



Vital toward winning strike

Unit Support For Windermere Members



Kathy Stella, an HEU member at Burnaby General Hospital, was proudly displaying her "Equal Pay" button in August. Kathy is an admitting clerk at the hospital.

Altamont Members Stage Work Stoppage

Altamont Unit members staged a work stoppage August 25 and 26 at Altamont Private Hospital in West Vancouver when the facility's management refused to implement the terms of a July arbitration award.

An award handed down July 2 settled the outstanding differences between the parties over the terms of a collective agreement for the period April 1, 1980 to December 31 of this year.

The Labour Relations Board had scheduled an August 28th hearing to resolve the matter but that date was then postponed without the Union's consent to September 17, thus causing the work stoppage.

On the basis of the hearing date being moved up to September 2, Altamont Unit members ended their work stoppage and returned to work on the afternoon shift August 26.

At Guardian press time the results of the September 2 hearing were unavailable. The Union went to the LRB for the purpose of forcing the Employer to implement the terms of the arbitration award.

Unit Chairperson Joan Wright said the sit-in took place because the members were "frustrated" by the facility management's stalling tactics.

"The members had been very patient. After all, we went for over a year without a new contract. Then the arbitration award came down and we expected the contract to be signed and implemented as

quickly as possible," said Wright.

"When it wasn't, we were left with no other choice but to show our frustration by withholding our services," she added.

Wright said there were several items that were included in the arbitration award, including the employer paying for the members' basic medical coverage.

Unit member Bano Hameed, a nurse aide, said the members felt their backs were up against the wall.

"We waited so long for the contract in the first place. We didn't know what else we could do but stop working," she said.

Other HEU members at the Altamont also voiced their frustration over the situation.

Marie Newman said the sit-in was an emotional release for the Unit members.

"The study session was the result of 17 months of frustration, uncertainty and evasion on the part of the employer. What else could we have done?" said Newman.

Gina Breda said the members had been "patient enough for too long and results were needed quickly."

Unit member Jessy Sirakov said she felt exploited.

"I really feel exploited by the whole situation. This was our last recourse. We had been taken advantage of for too long," she said.

Support from HEU Units for Windermere Unit members has surpassed the \$44,000 mark.

As of the end of August, 103 Units had contributed \$44,165 in donations to supplement strike pay paid during the now-concluded strike at the Vancouver health care facility.

Union Secretary-Business Manager Jack Gerow said the contributions and support from other HEU Units were necessary in winning the strike.

"Strikes are won on the picket lines. The Windermere dispute was important to our Union because it was an attempt to destroy our Master Agreement and force Windermere members to work for substandard wages and benefits," said Gerow.

"The Units' contribution to the strikers gave an enormous boost to morale. During the course of the 16-week strike, the Union was able to pay to the strikers monthly strike pay bonuses for the months of April, May, June and July. The strikers received \$100 per month for the month of April and \$200 per striker for the months of May, June and July," said Gerow.

"The Employer's strategy was to starve out the Windermere workers. Our response was to pay the strike bonuses so that we could balance the economic picture.

"The contributions were instrumental because they negated the Employer's economic advantage. In the case of Windermere Central Park Lodge, HEU was dealing with a billion dollar corporation."

HEU's Provincial Executive turned over to the Windermere strikers expenditures of \$49,690 toward strike pay bonuses. This figure is \$5,525 more than the \$44,165 taken in from Unit contributions.

The list of Unit contributions is as follows:

- Vancouver General, \$5,000
- Mt. St. Joseph, \$100
- Sunny Hill, \$200
- St. Paul's, \$2,500
- Burnaby, \$1,400
- Royal Columbian, \$918
- St. Mary's, \$500
- Powell River, \$400
- Squamish, \$100
- Sechelt, \$200
- Surrey, \$500
- White Rock, \$1,000
- Richmond, \$500
- St. Vincent's, \$500
- G.F. Strong, \$200
- Shaughnessy, \$2,000
- Dogwood, \$600
- Cancer Control, \$320
- Holy Family, \$700
- Red Cross, \$200
- Arthritis Society, \$100
- Florence Nightingale, \$150
- Grandview, \$100
- Como Lake, \$130
- Altamont, \$200
- Inglewood, \$200
- Kensington, \$300
- Kiwans Manor, \$250
- Edith Cavell, \$200
- Delta, \$525
- Queen's Park, \$100
- New Vista, \$300
- Willingdon, \$200
- Southpines, \$100
- King George, \$141.45
- Shaughnessy Manor, \$130
- Chilliwack, \$600
- Langley, \$200
- Maple Ridge, \$500
- Mission, \$200
- Menno, \$295
- Parkholme, \$100
- Matsqui, \$490
- Sardis, \$100
- Kimberley, \$50
- Rossland, \$100
- Cranbrook, \$475
- Trail, \$200
- Castlegar, \$100
- Golden, \$100
- Invermere, \$200

- Grand Forks, \$200
- Columbia View, \$200
- Kimberley Special Care, \$200
- Victoria General, \$1,000
- Mount St. Mary, \$200
- Queen Alexandra, \$200
- Nanaimo, \$2,000
- Duncan, \$700
- Ladysmith, \$300
- Campbell River, \$500
- Port Alberni, \$500
- Cumberland, \$300
- Mount Tolmie, \$50
- Priority, \$100
- Royal Jubilee, \$1,500
- Saanich, \$300
- Gorge Road, \$300
- Courtenay, \$300
- Aberleen, \$100
- Tofino, \$100
- Olive Devaud, \$75
- Glacier View, \$75
- Rose Manor, \$50
- Port McNeill, \$65
- Nanaimo Travellers, \$50
- Kamloops, \$1,000
- Kelowna, \$800
- Penticton, \$700
- Vernon, \$200
- Enderby, \$100
- Salmon Arm, \$250
- Lillooet, \$320
- Oliver, \$250
- Clearwater, \$100
- Ponderosa, \$200
- Overlander, \$250
- Noric House, \$75
- Moberly Park, \$25
- Williams Lake, \$226
- Kitimat, \$200
- Prince George, \$2,000
- Fort St. John, \$300
- Dawson Creek, \$1,000
- Smithers, \$150
- Fort Nelson, \$500
- Burns Lake, \$250
- Chetwynd, \$200
- Mackenzie, \$150
- 100 Mile House, \$200
- Pouce Coupe, \$50
- Prince Rupert, \$110
- Bella Coola, \$350



Altamont Unit members went over the fine points of their collective agreement with Unit Chairperson Joan Wright (seated, far right) during a work stoppage August 25 and 26. The members at the Altamont Private Hospital in West Vancouver staged the sit-in when the facility refused to implement the terms of an arbitration award.

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

The Hospital Guardian

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Editor: Nuccio Spitale

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Editorial Page



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The Membership's Voice

HEU's Provincial Wage Policy Conference is one of the most important experiences in the democratic process that is the Hospital Employees' Union.

The Union's Eighth Provincial Wage Policy Conference is being held October 1 and 2 in Vernon.

At this Conference, as required under the HEU Constitution and By-Laws, 188 delegates elected from 118 Units under the HEU/HLRA Master Agreement will decide what the Union's collective bargaining demands will be for the upcoming Master Agreement negotiations.

But the democratic process does not start there. It starts at the local Unit where delegates are elected and receive their instructions from Unit members on proposed wage and contract demands.

At the Conference, the process is in full swing where the elected delegates discuss, debate and decide the policy that will become the objective of the Provincial Bargaining Committee and the Provincial Executive.

The process will come to full circle when the Provincial Bargaining Committee, elected at the Conference, reports back to the membership who will, in the final analysis, decide whether there is a settlement or a strike.

On October 1 and 2 in Vernon, the entire HEU membership, through its elected delegates, will take the opportunity to outline "what was good and what was bad" about the last Master Agreement and what is needed in the new Master Agreement.

In the present contract, there is much good news and some unanticipated bad news. The classification of unclassified employees has taken much longer than anyone anticipated. In response to the fact, the Provincial Executive has recommended to all Units that there be no settlement of the 1982 Master Agreement until all unclassified categories are classified.

The responsibility of what HEU will present at the bargaining table in the way of wage and contract demands is directly in the hands of the 188 union members delegated to the Wage Policy Conference and their job is not an easy one.

The delegates will have to make their decisions in the knowledge that the provincial government will be ruthless in its attempt to control health care costs. While at the same time from Ottawa there are hints of a new wage controls program.

Notwithstanding such threats, the delegates will democratically formulate contract demands that will effectively challenge the soaring costs of food, housing, transportation and other basic necessities.

When the Conference has concluded, the voices of the 188 delegates will become one voice. A voice that is strong and determined to win the social and economic wishes demanded by the membership.



Windermere Unit member Ruth Dwillies was happy to return to work after the strike at the Windermere Central Park Lodge in Vancouver and she was also happy with her new salary. "When I got the first paycheque, it was like double my old wages."

"Couldn't Believe Paycheque"

Windermere Members Have Praise for Agreement

HEU members at Windermere Central Park Lodge in Vancouver were unanimous in their praise of a settlement reached in July with Windermere management during recent interviews with The Guardian.

Ruth Dwillies, an employee at the health care facility for the past eight years, told The Guardian she "couldn't believe my first paycheque after the strike."

"When I looked at that cheque for one week's work, I thought it was a mistake. It was like a two-week cheque. I was very happy," said Dwillies.

Ruth's wages jumped from a pre-strike rate of \$4.96 per hour to \$9.05 per hour after the strike.

Dwillies added that she was glad to be back at work because she missed the time away from the residents at Windermere.

"I really missed them (the residents) very much. I love senior citizens and after eight years at Windermere, many of them have grown to know me very well too."

Amelita Arevalo, a house-keeping aide, said she liked the new contract.

"The wages are now very good. I think they were too low before the strike, that's why everyone was for striking. Now the wages are what they should be," said Arevalo.

Other highlights of the settlement are:

- the HEU standard of four weeks vacation after one year's service (commencing in 1982);
- a statutory holiday for Easter Monday;
- double time plus an additional paid day off for working on any statutory holiday (i.e., New Year's Day, Easter Monday, Victoria Day, Canada Day, B.C. Day, Thanksgiving, Remembrance Day, Boxing Day);
- all full-time employees who worked all scheduled hours (including paid leave of absence) in the period from July 17, 1979 to April 3, 1981 shall be paid the sum of \$8,500 in retroactive pay, less required statutory deductions;
- all regular part-time employees who normally worked four (4) scheduled days in a

week, and who worked all scheduled hours (including paid leaves of absence) from July 17, 1979 to April 3, 1981 shall receive a lump sum payment of \$6,600, less statutory deductions;

— seniority of all employees in HEU bargaining unit shall be continuous throughout the period of the strike and shall apply in the calculation of all wage increments and seniority-related benefits.

Raspberry Lodge Arbitration Award

An arbitration board has awarded HEU members at Raspberry Lodge wages and benefits based on the HEU Master Agreement.

HEU members at the long term care facility near Castlegar were certified in March 13, 1979. The agreement expires March 31, 1982.

Some Union members at the

facility are expected to receive retroactive cheques in the neighbourhood of \$15,000, according to Unit Secretary-Treasurer Pauleen Schkuratoff.

"We haven't received the (retroactive) cheques yet, but we are expecting them very soon," Schkuratoff told The Guardian.

The arbitration award was handed down June 5.

Statement Expected From Government

HEU has learned that a statement of defence from the provincial government is expected in the near future as a result of a Union suit arising out of the closure of the Crestwood Guest Home in Maple Ridge.

In seeking damages, HEU is suing the owners of the Crestwood facility as well as the provincial Community Care Facilities Licensing Board and its local designate Dr. Arthur Bailey.

The residents of the Maple Ridge health care facility were informed March 26 of this year that Crestwood would be shut-

ting down and the facility was then subsequently closed eight days later.

Provincial law states that the residents and staff are entitled to 12 months' notice in the event of closure.

Conference Dates Nov. 4 - 5

The dates of the wage policy conference for Units not covered by the Master Agreement have been set for November 4 and 5 in Vancouver.

The HEU Constitution and By-Laws provide for a separate wage policy conference for Units not involved in the HEU-HLRA Master Agreement Province-wide bargaining.

Units called to a separate wage policy conference shall not be called to the Provincial Wage Policy Conference, according to Article XII of the Union's Constitution and By-Laws.

Two More Days Of Seminars

There are two days of seminars on Contract Analysis set for Oct. 8 and 9 in Vancouver with Group 'B'.

These seminars were not included in the list of seminars published in the July/August Guardian.

Over Maternity Benefits

Standards Board Rules Against Shaughnessy

The provincial Employment Standards Board has ruled that Shaughnessy Hospital must continue to make payment to any pension, medical or other plan beneficial to an employee on maternity leave.

In an opinion rendered by the Board August 11, Board Chairman J. R. Edgett stated that an HEU member on maternity leave must be paid "on exactly the same basis as if the employee were working and earning wages."

HEU Secretary-Business Manager Jack Gerow called the hospital's attempt to dilute the provisions of the Employment Standards Act "reactionary and contemptuous."

"It is absolutely disgraceful that an employer would try to water down the provisions of a new provincial law that benefits all B.C. citizens and especially women. The opinion, as stated by the Employment Standards Board Chairman, should not surprise anyone when it said that no exemption from such payment is either provided or intended by the legislation," said Gerow.

Shaughnessy Hospital management said it sought the declaratory opinion because of the problem posed by plans that are funded by employer contributions based on a percentage of an employee's earnings.

"The Ministry of Labour has brochures out promoting the new Employment Standards Act and how it is supposed to make B.C. a better place to work. Well, as far as HEU is concerned, B.C. won't be a better place to work as long as employers try to weasel their way out of living up to legislation that is beneficial to working people," added Gerow.

In his opinion, Edgett also stated: "... the intent of the legislators was to provide an employee on maternity leave with the same entitlement to benefits she would have had if she had remained at work."

Under provisions of the new act, a woman is entitled to take up to 18 weeks unpaid maternity leave.

While on maternity leave, the new legislation also includes a provision that a woman's employment is considered to be continuous for the purpose of establishing entitlement to annual vacations and other benefits. During maternity leave absence, all pension, medical or other plans must also continue.

The Employment Standards Board is the provincial body which administers the law as it applies to employment standards in B.C.

Pouce Coupe Mourns Death Of Barb Gilbert

HEU's Pouce Coupe Unit mourned the sudden death July 30 of popular HEU member Barbara Gilbert at Dawson Creek and District Hospital.

Sister Gilbert, Unit Vice-Chairperson for the past three years, was 33 years old.

"Barb was a very popular member of the staff. She was always full of fun and willing to help anyone who needed it," said Unit Chairperson Fran Arndt.

"Barb loved people and liked to organize get-togethers whenever possible. She organized the hospital's Christmas party last year and it was a great success," said Arndt.

Sister Gilbert had worked as a nurse aide at the Pouce Coupe Community Hospital in northeastern B.C. since 1975.

She was born in Halifax and grew up in the state of Alabama in the United States.

Sister Gilbert is survived by her husband Donald and two

sons Kevin and Scott of Dawson Creek and family, including her parents, in Alabama.

"Barb always fought for what she believed in as an active union member and will be sadly missed by all her brothers and sisters at HEU," said Arndt.

Convention Set For Next Year

The Thirteenth HEU Biennial Convention will be held Sept. 25-October 1, 1982 in Richmond.

The convention will be followed by a Provincial Wage Policy Conference, should one be necessary.

The dates for the convention and wage policy conference were decided upon by the Union's Provincial Executive at its August meeting.



Popular Pouce Coupe member Barb Gilbert died suddenly at the age of 33 in Dawson Creek and District Hospital July 30. Sister Gilbert had been an active Union member and served on the Unit's executive as Vice-Chairperson since 1978.



HEU Ashcroft Unit Chairperson Marie Beebe (right) recently donated a painting on behalf of the Unit to Pat Parsons, (left) President of the Ashcroft Old Age Pensioners. The painting will be displayed in the pensioners' activity centre.

Cache Creek Pioneer photo

Disability Insurance Covered By Agreement

HEU members who fall sick or get injured are reminded that they can apply for long-term disability insurance under the terms of their collective agreement.

Some members have been quitting their jobs after becoming injured or sick rather than applying for their rightful insurance coverage.

There is a six-month waiting period before long-term disability benefits can commence and members should apply for such benefits at the end of the fourth month off the job.

According to the terms of the HEU/HLRA Master Agreement (Art. XI, Section 9, (d)(2) p. 58): "The plan shall cover post-

probationary employees with two-thirds salary continuation until the age of sixty-five (65) in the event of disability." The long-term benefit payable shall be made so long as the employee remains totally disabled and ceases once the employee recovers. HEU members not covered by the Master Agreement are covered by similar provisions under the terms of their collective agreement.

Employees on long-term disability shall be considered employees for the purposes of superannuation in accordance with the Municipal Superannuation Act.

Further information on long-term disability coverage can be found on pages 84-93 in the HEU/HLRA Master Agreement.

Executive Members Visit HEU Units

Provincial Executive members Gordon MacPherson and Maurice Smith visited 16 HEU Units during servicing visits over the summer.

Union President MacPherson serviced 11 Units in the East and West Kootenay. The Units visited were in the cities of Nakusp, Nelson, Cranbrook, Trail, Rossland and Grand Forks.

"The members were mostly interested in the progress of

classification but they also expressed an interest in other union-related issues," said MacPherson.

HEU Financial Secretary Smith visited Units in Vanderhoof, Burns Lake, Kitimat, Smithers and Terrace.

"We were well received at all the Units we visited. The members very friendly and they were mostly interested in classification."

Fort Nelson Not "Remote" Says Cobbett

Fort Nelson Unit Chairperson Jim Cobbett wonders sometimes how stories can be distorted by the media.

"We kept hearing how serious the forest fire situation was in August and how it was threatening the city of Fort Nelson. Actually, it wasn't serious to the point of evacuation," Cobbett told The Guardian, in referring to an August forest fire in northern B.C.

Cobbett, a 10-year employee at the Fort Nelson General Hospital, said part of the problem with media stories stems from the fact that Fort Nelson is a somewhat remote community.

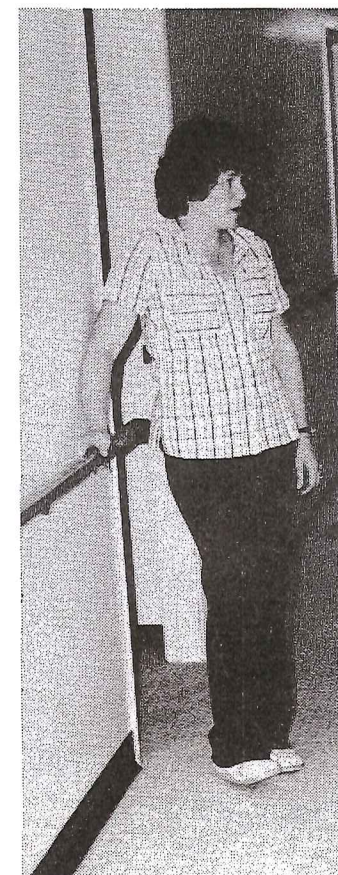
"It is remote but that's why most of us live here. We don't like to be too close to the big cities. And when a story from these parts reaches Vancouver it inevitably gets a little exaggerated along the way."

Cobbett added that even though Fort Nelson may be far from the bright lights of Prince George and Vancouver, HEU members there still manage to find out what is happening in the hospital industry.

"Between The Guardian, staff representative visits and the grapevine, we get to know what is going on. In that sense, we are never too remote," joked Cobbett.



Bruna Feregotto is a laundry worker at Cranbrook and District Hospital.



Diane Armstrong is an HEU member at the Dr. F.W. Green Memorial Home.



These Chilliwack Unit executive members have completed a public speaking course at Capilano College in North Vancouver. From left: Vern Jones, Vice Chairperson; Bill MacDonald, Chairperson; Wayne Adams, Trustee; Terry Siemens, Assistant Secretary; Carole Schulties, Secretary-Treasurer.

Unit photo



Maria DeCecco is a laundry aide at Cranbrook and District Hospital. Maria is shown here at work feeding a towel to a machine in the hospital's laundry area.

Young Members Needed To Improve Conditions

Stan Feren, Prince George Unit Conductor, has held every Unit officer position during his 29 years at the Prince George Regional Hospital.

During a recent interview with The Guardian, Feren said he has been pleasantly surprised by the recent emergence of younger HEU members within the Unit.

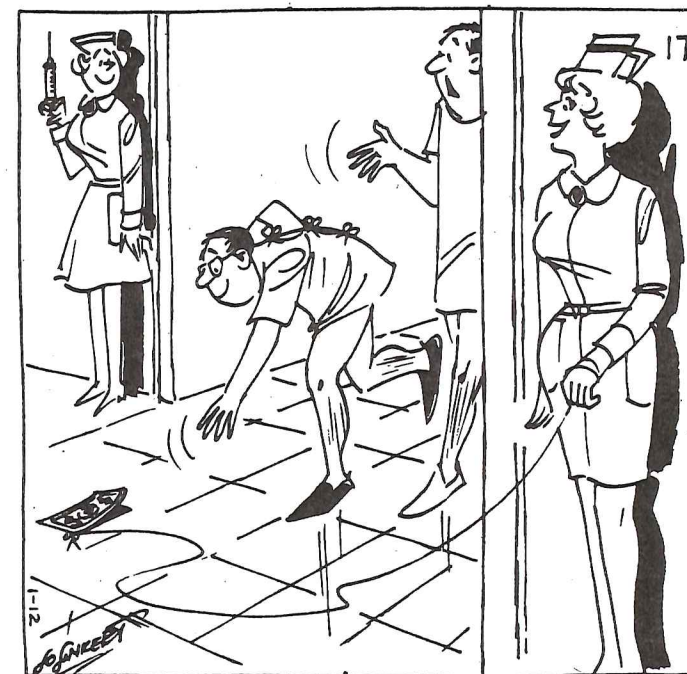
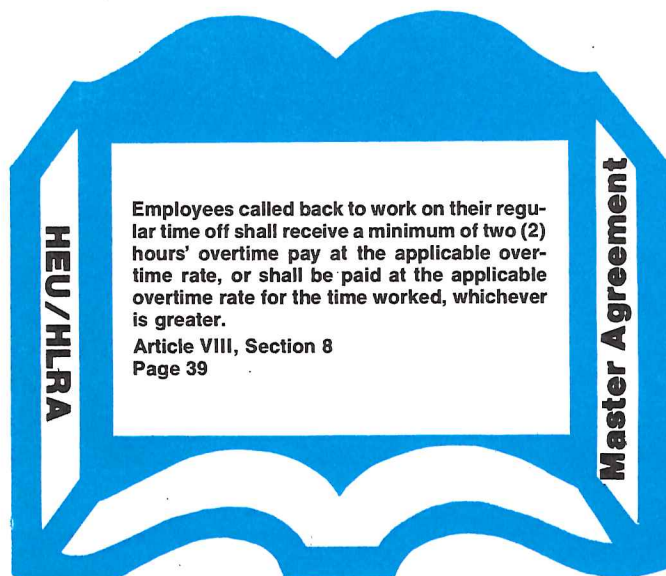
"I've been around here a long time and it always seemed to be us older folks were the only ones getting involved in the

Unit. Lately I've noticed a number of young people put their names forward for office and this is a good sign," said Stan.

"These young people will be working for most of their lives so they should be actively involved with the Union if they want their working conditions improved."

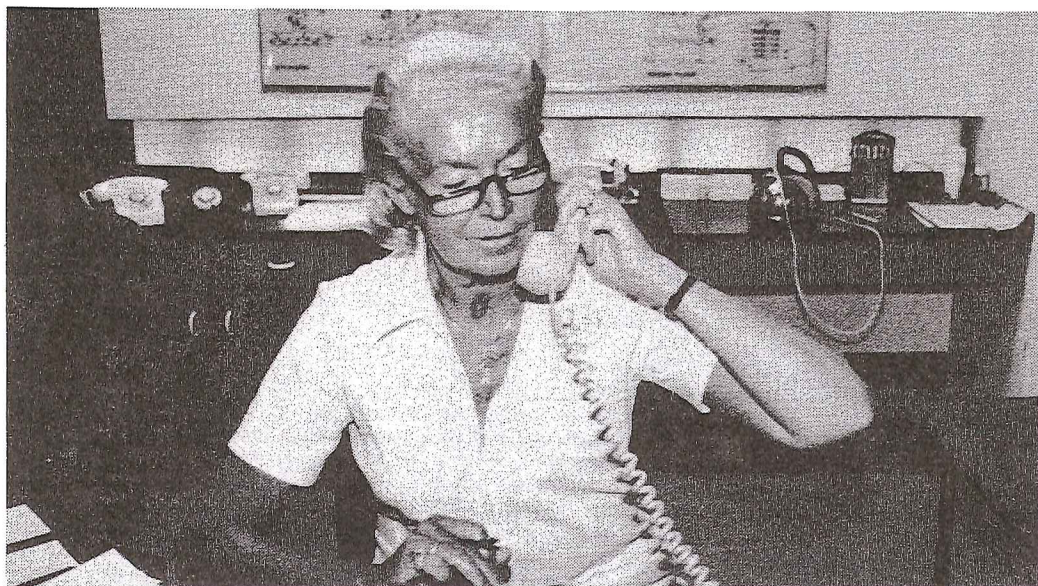
"I've tried for years to convince them to get involved and now that they are I am very pleased," added Feren.

Did you know . . .



At Burnaby General Hospital

HEU Equal Pay Buttons On Display



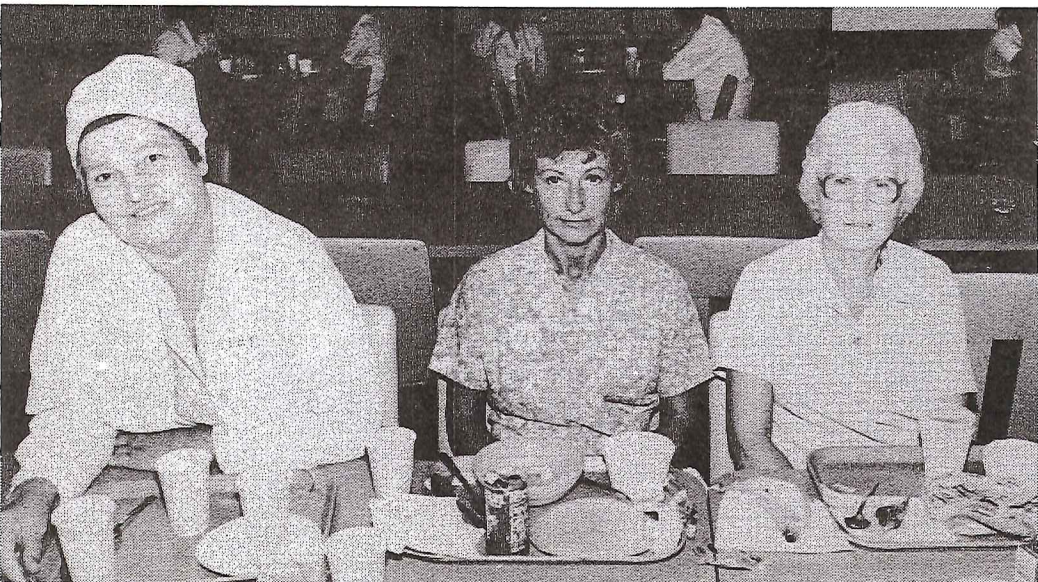
Wanda Fraser has been a switchboard operator at Burnaby General for the past 12 years. Wanda told The Guardian "it's about time women started receiving equal pay."



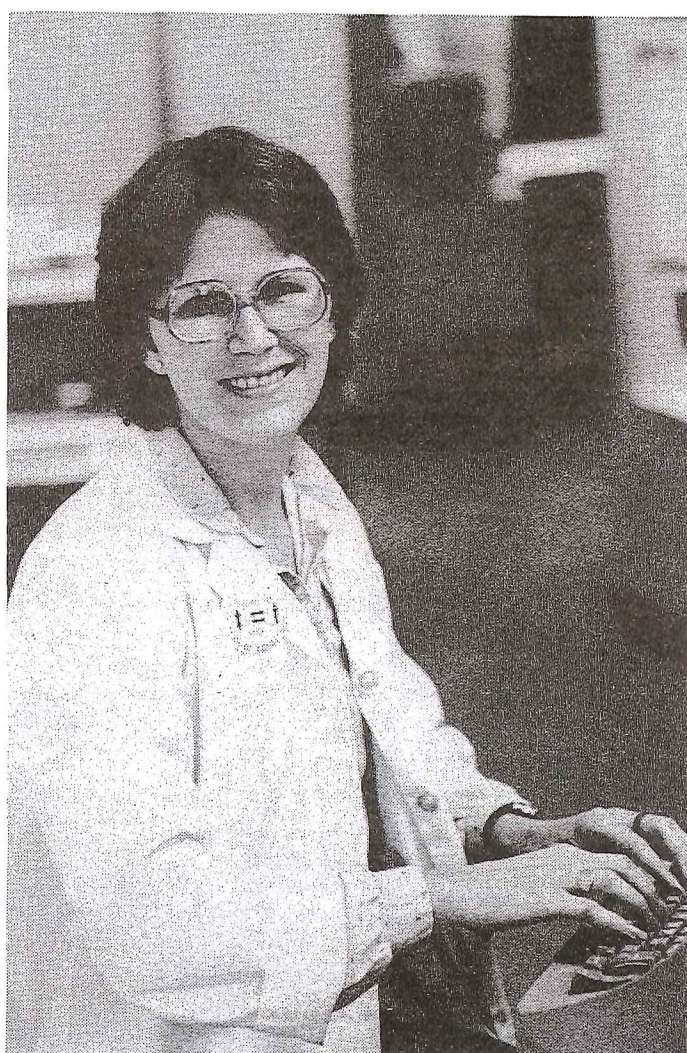
Burnaby Unit members (from left) Marion Fawcett, Bev Vorley, Mary Lou Longley and Thomasina Hewer with their "Equal Pay" buttons. Marion, Bev, Mary Lou and Thomasina were photographed during their lunch break at Burnaby General.



These four Burnaby Unit members agree that equal pay for work of equal value is important for working women. From left: Nora Beisey, Irma Papadynetz, Mavis Sheridan and Chris Abernathy.



Burnaby Unit members (from left) Helen Friesen, Irene Petersen and Ann Roberts with their buttons. Helen and Irene are CSD aides while Ann works in ECU wardrobe service.



Burnaby General Hospital admitting clerk Colleen Prest feels that equal pay is a right that should be enjoyed by all women workers. Colleen was photographed with her "Equal Pay" button in August.

Female Wages "rotten" Says Labor Canada

The latest government measurement of equality in the workplace says "the gap between wages of men and women remains in a rotten state."

The report by Labor Canada's women's bureau released July 13 says the average income of a full-time, year-round woman worker in 1978 was only 58 per cent of the average male earnings in the same period.

The average income earned by women in the year was \$10,098, compared with \$17,404 for men.

The report says large gaps between men and women exist when general earnings are stu-

died and when specific occupations are compared.

"Whether one looks at the average wage earned over a 50-52 week period of wages received on an hourly or weekly basis, women consistently take home a disparagingly lower return for their toil," it says.

"The worth of women's work in dollar value is still much less than men in similarly described occupations."

The report said 67.5 per cent of women whose major source of income in 1978 was wages and salaries, earned less than \$10,000 a year.

By contrast, 70.5 per cent of men were in the \$15,000-\$19,999 income bracket.

Equal Pay Benefits In BCFMWU Contract

Several benefits were achieved in the way of "Equal Pay For Work Of Equal Value" in a settlement this summer between the B.C. Ferry and Marine Workers Union and the B.C. Ferries Corporation.

Although there was no reference to equal pay as such in the agreement, according to B.C. FMWU spokesman Eric Payne, there were steps taken in that direction in the contract.

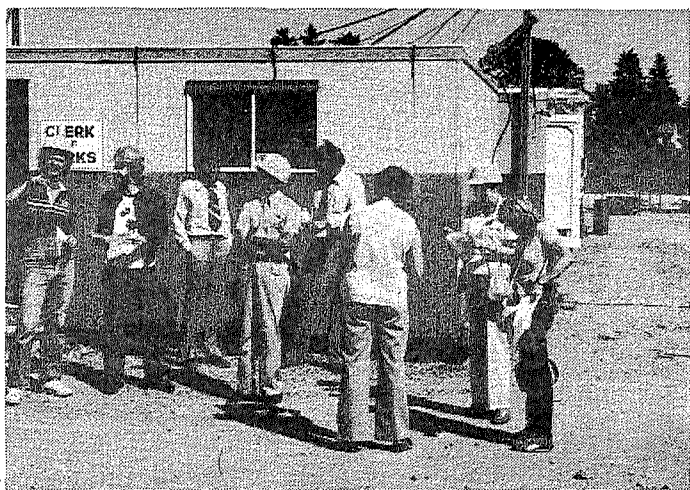
Among the benefits for clerical workers:

- removal of the lowest two increment steps in the first year;
- elimination of all clerical increment steps (five in most instances and six for a Clerk I) at the expiry of the 27-month contract;
- an extra \$50 per month for all clerks.

The basic increase for all

members in the ferry workers union is five percent plus \$1.01 per hour in the first year, 14 percent in the second year and three percent in the last three months. The contract is effective Aug. 1, 1981 and expires Oct. 31, 1983.





Victoria General Unit executive and shop stewards recently took a guided tour of the site where the Victoria General Hospital North will be built. Unit spokesperson Dolores Bell said "tremendous progress" has been made at the site since Unit representatives last visited in December.

Unit photo

Ontario CUPE Strike And The Contract

An eight-day illegal strike staged in January by Ontario hospital workers, members of the Canadian Union of Public Employees resulted in a series of firings, suspensions and even a 30-day jail sentence for CUPE President Grace Hartman.

Thirty-five CUPE members and staff have been charged with contempt of court for defying a court injunction. The Ontario Hospital Association, the Ontario counterpart of the B.C. Health Labour Relations Association, fired 33 workers, handed out 3,442 suspensions and served over 5,000 letters of reprimand.

Hospital workers in Ontario are prohibited from striking by the Hospital Labour Disputes Arbitration Act.

At the height of the strike, 14,000 workers from 51 hospitals were off the job.

The strike arose out of negotiations for a new contract. CUPE was seeking a \$2.00 per hour wage increase over a one-year contract. The Employer offered 65¢ per hour in each year of two-year agreement.

An arbitration award handed down in June awarded CUPE members a \$1.65 an hour increase over a two-year agreement. The award is 35¢ an hour more over two years than the hospitals had offered before the strike and is 20¢ more than the terms proposed by the hospitals during unsuccessful mediation to end the strike.

The award amounts to an average increase of 12 percent

in the first year and a 12.8 percent increase in the second year.

The new rate boosts the previous \$6.64 per hour wage rate to \$7.44 per hour as of June 1 of this year. On June 1, 1982, the rate goes up to \$8.29 per hour.

The per hour wage rates cited in this story are based on all the job classifications being averaged together.

The arbitration board turned down a CUPE request to write a no-reprisals clause into the award. The board ruled that the firings, suspension and reprimands would have to be dealt with through the grievance process.

Board Chairman Paul Weiler said he is not "an avid fan of the policy which bans bargaining strikes and replaces them with compulsory arbitration."

But even if there were a right to strike, he said, "surely the Legislature would not leave the exercise of the right to strike entirely uncontrolled." Mr. Weiler said there would be an effective mechanism for designating and monitoring the performance of truly essential services.

Concerning CUPE assertions during the contract dispute that workloads in hospitals were excessive and patient care was being jeopardized, Mr. Weiler suggested that complaints could be dealt with under existing joint labor-management committees.

The award covers 16,000 non-medical workers in 65 hospitals under contract with CUPE.

Selkirk Employees Quit CUPE

A Pulp, Paper and Woodworkers of Canada spokesman said in August that a majority of the 140 non-teaching employees at Selkirk College — now represented by the Canadian Union of Public Employees — have signed up with his union.

Roger Cristofoli, former president of the CUPE local who has joined the forest union, said the B.C. Labor Relations Board has been asked to approve a certification vote at the college.

The employees, who work at campuses in Castlegar, Nelson and Trail, want more local control over their affairs, Cristofoli said, adding they are upset by what they consider as a lack of representation by CUPE.

The current CUPE contract expires Dec. 31, 1982.

The PPWC is an affiliate of the Confederation of Canadian Unions and represents about

5,500 pulp and paper workers as well as hotel employees, bus drivers and clerical workers in B.C.

Four Agreements Ratified

Collective agreements, based on the HEU/HLRA Master Agreement, have been ratified at Kiro Manor in Trail, Greenwood in Ganges, Luther Court in Victoria and Sunset Lodge in Victoria.

Negotiations were handled for the facilities' management by the Government Employee Relations Bureau (GERB), which is the provincial government bargaining agent for provincial government employees.

The agreements were first contracts at the four health care facilities.

Victoria General Tour

Victoria General Unit shop stewards and the Unit executive were recently taken on a guided tour of the site of Victoria General Hospital North.

Unit spokesperson Dolores Bell said Unit members are eagerly awaiting the opening of the new facility which is expected near the end of 1982.

"It is now starting to look workable. Tremendous progress has been made since our last site visit in December," said Bell.

After the tour the Unit representatives gathered together to discuss the Unit's summer business over an informal dinner.

Northern Employees Join HEU

Over 160 employees at Prince Rupert Regional Hospital, Prince George Regional Hospital and Simon Fraser Private Hospital in Prince George have joined HEU.

The employees, who signed cards to join HEU at Prince Rupert hospital and Simon Fraser Private Hospital, are certified by the Canadian Union of Public Employees. Those new HEU members at Prince George hospital are certified by the International Union of Operating Engineers.

Representation votes have been ordered by the B.C. Labour Relations Board to determine whether or not HEU will be awarded the collective bargaining rights on behalf of these new 163 members.

Russ Cole Retirement Party

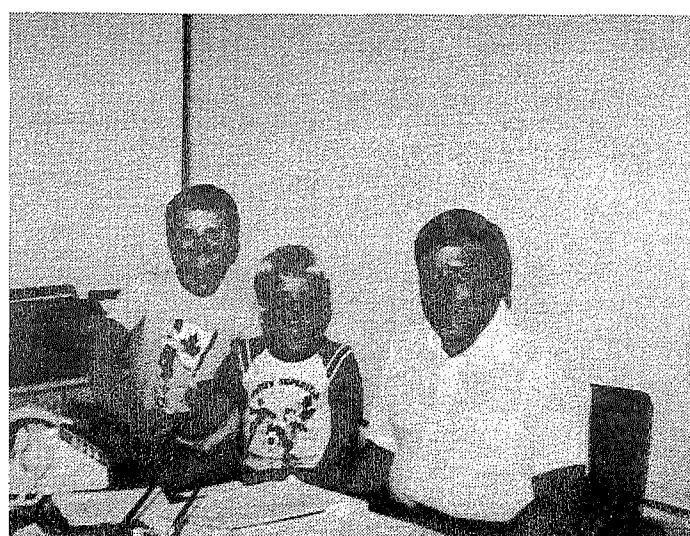
HEU pioneer Russ Cole was showered with affection and gifts at a retirement party given in his honour by the Kootenay Lake and Mount St. Francis Units in June.

Brother Cole, a former long-time member of the Union's Provincial Executive, was given a 35-millimetre Minolta camera by the Kootenay Lake and Mount St. Francis Units as well as a handsaw with his name engraved on it.

"The party was a lot of fun and many people in both Units contributed in making it a success," said Kootenay Lake Chairperson Amelia Fukala.

"All those who were involved were fantastic in helping out. We sent Russ away in style and everybody, including Russ and his family members, had fun," she said.

Cole retired this year after 35 years of service at Kootenay Lake Hospital in Nelson.



HEU Financial Secretary Maurice Smith was one of several union members who sponsored a child from Northern Ireland this summer. Gerald Cooley (left), who was one of 82 Ulster children who spent the summer with a B.C. family, is shown here with Smith and his son Michael (centre).

What COLA Means To Wage Increase

Labour Canada released a discussion paper this summer entitled "Major Wage Settlements with COLA Clauses — Estimating Wage Increases at Selected Inflation Rates," 1978-1980 which assesses and quantifies on a current basis the contribution COLA clauses make to wage change in major collective agreements.

This first-ever study found that effective wage increases in major wage settlements with COLA clauses were large enough to provide real wage gains even at an assumed inflation rate of 10 percent. The study also established that lower paid employees in collective agreements with COLA clauses receive larger nominal and real wage gains than those at the high end of the wage schedule.

This ongoing work was commenced to account for the difference of reported base rate increases between COLA and non-COLA agreements. In some time periods, this difference may be as much as 4 percentage points. The Department's Economic Analysis Branch undertook this analysis to capture as accurately as possible wage change originating from COLA clauses:

- to estimate wage increases with COLA payments in major wage settlements using selected CPI projections;

- to measure wage increases with COLA payments using the actual inflation rate during the life of an agreement.

Noting the rising and variable inflation rate for the past decade, the researchers found: "The proportion of employees covered by COLA clauses in major collective agreements in force (all industries excluding construction) rose from 19 percent in 1971 to 47 percent in 1980. The absolute level of employees covered increased from 300,000 in 1971 to about 1 million employees in 1980." In

spite of this growing incidence of COLA clauses, the researchers found a considerable variation of the degree to which COLA clauses protect negotiated wage increases from erosion by inflation.

Crofton Negotiations Break Down

Contract negotiations have broken down between HEU and Crofton Manor in Vancouver. The two parties are scheduled to go to arbitration in September.

There are 40 HEU members who work at the health care facility.

Crofton Manor, a private long-term care facility in Vancouver, was sold in June by the N. B. Cook Corp. to Skalbania Enterprises Ltd. for \$10.6 million.

Cook had announced earlier this year that the facility was to be closed in August because it was losing money. Cook told The Vancouver Sun that he made a pre-tax profit of \$6 million on the sale.

A spokesman for Skalbania Enterprises Ltd. said the firm will ask the city to rezone the site so that the facility can be divided into strata-title units that would sell for between \$100,000 to \$125,000.

There were still about 30 residents from an original total of 125 living at the facility at the time of the sale.

HEU Secretary-Business Manager Jack Gerow said the profit motive in the health care industry is a destructive force.

"The profit motive obviously undermines the security of the residents and employees alike. On top of that, it also works against the residents receiving quality health care," said Gerow.



HEU's Kootenay Lake and Mount St. Francis Units honoured former HEU member Russ Cole (right) at a retirement dinner held recently in his honour. Russ, shown here with Kootenay Lake Chairperson Amelia Fukala (left), received a 35-millimetre camera as well as some other gifts at the dinner.

Unit photo



Margaret Parnell (left) and Estella Ponte, HEU members at the Dr. F.W. Green Memorial Home in Cranbrook, prepare lunch for the facility's residents. There are 25 HEU members at the health care facility.

Down from first quarter

Settlements Averaging 12 Per Cent

Collectively bargained settlements in the second quarter of 1981 provided for a lower average rate of wage increase than those in the first quarter of 1981, according to a report issued in August by Labour Canada.

The 167 major settlements during the second quarter produced average annual increases in base rates of 12.0 per cent in compound terms. The comparable figure for the previous quarter was 12.3 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

Forty-four of the settlements

in the second quarter were classified as one-year agreements, 98 were classified as two-year agreements and 25 as three-year agreements.

In one-year agreements, the average annual increase in base rates was 13.4 per cent. In two-year agreements, the average annual increase was 13.7 per cent for the first year and 9.0 per cent for the second year. In three-year agreements, it was 10.0 per cent for the first year, 11.9 per cent for the second year and 6.0 per cent for the third year.

Of the 167 settlements during the second quarter of 1981, 43 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 10.0 per cent (excluding the effect of the COLA clause). The remaining 124 settlements without a COLA clause provided for an average annual increase in base rates of 12.5 per cent.

During the 12-month period ending with the second quarter 1981, there were 534 major collective agreements settled. These settlements provided for an average annual increase in base rates of 11.5 per cent.

Of the 534 settlements, 144 were classified as one-year agreements, 303 as two-year agreements and 87 as three-year agreements.

The one-year agreements provided for an average annual increase in base rates of 12.0 per cent. The two-year agreements provided for increases of 13.3 per cent for the first year and 10.3 per cent for the second. The three-year agree-

ments provided for increases of 10.3 per cent in the first year, 9.7 per cent in the second year and 7.7 per cent in the third year.

There were 130 settlements negotiated in the 12-month period ending with the second quarter which contained a COLA clause. These settlements provided for a 9.0 per cent average annual increase in base rates (excluding the effect of the COLA clause). The 404 settlements without a COLA clause provided for an average annual increase of 12.2 per cent.

Files Must Be Disclosed

The B.C. Court of Appeal ruled in a unanimous decision July 7 that files must be disclosed to workers appealing compensation board rulings.

The three appeals court judges upheld an earlier ruling by B.C. Supreme Court Justice John Bouck. Bouck had previously ruled that in two cases workers had been denied natural justice when appearing before boards of review without being given access to their files.

In dismissing the Workers' Compensation Board appeal against Justice Bouck's ruling, Appeals Court Justice Nathan Nemetz said that fairness requires that the original reports be disclosed so that the claimant can effectively answer the case against him.

The court dealt with the claims by two workers, Vincenzo Napoli and Antonine Bourdin.

Napoli, a 55-year-old disabled railroad worker, was awarded a monthly pension of \$33.56 which later was increased to \$50. He appealed to the board of review and was provided with a four-page summary of the information in his file.

His appeal was heard in 1978, but the board of review declined to disclose medical reports and the following September recommended that his appeal be denied.

Napoli then appealed to WCB commissioners, who decided that the requirements of natural justice had been met. Later Napoli was provided with a 16-page summary of his file.

Bourdin was awarded a partial disability pension which was appealed to the board of review, but his counsel was denied access to medical information in the claims file. His appeal was dismissed.

Canadian Work Injury Statistics

Labour Canada released a 127-page report in August entitled Canadian Employment Injuries and Occupational Illnesses, 1969-1978, which for the first time puts under one cover all the relevant data regarding Canadian work injury statistics and fatalities for all jurisdictions.

The report found that while Canadian industrial fatalities showed an overall decline, the number of injuries in Canada increased by 35 per cent in this 10-year period. In this same period, employment increased by 29 per cent.

Of this 35 per cent increase, disabling injuries rose 69 per cent; non disabling injuries 15 per cent. This represents a moderate increase in the injury and illness incidence rate from 12.1 in 1969 to 12.6 in 1978.

The report also found that between 1971 and 1973 the fatality incidence rate increased by about 5 per cent each year; then dropped an average of 11 per cent annually thereafter. This anomaly is tied to the vigorous expansion and strength of the Canadian economy between 1971-1973.

The study shows too that 54 per cent of the injuries and illnesses, involved no loss of

work time except on the day of injury; the remaining 46 per cent resulting in 12.4 million work days lost.

The report is divided into four major parts: (1) All jurisdictions, (2) Federal jurisdictions, (3) Federal public service departments and crown corporations, (4) Comparisons.

In the chapter dealing with injury and fatality statistics and their related cost, the study has sections covering:

- fatalities by province (Ontario accounting for 30 per cent of all fatalities);
- fatalities by occupational illnesses (roughly 60 per cent of deaths from occupational illnesses occurred in mining);
- fatalities by occupation;
- fatalities by age and sex (males accounting for 98 per cent of all fatalities in 1978);
- fatalities by type of accident;
- work injury cost;
- source of statistics and their limitations.

The report concludes, regarding the source and limitation of the statistics, that this study "gives users a good indication of the extent of work injury experience and cost in Canada and is the only source of statistics of the nature available at the national level."

Development Program Continues This Fall

The ongoing HEU staff development program continues this fall and winter with a series of seminars.

The seminars are designed to assist HEU staff representatives to better serve the overall HEU membership.

The seminars scheduled for this fall and winter will deal with the Workers' Compensation Board, Boards of Review and how appeals on behalf of union

members can be best presented.

Other seminars will include the topics of negotiating techniques, the handling of discipline/discharge cases and interpretation of the B.C. Labour Code.

A speaker from the Labour Relations Board will address HEU representatives on the subject of the provincial labour code.

Labour Studies At Capilano College

A number of labour studies courses are available to HEU members at Capilano College in North Vancouver.

The Labour Studies Programme at Capilano College offers courses of particular interest to union members who are actively involved in their unions, according to program spokesperson Betty Merrill.

Among the courses available are: Introduction to Labour Economics, The B.C. Labour Code, The Canada Labour Code, Arbitration, Issues in

Occupational Health and Safety, Workers' Compensation Act and the WCB, Introduction to UIC Procedures, History of the Labour Movement in B.C., Women and Power in Trade Unions, Communications: Public Speaking and Parliamentary Procedures and Leadership Skills.

To enroll in the Labour Studies Program, please obtain an application form from your Secretary-Treasurer and mail it to the HEU Provincial Office in Vancouver. All fees will be paid by HEU.



"I'VE HEARD OF PEOPLE HAVING SPOTS IN FRONT OF THEIR EYES, BUT..."



Watching over the meat at the Chilliwack Unit's annual barbecue July 4 were Unit members Rick Siemens (left) and Ron Hartley (second from left). Unit member Marj Arnold (right) and a guest also helped prepare some of the food at the Unit's barbecue.

Unit photo

HEU Members On The Job

At Powell River General Hospital

Elaine Edmondson Directs The Outpatients

At the ripe old age of 22, Elaine Edmondson has already worked five years at Powell River General Hospital.

Elaine is a senior clerk in the hospital's outpatient department, which is the hospital's central reception area where outpatients are processed and directed to other departments.

"Our department is the central clearing area where all outpatients are directed. We'll process their papers, billing cards and also book any future appointments they might have," said Edmondson.

She admits it is a little different from the way other hospital outpatient departments operate but it seems to work effectively at Powell River.

"Our staff in the department rotate so that we can do any of the clerical jobs required, whether it be stamping the billing cards or maintaining the lab files, for any department the outpatient may be directed to."

Edmondson, a native of Powell River, likes the life in her hometown.

"I suppose there are people who always complain sometime or other about where they live, but I'd have to say Powell River is not too bad a place to live. It is just the right size of town where you can easily meet people and make friends," she said of Powell River, which is about 100 kilometres northwest of Vancouver.

Powell River's geographic location can make travelling a bit of a problem for its residents however. "Because we are surrounded by water, it is a little difficult to get out of Powell River. It is hard to get away for a weekend when you have to take a ferry and it's not that easy getting out by airplane, so it can be isolated living here."

Elaine said she personally feels frustrated about the speed that job classification is progressing at.

"Well, it's safe to say we are eagerly awaiting the conclusion of classification. We have all been a bit restless and frustrated waiting for it to be decided."

"I know the Union has a job to do but it has been so long. A lot of people, including myself, will sure be happy once it's all over — that's for sure."

Edmondson added that her job in the outpatient department is made easier because of the camaraderie between fellow HEU members Irene Forrest Shirley Mirrlees, and Dorothy Carson.

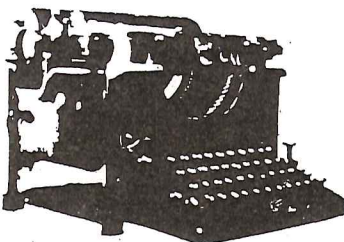
"It's great working with Irene, Shirley and Dorothy because we get along together so well. And believe me, that's important because it can get hectic around here sometimes."

She estimates that on the average between 200 and 300 persons pass through the department on a given day. "We keep busy enough never to be bored, you can bet on that."



Elaine Edmondson's duties as senior clerk in the outpatient department at Powell River General Hospital include the filing of patient cards. Elaine says the department is a busy one with over 200 outpatients going through on any given day.

LETTERS



Union Report "Accurate"

Dear Mr. Gerow,

The Board of Directors of Shaughnessy Manor Long Term Care Society have directed that I write to you to commend you and staff and members for the report entitled "Long Term Care in British Columbia"; The Union Members Perspective.

Our Board has reviewed this report and find it to be both comprehensive and accurate as a description of the variety of both problems and good programs in care facilities now.

Our members were particularly pleased that the psychosocial needs of the elderly had not been overlooked, and indeed, had received a great deal of detailed attention in the report, and that the reporting contributors were able to identify significant gaps in this area.

Hopefully, some of the interest and public exposure gained by your report will assist in helping to change the world's view of elderly persons and their capabilities, interests, talents, skills and experiences; and hopefully, future training for all levels of workers in the field in gerontology will help to improve the skills of individuals contributing to a happy and productive life for residents in care facilities.

We hope that your very comprehensive report will have impact on some of the problems that the members have identified, and that the results will be improvements in our care facilities.

Sincerely,
Lenore Paterson
Secretary-Treasurer
Shaughnessy Manor Unit

The Hospital Guardian, September, 1981/Page 8

LPN's Urged To Join Their Association

Dear Sir:

There are over 6,000 licensed nurses in the province, but less than 1,000 belong to their provincial association. By belong, I mean that they do not join.

The fees are \$20 per year and this includes mal-practice coverage (\$250,000 blanket coverage, 24 hours per day, anywhere in Canada). Only those practicals in the Licensed Practical Nurses' Association of B.C. are covered.

We are also members of HEU Local 180. Do you BELONG to that? I mean, *do you come to the meetings?* Your dues are paid by means of deductions. The Union is your bargaining agent. The association is a volunteer organization and most of the practicals that it represents are in the Hospital Employees' Union. We have a newsletter, but the only practicals who receive it are those who are members of the LPNABC.

The B.C. Council of Practical Nurses is your licensing body. The LPNABC has a voice on that council by putting three practical nurses as representatives on it. The council and the association are *two separate entities*. Because you have a licence does not automatically make you a member of the association. But you must have a licence to become a member of the association. NOT the other way around.

Your licence is \$10; your association fee is \$20; and your union dues are deducted as per HEU contract. And they are all income tax deductible.

I also feel that my provincial and national associations are both very important to all practicals in B.C. The Union bargains for our wages, working conditions and better benefits. The association is for the maintenance and improvement of standards of practical nursing, to promote better recognition by the public of the role of the licensed practical nurse in the health care team, to stimulate the members of the association to participate in local and provincial activities of the association; and to safeguard the interests of the licensed practical nurse. The association is *necessary* to each and every licensed practical nurse in B.C.

The definition of a practical nurse under language provisions in the Union contract should also contain the addition that membership in the association should be obtained and maintained. After all, it's in the job description for the Food Services Supervisors and *they are in the same Union as we are*. What is necessary for one group should be necessary for all.

The views expressed are mine, as a concerned LPN.

Helen Burritt
Surrey Unit

Members Entitled To Sick Leave Benefits

HEU members are entitled to receive up to 15 weeks of sick leave benefits upon the expiry of their personal sick leave time.

The 15 weeks of sick leave benefits fall within the terms of the federal Unemployment Insurance Act.

A Surrey Unit member recently was told by an UIC official that she could not

receive sick leave benefits until she "had first used up all her vacation time."

The statement by the UIC official is totally untrue. UIC sick leave payments and a union member's paid vacation time are separate benefits.

To receive the UIC sick leave benefits, a HEU member should apply to UIC before his or her sick leave time runs out.

Sarah Retires From Creston Hospital

Sarah Lauder, an HEU member at Creston Valley Hospital for the past 21 years, retired in July.

Sarah, who worked as a housekeeping aide for over 17 years before transferring to the extended care unit as an activity aide, hopes to continue an involvement with senior citizens during her retirement.

"I belong to the Rebecca Lodge here so I will be able to work a little harder for them (seniors)," Lauder told The Guardian.

"I plan to set up a wedding cake rental shop and also do a bit of travelling. I'll make sure I keep myself busy," she said.

During her years at the hospital, Sarah was involved with a number of Union activities, including planning of the Christmas party for many years.



Creston Unit member Sarah Lauder retired July 13 from service at Creston Valley Hospital after 21 years. Sarah, shown here with a hospital resident, worked the last three years as an activity aide in the hospital's extended care unit.

Unit photo