

## In many B.C. facilities

# FIRE SAFETY NON-EXISTENT

Nearly 1,300 HEU members have responded to a fire safety questionnaire delivered to Union members working in long-term care facilities throughout the province.

An HEU Long-Term Care committee made up of six HEU members worked for three weeks along with Jean Swanson, the Union's Research Analyst for the Long-Term Care Program study, and Union President Gordon MacPherson.

The committee members were: Barb Roberts, Nurse's Aide at Como Lake Private Hospital in Coquitlam; Joan Wright, (vice-chairperson), Nurse's Aide at Altamont Private Hospital in West Vancouver; Eileen Snary, Receptionist at Dogwood Lodge in Vancouver; Phil MacLeod, Maintenance Employee at Queen's Park Extended Care Hospital in New Westminster; Carol Sanders, Waitress at Kiwanis Lynn Manors in North Vancouver; Fe Datwin, an Activity Aide at the Delta Hospital. Two other Union members, Donna Jones, a receptionist at Shaughnessy Manor in Vancouver, and Marion Villa, a Licensed Practical Nurse at Crestwood Guest Home in Maple Ridge, helped to process the questionnaires.

The HEU questionnaires were delivered to Unit chairpersons and representatives throughout B.C. in September. In all approximately 2,800 questionnaires were distributed to Union members working in long-term facilities.

A sample of some of the questionnaires' comments

reveal the inadequate safety conditions that are prevalent at too many facilities that house our province's infirm senior citizens:

— "Very poor fire evacuation procedure ... the last fire drill was approximately 12 years ago."

— "We have been asking management for fire safety drills for months now, but no one seems to care about it."

— "We have had one drill in two and a half years."

— "Some of these people wouldn't have a chance in the event a fire ever broke out."

— "Most fires occur at night. How can three people evacuate a building full of residents?"

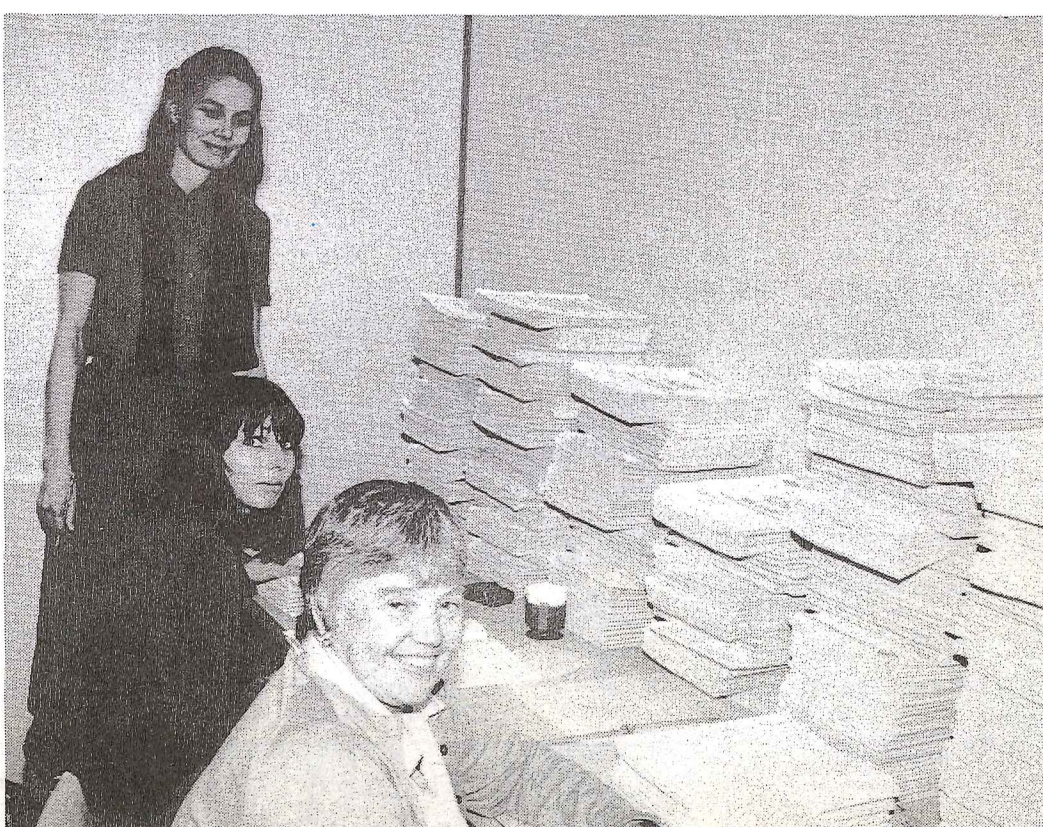
— "I have worked here for five years and have not seen one fire drill yet."

— "We supposedly have emergency lighting somewhere in the building but in a recent blackout nobody on the staff knew where it was."

— "We do not have enough staff to close all the windows and doors and put our troublesome residents in an area with a staff member. Sometimes there are two aides and a nurse to look after two floors with about 60 residents. It is simply impossible to get to potentially dangerous electrical equipment."

— "The fire drills just started now. Previously, we only had lectures. One lady told me she hadn't seen a fire drill for seven years."

— "One person is on duty on night for 84 residents. If an emergency arose, it would be a tragedy."



The HEU questionnaires on fire safety conditions in long-term care facilities made quite a big pile when they arrived at the Union's Provincial Office. Eileen Snary (right), a receptionist at Dogwood Lodge in Vancouver, and Joan Wright (centre), a Nurse's Aide at Altamont Private Hospital in West Vancouver, helped with the summarizing of the questionnaires. Looking on is Jean Swanson, HEU Research Analyst.

"As a direct result of intervention by the union, now we're having fire drills regularly."

"Drills are held on a surprise basis to establish alertness and knowledge."

— "We all want fire drills. We have no idea of which points to evacuate to in the event of an emergency."

— "In the past four or five months, we had no fire drills. But since the questionnaire, the response has been amazing. We recently had five drills in one week."

— "I wish we had (fire) drills more regularly and in that way we wouldn't feel so nervous or afraid of fire."

— "I'm afraid to think of the confusion that would result if we ever had a fire around here."

— "Since the questionnaire, there have been noticeable steps taken to improve fire safety conditions."

— "As supervisor while the administrator was away, I called the fire department and asked them to help us organize a fire drill. There had been nothing done about fire safety in the two years I had been on duty."

— "It's been almost three years since the last fire drill. If fire broke out at night, it would be practically useless anyway since there is not enough staff for the 129 residents anyway."

The questionnaire was prepared after a letter written by the HEU to Provincial Fire Commissioner Gordon Anderson asking for better fire inspection of long-term care facilities and for better training of workers in fire emergency procedures.

HEU made the requests after preliminary information gathered in the Union's long-

term care study indicated that many HEU workers felt that fire safety was inadequate in their particular facility.

As a direct result of the HEU letter, the B.C. Director of Fire Safety has now drafted a set of guidelines on fire exit drills in facilities throughout the province. In addition, the Director of Fire Safety is conducting a survey of fire safety in nursing homes to be carried out by local fire authorities.

The Union decided to conduct its own study after failing to convince the Ministry of Health that there should be HEU representation on the government steering committee established to guide a probe into the Ministry's Long-Term Care Program.

The Union's own thorough study is expected to be completed sometime in December, according to Swanson. At that time a report will be submitted to the provincial government.

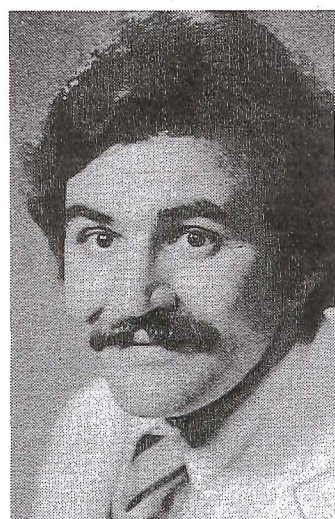
## HEU Appoints Guardian Editor

The HEU's Provincial Executive is pleased to announce the appointment of Nuccio Spitale as Guardian Editor.

Spitale, 30, comes to the HEU from the B.C. Government Employees Union where he served as a writer/photographer.

Prior to his stint with the BCGEU, Nuccio worked for several newspapers in the province, including the Kamloops Daily Sentinel, the North Vancouver Citizen, the Surrey-Delta Messenger and the Cranbrook Daily Townsman.

Spitale is originally from Hamilton, Ontario where his father worked 15 years as a hospital employee. Nuccio, who is married and has one daughter, resides in Vancouver.



Nuccio Spitale  
... new Editor

## Guardian Going Monthly

The Guardian will now be published 11 times per year in its newspaper format, according to HEU Secretary-Business Manager Jack Gerow.

"Now that we have a qualified full-time Editor in Nuccio Spitalé, the Provincial Executive feels it is important that the membership be fully informed about Union news on a regular basis," said Gerow.

Gerow said the Guardian would be published each month except for the months of July and August when a bi-monthly Guardian issue would be produced.

## Como Lake Lockout Ruled Unlawful

An arbitration board has ruled that a one-day management lockout of the Como Lake Private Hospital by HEU members was unlawful.

The ruling held that three-day suspensions for the hospital's employees and a five-day suspension for Barb Roberts, HEU Chairperson of the Como Lake Unit, were "not excessive".

There were 40 HEU members who took part in the one-day management lockout on April 6, 1979. Roberts told the Guardian that the lockout took place because of "the employer's attempts to overturn an arbitration award decision over retroactive pay."

Ray Haynes, of the Registered Nurses Association of British Columbia Labour Relations Division, was the HEU's nominee to the arbitration board and he disagreed with the ruling.

"This case provided an opportunity for a very respected arbitrator to speak out and

do something worthwhile on a classic case of an employer using every machiavellian trick in the book to circumvent the law and shirk his responsibilities," said Haynes.

"The employer was patently and cynically manipulating legal loopholes in order to undo the results of a lawful process; i.e., a binding collective agreement award by an arbitration board that the employer had agreed was properly constituted."

Haynes said the Como Lake Private Hospital owner petitioned under the Judicial Review Procedures Act to the Supreme Court to quash the original arbitration award.

"The evidence shows that the employer promised a wage increase and withdrew it at the point when it was to be paid, promised the payment of sick leave and withdrew it at the point it was to be paid ... in short, provoked the employees even further," he said.



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

## The Hospital Guardian

Official Magazine of the



HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180

Editor: Nuccio Spitale

The Hospital Guardian is published 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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# Editorial Page



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## The Censorship Letter

At the moment, HLRA and HEU are participants of the Peck Tribunal to determine, among other things, the development and implementation of the classification system. We wonder whether comments made by HLRA in a recent letter won't be regretted by them in the future.

HLRA wrote a letter to HEU Secretary-Business Manager Jack Gerow in October complaining about the September "Mini-Guardian". "To be met with an inflammatory and irresponsible response as is contained in the Hospital Guardian is highly regrettable", is the way HLRA put it in the letter to Gerow. (The complete text of the letter is printed in this issue of the Guardian on page 8).

HEU certainly does not want to lower itself into a semantic confrontation, but we do wonder about the sincerity of some of the statements contained in the letter. "For the Union to express apparent surprise that red-circling might result from certain clerical matches is mischievous, to say the least. That possibility has been known to the Union for some time," said the letter.

We think some clarification of this letter is absolutely necessary. It was not "apparent surprise" that the Union expressed when we saw the HLRA's position regarding job matching at Lions Gate Hospital in North Vancouver. It was real surprise that HEU was experiencing.

No less than nine job classifications were downgraded in HLRA's proposal. A Clerk II's Employer-proposed rate of pay during Master Agreement negotiations was given as \$1,283 per month (maximum) while the Employer-proposed rate of pay before the Peck Tribunal was \$1,190 per month. The amount of downgrading was \$93 per month.

A Clerk V's downgrading came to \$310 per month. Other job classifications that were similarly downgraded included: Medical Steno I, Admitting Clerk III, Cook II-Baker, Janitor-Porter (Dietary Department), Pot Washer (Dietary Department), Sr. Laundry Supervisor and Storekeeper II.

When HEU saw those proposals, we were not only "surprised", but rather shocked.

And for HLRA to deviously suggest that we were not prepared for the possibility of red-circling is just not true. The February issue of The Guardian clearly stated on page 7 to HEU members: "A possibility exists that some jobs will become Red Circled under the Classification Plan." What, we ask, could be clearer than that?

In fact, the inference in the letter that the Guardian should not publish information that, admittedly, might prove uncomfortable to HLRA but would enlighten and inform affected HEU members, is not only "mischievous" in itself, but perhaps even downright spiteful.

Is HLRA saying that the Guardian should not be allowed to inform its readers of facts which may not be acceptable to the Employer? Such a stand would, of course, be tantamount to censorship and brings to mind the hoary and hopefully long-forgotten days of book-burning.

To set the record straight once and for all, HEU is prepared to admit (as we did in the past) that red-circling might take place. However, we did not for one second expect the amount of downgrading that has been presented by HLRA.

It should be noted that this recent HLRA letter does not actually challenge any of the facts regarding downgrading and red-circling as set out in the September "Mini-Guardian". Need we say anything more?



## Wage equality sought with men

# Women In Health Care Underpaid

A committee has been formed by the HEU Provincial Executive to deal with the renewed attempts of health care employers underpaying female health care workers.

This HEU committee's mandate is to develop and implement an awareness and bargaining program that will strive to completely eliminate the male/female wage rate discrimination that presently exists in the health care field. The committee is primarily concerned that women workers get paid equal money for work of equal value.

The first meetings of the committee will be held in November. The committee members are: Gwen Parrish, Medical Records Technician, Vancouver General Hospital; Alice Jones, Nursing Unit Clerk, Maple Ridge Hospital; Margaret McMahon, Practical Nurse, Cranbrook and District Hospital; Eileen Henneberry, Medical Records Clerk, Nanaimo and District Hospital; Rena Greenwood, Ward Clerk, Surrey Memorial Hospital; Alberta Dorval, Physio Aide, Fort St. John Hospital; and Susan Bunn, General Clerk, Bevan Lodge (Courtenay).

HEU Secretary-Business Manager Jack Gerow and HEU President Gordon MacPherson will be present at the committee meetings.

One example of the wage discrepancies that are rampant within the health care field is the rate of pay of a Clerk III (Purchasing) and a Cleaner at Royal Columbian Hospital in New Westminster (See Mini-Guardian — Clerical Workers Under Attack). The Clerk III's HLRA — proposed August 1, 1980 wage rate is \$1,115.25 per month while the Cleaner's HLRA — proposed rate for August 1, 1980 is \$1,389 per month.

The Cleaner's rate of pay is acceptable for now, however the Clerk III's job should at least be determined on the principle of equal pay for work of equal value. The nearly \$200 a month discrepancy in the salary is the type of discrimination that the HEU is seeking to put an end to.

"What is really needed in this industry is the establishment of a non-discriminatory base rate

of pay for all departments in the industry," says Gerow.

"That base rate of pay should be established on the male rate because of the many years that female workers have been discriminated against," said Gerow.

Gerow said the example of the Clerk III against the Cleaner rate of pay is just one example of the problem. "The magnitude

of the problem is not really known but certainly there should be a new base rate and all rates ought to be based on the new base," added Gerow.

The work of the newly-formed committee is part of an on-going "Equal Pay Strategy" that was announced by the HEU Provincial Executive in October.

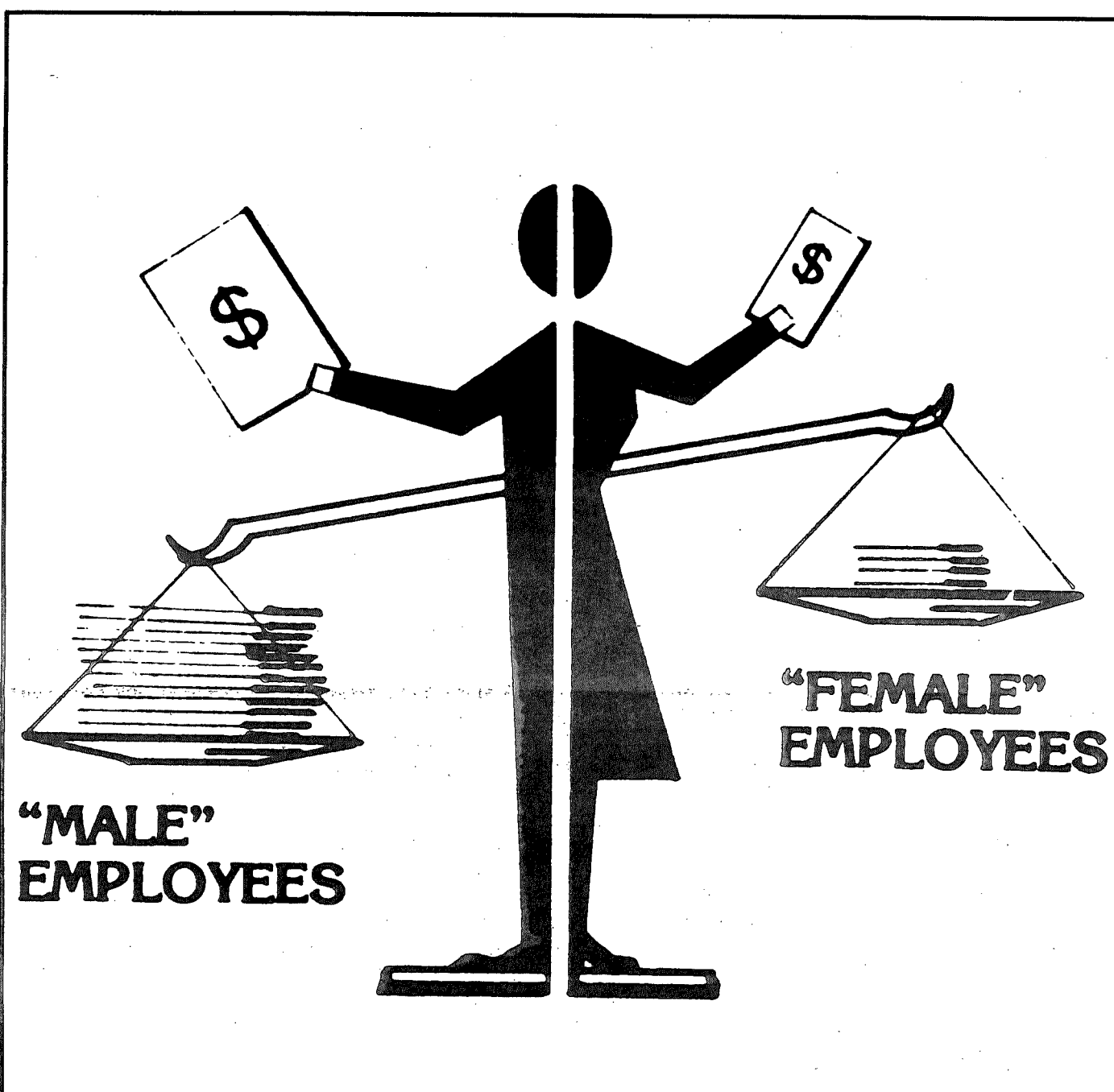
At that time Gerow said that

although a considerable amount of male/female wage rate discrimination had been eliminated, such as in the Practical Nurse/Orderly classifications, the work of establishing equal pay for work of equal value was not completed.

"The matter has come to a head with the current attempts by HLRA to treat categories such as clerical workers as

second-class employees under the classification system," said Gerow.

HEU has gone on record as saying that continued attempts to aggravate such discrimination by artificial downgrading and red-circling under the classification system would lead to plummeting morale and declined productivity.



## Human Rights Commission Statistics

The principle of equal pay for work of equal value has emerged from long years of struggle to achieve over-all wage parity between men and women; it is of particular relevance to job categories occupied predominantly by women.

"Equal pay for equal work" had been debated since the beginning of the twentieth century and Canada introduced it into legislation in 1956 for institutions under federal jurisdiction. It proved ineffective, however, in solving the problem of wage disparities between men and women. Its very narrow interpretation, requiring two jobs to be identical before they could be compared, accentuated systematic job categorization and the formation of ghettos of so-called female occupations (nursing, secretarial science and the like) and male occupations (electronics, truck driving and so forth). Once certain types of requirements or duties specific to particular categories were introduced into job evaluation systems, the principle of equal pay for equal work could be ignored, since the jobs held by men and by women were different and could not be compared.

Sexist job categorization and the gap between men's and women's salaries therefore both increased considerably, as the following statistics from 1978 Statistics Canada Report show.

Although over 62% of working women support of help to support a family, 61% of women who work receive less than \$6,000 a year, compared to 28% of men. Of sole support families headed by men, 8.5% have incomes below the poverty line; of sole support families with a woman head,

44.1% have incomes below the poverty line. Between 1960 and 1977, total labour force participation rose from 56.2% to 61.5% of the population of Canada. But the percentage of women who worked increased from 27.9% in 1960 to 46.0% in 1977.

Statistics for 1977 also show that the labour force was distributed as follows:

Women: 4% Agriculture 15% Industry 81% Services  
Men: 10% Agriculture 35% Industry 55% Services

A high proportion of the women working in industry are in the food, textiles and clothing sectors, where the average weekly wage is below the 1978 national average of \$270 a week.

Furthermore, in 1971, 46.4% of the female labour force was concentrated in the following 10 job categories:

1. Stenographers and typists
2. Sales clerks
3. Babysitters, maids and related service workers
4. School teachers
5. Tailoresses, furriers and related workers
6. Waitresses and Bartenders
7. Graduate nurses
8. Nursing assistants and aides
9. Telephone operators
10. Janitors and cleaners

Seventy-two per cent of all those working in the above categories were women.

The Commission is responsible for seeing that the Canadian Human Rights Act is implemented. To this end, with respect to Section 11, it acts on certain fundamental principles which determine the thrust of its activities.

Since the Commission's role is to establish more equity in pay scales between men and women rather than to challenge the over-all economic structure or to standardize wages across the country, generally accepted regional economic disparities are taken into account by the definition of "establishment" set down in the Equal Pay Interpretation Guide.

The value of a job must be defined in terms of the value to the employer, of the work accomplished, but not solely on the basis of labour market conditions.

## To protest jurisdiction

# HEU Walks Out

HEU's Bargaining Committee walked out of the Peck Tribunal at an arbitration hearing September 8th to protest the Tribunal's jurisdiction decision over a wage increase negotiated in the Master Agreement.

Jack Gerow, HEU's Secretary-Business Manager, said the Union took the position that the E. R. Peck Tribunal did not have jurisdiction to deal with the matter of the recovery, if any, on the 8 per cent wage increase that was paid August 1, 1980 to non-classified HEU members.

"We made it clear to the Tribunal that if it were to continue with the arbitration hearing on recovery, HEU's Bargaining Committee would indeed walk out of the hearing — which is exactly what happened," said Gerow.

The Peck Tribunal is a special and standing arbitration board established under the HEU/HLRA Master Agreement to deal with the implementation of terms negotiated in the Collective Agreement.

## Island Office To Relocate

The HEU's Vancouver Island Regional Office will be relocated in the near future from its present 990 Market Street location in Victoria.

The new address of the regional office will be: No. 214-1095 McKenzie Avenue in Victoria.

The HEU Victoria staff hope to be fully operational inside their new office sometime in January in the new year.

Peck, the chairman of the arbitration board, ruled on August 19, 1980, that HLRA was in violation of the Collective Agreement in not paying the general wage increase of August 1, 1980 of 8 per cent.

"HLRA is in violation of the collective agreement... subject to the red-circling, if any, yet to be affected," ruled Peck.

"Regarding the latter (red-

circling), I will hear the parties further as to the appropriate method to be employed to give effect to the potential for red-circling," said Peck.

At the September 8th hearing the Tribunal informed HEU and HLRA that the Tribunal did have jurisdiction to deal with the question of recovery and informed both parties of this, said Gerow.

## Peck Hearing Dates

The HEU will present its case on the classification system before the Peck Tribunal November 19th and 20th.

Other hearing dates scheduled are: December 2, 3, 4, 9, 10 and 11.

## Education Manual Now Available

The HEU's new 300-page education manual has been prepared and is now available to distribute to the Union stewards and Unit officers participating in the education program, says Ray McCready, HEU Director of Membership Services.

"The manuals are here at the Provincial Office and ready to be distributed. They'll include information about the role of stewards, contract analysis, legislative provisions and trade union history," said McCready.

McCready said the manuals will be very useful toward enlightening the Union stewards and elected officers who are participating in the HEU education program.

The HEU's education program has been in full swing since September with staff

seminars that have taken place throughout the province.

In September, participants in the education program travelled to Osoyoos, Castlegar, Cranbrook, Williams Lake and Prince George for staff seminars.

In October, seminars were held at Dawson Creek, Prince George, Terrace, 100-Mile House, Kamloops, Kelowna and Victoria. In November, a seminar is slated for Nanaimo November 17-19.

"This education program is being aimed specifically at shop stewards and unit officers. It will be operating on a continuing basis to enable more and more people to become knowledgeable about the history and mechanism of trade unionism," said McCready.



The provincial government has purchased the former King George Private Hospital in Surrey. The Surrey Memorial Hospital will lease the 75-bed long-term care facility from the government. This Guardian photo was taken in 1979 during a dispute with the former owner of the facility.

## Gov't Buys King George

The provincial government has purchased the 75-bed King George Private Hospital in Surrey and will reopen the long-term care facility in the new year.

Don Smith, Director of Employee Relations at Surrey Memorial Hospital, said the King George Private Hospital will be leased to the Surrey Memorial Hospital by the government.

No purchase price was revealed for the facility, which closed down in 1979 when the owner claimed he could not afford to keep it open.

"There will be a new name and we are hoping to have it in

operation by the new year," said Smith.

He said that renovations are being done to the building, including upgrading of the fire alarm system.

The hospital's former owner told Surrey council last fall that arbitrated wage settlements (with the HEU) made the government's offer of a \$33 per diem rate inadequate. The per diem rate is the amount of money paid to the facility by the government for each resident.

The Health Minister at the time, Bob McClelland, said the government's proposed nine per cent per diem increase was adequate and that if the owners were unhappy they could "opt out" of the long-term care program.

All 77 residents of the King George Private Hospital were relocated and about 57 HEU members put out of work by the facility's closure were assisted in finding jobs by the Union.

## Kelowna Unit Donates To Fox Fund

The HEU Kelowna Unit has donated \$1,750 to the Terry Fox Marathon of Hope Fund for cancer research.

Helen Burnell, Chairperson of the Kelowna Unit, says the contribution was made in October after a general meeting of the unit membership.

"The whole thing began at a liaison committee meeting at the (Kelowna) hospital. At that time, the hospital was collecting money in little jars that were placed throughout the building. We subsequently passed a motion at our next HEU unit meeting that the Union would match half of whatever was collected in the jars for the Terry Fox Fund," said Burnell.

What the Kelowna Hospital ended up collecting in those jars was \$3,500. "When the hospital told us how much was collected, we went right into our general revenue fund and wrote a cheque for \$1,750," she said.

"Our members were genuinely proud to donate to such a worthy cause. Terry Fox has sparked a sense of responsibility in just about every Canadian throughout this big country of ours. I'll tell you something — every one of the members of our unit were genuinely proud to give the money on behalf of that brave young man."

## Two New HEU Staff Representatives

Dave Williams, former Glengarry Unit Chairperson of the Juan de Fuca Hospital Society, is a new HEU staff representative in the Union's Vancouver Island Regional Office.

Williams, 41, was a Union member for two years before being elected a Regional Vice-President at the HEU's 1980 convention. He officially began his duties as a staff representative in July.

Dave, who is married and has three children, resides in Victoria.

Deanna Lenz, a new staff representative in the HEU's Okanagan-Kootenay regional office, is certainly no stranger to Union members in the Vernon Unit.

Lenz was an HEU member and an employee at the Vernon Jubilee Hospital for nearly 13 years before accepting an HEU staff position in July of this year.

She held a number of voluntary positions with the Union's Vernon Unit, including Trustee, Secretary-Treasurer and Chairperson. Deanna, who worked from 1974-1980 as a Physio Aide at the Jubilee Hospital, was voted Chairperson of the Unit three consecutive years before being elected Regional Vice-President at this summer's biennial convention.

Lenz, 39, is a year-round Vernon resident.



Dave Williams

... new Vancouver Island Rep



Deanna Lenz

... new Okanagan-Kootenay Rep



## Good turnout in Cranbrook

# First HEU Table Officers' Conference

The HEU's first table officers' conference in Cranbrook October 22nd proved to be a success in every way, according to Margaret McMahon, Regional Vice-President of the Kootenays.

"HEU table officers from the entire East Kootenay region of the province made the trip to Cranbrook to discuss a number of important Union issues," said McMahon.

The table officers who attended were: Janine Fontaine and Milly Plessis, of Sparwood Unit; Jan Broadhurst and Joyce Wilkinson, of Kimberley Unit;

Dorothy Taylor and Elsie Lowe, of Kimberley Special Care Unit; Audrey Lucas, of Golden; Mary Koran and Dorothy Rieter, of Fernie Unit; Chris Perry, of Creston Unit;

Margaret Parnell and Sandra Sutherland, of F. W. Green Unit in Cranbrook; Josephine Cavelle and Barbara Hunt of the Cranbrook Unit.



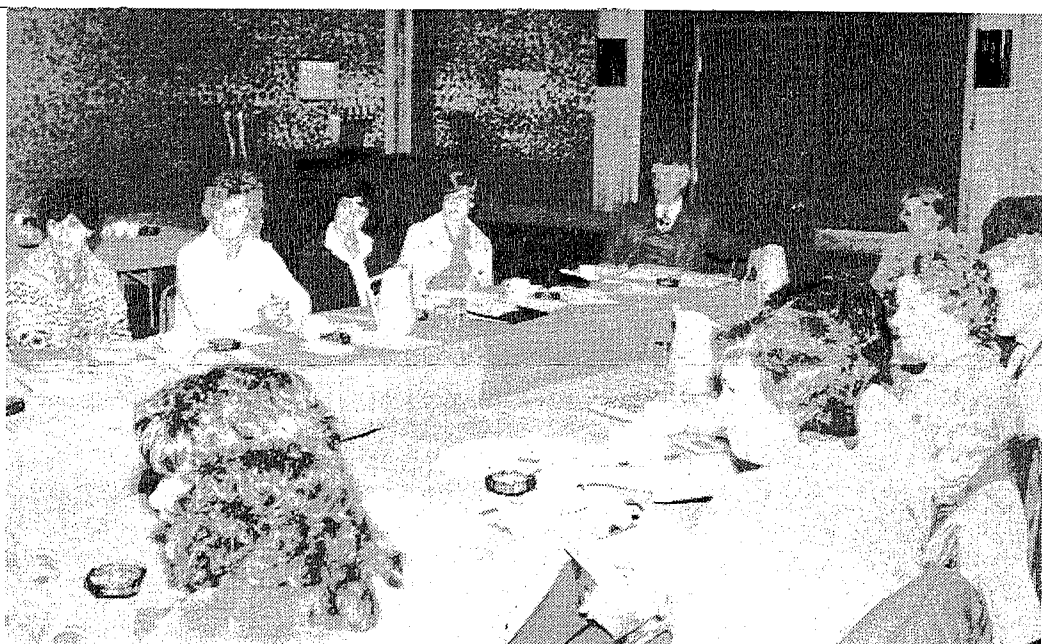
HEU Secretary-Business Manager Jack Gerow answers a question raised during the table officer's conference. Listening to Gerow's answer were: (from left) John Darby, retired HEU Financial Secretary; Barbara Hunt, Cranbrook Unit Secretary-Treasurer; and Josephine Cavelle, Cranbrook Unit Chairperson.



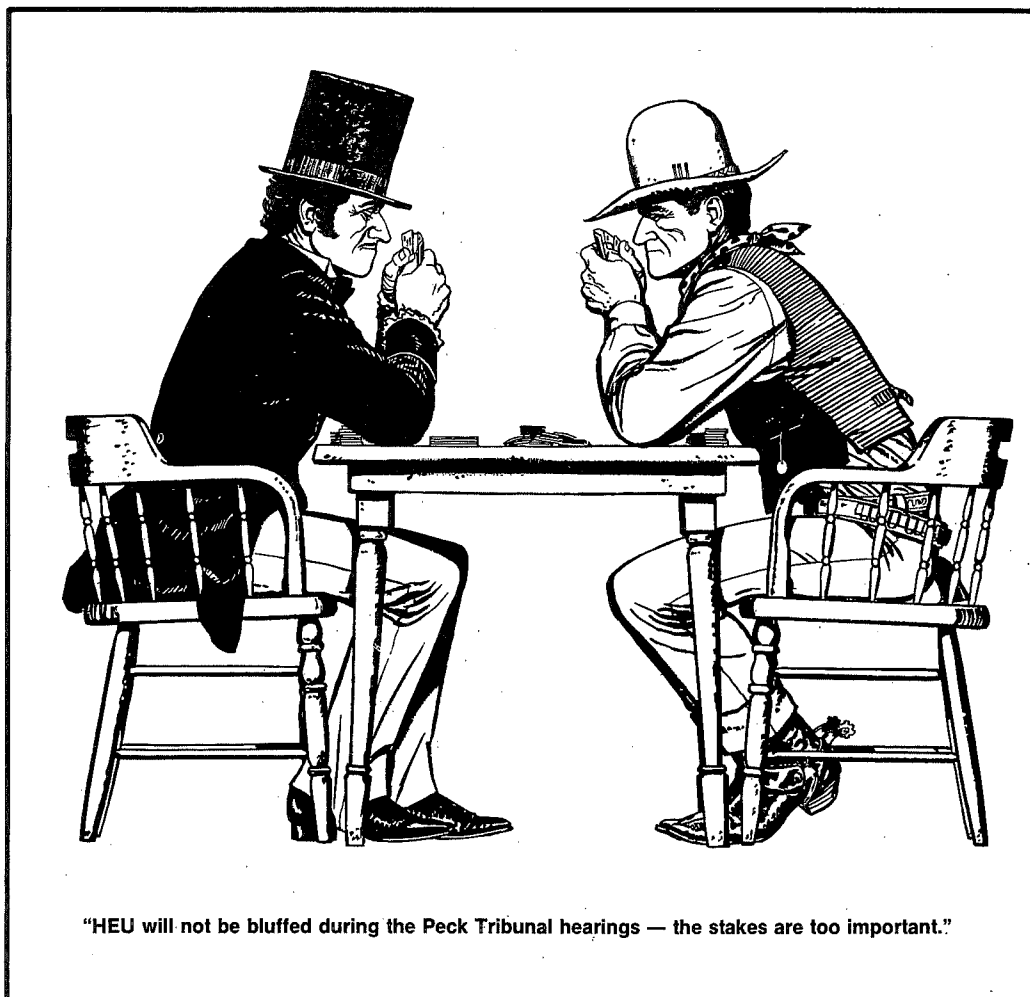
The HEU Cranbrook Unit hosted a wine and cheese party at the Town and Country Inn in Cranbrook October 23. Attending the wine and cheese party were about 50 rank-and-file Union members from the Cranbrook area.



HEU President Gordon MacPherson makes a point to Union member Dorothy Rieter, a Secretary at Fernie Hospital, during the table officer's conference.



A number of issues were discussed at the conference, including the classification system. The next table officers' conference will be held in Prince George this month.



"HEU will not be bluffed during the Peck Tribunal hearings — the stakes are too important."

## St. Mary's Future To Be Discussed

Discussions will begin immediately over present and future services provided by St. Mary's Hospital in New Westminster, according to Rafe Mair, provincial Minister of Health.

The decision follows a meeting held in September with the hospital's board of management, administration and medical staff.

"Hopefully an atmosphere has been created so that the administrative staff of the hospital, the staff from the Greater Vancouver Regional Hospital

District, and staff from my ministry can continue to discuss the future direction of the hospital in an open and constructive manner," said Mair.

The meeting was held at the request of the hospital so that the board of management could present its views and concerns.

"We had a very frank discussion which will hopefully lead to an acceptable plan for the hospital which is complimentary to hospital services already existing, or under development, within the region," said Mair.

## Contract Awarded For Vancouver Hospitals

Seaward Construction Ltd. of Surrey has been awarded a \$5,916,960 contract for construction and renovation of the support services area of the Children's, Grace and Shaughnessy hospitals in Vancouver.

The scope of the project includes over 15,000 square feet of new construction adjacent to Shaughnessy Hospital

and extensive renovations in the support services area. It includes major additions to the administrative accounting facilities, biomedical services, cafeteria food services and similar areas.

The contract award is subject to the approval of the Greater Vancouver Regional Hospital District.





Margaret Hamilton



Hazel Gardner

## Two Members Now Retirees

Two HEU members have now officially joined the list of retirees in British Columbia.

Hazel Gardner, of Quesnel, and Margaret Hamilton, of Chilliwack, each retired from their jobs this year.

Hazel was an HEU member for 17 years and worked as an Licenced Practical Nurse at G. R. Baker Hospital in Quesnel before her retirement.

"I knew exactly what I wanted to do before I retired. And that was to travel for six months and then just be lazy for the rest of the time," she told The Guardian.

Hazel was elected to a Trust-

tee position in her Unit for three years during her working career as well as being a "Sunshine Girl" for two years.

Margaret was an HEU member for two years and worked as a Nurse's Aide at Parkholm Lodge in Chilliwack before she retired in August.

"I have to admit to mixed feelings about retirement. On the one hand I didn't want to retire because I liked my job so much. I honestly enjoyed my work at the lodge. As far as retirement plans though, I don't have any at the moment but I'm sure I'll keep myself active," says Margaret.

## Tax Decision Reversed

The federal government has reversed a decision to tax Canadian workers' compensation payments.

Dorothy Ellinor, spokesperson for Revenue Canada, told The Guardian that the decision was reversed only for the 1980 calendar year and that Revenue Canada officials are studying their position for 1981.

The original decision to make workers' compensation payments taxable raised the ire of both employers and union officials throughout B.C.

HEU Secretary-Business Manager Jack Gerow said he was pleased with the government's reversal of policy.

"Naturally, we are happy to see the federal government reverse that original policy. HEU very strongly opposes the idea of seeing workers face what amounts to a double penalty," he said.

"In the first place the injured worker has to accept less than his or her salary as compensation. That is penalty enough. If you add to that the burden of paying taxes on those benefits, well we view that as putting the worker in a sort of double jeopardy," said Gerow.

In a news release issued in

October, Revenue Canada said that compensation made to an employee as part of a collective agreement or under terms of employment would not be tax-

able even though payments may have been recovered by the employee in the form of a Workers' Compensation Board award.

## HEU Wins Award Over Allowance

The HEU has won the unanimous award of an arbitration board regarding a dispute with Edith Cavell Hospital in Vancouver over uniform allowance.

The arbitration board, chaired by J. M. MacIntyre, ruled that the hospital had to pay 12 HEU members \$25 each for uniform allowance.

The grievance arose when the hospital denied payment of

the allowance to employees who were permanently laid off prior to the next payment date. The HEU members worked a period of five months from May to September when they subsequently were laid off.

The board concluded that payments of the allowance are made for time already worked and therefore the grievors were entitled to a proportionate allowance.

## Changes Made To Provincial Executive

Three changes have been made recently to the HEU Provincial Executive.

Mark Atkinson, a Maintenance Employee at the Overlander Extended Care Home in Kamloops, is the new Regional Vice-President of the Okanagan. Eileen Henneberry, a Clerk

in the Medical Records Department at the Nanaimo Regional General Hospital, is the new Regional Vice-President for Vancouver Island.

Clarke Gardner, a Stores Department Employee at Lions Gate Hospital in North Vancouver, is now the 1st Provincial Executive Alternate.

## Man Charged After VGH Incident

A 28-year-old man has been charged with attempted murder in connection with an incident that occurred at Vancouver General Hospital October 27th.

Vancouver police said a man grabbed a policeman's gun during a fight at VGH, aimed it at Const. Ernie Berube's stomach, and then pulled the trigger twice.

Luckily Berube had emptied his revolver before handcuffs were taken off the man to allow X-rays.

Police said the man, a suspect in a break-in, was taken to hospital for treatment of cuts. The suspect later tried to hang himself with a towel in a city jail.

VGH spokesman Ron Davidson said only two hospital employees, a couple of radiology technicians, witnessed the incident at the hospital.

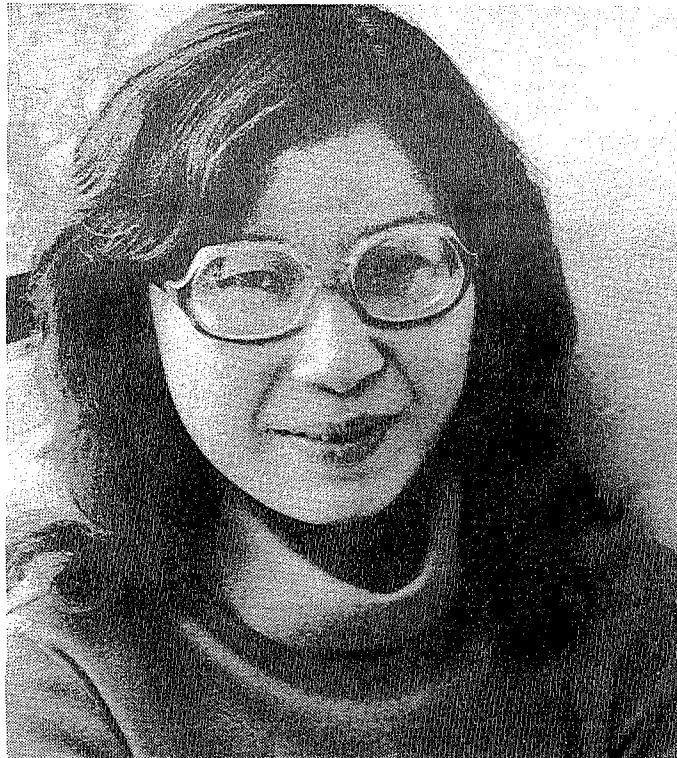
"We are very thankful that there weren't a lot of employees around at the time and that the gun wasn't loaded," said Davidson.

Charged in connection with the incident is Lawrence John Howett, of no fixed address.



Ray McCready, HEU Director of Membership Services, explains an answer during an education seminar in November at the Provincial Office.

## Grace Hospital Classification Team



Mary Quan, Admitting Clerk



Minnie Rabinovitch, Medical Records Clerk



Tena Pendlebury, Switchboard Operator

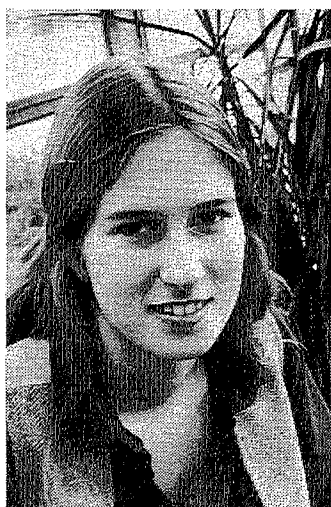


Dianne Kozak, Ultrasound Clerk





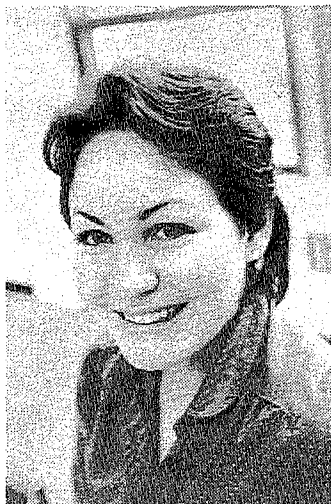
Marian Laderoute



Cathy McPherson



Kim Vickers



Roxanne MacNeil



Cynthia Alexander

### Five New Clerical Staff

The HEU has hired five new clerical staff at its Provincial Office this year.

The five new clerical employees are: Cathy McPherson and Marian Laderoute, junior clerk-stenographers; Roxanne MacNeil, intermediate clerk-stenographer; Kim Vickers, intermediate clerk-stenographer; and Cynthia Alexander, junior clerk-stenographer in the Accounting Department.

## It Was A Sunny Day In June

*(Editor's Note: The following story is definitely not an attempt by The Guardian to engage in gallos humour. We fully understand that November is the wrong time of year to have people thinking of the warm summer sun, beaches, and picnics. Nonetheless, we could not get this story (written by Dolores Bell of Victoria General Hospital) into the last issue of The Guardian and we feel an obligation to Dolores to run her story — even at the risk of reminding all of us of the rain and snow that is more associated with the month of November in our beautiful province.)*

By DOLORES BELL

The skies were slightly overcast on the 29th of June 1980 but not so far as the spirits of the over 300 employees and their family members who attended the Hospital Employees' Union picnic at Mount Douglas Park.

The afternoon started off with several children's races and every child who participated received a ribbon. This was

followed by team races with chocolate bars for prizes. The wind-up was a candy toss.

Kentucky Fried Chicken dinner was served to all plus other goodies. Following lunch, there was a baseball game including children and adults.

All the babies were winners in the baby contest as were their

mothers who received ribboned carnations.

Bingo was held for all age groups, prizes being bags of nickels for the children and money and whole watermelons for the adults.

All in all, it was a great day. It is anticipated that this will become a yearly event so watch for 1981 HEU VGH picnic.

## Retirees Party Slated For February 27th

The second annual Vancouver General Hospital retirees' party will be held at the Holiday Inn, 711 W. Broadway in Vancouver, on February 27th next year.

Bob Davies, organizer for the retirees' party, told The Guardian he is expecting about 150 retired HEU members to the party in February.

"Our first get-together in February earlier this year was a lot of fun. All the retirees seemed to have a great time," said Davies, who is an HEU member in the VGH Unit.

Davies said retired Union members are particularly appreciative of a resolution passed at the Union's convention this year that will allow for free legal advice.

"We've already had one woman come to us who's been hounded by a shady salesman. This is the kind of situation where we can provide some help for our retired members," he said.

Retired VGH Unit HEU members who may be interested in the upcoming retirees' party are asked to call Davies at 936-3358.

## Proposal Accepted For Facility

A proposal for a \$5-million 120-bed long-term care facility in Victoria has been accepted by the provincial government's Ministry of Health.

The project will go to tender before the end of November and construction could start by February, according to ministry spokesmen. It will be built at Cedar Hill Cross Road and Laing Street in Victoria.

Health Minister Rafe Mair said that the proposed facility will greatly ease the shortage of long-term care beds in Greater Victoria.

"Facilities such as this have an effect that runs through the entire health system," said Mair.



The second Vancouver General Hospital retirees' party will be held February 27th at the Holiday Inn on W. Broadway in Vancouver. Pictured here are some of the 60 retired HEU members from the VGH Unit who attended the first retirees' party earlier this year.

(VGH photo)



## To sign up new members

# Union Organizers Selected

Two well-known Union members have been selected to act as union organizers on behalf of the Hospital Employees' Union.

Kathie Anderson, a Licenced Practical Nurse at Lions Gate Hospital and an HEU member for over 24 years, and Joan

Wright, a Nurse's Aide at Altamont Private Hospital, are the HEU organizers. Joan, a sub-chairperson of the Union's Long-Term Care committee, has been chairperson of the Altamont Unit for four years. Kathie was chief shop steward of the Lions Gate Unit for 12 years.

The mandate given these women by the HEU Provincial Executive is to sign up workers into the HEU membership, according to Union President Gordon MacPherson.

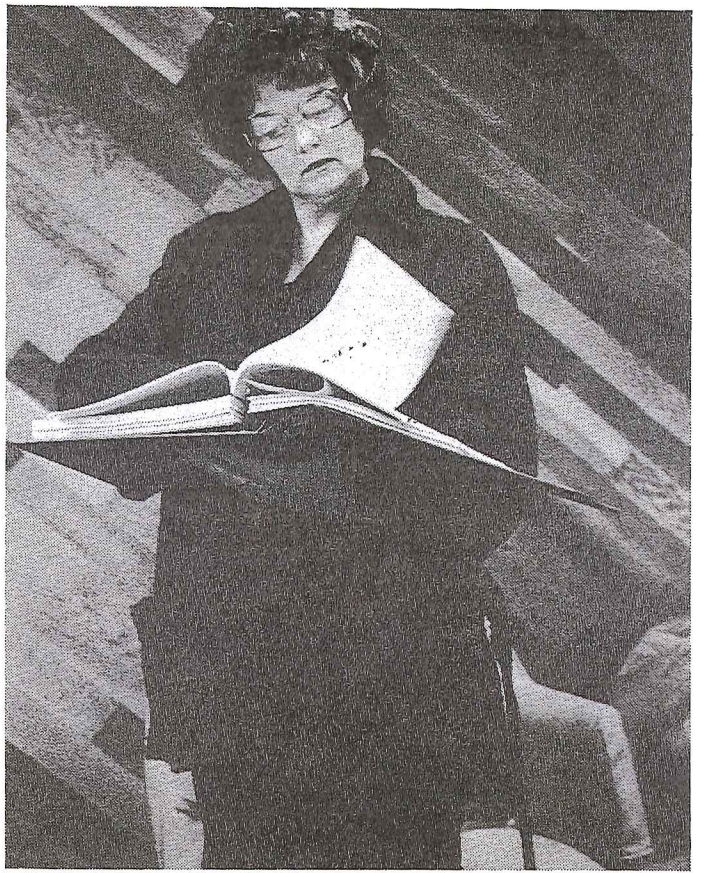
"It is the HEU's firm belief that people working in hospitals and long-term care facilities should naturally belong to our Union. It is not normal to expect that any other union could provide the services to hospital employees that the HEU does. We have a history of success in providing superior service to hospital employees and it is our hope that non-HEU members working in these facilities will approach Kathie and Joan for more information about our Union," said MacPherson.



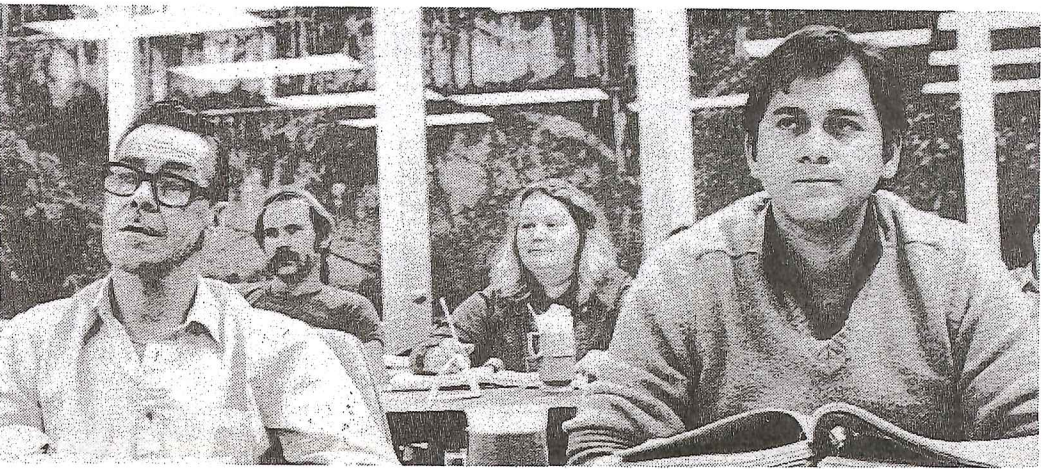
Kathie Anderson, Lions Gate Hospital



Joan Wright, Altamont Private Hospital



Kathy Robie, an Activity Aide at Delta Hospital, practises public speaking during an education seminar in November at the Provincial Office.



Joe Lennard, front row, (left) and Frank Gentile, Transportation Attendants at Burnaby General Hospital, listen attentively during the November HEU education seminar. Back Row — Emon Aldridge (left), Cook Relief, Children's Hospital in Vancouver and Marie Prodromidis, a Clerk III at the Arthritis Society in Burnaby.

## LETTERS

# Discouraged By 'Assembly-Line' Hospitals

During the past two years this hospital has become just another institution! You push food down their throats, you throw them into bed and you drag them out. Just like an assembly line. You do your best to keep them clean and free of pressure sores, but mentally they are dead. They sit alone day after day, alive in body and dead in spirit and I feel for them.

We, the public, are encouraged to live longer. For what? I am discouraged with this kind of nursing. Never any time to talk or comfort them when they tell you that five minutes seems like an hour to them in the day.

Oh, yes! This hospital is accredited; everything in order. All the residents are clean and shiny for the day the government man comes. He seldom talks to the patients or staff. He makes sure everything is painted and repaired, all charts are in order, all drugs are accounted for and gives the hospital a four-star rating and leaves. He even tells them what day he will be arriving, almost to the hour! He NEVER checks the activities or physio or the morale of the patients and staff which, during the last accreditation, was deplorable and at an all-time low. The dirty, soiled laundry had just been removed after the weekend. It all looks impressive except to some of us who see and feel for these residents and work with them every day.

Now the government is say-  
The Hospital Guardian, November 1980/Page 8

ing you don't need good, experienced, well-trained staff to look after you! Practical nurses are too over-qualified so they are hiring untrained staff (for not much less pay) or long-term

care aides with three months' training. Some are good, some don't care, it's a job.

Take a long look at long-term care, Victoria. Stop sending in the frills! You need more nurses

to do the job, not more chiefs to stand around and watch while you try to do the job. Give the

residents in these long-term care hospitals a chance to live. Not only in body, but in spirit and with dignity; something we all have a right to as human beings.

Yes, we the nursing staff, who work in these institutions do see what's going on.

Name withheld  
by request

## September Guardian Too "Inflammatory"

Dear Mr. Gerow:

A copy of the Hospital Guardian of September, 1980, dealing with clerical workers has been brought to my attention. It is not my habit to comment on your publications, but in these circumstances I feel I must.

The obvious purpose of the publication is to persuade your members that the Employer is acting "improperly" by "knocking down" all current clerical wage rates "to his own proposed wage rates because he is taking the position that you (the members) are currently overpaid."

It seems to us that we are engaged in a matching process aimed at achieving, in an objective manner, comparable rates to those in the public service. We have approached that task in good faith and with a view to being fair to all concerned.

To be met with such an inflammatory and irresponsible response as is contained in the Hospital Guardian is highly regrettable. For the union to express apparent surprise that red-circling might result from certain clerical matches is mischievous to say the least. That possibility has been known to the Union for some time.

Although we are presently engaged in an arbitration in which this whole matter is to be settled, we have been encouraged by the arbitrator to try informally to resolve as many issues as possible. The fact that the Union has taken the position indicated in your publication may lead to frustration of any effort to accommodate each other's concerns.

In closing, we wish to state for the record that we have conducted ourselves in a manner intended to solve problems and not to create new ones. We trust that the Union will demonstrate the same intention in the future.

— G. S. Austin  
Vice-president, HLRA

## Unrest At Grace

(Editor's Note: The following letter was sent to HLRA October 7th.)

You are already well aware of the general acute anxiety and dissatisfaction among the "unclassified" Hospital Employees' Union member employees throughout the industry at this time.

You are also aware of the particular unrest among this group at Grace Hospital as a result of my telephone and personal communications with you and Ken Burnett.

We are very concerned about the ebbing morale of all of our employees as a result of the salary discrepancies currently in existence. We believe this is having an adverse effect on productivity (quantity and quality) at our hospital. We are also very concerned about the long term effects this situation will have on working relationships among our employees.

We hereby request, once again, that every effort be made to resolve the outstanding HEU classifications issue as soon as is possible so we can attempt to restore harmony in our hospital.

Bob Hutmacher  
Assitant Administrator  
Grace Hospital, Vancouver

## Thanks For Support

Dear Sir:

The HEU Provincial Bargaining Committee would like to thank the H. P. Radiology clerical staff at Vancouver General Hospital and the Dietary Department at Lions Gate Hospital for their letters of appreciation as published in The Guardian.

This round of collective bargaining has been a particularly trying one and the committee has been faced with many difficult tasks.

As you know, arbitration continues on the matter of classification and we appreciate your support. It is this support that provides us with an incentive to continue in the hope of achieving a fair and equitable settlement.

J. Weisgerber (Chairperson)  
G. Meagher  
A. Dorval  
J. Amos  
S. Bunn