pat Morton, Warden.

The Overlander Unit elected officers for 1981 are: Mark Atkinson, Chairperson; Bill Brandt, Vice-Chairperson; Norreen White, Secretary-Treasurer; Bob Vlevog, Trustee; Tena Salmond, Trustee; Karen Godin, Trustee; Norman Kimber, Conductor.

The Golden Unit elected officers for 1981 are: Mary Spaens, Chairperson; Lillian Golden, Vice-Chairperson; Audrey Lucas, Secretary-Treasurer; Margaret Sparrow, Trustee; Jean Demchuk, Trustee; Rose Shusheski, Conductor.

The Fort St. James Unit elected officers for 1981 are: Sue Amyot, Chairperson; Laura Brittain, Vice-Chairperson; Marion Gladman, Secretary-Treasurer; Gertrude Gardner, Trustee; Ruth Morton, Trustee; Tena Banting, Trustee.

The Kinsmen Unit elected officers for 1981 are: Rita Hampton, Chairperson; Leslie Carr, Vice-Chairperson; Manet Lamb, Secretary-Treasurer; Lillian McCarthy, Trustee; Leah Wahl, Trustee; Dorene Millar, Conductor; Irene Cross, Warden.

The Chemainus Unit elected officers for 1981 are: Brenda Donnelly, Chairperson; Irene Fair, Vice-Chairperson; Norma Nelson, Secretary-Treasurer; Irene Work, Trustee; Catherine Barker, Trustee; Vilma Zeriali, Trustee.

The Willingdon Unit elected officers for 1981 are: Amina Atick, Chairperson; Kanwal Riar, Vice-Chairperson; June Ryan, Secretary-Treasurer; Eleanor Vincent, Trustee; Alzira DaSilva, Trustee; Bilkerys Khan, Trustee; Ayesha Salaam, Conductor; Rasul Bu Harlin, Warden.

The Armstrong Unit elected officers for 1981 are: Marg Borschawa, Chairperson; Linda Milne, Vice-Chairperson; Isolue Domstad, Secretary-Treasurer; Helen Yateowsky, Trustee; Ellen Hall, Trustee; Bernice Becket, Trustee; Gladys Rambo, Warden.

The Quesnel Unit elected officers for 1981 are: Lynn Hodgkinson, Chairperson; JoAnne Lawson, Vice-Chairperson; Pauline Iverson, Secretary; May Ramsay, Treasurer; Cathy Rogger, Trustee; Rose Poitras, Trustee; Dorothy Merz, Trustee.

The Prince George Unit elected officers for 1981 are: Andy Kozyniak, Chairperson; Enid Hansen, Vice-Chairperson; Leona Dostal, Secretary-Treasurer; Diane Veitch, Assistant-Secretary; Mary-Pat Wiley, Trustee; Peggy Heinze, Trustee; Liz Patterson, Trustee; Stan Feren, Conductor; Joyce Veitch, Warden.

The Port Alice Unit elected officers for 1981 are: Shirley Wing, Chairperson; Kathy Lundin, Secretary-Treasurer.

The Ladysmith Unit elected officers for 1981 are: Joan Mrus, Chairperson; Jack Crawford, Vice-Chairperson; Elaine Pacholuk, Secretary-Treasurer; Kim Brown, Trustee; Carol Wilder, Trustee; Anita Norman, Trustee; Stella Regulant, Conductor; Ron Davey, Warden.

The Kimberley Special Care Unit elected officers for 1981 are: Nancy McArthur, Chairperson; Shirley Egge, Vice-Chairperson; Ruby Hardwick, Secretary-Treasurer; Frankie Pulling, Assistant-Secretary; Dorothy Taylor, Trustee; Sophia Andersen, Conductor; Ren Haskall, Warden.

The Kaslo Unit elected officers for 1981 are: Stan Leathwood, Chairperson; Carolyn Allain, Secretary-Treasurer.

The Children's Unit elected officers for 1981 are: Emon Aldridge, Chairperson; Helen Harrington, Vice-Chairperson; Margaret Loughheed, Secretary-Treasurer; Barbara Spurr, Trustee; Alberta MacDonald, Trustee; Barbara Braden, Trustee; Carol Anderson, Conductor; Sharon Nowak, Warden.

The St. Vincent's Arbutus Unit elected officers for 1981 are: Ursula Munn, Chairperson; Mara Zaurwi, Vice-Chairperson; Mary Williams, Secretary-Treasurer; Mavis Ryane, Trustee; Judith Osborne, Trustee; Anadlata Khare, Trustee; Milka Sapic, Conductor; Maria Silva, Warden.

The Sparwood Unit elected officers for 1981 are: Mary Stenson, Chairperson; Margaret Miles, Vice-Chairperson; Shelley Butler, Secretary-Treasurer; Terry Doratty, Trustee; Val Dmytriw, Trustee; Millie Plesis, Trustee.

The Saanich Unit elected officers for 1981 are: Charlie MacMillan, Chairperson; Pat Dietrich, Vice-Chairperson; Jan Asmore, Secretary-Treasurer; Fran Larson, Trustee; Myrtle Boyd, Trustee; Helen Saqmoen, Conductor; Dorothy Hautaludma, Warden.

The Richmond Lions Unit elected officers for 1981 are: Marjorie Teed, Chairperson; Tina Anderson, Vice-Chairperson; Libby Johnson, Secretary-Treasurer; Nancy Sonner, Trustee; Jean Morin, Trustee; Donald Connors, Trustee; Carla Borck, Conductor; Gladys Bennett, Warden.

The Revelstoke Unit elected officers for 1981 are: Una McInnis, Chairperson; Jessie Olson, Vice-Chairperson; Wendy Baker, Secretary-Treasurer; Grace Moorwood, Trustee; Jean Owen, Trustee; Debbie Hunter, Trustee; Lil Tuba, Conductor; Joyce Rasmussen, Warden.

The Fort Nelson Unit elected officers for 1981 are: James Cobbett, Chairperson; Alice Bradley, Vice-Chairperson; Dawn Doyle, Secretary-Treasurer; Ida Wilcox, Trustee; Frances Arychuk, Trustee; Beatrice Osmond, Trustee; Irene Parker, Warden.



# 1980 Audited Financial Statement

## AUDITOR'S REPORT

### To The Members, Hospital Employees' Union, Local 180

We have examined the consolidated balance sheet of the Hospital Employees' Union, Local 180 as at December 31, 1980 and the consolidated statements of reserve retained for continuation of the Union's activities, revenue and expenses and changes in financial position for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these consolidated financial statements present fairly the financial position of the Union as at December 31, 1980 and the results of its operations and the changes in its financial position for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Gardner, McDonald & Co.  
Chartered Accountants  
Vancouver, B.C.  
February 12, 1981

## Balance Sheet

| <u>Assets</u>                             |                    |                    | <u>Liabilities</u>                         |                    |                    |
|---|--------------------|--------------------|--|--------------------|--------------------|
|   | 1980               | 1979               |  | 1980               | 1979               |
| <b>CURRENT</b>                            |                    |                    | <b>CURRENT</b>                             |                    |                    |
| Cash                                      | \$ 670,924         | \$ 397,664         | Accounts payable                           | \$ 271,180         | \$ 220,343         |
| Term deposits                             | 1,200,000          | 927,057            | Due to Severance Pay Trust Fund            | 22,251             | 10,192             |
| Dues and accrued interest receivable      | 403,802            | 284,097            | Current portion of long-term debt (note 3) | 5,455              | 4,924              |
| Deposits and prepaid expenses             | 69,693             | 50,700             |  | 298,886            | 235,459            |
|   | 2,344,419          | 1,659,518          | <b>LONG-TERM DEBT (note 3)</b>             | 432,127            | 437,582            |
| <b>DEATH BENEFIT FUND — Cash</b>          | 10,000             | 10,000             | <b>SEVERANCE PAY TRUST FUND (note 2)</b>   | 177,726            | 141,628            |
| <b>SEVERANCE PAY TRUST FUND (note 2)</b>  |                    |                    |  | 908,739            | 814,669            |
| Cash, term deposits and accrued interest  | 155,475            | 131,436            |  |                    |                    |
| Due from General Fund                     | 22,251             | 10,192             | <b>RETAINED FOR CONTINUATION OF</b>        |                    |                    |
|   | 177,726            | 141,628            | <b>THE UNION'S ACTIVITIES</b>              | 2,374,934          | 1,725,586          |
|   |                    |                    |  | <u>\$3,283,673</u> | <u>\$2,540,255</u> |
| <b>SHARES — VICTORIA BUILDING</b>         |                    |                    |  |                    |                    |
| <b>CO-OPERATIVE UNION — at cost</b>       | 27,685             | 25,471             |  |                    |                    |
| <b>FIXED, at cost (note 1)</b>            |                    |                    |  |                    |                    |
| Land                                      | 335,916            | 335,916            |  |                    |                    |
| Building                                  | 352,821            | 316,726            |  |                    |                    |
| Office furniture, fixtures and equipment  | 88,897             | 84,619             |  |                    |                    |
|   | 777,634            | 737,261            |  |                    |                    |
| Less: Accumulated depreciation            | 61,219             | 38,850             |  |                    |                    |
|   | 716,415            | 698,411            |  |                    |                    |
| Leasehold improvements, less amortization | 7,428              | 5,227              |  |                    |                    |
|   | 723,843            | 703,638            |  |                    |                    |
|   | <u>\$3,283,673</u> | <u>\$2,540,255</u> |  |                    |                    |

## Changes in Financial Position

|  | 1980               | 1979               |
|--|--------------------|--------------------|
| <b>FUNDS DERIVED FROM</b>                          |                    |                    |
| Operations   |                    |                    |
| Excess of revenue over expenses for the year       | \$ 649,348         | \$ 668,915         |
| Add (Deduct): Items not involving working capital: |                    |                    |
| Depreciation and amortization                      | 28,825             | 9,524              |
| Gain on sale of fixed assets                       | —                  | (258,709)          |
|  | 677,873            | 419,730            |
| Increase in long-term debt                         | —                  | 437,582            |
| Proceeds from sale of fixed assets                 | —                  | 358,250            |
|  | 677,873            | 1,215,562          |
| <b>FUNDS APPLIED TO</b>                            |                    |                    |
| Fixed asset additions                              | 48,730             | 661,599            |
| Reduction of long-term debt                        | 5,455              | —                  |
| Purchase of shares                                 | 2,214              | 15,000             |
|  | 56,399             | 676,599            |
| <b>INCREASE IN FUNDS</b>                           | 621,474            | 538,963            |
| <b>FUNDS AT BEGINNING OF YEAR</b>                  | 1,424,059          | 885,096            |
| <b>FUNDS AT END OF YEAR</b>                        | <u>\$2,045,533</u> | <u>\$1,424,059</u> |
| Represented by:                                    |                    |                    |
| Current assets                                     | \$2,344,419        | \$1,659,518        |
| Less: Current Liabilities                          | 298,886            | 235,459            |
|  | <u>\$2,045,533</u> | <u>\$1,424,059</u> |

## Revenue and Expenses

|   | 1980              | 1979             |
|---|-------------------|------------------|
| <b>REVENUE</b>                                      |                   |                  |
| Dues and initiation fees                            | \$3,236,128       | \$2,432,706      |
| Less: Rebate to Units                               | 304,001           | 224,270          |
|   | 2,932,127         | 2,208,436        |
| Interest  | 143,457           | 91,256           |
|   | <u>3,075,584</u>  | <u>2,299,692</u> |
| <b>EXPENSES</b>                                     |                   |                  |
| Salaries and employee benefits:                     |                   |                  |
| Salaries  | 786,711           | 529,657          |
| Employee benefits                                   | 73,458            | 67,048           |
|   | 860,169           | 596,705          |
| Office and other expenses (Schedule)                | 520,547           | 516,352          |
| Regional office expenses (Schedule)                 | 345,728           | 362,375          |
| Contractual negotiations & policy decisions:        |                   |                  |
| Negotiations, conciliations and arbitrations        | 184,737           | 122,256          |
| Provincial executive                                | 83,072            | 32,703           |
| Long-term care program                              | 21,526            | 7,377            |
| Job evaluation                                      | 844               | 91,276           |
| Wage policy conference                              | —                 | 51,368           |
|   | 290,179           | 304,980          |
| Servicing and organizing                            | 86,109            | 101,875          |
| Convention and seminars:                            |                   |                  |
| Seminars  | 179,744           | —                |
|   | 143,760           | 7,199            |
|   | 323,504           | 7,199            |
|   | <u>2,426,236</u>  | <u>1,889,486</u> |
| <b>EXCESS OF REVENUE OVER EXPENSES</b>              |                   |                  |
| <b>EXTRAORDINARY ITEM</b>                           |                   |                  |
| Gain on sale of fixed assets                        | —                 | 258,709          |
| <b>EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR</b> | <u>\$ 649,348</u> | <u>668,915</u>   |





# 1980 Audited Financial Statement

## Notes to Financial Statement

### 1. SIGNIFICANT ACCOUNTING POLICIES

- (a) Principles of Consolidation  
These financial statements include the accounts of the Hospital Employees' Union, Local 10 General Fund, (including death benefit and severance pay trust funds), Defence Fund, Building Fund and the General Fund's wholly-owned subsidiary, Oneight Holdings Ltd. All transactions between the General Fund and the subsidiary have been eliminated.
- (b) Depreciation  
Depreciation and amortization of fixed assets have been calculated annually at the following rates:  
Building - 5% declining balance  
Office furniture, fixtures and equipment — 10% straight-line  
Leasehold improvements — on a straight-line basis, terms varying over 5 - 10 years.

### 2. SEVERANCE PAY TRUST FUND

|  | 1980             | 1979             |
|--|------------------|------------------|
| Balance at beginning of year               | \$141,628        | \$117,843        |
| Add: Provision for the year                | 25,431           | 24,428           |
| Interest earned for the year               | 13,846           | 10,807           |
|  | <u>39,277</u>    | <u>35,235</u>    |
|  | 180,905          | 153,078          |
| Less: Payments out of fund during the year | 3,179            | 11,450           |
| Balance at end of the year                 | <u>\$177,726</u> | <u>\$141,628</u> |

### 3. LONG-TERM DEBT

|  | 1980             | 1979             |
|--|------------------|------------------|
| Long-term debt consists of:  |                  |                  |
| The Dominion Life Assurance Co.  |                  |                  |
| Mortgage repayable at \$4,181 per month including interest at 10½%, per annum, due February 1, 1983 (secured by a first charge on the land and building) | \$437,582        | \$442,506        |
| Less: Current portion  | <u>5,455</u>     | <u>4,924</u>     |
|  | <u>\$432,127</u> | <u>\$437,582</u> |

### 4. COMPARATIVE FIGURES

Certain of the prior year's figures have been reclassified for comparative purposes.

## Schedule of Office and Other Expenses

| OFFICE AND OTHER EXPENSES              | 1980             | 1979             |
|--|------------------|------------------|
| Stationery and office supplies         | \$ 74,390        | \$ 69,378        |
| Legal fees                             | 72,465           | 76,168           |
| Printing, advertising and subscription | 53,114           | 76,578           |
| Interest on long-term debt             | 45,209           | 11,379           |
| Hospital Guardian                      | 43,531           | 50,252           |
| Occupancy expense                      | 40,019           | 20,361           |
| Telephone and telex                    | 30,780           | 22,758           |
| Equipment rent                         | 27,941           | 23,809           |
| Severance pay                          | 25,967           | 24,428           |
| General                                | 21,201           | 13,056           |
| Death benefit payments                 | 17,250           | 9,900            |
| Audit and accounting                   | 15,827           | 15,544           |
| Property taxes                         | 12,373           | 10,336           |
| Union pins                             | 7,021            | 10,964           |
| Data processing                        | 2,184            | 1,631            |
| Donations and gifts                    | 1,699            | 52,176           |
| Credit union charges and interest      | 1,051            | 357              |
| Rent                                   | —                | 17,753           |
| Depreciation and amortization          | <u>28,525</u>    | <u>9,524</u>     |
|  | <u>\$520,547</u> | <u>\$516,352</u> |



Sechelt Unit member Wendy Steele is shown here atop a pile of dirt during recent reconstruction of the kitchen facilities at St. Mary's Hospital. Wendy is a dietary aide at the hospital. Unit photo



These HEU Sechelt Unit members took part in a skit at a retirement dinner Feb. 26. The members are employees at St. Mary's Hospital in Sechelt on B.C.'s "Sunshine Coast". Unit photo

## Ten B.C. Hospitals With PCBs

Ten B.C. hospitals contain electrical equipment using potentially dangerous polychlorinated biphenyls (PCBs),

### HEU Meets With Heinrich

A meeting was held March 11 between unions affected by the provincial government's controversial Essential Services Disputes Act, including HEU, and Labour Minister Jack Heinrich.

HEU Secretary - Business Manager Jack Gerow said he welcomed the meeting as it gave HEU the opportunity to express its concerns about the legislation, especially the matter of who is covered by it.

"Mr. Heinrich has been left with a clear understanding of HEU's position that the right of a health care union to elect to arbitrate a contract settlement as opposed to striking should not be interfered with by the legislative assembly," said Gerow.

### Sechelt Unit Dance

The Sechelt Unit sponsored a St. Patrick's dance March 21 at the Seniors' Hall in Sechelt. Proceeds were donated to Timber Days, which is held in Sechelt each year over the long weekend in May.

"The dance was a great success, thanks to some of our hard-working members and good friends," said Unit member Phyllis Hedden.

according to Comox New Democrat MLA Karen Sanford.

She told the legislature in March the hospitals are: Vancouver General, St. Vincent's, Langley Memorial, Lion's Gate, Prince George Regional, Queen Victoria, Victoria's Royal Jubilee and Victoria General, Vernon Jubilee and Kamloops' Royal Inland.

But a list she made public outside the legislature indicated the equipment in the hospitals uses PCBs as coolant only in capacitors, small electrical components that use less of the chemical than do larger transformers.

Sanford urged Health Minister Jim Nielsen to begin immediately to replace all PCB-cooled components. Concern about PCBs in electrical systems began last month after a

fire in a Binghamton, N.Y., building caused leaking PCBs to combine with oxygen to form dioxin, one of the most poisonous compounds known.

Nielsen first said he knew of no B.C. hospitals using PCB coolants, then that he had become aware VGH used the chemical in six transformers. He said plans are being made to replace all the transformers.

Sanford said she discovered the longer list of PCB-using hospitals by phoning the federal Environmental Protection Service. Nielsen said he would check her list.

Under further NDP questioning, Attorney-General Allan Williams disclosed that he plans to file a report on industrial compliance with B.C. government safety standards for transformers.



Another seminar in the continuing staff development program was held March 23-26 on Vancouver Island. The seminar dealt with the topic of arbitrations. Steve Polak photo



## As a lab assistant

# Elaine Keeps Track Of Patient Data

Elaine Rennick has worked as a lab assistant at Royal Inland Hospital in Kamloops for the past year and after having been out of the work force for 10 years the HEU member is still finding it hard getting used to life outside the home.

"I was your regular 18-hour a day housewife while my kids were growing up and that job really makes any other regular job look easy, that's for sure," says Elaine.

"But about one year ago I decided to return to the working world and started at Royal Inland."

Elaine, who works with the Accession Group within the Utilization Section at Royal Inland in Kamloops, is finding her work very interesting.

"My job involves a number of different things. It consists of collecting specimens, receiving patients, and making sure specimens get to the proper departments," says 33-year-old Mrs. Rennick.

She also has duties which entail work on the computer. "We record all patient data, like who is in the hospital and also keep track of input from other regional hospitals who send in tests."

After a period of disorientation due to being out of a regular working environment, Elaine says she now feels more com-

fortable being away from the house.

"It took a while to get used to it but I like it now. It's a relief to just be away from looking at the same four walls all the time."

And the four walls Elaine refers to are located in Logan Lake, a small mining community of 3,000 people about 45 kilometres southwest of Kamloops.

Elaine and her husband Arthur first moved to B.C. from Kemptville, Ontario four years ago with their two children, Pam and Kenneth.

"We fell in love with the place right away because of the landscape. There was so much variety and no matter where you went everything was beautiful."

"There is so much to do outdoors here, like hiking and fishing. Our boy really enjoys the camping, fishing and hiking but I'm afraid Pam isn't too crazy about it. She doesn't like all the bugs."

Rennick said she admits she knows very little about HEU or any other unions.

"I honestly never paid too much attention even though my husband is a member of the United Steelworkers. All you ever read about in the papers about unions are the bad things like strikes and wildcats so I guess most people get a negative impression."

"The good points about unions don't seem to get brought to the surface in the media," she added.

How does her family feel about having mother away from home now? "My family has been very understanding. Thank God that Arthur is a good cook because that helps a lot. The kids clean their rooms and do the yardwork, although unfortunately I haven't been able yet to get them to do dishes."

Elaine doesn't mind the 45-minute drive to work in Kamloops from Logan Lake and her family likes it in the small community. "There is lots to do in Logan Lake. There is a hockey rink and a rec centre that we all take advantage of. And it is easy for Arthur because he works at the mine here."

Living in a small town is not a radical change for Elaine since she was raised in an Ontario farming community.

"I grew up on a dairy farm about 30 miles from Ottawa. It was good life but it was very hard work. I sometimes miss it but I realize it would be impossible for an average person to be able to afford to start up a farm nowadays."

"Actually I'm glad I did grow up on the farm. If I didn't I don't think I would have gotten used to Logan Lake as quickly as I did."



Elaine Rennick is a lab assistant at Royal Inland Hospital in Kamloops. Elaine's job entails a number of duties, one of which is keeping track of patient data with the computer.

## Praise For Committee

Kamloops Unit Chairperson Dale Groves has nothing but praise for the clerical committee formed at Royal Inland Hospital in Kamloops for input on the Union's classification system case.

"They were supposed to have six weeks to do it but they finished much sooner because

they wanted to see it done," Groves recently told The Guardian.

"They found it a learning experience since they got to learn about so many other jobs and they are better union members because of it," said Groves.

## Wolfe Response Not Enough

HEU Secretary-Business Manager Jack Gerow said the Union is not reassured with a recent response from provincial minister Evan Wolfe on the matter of time off to vote in a provincial election.

HEU informed Wolfe in March that a resolution passed last summer by the B.C. Health Association, which called for an end to HEU members receiving four consecutive hours in which to vote in an election, was reactionary and undemocratic.

Gerow said the right for a hospital employee to have time to vote in an election is sacred and should not be tampered with.

"The latest response from Mr. Wolfe that some legislation has been written is simply not good enough," said Gerow.

"What we want is his assurance that the four hour provision will never be tampered with," he said.

## Erna Reid Retires

A retirement tea was held recently for Erna Reid, an HEU member at Surrey Memorial Hospital.

Erna, a licensed practical nurse, began her duties at the hospital on July 1, 1961 and finished her last working day Jan. 6 of this year.

The Surrey Unit donated a \$50 cheque in March for Erna, who is a resident of Mission.

Reid's ward threw a party for her on the evening of March 20.

The Hospital Guardian, April 1981/Page 12

## LETTERS

### Kimberley Says Thanks

Dear Sir,

We, the staff of the Kimberley Special Care Unit, would like to thank the Union for the 20-month struggle to get a contract for us.

And a vote of thanks for the contract which, we might add, was more than any of us dreamed of.

Thank you also for putting up with our grumbles and gripes which at times were pretty hard and for your perseverance and patience with us.

Each one of us sends you a big thank you.

Kimberley Special Care Unit Members

### Peck Hearing Participants

Dear Mr. Gerow:

Thank you very much for giving Dorothy Erickson and myself the opportunity to participate in the Peck Arbitration hearings.

HEU is certainly on the job and fighting for its members.

Special credit and thanks must go to David Fairey for the painstaking work he is putting in.

Our respect for the Union has risen tremendously since participating in the proceedings.

Tehri Skeith  
Prince George Unit

## Royal Jubilee Member Questions Board Action

Dear Sir:

A year and a half ago, the Board meetings at Royal Jubilee Hospital were opened to the public. These meetings are held on the last Thursday of every month to determine the hospital policies.

Vera McGaughey, a long-standing HEU member, faithfully attends these meetings and reports the information to the regular RJH unit general meetings. Vera's frustration was easily seen as she was incapable of a true report as the material in which the Board refers to was unavailable.

An editorial "Other Censors" appeared in the newspaper criticizing the RJH Board of their practise of censorship. The Board has a tendency to move swiftly into closed sessions when anything embarrassing is under discussion and remained there even for matters clearly open for public discussion.

At the February 26th meeting, Vera boldly rose to state, "I wish to refer to the editorial in the Times-Colonist of Saturday, January 30th, that spoke about different ways this Board practices censorship by keeping spectators, including the media in the dark by refusing to provide us with the background material pertaining to the meetings. I wholly agree with this editor and I hope this meeting will not be an exercise of futility as past meetings have been. As the editor points out — 'an informed public is invariably an understanding and supportive public.'"

I ask how can we be a supportive public if this Board continues to deny us the background material supplied to the directors? It would seem that the public has allies on the Board as victory has been won. Minutes will now be available to the spectators. Vera's courage and stamina provided the formula to be an equal participant.

Bev Watson  
Royal Jubilee Unit  
Victoria

## Better Understanding of Classification

Dear Mr. Gerow:

I certainly appreciate being given the opportunity to participate in the Classification hearings. I now have a better understanding of the problems involved and of the tremendous effort expended by HEU personnel to achieve success.

Please pass along a very warm "Thank-you" to all those

people at HEU Headquarters who made me feel so welcome. I do appreciate their courtesy and consideration. I am sure with such dedicated people working on our behalf, success will be achieved.

My thanks to all of you.

Donalda Bozarth  
Royal Inland Unit Kamloops

## Orderlies And LPN's

Dear Sir:

Regarding nursing orderly positions.

At one large hospital in Vancouver controversy is raging regarding orderlies being informed that they now have to work as practical nurses. Therefore, the title nursing orderly. Their responsibility in this new position is total patient care plus "some" orderly work.

To my knowledge a lot of the orderlies do not want this change for the following reasons:

1. They are not trained in total patient care.
2. They have never taken vital signs.
3. They are unable to recognize changes in patient's symptoms.
4. The list is endless.

To sum up, if we turn to page 71, Master Agreement 1978-81: Definition of Practical Nurse and it reads quote, "shall be recognized as one who is in possession of a diploma from a recognized Practical Nurse School or holds a valid B.C. Practical Nurse licence," unquote.

How can these orderlies be placed in the new responsible position of nursing orderly without the required training to obtain the necessary license or diploma.

My personal concern is that health care will not only deteriorate but patient's care will suffer, causing needless time in the hospital for the patient.

HEU Surrey Unit Member  
Name withheld by request