

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



Published by

Provincial Executive



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Editor

INSIDE Organizing

The International Union of Operating Engineers suffers its first casualties in the member-ship fight it picked with the Union, while the Labour Relations Board tries to make up its mind what to do about the two applications for certification it's received at Oueen's Park in New Westminster.

Awards

An arbitration decision banded down in Vancouver late last year means hospitals can't increase parking fees any old time it strikes their fancy to do so . . . and it means some hospitals owe their Union employees some money.

Other unions

The master of the Take-The-Money-And-Run game is at it again. Tired of toppling freely-elected national governments, International Telephone and Telegraph has decided to break the union at BC Tel... but the Telecommunithe union at BC Tel . . . but the Telecommunication Workers' Union is fighting back.

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BROADWAY

BARGAINING

EXECUTIVE ASKS: 'A

Union members voted by an overwhelming majority to put their proposals for a new contract for 1978 to binding arbitration in a special ballot in January.

The polling of HEU's 21,000 members followed a provincial executive recommendation to put the contract before a threemember board.

(All the board's members were not known at press time, though the Union has named Secretary-Business Manager Jack Gerow as its nominee and Prince George lawyer Allan Hope has been named to chair the panel.)

The executive recommendation followed a report in mid-December from the Union's bargaining committee that it had broken off talks with the Health Labour Relations Association, bargaining agent for the hospitals (Guardian, November-December).

That breakdown in the talks came after the HLRA presented its "final offer" to HEU negotiators: an increase of four per cent in wages, coupled with rollbacks benefits which would have eroded the total compensation increase to just under three per cent.

HEU's contract expired on December 31, 1977.

When it became apparent that talks between the Union and the HLRA would no longer serve any purpose, the executive met in Vancouver at an emergency session, where alternatives then open to HEU were discussed.

Though any number of alternatives were available, only three merited serious consideration:

- · Accept the employer's final offer; a course unacceptable to either the bargaining committee or the provincial executive;
- Take a strike vote, an equally unattractive alternative: or
- Submit to binding arbitration under the terms of the province's new Essential Services Dispute Act, becoming the first union

to utilize any section of the controversial legislation passed by the Social Credit government of Premier Bill Bennett in emergency session last year (Guardian, November-December, 1977).



VOTING AT LIONS GATE

BITRATE'?

A strike, the executive felt, would solve nothing at this point, since it would have undoubtedly ended as the last such job action did: the provincial government would have imposed a 90-day cooling off period, during which it would have appointed someone to look into the dispute and upon whose recommendations legislation would be enacted enforcing a contract.

In the end, a third party would have handed down a contract, just as a third party (in this case a three-member board) would hand down a contract in the event the contract was put to binding arbitration.

And, in the final anlysis, any contract whether legislated, arbitrated or negotiated - would be subject to federal Anti-Inflation

The difference between arbitration and strike action, after everything, would have been the paycheques Union members would have lost during a strike, as well as the disruption of hospital routine at hospitals hit by strike action.

With that in mind, the executive asked the membership to endorse its recommendation to go to arbitration.

That endorsement having been given, the process of putting together an arbitration board can get underway.

Once the board is constituted, it will begin hearing arguments from both the Union and the HLRA before starting its

Island talks continue

Negotiations for a new contract place an expired agreement at Port Alberni's West Coast Regional General Hospital were continuing at press time, Vancouver Island Servicing Representative Bill Muir told The Guardian.

The hospital is one of few public hospitals in the province which has not sur-rendered its bargaining authority to the Health Labour Relations Association.

It has never been struck, and there appears to be no indication that it will be necessary to strike it now to get a fair contract, Muir said.

While negotiations continue on the Island, Muir said, talks are also underway at Powell River's Olive Devaud Home.

The contract there, as at Port Alberni, expired December 31.



Union opts for board

Union members at eight Lower Mainland Private hospitals have endorsed their bargaining committee's recommendation that they submit their proposals for a new contract to binding arbitration.

The workers, about 400 of them, voted overwhelmingly to put outstanding issues in the hands of a three-member board of arbitration, whose chairman had not been chosen at press time.

The bargaining committee recommended

the arbitration move after it become clear the employers would not move from the set of proposals they presented to the Union very early on in the negotiation process.

One HEU bargainer dismissed these proposals as "absurd", noting they included among other things — a demand that the hospitals would no longer have to consent to dues checkoff (as required by provincial law).

The hospitals refused the HEU's request for a joint presentation to the federal Anti-Inflation Board — requesting an exemption for the workers from restrictive wage guidelines —despite the 30 per cent increase in revenues they recently received and the minimal wages they now pay.

HEU has served notice on the owners of The hospital — the first where employees

Normandy bargaining to start

Normandy Private Hospital and Lodge in Vancouver to begin bargaining for a contract to replace the one the extended care facility signed with the International Union of Operating Engineers last year.

MEDIAT

Ed Sims has been named mediator in the Union's dispute over a contract with North Vancouver's Kiwanis Lynn Manor senior citizen's care facility.

About 50 workers are employed at the Manor, where a first agreement was ham-mered out last Spring (Guardian, May-June, 1977) after more than seven months of negotiations.

HEU is seeking parity with workers in the public sector in the current dispute, while the facility's operators — Kiwanis Senior Citizens' Homes, Limited — have of-fered only the "maximum allowable under federal anti-inflation guidelines".

The employees are not covered by the federal legislation.

voted to leave the jurisdiction of the engineers' union and join HEU (see story, page 4) — legally has 10 days to prepare its bargaining posture.

Then, according to the province's Labour Code, it must sit down with HEU and begin negotiations.

The contract negotiated for the workers by the engineers' union expires April 30. It contains clauses which leave the em-

ployees little or no protection from harsh and arbitrary actions by their employer, while giving them wages comparable to those received by the province's unorganized workers, usually at or near the minimum.

The strongest clause in the contract. in fact, was the one which tied the employees to the engineers' union and compelled them to pay up to \$9 every month for union dues, plus whatever "special assessments" were levied.

Reports from some employees have it that ose "special assessments" were levied every December and every time a new minimal pay rate was negotiated.



Dad, is mommy having a baby on the layaway plan?

HOSPITAL EMPLOYEES Provincial Executive

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Engineers lose two hospitals

Employees at two Lower Mainland hospitals, whom the International Union of Operating Engineers claimed to represent, have rejected membership in that union in favour of joining the HEU.

And employees at at least one other hospital have asked the provincial Labour Relations Board for the right to do the same thing.

About 80 workers at Delta's new Centennial Hospital now form the lastest HEU public hospital Unit, while workers at Vancouver's Normandy Private Hospital and Lodge have voted 82 per cent in favour of leaving the IUOE and becoming the Union's newest private hospital Unit.

The engineers' union never really did represent the workers at Delta, though it tried

to claim it was "their" unit as a result of a series of sweetheart deals worked out with the hospital's management (Guardian, November-December, 1977).

It took the HEU almost half a year to get the LRB to sort out the tangled mess of legal arguments arising out of those sweetheart deals, but — in an award finally handed down in December — the Board agreed to poll the employees to determine what they wanted.

On a two-part ballot, the workers voted 58 per cent in favour of belonging to a trade union, then cast a whopping 74 per cent of their ballots for belonging to HEU rather than the engineers' union.

At the two private hospitals where the IUOE has held certification for some time,

HEU has been successful in getting a majority of the employees to sign membership cards and — in one case — in having the LRB conduct a vote to determine the wishes of the employees.

While the employees at Normandy Private Hospital have already transferred their union membership, workers at Edith Cavell Hospital were still waiting, at press time, for the LRB to conduct a poll of their ranks.

Because a vast majority of the employees at Edith Cavell have already signed HEU membership cards, there seems little doubt of the outcome of that vote, once it is held.

While IUOE members are lining up to join HEU, a battle for representational rights is still being waged at New Westminster's newest hospital, Queen's Park, where the Union is locked in a jurisdictional struggle with the British Columbia Government Employees' Union.

Both unions had filed applications for certification in mid-November.

The LRB was expected to order a representation vote at the new hospital, but it had not done so at press time.

AWARDS

Parking refunds ordered

Most British Columbia hospitals can't charge their Union workers more for parking than they were on March 1, 1976, unless they spent money on upgrading their parking facilities between that date and June 14 of the same year.

That was the effect of the ruling last year of a three-member arbitration board considering parking increases at Vancouver's Holy Family Hospital, a ruling which establishes a province-wide precedent and which requires hospitals to refund any unlawful increases they have collected since the March, 1976, date.

At Holy Family, no parking fees were charged on the crucial March date; fees were instituted after the hospital built a new parking lot and was told by the provincial government that it would have to begin charging for its use.

The arbitration board ruled that the hospital could charge anyone else for using the lot, but that it couldn't charge Union members unless it had incurred new costs since June 14, 1976 — and it went on to say that

"incurred" meant that tenders had to have been called before that date.

Simply waiting until after the mid-June cut-off date to pay the bills — which had been contracted for much earlier — did not allow the hospital to claim the actual costs of parking upgrading had come after the deadline, the board held.

The award establishes the basis for settling outstanding parking fee grievances at a number of hospitals throughout the province.

Techs in HEU

British Columbia's respiratory and EGG medcal technicians fall squarely in the Union's jurisdiction and must belong to HEU, rather than the Health Sciences Association, the province's Labour Relations Board has ruled.

In a precedent-setting decision which will have provincial application, the LRB ruled in late December that technicians at an Interior hospital belong in the Union.



No, this won't give you an altered state of consciousness.





READER SURVEY

The Hospital Guardian is the official "VOICE" of Local 180, the Hospital Employees' Union, the voice of more than 21,000 British Columbia health care workers. It should say something about, as well as to, those workers, whose dues dollars pay the cost of publishing it.

It is sometimes difficult to know if the magazine is succeeding in those twin endeavors. We are asking you now to help us find out how we're doing, and how we can improve. Please fill out this short questionnaire for us, pull it out of the magazine, fold it, insert it in the attached envelope and drop it in the mail. It costs you nothing but a little time . . . it could pay you through a better magazine.

Thank you . . .

STEPHEN BREWER

EDITOR



| 1. The Guardian is published six times a receive a copy regularly? Yes | her usu t Nor | ally ne | read? | How would you rate The Guardian's coverage of: 1. Bargaining 2. Provincial Executive 3. Contract interpretation 4. Arbitration and other awards 5. Organizing |
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| 6. | Do you attend Unit meetings? Always Frequently Sometimes Rarely Never |
| 7. | What is your main source of information about the Union? Guardian |
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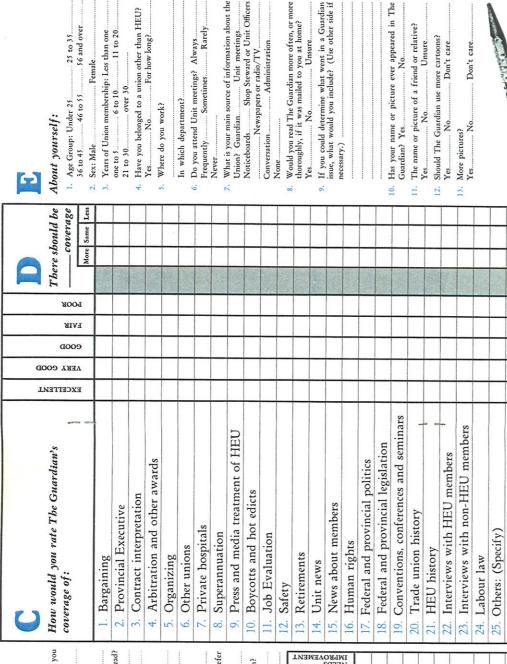


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The Guardian is published six times a year. Do you receive a copy regularly? How much of The Guardian do you usually read? In conversation, do you refer to, or hear others refer to, Guardian articles or stories? What is your overall impression of The Guardian? How many other people read your Guardian? Do you keep your copy for future reference? Some of it. Skim it. None. Always Sometimes Never Excellent Very Good Good No Unit meeting Workplace Other... Very Poor... Sometimes... Most of it.... Do you get The Guardian at: Sometimes..... Poor. Cover to cover..... Fair....

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Ma Bell locks her door in BC



A federal Industrial Enquiry Commission was expected to have handed down its report on the explosive BC Telephone lockout by the end of January.

Mr. Justice Henry Hutcheon — named a one-man IEC by federal Labour Minister John Munro began his probe of the dispute January 16, and told reporters he expected to

have concluded his examination and to have made his recommendations before January 23.

Whether those recommendations would settle the lockout remained questionable, as the company — whose ownership can ultimately be traced back to the boardrooms of the International Telephone and Telegraph — appeared prepared to hold fast to its policy of ignoring rational pleas for sanity in attempts to settle the work stoppage.

BC Telephone had already — before Hutcheon was appointed — ignored the recommendations of an earlier mediator for a just and fair settlement and had issued a statement so provocative it prevented a return to work when Munro named Hutcheon an IEC.

In that statement, the company had said it would allow workers — at that point almost 50 days into the lockout — to return to the job only if each and every one signed a sworn statement to the effect that s/he would not take further strike action, would not engage in a work slowdown and would not "damage company property".

The Telecommunication Workers' Union — representing the 10,000 company employees — denounced the statement and refused to call for a return to work.

At issue in the dispute was BC Tel's demand to eliminate a contract clause limiting the amount of work it could contract out.

The union had agreed to abide by the recommendations of the first mediator with regard to that contentious issue, but BC Tel rejected them out-of-hand.

The TWU said it felt the parent company, ITT, had sought the dispute in an attempt to break the union, which has won its members some of the best contracts in the industry.

The British Columbia union's contract is often tabled during other province's (and state's) telephone workers' union negotiations, as an example of what they feel their members should be getting.



ROUNDUP

Do you feel that you have a satisfactory sex life?

Do you feel that you had a happy childhood?

Do you feel financially secure?



ASHMORE

ASHMORE

HEU's second vice-president, Brother Ed Ashmore, died on Saturday, December 3, 1977.

Funeral services for Brother Ashmore, a Union member since 1963, were held in Surrey on December 6.

Brother Ashmore, 56 when he died, was a member of the Surrey Unit. He also served as a member of the provincial bargaining committee, as a Unit officer, and worked as a Union staff member.

His death followed a sudden illness.

He is survived by his wife, Norma; one son, Edward Ashmore, and a daughter-inlaw, Christine, of New Westminster; one daughter, Diane Ashmore, and her fiancé, Andrew Homan, both of Surrey; one daughter-in-law, Sandra Ashmore, of Surrey; two grandchildren, Paul and Alida Ashmore; his parents, Mr. and Mrs. A. E. Ashmore, of Calgary; two brothers, Richard and Ronald Ashmore, of Edmonton; and one sister, Mrs. Valerie Franks, of Calgary.

He was pre-deceased by one son, Robert Ashmore, in 1974.

His family asked that, in lieu of flowers, donations be sent to the Canadian Cancer Society.

The Provincial Executive mourns his passing and offers its sympathies to his family.

Those were just three of the questions put to applicants for the clerk three vacancy which recently occurred in the family and patient counselling department at Kelowna General Hospital.

Not all the applicants — many of whom were HEU members — thought the hospital really needed to know; a complaint was filed with Okanagan/Kootenay Servicing Representative Owen Adams, who brought the matter to the attention of the hospital's Executive Director, Collin Elliott.

Elliott, in a letter to Adams in early December, tried to justify the questions, but added "we assure you that future job applicants will not be required to respond to this line of questioning.

Oh, by the way, the correct answers:

None of your business. None of your business.

Not as long as I'm working for you.



While the Peerless Probers of Personal Psyches were doing their thing in Kelowna, HEU members at another Okanagan Unit were doing theirs:

Members of the Penticton Unit staged their annual hamper raffle, raising \$327 for their bursary fund.

The \$50 food voucher —first prize in the draw - was won by a former member of the hospital's dietary staff, Mrs. Mary Lou Evans.

The draw was held December 22.



First for the good news (which is a bit late): Last summer, the powerful British

Columbia Government Employees' Union reportedly donated \$5,000 to the fledgling and struggling - Service, Office and Retail Workers' Union of Canada.

The money was to help SORWUC in its drive to organize British Columbia bank workers, something the independent union had made possible by winning an historic case before the Canadian Labour Relations Board, which allowed it to organize on a branch-by-branch - rather than national basis (Guardian, September-October, 1977).

Now for the bad news: The same powerful BCGEU has, it announced in the most recent edition of its magazine, The Provincial, given a two-year leave of absence to Laraine Singler, assistant general secretary for administrative services, so she can go organize bank workers into a rival "union" set up by the Canadian Labour Congress specifically for that purpose.

To add insult to injury, the BCGEU's general secretary, *John Fryer*, labelled the move "an honour for both Laraine and the Union."

*

The Workers' Compensation Board, meanwhile, is looking for heroes.

In a leter to HEU Secretary-Business Manager Jack Gerow, WCB Commissioner Sam Brown asked hospital workers to "feel free' to make nominations for the Board's bravery awards.

The awards go to workers who have exhibited unusual bravery to prevent injury to, or the death of, a fellow worker.

Nominations should be forwarded to the WCB at its Vancouver offices, 5255 Heather Street, V5Z 3L8.

Job Posting No. 30



Problems have been reported by some members who have gone to dental me-chanics to have full or partial plates or bridgework made.

In some cases, members have discovered to their dismay, CU&C — the company which operates the Union's dental plan —has refused to pay a full half of the mechanic's bill.

Each year, it seems, CU&C sits down with the dentists and negotiates (this may sound an awful lot like what a union does, though dentists don't belong to unions, of course) a set of fees, which most dentists seem to stick to.

It is half of this agreed-upon fee which CU&C contracts with HEU to pay.

But, since the dental mechanics aren't bound by the agreement the dentists have negotiated, they are free to charge more than the going rate (as are the dentists - the agreement is not binding) . . . and if you've been to one who does, you've discovered that 'half' doesn't always mean half.

The solution? Check to make sure your dental mechanic or dentist charges only the prevailing rate for the work he does for you . . . or better yet, have an estimate prepared for your work and mail it to CU&C Health Services Society, 22 East Eighth Avenue, Vancouver V5T 1R4, to find out what portion of it they'll reimburse you for.



Required to provide your own tools as a condition of employment?

Facing the prospect of having to replace some (or all) of them as a result of Canada's switch to metrics?

Unhappy at the thought of the expense? There's some relief possible: the federal government, mindful of the problem it created, is offering to cover half of tool replacement costs incurred by workers.

For details, write: John Brennan, Metric Commission Canada Assistance Program; Workers' Metric Tools; P.O. Box 4509; Ottawa K1S 5J2.



Hm-m-m-m-. . . I haven't seen that colour since I put my purple shirt in the wash with my green sweater.

GOING PLACES

Four work last day



BOICHAT

Four retirements were reported to The Guardian, two each from the Ashcroft and Penticton Units.

In Ashcroft, Sisters Dianna Lynn T. Boichat and Korlene S. Bayes retired; Sister Boichat reired November 17, after five and a half years' service; Sister Bayes retired December 5, after eight years' service.

In Penticton, Sister Georgina Debreczina, a nurses' aide since October, 1952, retired in September; Sister Ann Bennett, a dietary aide who started in August, 1965, retired December 31.



JOB EVALUATION

Vage line not prepared

The joint HEU-Health Labour Relations Assocition job evaluation program failed to meet its self-imposed deadline for preparation of an industry-wide wage line.

The JEP committee made up of HEU representative Ray McCready, HLRA appointee Bill Rolfe and chaired by Victoria labour relations consultant Hugh Wilkinson - was to have the wage line prepared by December 31.



WILKINSON

The wage line, once prepared, will convert the job analysis being carried out in each hospital in the province into dollars and cents.

As each job is analyzed, McCready told The Guardian, it is assigned "points" by the evaluation team carrying out the analysis (each of the two job analysis teams is made up of an HEU-paid analyst and an HLRApaid analyst).

The points are awarded for the degree of education, experience and responsibility required to perform the job, as well as for things such as the physical and mental demands and working conditions of the job.

Once each job has been assigned its point value - something which doesn't happen until both the hospital and the individual employee have had a chance to appeal the analysts' work — it is assigned a dollar value in line with the number of points it has.

It is the appeal procedure which has slowed the progress of the JEP, as well as the difficulty the committee has experienced

in agreeing where the wage line will be drawn.

But, McCready said, both management and the employees at Victoria General Hospital — the first to be analyzed — have completed their appeals and the appeals phase at the second hospital to undergo evaluation, Vancouver's Shaughnessy, was "almost completed" at press time.

The committee refused to give The Guardian a new date for the drawing of the industry wage line, but McCready and Wilkinson agreed they "expect a tentative wage line" to be ready "shortly".

In the meantime, work by the committee and its anlysts at hospitals being evaluated is continuing.

Which hospital would follow Shaughnessy was not known at press time.



In layman's terms, you have "house-maid

PARTING SHOT



Then there was another little oddity that caught our eye. You claim to have two wives, both over sixty-five and blind,

SUPERANNUATION

wo choices offered

Quitting? Being terminated? Not old enough to retire? Want to know what happens to the money you've been contributing to the Municipal Superannuation Fund for all these years?

That's really up to the workers who find themselves in that position; the law which governs the superannuation scheme allows each plan member two choices if they are resigning or being terminated before reaching age 65 (the age at which all members *must* retire).

• If the employee is at least 60 years old, or has completed 10 years of pensionable service, s/he may elect to leave the money in the fund and receive a monthly pension.

The size of that pension will be dependent on several things; if the worker elects to start getting it before s/he reaches 65, for example, s/he will get only a percentage of the benefit s/he would normally be entitled to (the formula is complicated and will be explained in the next article in this series).

If the pension contributions are left in the fund until the worker reaches 65, s/he will be entitled to regular benefits.

• The other alternative is to apply for a refund of all monies contributed to the fund.

The refund will include interest payments of four per cent on the contributions, and is usually payable within several months after the worker's application is received in Victoria.

Because of the delay which is experienced, it is best to make application for the refund as soon as it is known that the worker will be leaving the hospital's staff and not moving to another superannuation plan employer.

Got a question about the Superannuation Plan?

Drop a line to The Guardian - we'll try to get you an answer.

NEW FACES

Three hired

Good things are supposed to happen in threes . . . and, for the Union, they

The "good things" came in the form of three new additions to the HEU's regular staff, at the provincial and Okanagan/Kootenay offices, and at the Vancouver offices of the joint job evaluation program.

Two of the trio are replacing former saff members who have left the Union: Dale Webb, who moved to the job evaluation office as an employee of the committee in June (Guardian, July-August 1977) from her job as a clerical employee at the provincial office, and Trish Smith, a clerical employee at the Okanagan/ Kootenay office who left in late 1977 to move to the Prairies with her husband.

Those brought on staff:

· Edith Calkin, a native of St. John, New Brunswick, who moved to Vancouver four years ago from Ottawa.

A clerical employee at several other offices before she moved to the HEU's Vancouver provincial office, she was last employed at the Vancouver Yacht Club.

She is married to the editor of the Alpha Report on B.C. Business, They have four children, David, 15; Andrew, 14; Cindy, 13; and Robert, 5.

• Pat Cottingham, who acted as a relief clerical employee at the Okanagan/Kootenay office for about two years, starting when Trish Smith first took maternity leave from her job there.

A Saskatchewan native, Pat has been working as a clerk for about 10 years, in offices ranging from school boards to town halls.

Married to a construction contractor, she lives in Kelowna with him and their two children - Lisa, eight, and Brent, three.

· Stephen Koerner, brought on staff as a Union-paid Job Analyst for the job evaluation committee.

A Vancouver native, he graduated from the University of Victoria in 1976 with a Bachelor of Arts degree. He has completed graduate courses offered by the University of British Columbia's faculty of commerce in conjunction with the Institute of Industrial Relations.

He was previously employed as a summer survey crewman by the federal department of public works and as a research officer for the provincial ministry of la-



CALKIN



