

# The Hospital Guardian

VOL. XVII No. 1



HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180

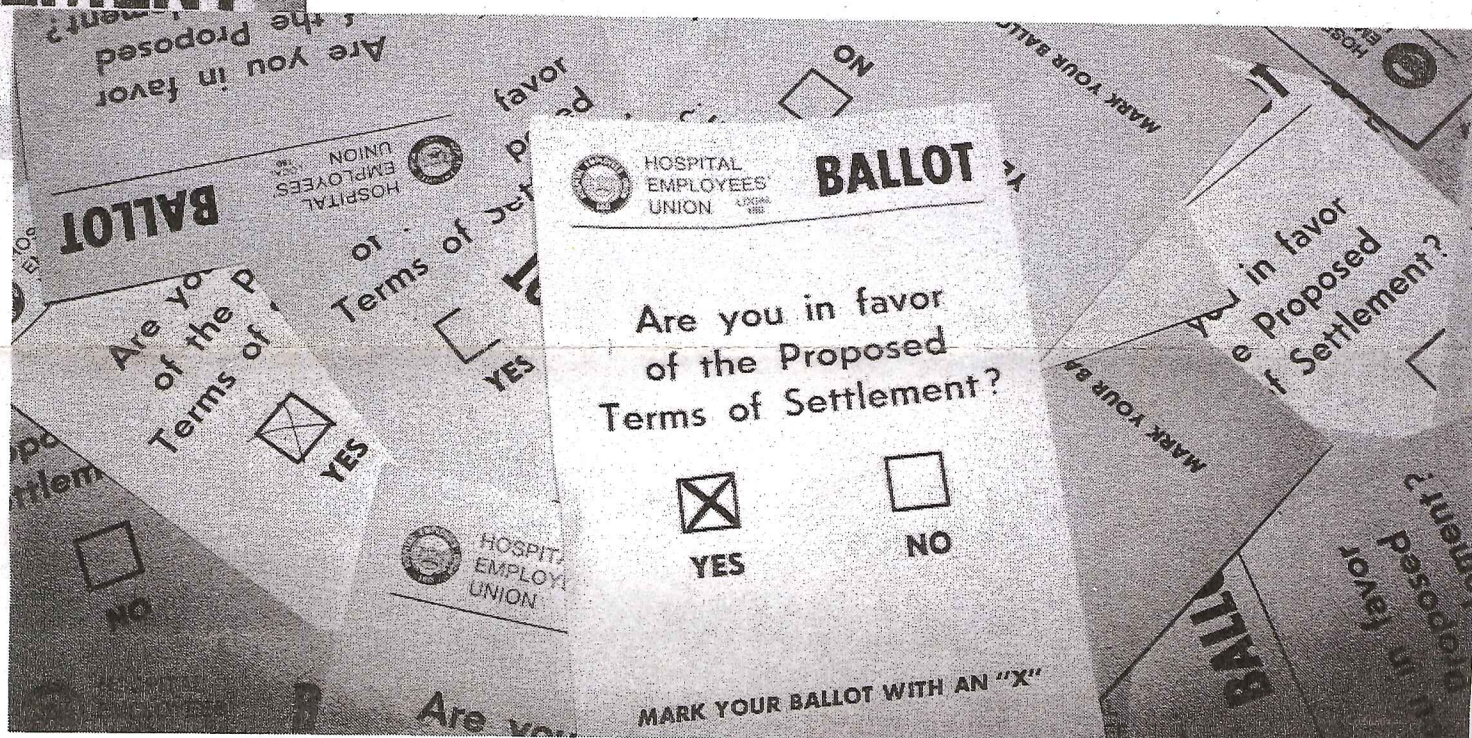
JAN. TO MARCH, 1980



## ... master agreement ...

*("A great deal of promise")*

Details Pages 4 to 7



It had been a long tug-of-war. But when the muscles of resistance went slack at both ends of the rope the hospital industry and its major body of employees found themselves with some positive answers to a variety of key questions.

"There is a great deal of promise in the settlement because it has solved a number of major issues," said J. D. Gerow after the vast majority of the 20,000 workers involved had ratified the proposed master agreement.

Gerow, Secretary-Business Manager of the Hospital Employees' Union, was referring to the solutions that had been found for job evaluation, wage reopeners and comparability.

It had all come about after a final meeting January 28 of HEU and Health Labour Relations Association negotiators with mediator E. R. Peck.

Almost all matters had been negotiated. Peck offered recommendations on how to settle the few remaining issues. Both parties agreed.

As a result, the union's Provincial Bargaining Committee decided to recommend agreement to the Provincial Executive and the membership. This was quickly endorsed by the Provincial Executive and ratification meetings were held from Feb. 4 to Feb. 21. The final vote count Feb. 22 showed strong support for the package.

It is a settlement that both HEU and HLRA agreed to extend for a year to cover 1981. It deals with the 1979 and 1980 wage reopeners and the question of comparability with other wages in the industry. In addition, it replaces the original job evaluation program scheme with a classification system.

Gerow noted that about 70 per cent of the membership have already been classified, as compared to the 100 per cent unclassified situation that existed when the union made its bid in 1974 for a job evaluation program.

Now that we've negotiated job evaluation out and a classification system in, we're 70 per cent better off," he said.

"And even the 30 per cent who don't know precisely what the result will be in terms of maximum wage adjustments, do have the assurance at this time that they will initially be getting increases of 9.5 per cent, 4 per cent and 4 per cent."

Highlights of what is new about this agreement are detailed on inside pages of this issue.



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

# The Hospital Guardian

Official Magazine of the  
HOSPITAL EMPLOYEES' UNION LOCAL 180

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

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**J. D. GEROW**  
**JOHN DARBY**  
**JUNE BRADBURY**  
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## Opinion Page

### Lacking Principle

The time has come to talk about two of the five Ws.

Who is a trade union?

Why is a trade union?

They are questions that should be answered now because some people tend to forget what we are all about. Unfortunately, they are people within our own ranks. The results can be unpleasant, as was the case at a recent Trouble Shooter hearing dealing with a job termination at Prince George Regional Hospital.

Two members of the Prince George Unit gave evidence against the victim of the termination. It was not solicited evidence. It was freely volunteered. It was also without support.

In the end, there was no hope of returning the person to the job. The hospital remained firm in its position.

To those who adhere to the principles of trade unionism, this was indeed a tragedy — a small tragedy, perhaps, if one is dealing in numbers and general impact — but a tragedy nevertheless.

There is certainly no intention here to downgrade the importance or legitimacy of the Trouble Shooter concept. It is something that is continuing to serve the union and the industry well. Expertise and wisdom on the part of the Trouble Shooter have done much to solve the day-to-day problems that are bound to occur.

The fault is one of human behavior. More importantly, in this case, it is one of a union member stepping forward without invitation and harming another union member — of forgetting that we are banded together to help, not hinder, to uphold, not trample, to show concern, not contempt — of forgetting that compassion and service on an individual basis contributed to our common good.

That is basically the WHO and WHY of trade unionism.

The Prince George experience was a contradiction of this. One has only to turn to Page 32 of the Hospital Employees' Union Constitution and By-laws (Revised 1978) for proof of this argument. It should be familiar, because it is the Oath of Obligation taken by all applicants for membership in the union. Remember the last part of the last sentence in that oath?

*"...charitable in my judgment of my fellow members, and never from selfish motives wrong a brother or sister or see him or her wronged if in my power to prevent it."*

There are sound reasons for having such an oath. One of them dates back to the time when man first began employing other men — the divide and conquer tactic. It is still with us today. Our pledge not to wrong one another is one of the best defences against it.

It is not just part of an oath, of course, but an important trade union principle. If we fail to follow the principle we have problems. Sad problems like that in Prince George.

*"...if in my power to prevent it."*

In many cases it is in the power of one union member to see that another isn't wronged. Unfortunately, it is also in his or her power to see that the fellow member is wronged.

It is a harsh truth that the negative part of that power is sometimes acted upon. It must be counteracted with another harsh truth — discipline within a union.

We have it now. It is built into our constitution. But, in light of what has happened, it obviously isn't tough enough.

At our convention in June we should consider strengthening the penalty provisions within the constitution. Then, and only then, will we have a more likely deterrent for those who will not be guided by conscience.

## Trumpet sounds for vital defence of Medicare

The latest in the current series of federal election campaigns provided much more publicity for one-liner political jokes than it did for one of Canada's most pressing problems.

Yet, the erosion of the medicare program is not going unnoticed; nor is it being left undefended.

There is a groundswell movement underway across the country to protect a program that various groups say has been given low priority by both the Conservative and Liberal parties.

Representatives of labour, church, community and student groups emerged from a special conference in Ottawa with a plan of action they hope will save medicare before it has slipped past the point of no-return.

Organized by the Canadian Labour Congress and sponsored by such national organizations as the Canadian Council of Social Development, National Pensioners and Senior Citizens Federation and the National Action Committee on

the Status of Women, the SOS Medicare Conference called for formation of a Canadian Health Coalition.

The groups are uniting on a nationwide scale to co-ordinate the various approaches of their defence plan. The main thrust involves the lobbying of both federal and provincial politicians.

Delegates to the conference were told medicare was one of the prime social improvements in Canadian history and that something had to be done immediately about the erosion that is threatening its eventual death. They were told the trouble began in 1977 when the federal Liberal government of the day moved away from its 50-50 cost-sharing arrangement with the provinces to replace it with a less appealing formula. Since then, some provinces have seen doctors opting out of the program. Additional billing has also entered the picture.

The more than 150 delegates were given a word-picture of what life was like before medicare — of how people went

hopelessly into debt to pay doctors' bills, and hospital costs, how they were humiliated and made to feel like charity cases.

Like the Hospital Employees' Union (with its particular interest in the delivery of health care service), groups that attended the conference share the philosophy that no one should be penalized for being sick — that proper health care should be readily available to everyone and not just those who can afford it.

A report from the conference said one group was conspicuous by its absence — the Canadian Medical Association. The CMA had been invited to provide a speaker.

Hear about the guy who was admitted to the maternity ward when he told them he was in labour?

Before he could explain he was a union leader, they rushed him onto the table and delivered him of a healthy eight-pound stack of contract proposals.

### Hey, look — here we are

For those who may have had trouble reaching us, don't give up.

We aren't in hiding.

We've moved.

In case you'd forgotten this was in the offing, file the following for future use:

**HEU PROVINCIAL OFFICE**  
2286 West 12th Avenue  
Vancouver V6K 2N5  
PHONE ...  
734-3431



(Third  
in a  
series)

## A lesson learned at his father's knee

For the average person, interest in the trade union movement is something that doesn't blossom until some time after he or she has become a member of a union.

But there are exceptions.

Like Gordon MacPherson.

"It's been part of my life ever since I was a kid . . . because of my father," recalls MacPherson, one of the elder statesmen of HEU's Provincial Executive. "He was a strong unionist and it was his philosophy — and it has become mine, too — that the worker has always had to fight for justice.

"One of the few ways the worker has of achieving justice is through his or her trade union."

Having said that, he concedes there is always a need to improve the standards of unionism. At 49, he has been around

long enough to know that nothing is without flaws.

"Certainly, I can see faults with the trade union movement. But I can see also that a lot more faults would exist without a trade union movement."

MacPherson's role as a union member dates back to his late teens when he took his first job in Victoria. It was in the laundry and drycleaning business and preceded his entry into the hospital field by five years.

Born in New Westminster (in Royal Columbian Hospital, where HEU put down some of its early roots), MacPherson moved with his family to Victoria when he was 14. It's been his home ever since.

In another sense, the same hospital has been his working home since he entered the health care sector 26 years ago — a hospital that has moved through name changes from St.



Gordon MacPherson

Joseph's to Queen Victoria (briefly) and finally to Victoria General.

A morgue attendant in the beginning, MacPherson eventually moved into the somewhat exclusive club of the Diener.

The Diener (MacPherson believes there are only four or five in B.C.) assists the pathologist with autopsies. He (or she) is also responsible for ordering and researching laboratory materials.

From 1957 until HEU was certified at his hospital, MacPherson was an officer with the St. Joseph's hospital Employees' Association. It was a body he refers to today as nothing more than "a company union."

Since the changeover, he has held every elected position his HEU unit has to offer. He was secretary-treasurer for five years, chairperson for five years, and today is a trustee.

At the provincial level, he has moved from Trustee to Senior Trustee, has been vice-president and regional vice-president, and has served on the Provincial Executive about 12 years.

His philosophy today is that unionism can't stand still — that it has to move ahead, and that this means change. The change he sees (or hopes for) is a conscious shift toward a form of industrial democracy.

"I think our union has got to become more involved in the management of hospitals," MacPherson says. "We've got to get more members onto the hospital boards."

As someone who served in various offices with the Victoria Labour Council when HEU was still affiliated with the council, he sees a need for the entire trade union movement to broaden its outlook.

"We have got to share some of the responsibilities of society around us," he says.

"We've got to be less parochial as trade unionists — we've got to look at the broader problems, not just our own."

### Union Seminars

## Beyond the 3Rs, Some Modern Techniques

The union has moved into the second phase of a thoroughgoing education program that is expected to provide training for more than 200 new shop stewards and unit officers by mid-April.

"What we are really doing is training the people to be leaders in their organization — to be advocates and counselors," explains Ray McCready, HEU's Director of Membership Services.

It is an ambitious and sophisticated undertaking that moves away from the old-fashioned chalkboard lectures and into today's world of communications devices, analysis and role-playing techniques.

In January, it was a tough "teaching the teachers" routine as HEU staff representatives were prepared for the job of handling education seminars for union members across the province — starting in Victoria Feb. 14 and 15 and winding up in the north from April 14 to 18.

There were two seminars for the staff reps in January, one expanding their knowledge on the best techniques for teaching, and the other putting them on the firing line as lecturers and role players.

The first three-day session



On camera . . . under the watchful eye of the television camera and their colleagues, three Shop Stewards at a recent Lower Mainland educational workshop try out their advocacy skills on each other.

included a lecture by Ed Lavalley, co-ordinator of the Labour Studies Program at Capilano College.

There were three steps to the second session — the leading of small groups, the exploration of role playing as a training technique, and the use of audiotapes, slides and other communications hardware.

Not only did the reps have to give 10-minute lectures, but they had to watch their performances afterward on closed circuit television and listen to an analysis by their peers to

determine if they had neared the goal set for them in teaching.

"It's a very demanding course for people who spend a great deal of time speaking," explained McCready.

There was also personal involvement planned for the membership seminars with classes of up to 25 beginners exploring the roles of the shop steward and unit officer.

"We are going on the basis of what people hear, they forget," says McCready, "what they see, they remember for a while, and

what they do, they remember forever."

A lot of work has gone into a special training omnibus which contains speakers' notes on a wide variety of subjects — different packets that can be used for presentations ranging from 20 minutes to two hours, or, when the occasion requires — full-day sessions.

The presentations deal with the subjects officers and shop stewards need to know a lot about. They include such areas as contract analysis, the history of the hours of work, the philo-

sophy behind it, parliamentary procedure, discrimination, social programs and pension plans.

### Seminar lowdown

The March and April schedule of HEU's seminars (beginners' course) for unit shop stewards and officers:

March 10-11 — Canadian Inn, Kamloops — (Okanagan Region).

March 13-14 — Royal Anne, Kelowna — (Okanagan Region).

March 17-18 — Provincial Office, Vancouver — (Lower Mainland and Proximity).

March 24-25 — Hi-Arrow Arms, Castlegar — (West Kootenay Area).

March 27-28 — Town and Country Inn, Cranbrook — (East Kootenay area).

April 8-9 — Davey Crockett Hotel, Abbotsford — (Fraser Valley area).

April 14-15 — Inn of the North, Prince George — (Northern Region).

April 17-18 — George Dawson Inn, Dawson Creek — (Northern Region).

April 21-22 — Hill Top Inn, Smithers — (Northern Region).

Similar seminars were conducted in February at Victoria, Nanaimo and Vancouver. Others are planned for the future.

## Long-term conference proved success

Those comparative newcomers (employees of long term care facilities) appear to have benefited by the special two-day educational conference HEU held for them in December. These excerpts from their letters seem to tell the story.

"I would like to take this opportunity to tell you (Secretary-Business Manager J. D. Gerow) and Brother Black (President Bill Black), along with the rest of the staff how enjoyable and educational the conference was. I, for one, would like to see this again for longer term care and private hospitals. My feeling is it keeps the solidarity and unity together, especially in the field



Como Lake Chairperson Barbara Roberts (left) in conversation during conference break.

where we sometimes seem to feel left out of the mainstream of the Master Agreement, etc." — Sister Carol Sanders, Kiwanis Unit.

" . . . very informative. I can't thank you enough for all the information we were given. I understand so much more of the workings of the union now. There is so much more I'd like to know and hope to learn all I can. I would like to be the best Secretary-Treasurer that I possibly can be . . ." — Dora Wilcox, Rose Manor Unit.

"I thought the union conference was very helpful and more understandable for the new members." — Dolores Anderson, Thrupp Manor.

## HEU convention May be biggest

As the pieces begin to fall into place for HEU's June Biennial Convention, there is an indication it could be one of the largest held by an individual union in B.C.

There is a projected turnout of 350 delegates for the convention, which has been scheduled for the Richmond Inn in Richmond June 15-18. Unions meeting on a provincial basis seldom approach that kind of a turnout.

Those doing the necessary groundwork are urging the units to get to work now on preparation of their resolutions.



The  
agreement  
you  
approved



... And  
what's new  
about  
it.

The eyes have it . . . (or) . . . visual aid to ratification.

# Point by Point A Pattern of Change

## GENERAL WAGE INCREASES

A general wage increase of 9.5 per cent shall be effective Jan. 1, 1980.

A general increase of 8 per cent is to be effective Aug. 1, 1980.

Another general increase of 8 per cent shall take effect Aug. 1, 1981.

Classification and wage rate adjustments determined under the Addendum — Classification System — shall be effective Jan. 1, 1980.

In order to mitigate the effects of red-circling, employees whose pay rates are red-circled by the implementation of the Broad Banding Classification System and whose entitlement to general wage increases Aug. 1, 1980 and Aug. 1, 1981 are consequently reduced or eliminated, shall receive at a minimum a general wage increase of 4 per cent effective each of those dates.

Notwithstanding the provisions for the Aug. 1, 1980 increases, the following wage rates shall be effective on that date:

Housekeeping Aide	Flat \$1,295
Cleaner	Flat \$1,389
Dietary Aide	Flat 1,295
Nursing Service Aide	S \$1,225
	12 M \$1,277
	24 M \$1,328
	36 M \$1,362
	48 M \$1,404
Practical Nurse	S \$1,362
Orderly	12 M \$1,404
	24 M \$1,430
	36 M \$1,467
	48 M \$1,506
Laundry Worker 1	Flat \$1,308

## REMOVAL OF '79 REOPENER CLAUSE

In lieu of other monetary considerations, the 1979 wage reopener clause disappears in the new collective agreement.

Deleted is clause (a) from Article XVIII, which allowed for negotiation and arbitration, if necessary, for additional compensation in the event that the Vancouver Cost-of-Living Index showed an increase of more than 7 per cent for 1978. Such an increase was not a guarantee of additional wages, but simply provided the basis for negotiations and arbitration.

## RETROACTIVITY

Wage increase retroactive to Jan. 1, 1980.

Those who have severed employment between Jan. 1 and signing date get full retroactivity to Jan. 1. The employer is to notify all such employees once in writing (at last known address) that such retroactivity is payable upon written application.

## ISOLATION ALLOWANCE

Effective Jan. 1, 1980, isolation allowance of \$40 per month — or the hourly equivalent — be added to pay rates of those covered.

This increases to \$50 per month April 1, 1980, and \$55 per month Jan. 1, 1981.

Arrow Lakes Hospital has been added to the list of hospitals covered by isolation pay.



*Benefits  
reach back  
to 1975*



And, then, there is a time to listen before voting.

*... Ahead  
to end  
of 1981*

## CLASSIFICATION

The following provisions will be deleted from the agreement:

- (1) Article XII — job evaluation.
- (2) Addendum — pay rate adjustment requests.
- (3) Addendum — standardization and pay rate adjustment requests.

If negotiations fail to produce an acceptable broadbanning classification system replacing the job evaluation program by May 31, 1980, the Peck-Fradley-Gerow arbitration board will make binding determination consistent with the principles expressed under the H. A. Hope Award of July 28, 1978.

Classification and wage rate adjustments determined under this addendum are to be retroactive to Jan. 1, 1980.

The classification system will be responsible for settling any claims that any employee is no longer properly classified or paid.

Because of the deletion of job evaluation, standardization and pay rate adjustment requests, all regular full-time employees on staff Jan. 1, 1980, are to be paid a retroactive lump sum wage adjustment of:

—\$50 per month for each month of service (or proportionate amount) in the period Jan. 1, 1979 to Dec. 31, 1979.

—\$37.50 per month for each month of service (or proportionate amount) in the period Jan. 1, 1975 to Dec. 31, 1978.

Regular part-time employees to be paid on a proportionate basis.

Payment to be made by separate cheque within two months of the signing of the agreement.

## GRIEVANCE

### Right to grieve discipline

Disciplinary action grievable by the employee shall include written censures, letters of reprimand, and adverse reports or performance evaluation.

An employee shall be given a copy of any such document placed on the employee's file which might be the basis of disciplinary action. Should an employee dispute any such entry in his or her file, he or she shall be entitled to recourse through the Grievance Procedure and the eventual resolution shall become part of the employee's personnel record.

Upon the employee's request, any such document, other than official evaluation reports, shall be removed from the employee's file after the expiration of 18 months from the date it was issued — provided there has not been a further infraction.

The employer agrees not to introduce as evidence in any hearing any document from the file of an employee, the existence of which the employee was not aware at the time of filing, or within a reasonable period thereafter.

## PERSONNEL FILE

An employee, or the Secretary-Business Manager of the Union (or his designated representative), with the written authority of the employee, shall be entitled to review the employee's personnel file in the office in which the file is normally kept in order to facilitate the investigation of a grievance.

The employee or the Secretary-Business Manager shall give the employer 7 days' notice prior to examining the file.

## EVALUATION REPORTS

Where a formal evaluation of an employee's performance is carried out, the employee shall be given sufficient opportunity to read and review the evaluation.

Provisions shall be made on the evaluation form for an employee to sign it. The form shall make room for the employee's signature in two places, one indicating the employee disagrees. The employee is to sign in one of the two places provided.

No employee may initiate a grievance regarding the contents of an evaluation report unless the signature indicates disagreement with the evaluation.

The employee shall receive a copy of the evaluation report at the time of signing. The report shall not be changed after the employee has signed it without the knowledge of the employee, and any such changes shall be subject to the Grievance Procedure.

## WORK FORCE CUTS

The employer shall give regular employees with less than 2 years' seniority 31 calendar days' notice of lay-off or normal pay for that period in lieu of notice.

The employer shall give regular employees with 2 or more years' seniority, but less than 3 years, 2 months' notice of lay-off, or normal pay for that period in lieu of notice.

The employer shall give regular employees with 3 or more years' seniority, but less than 4 years, 3 months' notice of lay-off, or normal pay for that period in lieu of notice.

The employer shall give regular employees with 4 or more years' seniority, but less than 5 years, 4 months' notice of lay-off, or normal pay for that period in lieu of notice.

The employer shall give regular employees with 5 or more years' seniority 6 months' notice of lay-off, or normal pay for that period in lieu of notice.

## UNPAID LEAVE

### Public office

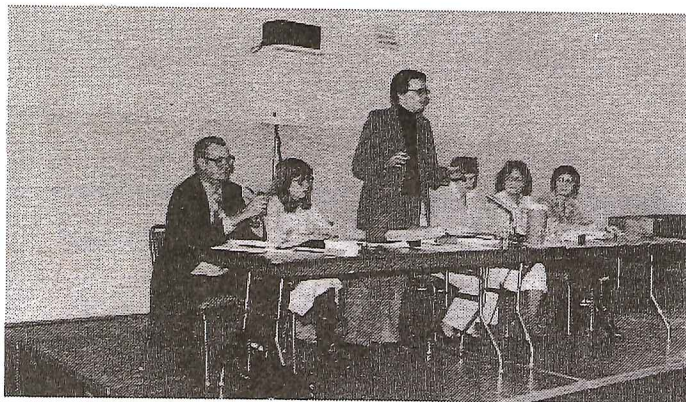
Employees seeking election in a municipal, provincial or federal election shall be granted Unpaid Leave of Absence for a period up to 90 calendar days.

Employees elected to public office shall be granted Unpaid Leave of Absence for a period up to 5 years.

## EDUCATIONAL LEAVE

Where an employee requests an unpaid leave of absence in excess of 4 calendar months, such employee shall make every effort to give 6 calendar months' advance notice in writing.





Secretary-Business Manager J. D. Gerow addresses ratification meeting.

## SCHEDULING

The employer shall post shift schedules at least 14 days in advance of their effective date.

Employees may exchange shifts with the approval of the employer, provided that, whenever possible, sufficient advance notice in writing is given and provided there is no increase in cost to the employer.

## SHIFT PREMIUMS

Effective Jan. 1, 1980, employees working evening or night shift shall be paid a shift differential of 40 cents per hour for the entire shift worked.

Effective Jan. 1, 1981, employees working evening or night shift shall be paid a shift differential of 50 cents per hour for the entire shift worked.

## OVERTIME

The rate of time and one-half of basic hourly rate of pay for the first 2 hours of overtime on a scheduled work day and double time thereafter.

The rate of double time of basic hourly rate of pay for all hours worked on a scheduled day off.

## OVERTIME

### Other factors

An employee who works 2½ hours of overtime immediately before or following scheduled hours of work shall receive a meal allowance of \$6.25. One-half hour with pay shall be allowed the employee in order that he or she may take a meal break either at or adjacent to the place of work.

When an employee is requested to work overtime on a scheduled work day or on a scheduled day off, the employee may decline to work such overtime except in cases of emergency. Only in cases of emergency may an employee be required to work overtime.

When an employee does not agree that an emergency exists, the employee shall work such overtime under protest and may file a grievance.

A regular part-time employee working less than the normal hours per day of a full-time employee, and who is requested to work longer than his or her regular work day, shall be paid at the rate of straight time for the hours so worked, up to and including the normal hours in the work day of a full-time employee. Overtime rates shall apply to hours worked in excess of the normal hours in the work day of a full-time employee.

A regular part-time employee working less than the normal days per week of a full-time employee and who is requested to work other than his or her regularly scheduled work days, shall be paid at the rate of straight time for the days so worked, up to and including the normal work days in the work week of a full-time employee. Overtime rates shall apply to hours worked in excess of the normal work days in the work week of a full-time employee.

## ON-CALL DIFFERENTIAL

On-call differential for those required to be on call:  
Effective Jan. 1, 1981 — 80 cents per hour, or portion thereof.

## STATUTORY HOLIDAYS

### Double time

Effective Jan. 1, 1981, employees who are required to work on a Statutory Holiday other than a Super Stat shall be paid at the rate of double time. Payment of double time under this provision does not detract from Statutory Holiday entitlements otherwise owing to the employee.

## VACATIONS

### Progressive rate

After 1 year's continuous service and up to five years' continuous service, the vacation entitlement remains at 20 work days per year.

But after then (beginning with five years' continuous service) add one work day vacation per year until the total reaches 45 work days after 29 years.

This provision applies when the qualifying date occurs before July 1 in each year.

## VACATIONS

### Sickness factor

In the event an employee is sick or injured prior to the commencement of vacation, such employee shall be granted sick leave and the vacation period so displaced shall be added to the vacation period if requested by the employee and approved by the employer, or shall be reinstated for use at a later date.

## SICK LEAVE

Where medical and/or dental appointments cannot be scheduled outside the employees' working hours, sick leave with pay shall be granted.

## MATERNITY LEAVE

### Adoptions

Upon request, an employee shall be granted 17 weeks without pay for the purpose of adopting a child. The employee shall furnish proof of adoption.

## HEALTH CARE PLANS

### Medical

The employer shall pay 100 per cent of the premium for eligible employees and dependents covered by the British Columbia Medical Services Plan or carrier approved by the British Columbia Medical Services Commission.

## DENTAL PLAN

Effective Aug. 1, 1980, the dental plan will cover 100 per cent of the costs of the basic plan (Plan A).

Effective Aug. 1, 1981, employees shall be provided with a plan covering 50 per cent of the costs of the orthodontic plan (Plan C). AN employee is eligible for orthodontic services under Plan C after 12 months' participation in the plan. Orthodontic services are subject to a lifetime maximum payment of \$1,250 per patient with no run-offs for claims after termination of employment.

## LONG-TERM DISABILITY PLAN

The employer shall provide a mutually acceptable long-term disability insurance plan. It shall be as provided in the Addendum — Long-Term Disability Insurance Plan and Group Life Insurance.

The employer shall pay 100 per cent of the premium.

## PRINTING OF AGREEMENT

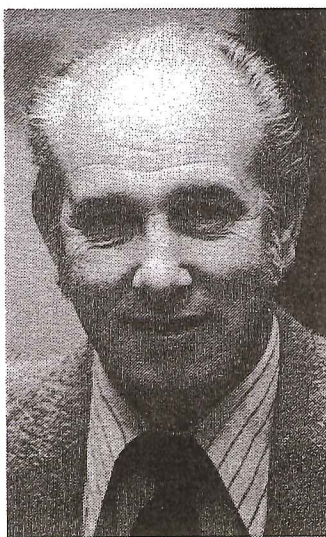
The union and employer desire that every employee be familiar with the provisions of this agreement, and his or her rights and obligations under it.

For this reason, the employer shall print sufficient copies of the agreement for distribution to employees.

The agreement shall be printed in a union shop and bear a recognized union label.



*Machinery in place  
to deal with  
unresolved  
areas*



**E. R. Peck**  
... offered ideas

*Training program  
remains high  
on list of  
priorities*

## GROUP LIFE INSURANCE

The plan shall provide \$25,000 insurance coverage for post-probationary employees.

It shall also include coverage for accidental death and dismemberment, and shall be as provided in the Addendum — Long-Term Disability Insurance Plan and Group Life Insurance.

The employer shall pay 100 per cent of the premium.

## SHORT TERM ILLNESS AND INJURY PLAN

A joint committee to study and report by Sept. 1, 1980, the feasibility of a short term illness and injury plan.

To be considered: the amount of benefits to employees; administration of the plan; premium cost; integration with present sick leave plan, L.T.D. Plan, and injury-on-duty plan; review of existing plans covering comparable occupational groups in B.C.

The report of the committee will not be binding on the parties.

## WAGE SCHEDULES Attachments

The employer and the union agree that the arbitration board comprised of Allan Hope, Jack Fradley and J. D. Gerow will arbitrate any dispute between the parties as to the application of this collective agreement to the attachments appended to it.

## APPRENTICESHIP

The joint committee, under the chairmanship of Dr. Noel Hall, shall seek a meeting with the provincial government as soon as possible for the purpose of discussing methods of funding, appropriate training institutions and health care manpower needs.

## REMOVAL OF BCGEU CLAUSE

The following provisions to be deleted from agreement once the Addendum — Classification System has been implemented:

### ARTICLE XVIII

(b) It is recognized that the wages and working conditions provided for employees in the Hospital and Allied Workers' Component, Administrative Service Component and Trades and Crafts Component and the relevant provisions of the Master Agreement between the Government Employee Relations Bureau representing the Government of the Province of British Columbia and the B.C. Government Employees' Union reflects a fair and equitable standard for wages and working conditions between the "Employer" and the "Union."

## GROUP LIFE, LONG-TERM

The employer is to administer and be sole trustee of the group life and disability insurance plans. The union will have access to any reports provided by the claims-paying agent regarding experience information.

## EMPLOYEE STATUS

With the signing of the agreement the employer and the union are to attempt to negotiate settlement of disputes regarding:

- Definition of employee status — casual employees.
- Temporary promotion or transfer.
- Job postings and applications.

If negotiations fail to resolve the dispute by May 31, 1980, the arbitration board of E. R. Peck, J. Fradley and J. D. Gerow is to make binding determination consistent with the principles expressed under the H. A. Hope award of July 28, 1978.

## YOUTH EMPLOYMENT

From May 1, 1980 to Aug. 31, 1980, students hired under the Youth Employment Program will be paid:

Grade 12 or below	\$4.51 per hour
1-2 years post-secondary education	\$5.17
3-4 years post-secondary	\$5.85
1 year graduate studies	\$6.75

Provisions of master collective agreement applicable to casual employees shall also apply to persons employed under the program.

## EFFECTIVE DATES OF AGREEMENT

The agreement shall be effective from Jan. 1, 1978 and shall remain and be binding upon the parties until Dec. 31, 1981, and from year to year thereafter unless terminated by either party on written notice served during the month of September, 1981.



## Heavy on the Light side

By McLEOD

The flakes that fall during a winter election are not the kind that melt. This is deemed most unfortunate by those who would like to see all politicians disappear.

The latest dose of February Madness produced some oddities about which you were probably unaware. They are listed here as a special service to the gullible.

**POLITICAL PARTIES:** Some scholars believe the arrival of the Rhinos is a clear indication that the body politic is headed at last for its proper destination — the animal kingdom.

There was added support for this theory with the birth of the Ostrich Party.

What's that? You say you haven't heard of the Ostrich Party?

Don't be alarmed. The Ostriches want it that way. They say they have learned a political truth: the less you know about them the more likely you are to elect them.

"The Rhinos keep their snouts in the mud," said Ostrich leader Oswald P. Schneckelhammer III in an exclusive interview with The Guardian. "If you do that, sooner or later you're going to raise your head and become a mud slinger."

"The Ostriches, however — true to their calling — keep their heads buried in the sand. We believe this is very fitting for someone entering political life."

"First of all, you don't have to look anyone in the eye. If no one sees your expression, no one will know what you're really thinking. This is most important in the world of politics," Schneckelhammer said, groaning as a supporter sewed feathers onto his ample rump.

"Secondly, when you are bent way over with your head buried in the sand, you are exposing a part of you ... well, let's just say you are showing the public what they thought politics was anyway."

**FAMOUS QUOTATIONS:** Much has been made (over and over again) of the supposed foot-in-mouth mumbblings of one Joe Clark. It has been learned that some of the fault was with the ear of the listener and not just the mouth of the speaker. We offer these examples:

In the Mid-East, Clark was said to have come upon a well and uttered: "Here is a well." What he really said was: "I hear a well." There had been some remote argument that he said: "We're near to hell" and "Hear, hear ... well, well," but this has been proven wrong.

On another occasion he was widely quoted as saying: "How old are the chickens?" The truth is that he was addressing a farmer named Marvin Emms, and that he said with a wink: "I hear you like old chicks, Emms."

Again, in the Mid-East, he was said to have blurted: "Good gracious, there's a lot of rocks," when, in fact, his statement was: "This place would rot your socks."

Of course, it is not fair to leave Mr. Clark all alone in the Words of Nerds Department. Think of what others have said.

Pierre Trudeau let the world believe he had said: "I will no longer be your leader." Actually, it was a language problem on the part of a Japanese reporter, to whom Trudeau had said: "I will no longer be your reader."

For we all know that Trudeau meant to go on leading, and that he never really had a yen for reading Japanese.

## On the personal side

The Christmas turkey may be long forgotten, but for many HEU members good memories linger on.

Like the Christmas Social the Aberdeen Unit held at the Norway House in Victoria. From all reports, it was a highlight of the season, right from its eye-catching and tongue-teasing cake to its atmosphere of good will.

For others, like the Victoria General Unit, it was fun and games — not necessarily in that order.

The unit's pre-Christmas Bingo at the School of Nursing

Auditorium for members and friends saw no less than 10 games for food vouchers and a final "full house" game for \$30.

There was free coffee and pop, and numerous door prizes. The Christmas "goodies" were wrapped in bright seasonal paper.

There was a customary donation to the Salvation Army.

**Noted among the retirements** was the departure of Vera Purdy from G.R. Baker Memorial Hospital.

Vera began her stint in the Dietary Department Aug. 26, 1963 and left just a little more than 16 years later.

Fellow employees have two distinct memories of Vera — her cooking and her personality. Both drew an "excellent" rating, and as someone said, both will "be missed by all." As, of course, will Vera herself.

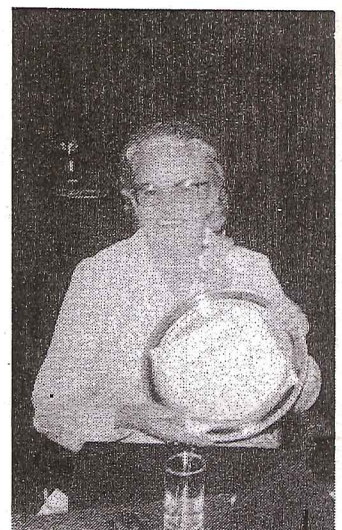
Her plans are simple: relax and enjoy retirement.

**And, now on the sad side-** This wasn't passed along in time for the last edition of the Guardian, but the Castlegar Unit expresses its deep regrets over the loss of Chairperson Len Greenwood, who died suddenly Nov. 14.

The Castlegar members say it well for themselves and HEU when they point out that Len "will be sadly missed by our unit and the union as a whole."



Aberdeen Unit Co-ordinator Doreen Ralphs cuts cake while Chairperson Kathryn McMasters (left) and Marilyn Mus, unit representative from Mount Tolmie, eagerly await the goodies.



Vera Purdy

### Security hangup

## No answer at hand in Nelson dispute

Will the Labour Relations Board have to settle the Nelson Medical Associate Clinic issue by imposing a first collective agreement?

That question remained unanswered at presstime, although the stage has already been set for such a rare move — if it is required.

Meantime, HEU is making one more effort to negotiate an agreement which had appeared at one stage to be all but signed, sealed and delivered.

When some 22 employees of the clinic ratified a proposed package last Aug. 2, the union seemed on the verge of a significant breakthrough in the health care field. Medical clinics run by private bodies have until now remained free of such contracts.

Job security proved to be the hangup for the employers, and when they wouldn't implement an agreement based on the recommendations of an Industrial Inquiry Commission, the union deemed them to be acting in bad faith.

As a result, the union sought to have an initial agreement imposed under a rarely used section of the B.C. Labour Code — legislation that was brought in by William King when he was Labour Minister with the former NDP government.

The International Woodworkers of America, who had originally represented the clinic employees, tried without success at one time through then-Labour Minister Allan Williams to have an agreement imposed.

This time the request went to freshman Socred Labour Minister Jack Heinrich and Heinrich referred it to the Labour Relations Board for investigation and action, if required.

A Board panel met with the two sides in hope of bringing about a voluntary settlement. The union and employers decided to try one more time to negotiate a settlement without the direct involvement of the LRB — but on certain conditions.

The union wanted a set time-frame. If this last ditch effort failed, the employers were not to challenge the right to have the first contract imposed.

And there was one other important decision taken by the union: because of the time that has lapsed since all of this began (the proposed agreement would have expired at the end of June), there is a need for a new look at the monetary matters agreed to earlier. Simply stated, HEU says the rates concerned are no longer good enough.

### ELECTION REPORT

HEU unit elections had not been completed by deadline time and, as a result, cannot be dealt with in this issue of the Guardian.

An extensive list of officers elected around the province is planned for the next edition.



Union's move to new quarters left staffers like Administrative Assistant Carolyn Chapman sometimes feeling boxed in.

## New northern rep steelworkers vet

Emil Shumey, who cut his teeth in unionism with the United Steelworkers of America, is HEU's new staff representative in the north.

Shumey, who replaces the popular Bernice Gehring, took over duties in the Prince George office at mid-January. Gehring moved back to the Fraser Valley to operate a neighborhood pub with her husband, Don.

An 11-year employee of Cominco Ltd. at Trail, Shumey held numerous positions of increasing responsibility with the Steelworkers there. They ranged from shop steward to bargaining representative, full-time financial secretary and

staff rep on special educational assignments. He also served on the pension committee and was involved in other committee work.

In the latter stages of his career with the Steelworkers, Shumey played a major part in shop steward training programs.

He has been well trained for the job. In addition to the practical know-how he has picked up through experience, he has completed such courses as basic and advanced shop steward training, public relations, instructors' training, and the two-month CLC labour college program at McGill University in Montreal.

## Good start for new program

The union's Long-Term Disability Program was proving its worth as its first full year of operation drew to a close Dec. 31.

There were no less than 46 claims and monthly benefits were averaging \$650 for those forced to the sidelines. Eight of the 46 claims came late in the year and payment on those wasn't due to begin until this year.

Four of the 38 claimants dealt with last year have recovered, one died and another resigned. Thirteen of the claims have

been classified as indefinite terms, 14 are in the one-to-two-year recovery category and five are pegged at less than a year.

Of the eight held over until this year, two are indefinite terms, three are one-to-two-year terms, one is less than a year and two have not been estimated.

Also in 1979, there were 16 claims on the \$15,000 Group Life policy. In addition, three members converted the group policy to individual policies upon termination of employment.