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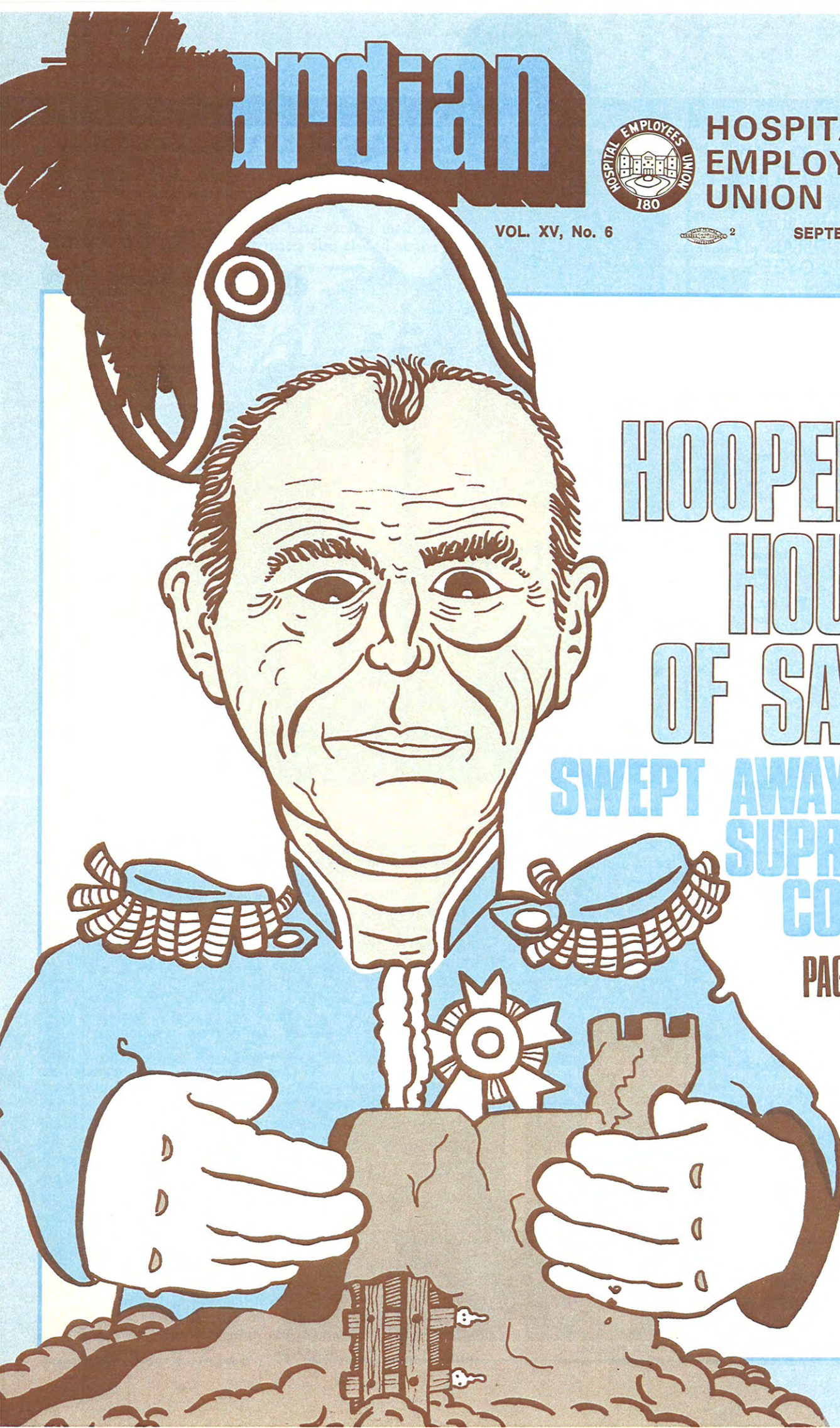


HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180

VOL. XV, No. 6



SEPTEMBER-OCTOBER, 1978



## HOOVER'S HOUSE OF SAND

SWEPT AWAY BY  
SUPREME  
COURT

PAGE FOUR



"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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**JOHN DARBY** **GORDON MEAGHER**  
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## Work — first on agenda

**SECRETARY - BUSINESS  
MANAGER JACK GEROW**  
addresses delegates at 1976  
convention.

More than ever before, work — hard, and lots of it — will be the number one item on the agenda of delegates to the HEU's Eleventh Biennial Convention in Richmond this October.

To be held at the Richmond Inn from October 16 to 19, the convention will see more than 300 delegates sit down to deal with 91 proposed amendments to the Union's constitution and 46 proposed resolutions, most designed to guide the HEU executive in

the next two years separating this convention and the next.

The combined items of business number only one more than the total items on the agenda at the Tenth Biennial Convention, held in Vancouver in early October, 1976.

But at that last convention, delegates considered only 65 constitutional amendment proposals and 70 resolutions; the turnaround in the proportion each occupies of the total business will likely mean longer, more strenuous debate, as constitutional amendments are generally considered more "serious" than resolutions by delegates.

At press time, delegates elected by each HEU Unit in the province had already been mailed copies of all the proposed resolutions, and Units had been mailed copies of proposed amendments.

In addition to that business, delegates will have to elect a new provincial executive to replace the one whose term expires at this convention.

The incumbent executive members (see accompanying story) represent a body much different than the one elected by delegates to the last convention; the jobs they have performed on behalf of the Union — difficult tasks, which required an almost endless expenditure of time and energy — will be among the things considered by this year's delegates.





## 'NEW' EXECUTIVE FOR UNION

Attrition has taken a heavy toll of the HEU's 18-member provincial executive since it was elected by delegates to the Tenth Biennial Convention in 1976.

Of those elected in 1976, seven have vacated their seats on the executive, to be replaced by alternates also elected at the last con-

vention ("new" executive members are indicated below by an asterisk\*).

The fifth vice-president's post is temporarily vacant, leaving 16 elected members of the provincial executive to carry on the business of the HEU until the convention in October ends.

(The eighteenth member of the executive, Secretary-Business Manager Jack Gerow, was appointed by the elected members in 1974.)



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President



**JOHN DARBY**  
Financial Secretary



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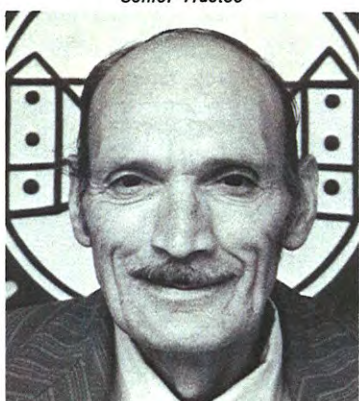
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Trustee I



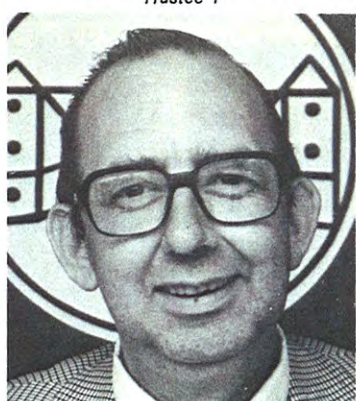
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Vancouver Island Region Vice-President



# HOOPER'S HOUSE OF SAND

"History will record that on Tuesday the court ruled against the hospitals' bid to set aside the settlement and the world began to revolve on its proper axis."

With those words, *Vancouver Sun* labour reporter George Dobie heralded the end of the carefully-constructed sand castle Health Labour Relations Association President Chester Hooper had tried to use to defend himself and his association against a growing tide of outrage directed their way by the HEU, the public, the press and even their paymasters, the British Columbia government.

Hooper had hidden himself in his castle, apparently believing that he could use its rapidly-crumbling walls to deflect the arrows being fired his way after he refused to implement the master collective agreement ordered July 31 by the three-member H. Allan Hope



PROTESTING UNION MEMBERS at George Derby Hospital.

arbitration board, established under the controversial Essential Services Disputes Act.

For ten days after that award was handed down (*Guardian*, July-August), Hooper was silent, carefully shaping his defenses; on August 10, he filed a petition with the Supreme Court of British Columbia, asking that it set aside the award.

At the same time, instructions were issued to the Association's members that they should not implement the Hope Award, except for provisions which gave the province's 20,000-plus hospital workers a 4 per cent wage increase, retroactive to January 1 — and that payment of wages, he made it clear, was definitely being ordered "under protest".

The Union's response was swift: On August 11, Secretary-Business Manager Jack Gerow telegraphed Premier Bill Bennett, warning of his "grave concerns about the continuity of health care services in the province".

In a press release that same day, Gerow reiterated his concerns, adding: "The members of the Union may say enough is enough, and to hell with it: No contract, no work."

He cautioned he did not feel "such action [was] appropriate at the time, and asked members to await the outcome of the Supreme Court hearing, set then for August 24.

"The health care system in British Columbia is in an explosive state," the secretary-business manager added, "and the members of HEU . . . may conclude that this is the last time [they will submit to binding arbitration under the Essential Services Disputes Act]. They may conclude that there are only two alternatives [in contract talks] — settle or strike.

"If there is another strike, it will not be like the one in 1976, when one hospital struck at a time — it will be all hospitals at the same time — it will be a province-wide strike."

In his telegram to Bennett, Gerow asked the Premier to help the Union avert widespread job action and further loss of credibility for the government's much-touted Essential Services Dispute Act.

**HEU LAWYER RAY COCKING** at Supreme Court hearings (left); Staff Representative Bill Third at the George Derby demonstration.

The secretary-business manager outlined a four-part plan, which he urged Bennett to implement "before it is too late":

- The imposition, by an act of the Legislature, of the Hope Award.

- The establishment of a Commission of Enquiry (CoE), into all aspects of health care delivery, including labour relations and the Vancouver General Hospital nursing crisis.

- The appointment of a trustee to administer and operate the HLRA until the CoE handed down its recommendations and they had been acted upon.

- The creation of an Essential Services Advisory Agency, a body he said could be used to recommend "techniques and conditions which will encourage the establishment and maintenance of industrial relations, peace and harmony in the health care field".

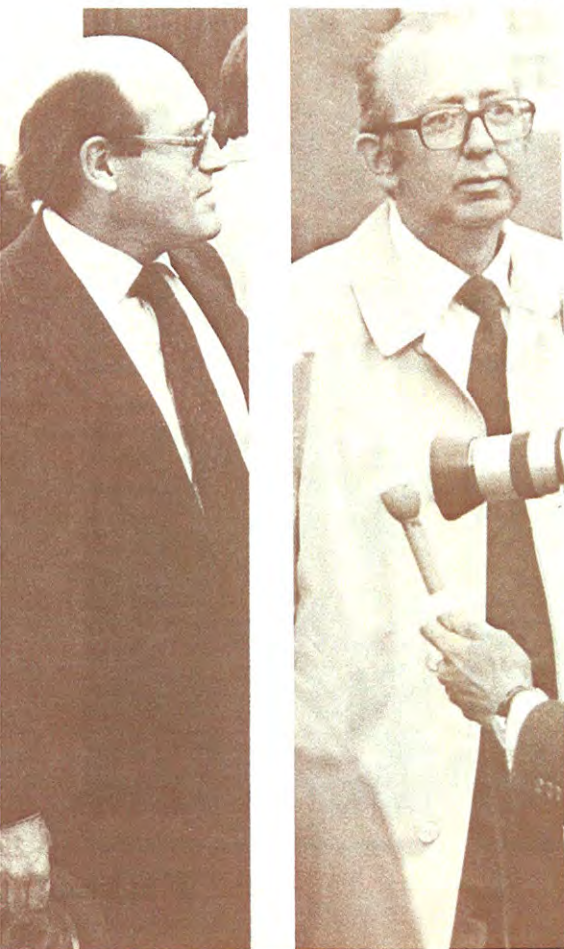
Bennett never responded to the telegram, though an identical one was sent four days later — in any event, it was already too late.

Disregarding Gerow's request to stay on the job, workers at Burnaby General Hospital walked off to stage a sit-in August 11, remaining off for about an hour and a half to demonstrate their displeasure with the HLRA, its president and the lack of enforcement of the Essential Services Disputes Act (which required the Association to implement the Hope Award immediately).

By August 15, discontent among the members of the Union was spreading rapidly: In the face of continued inaction by the government, workers at Vancouver's Mt. Saint Joseph Hospital left their jobs, staging a demonstration which ended only after the Union was able to promise the hospital would implement the pay increase as quickly as possible and that no disciplinary action would be taken against the demonstrators.

That same day, members of the Shaughnessy Unit cabled Bennett, warning him that "our membership feel it is necessary to take job action by way of walk out," and pleading with him to enforce the provisions of his own legislation by "taking some action ensuring your . . . Act is complied with".

The Shaughnessy workers got what their Union had been unable to get: A reply from the government, however meaningless.





In a telegram to Shaughnessy Unit Chairperson Cliff Weisner, Labour Minister Allan Williams recommended Unit members take their concerns to Gerow, adding: "The ministry of labour is intimately aware of your concerns and will take such action as may be appropriate in the circumstances."

When no action was forthcoming by the following day, Union members at George Derby Hospital in Burnaby walked off the job, staying off four hours to protest the HLRA's refusal to abide by the law.

Questioning the double standard which allowed the Association to flout the law with impunity for 16 days while penalizing them for an "illegal work stoppage" of only four hours duration, they refused to go back to work when the hospital — at the instruction of HLRA — rejected an offer of a return if no disciplinary action was guaranteed.

It took the intervention of an Industrial Relations Officer from the LRB to get the Derby workers back to work, something they agreed to only after a promise was made that the LRB would hold informal hearings into the question of disciplinary action.

Hardly had the George Derby workers returned, however, when Union members at Vancouver General staged a sit-in in the hospital cafeteria, remaining for more than an hour while HEU representatives negotiated a return to work.

The VGH walkout appeared to be the last straw for an increasingly-beleaguered LRB: Faced with the prospect of escalating job action at the province's hospitals, it finally held emergency hearings that night.

After more than four hours of hearings, the board issued an order directing the HLRA to implement the Hope Award, coupling it with a directive to the Union's

members to cease their job actions.

The next day, Provincial President Bill Black warned at a press conference that — although he believed the wildcat strikes were over — "unless there is an end to Hooper's morale - destroying behaviour, unless the HLRA and its president are prepared finally to begin working towards building industrial peace instead of promoting industrial unrest, no long-term peace can be promised."

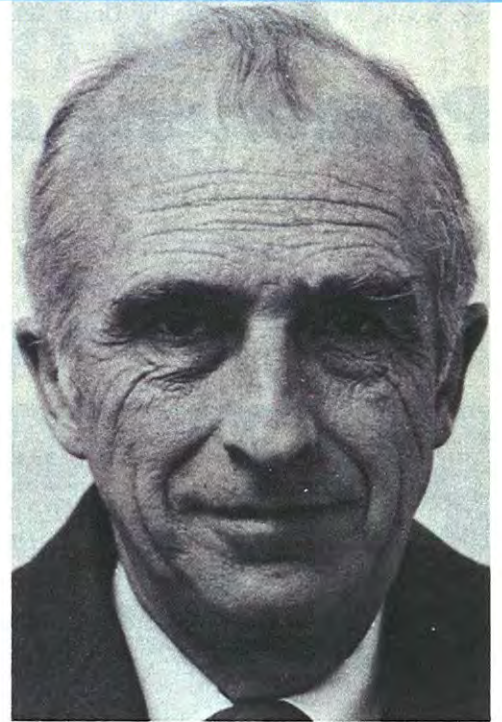
And, that same day, finally goaded to action by the Union's members' continued insistence on the rights promised them under its own legislation, the government acted.

In a telegram to Brother Black, Williams announced the government would intervene at the Supreme Court hearings, arguing along with the Union that the court — under the terms of the Essential Services Disputes Act — had no authority to overturn the Hope Award.

In a rare departure from his usual hands-off approach to labour disputes, Williams added it was "a matter of most serious concern to me that HLRA has chosen to enjoy the benefits flowing from the Essential Services Dispute Act while ignoring the procedures the statute makes available . . ." to resolve labour disputes without going to court.

On August 24, the two-day hearing before Supreme Court Justice George L. Murray opened, with the Union's provincial executive in the chambers (the HLRA was represented only by its attorney; no member of the Association itself bothered to show up).

The Union's case before Mr. Justice Murray was argued by Vancouver lawyer Ray Cocking, who argued forcibly that the law of the province denied jurisdiction over the contract dispute to the Court, a position



CHESTER HOOPER

backed by the provincial government's representative, Victoria lawyer Louis Lindholm.

On September 5, Mr. Justice Murray disagreed, ruling he had the right to review the Hope Award, because the language of the Essential Services Disputes Act did not specifically and clearly deny him that right.

*He had earlier described the Act as "probably one of the worst-drafted pieces of legislation one will see."*

That setback proved to be the only one the Union was to suffer before the Court however; Mr. Justice Murray went on to rule

#### Excerpts from a column in the Vancouver Sun

Has Chester Hooper turned the labour world upside-down and fallen off himself?

Will reactionary people pressure Labour Minister Allan Williams into heating up his approach by putting wildcat strikers in their place?

Or will the minister tell them to drop on their heads, as he should?

These questions surfaced in the wake of some sitdowns in the general hospitals (last week) . . .

The disruptive walkouts boomeranged into criticism of unions for not disciplining their members, and Williams for not getting tough.

Consider the facts:

The hospital dispute erupted when Health Labour Relations Association balked at accepting a binding industry-wide settlement.

HLRA president Hooper — some say "Chester Who?" — turned the



George  
DOBIE  
LOOKS AT LABOR

world over because it's odd, to say the least, for an employer to oppose compulsory arbitration.

It is possible the Hospital Employees' Union could have been more positive in averting the sitdowns, showing confidence that it could win the court battle launched by Hooper to overturn the arbitration. But even that does not suggest the sitters should be punished.

Imagine the outrage if the 20,000 or so workers thumbed their noses at the award.

Workers who wildcat are criticized for ignoring the grievance procedures.

Then what about recalcitrant employers?

The hospital employers had grievance over the Essential Services Disputes Act. Shouldn't they have grieved to the minister of labour to change the act for the future?

History will record that on Tuesday the court ruled against the hospital's bid to set aside the agreement and the world began to revolve on its proper axis.

However, Hooper could not be found to comment on his loss, as is typical with this executive who shuns the limelight. His secretary said he was not available.

Union manager Jack Gerow was close to the mark when he said the stakes in this kind of dispute are long-term industrial peace.

As for Williams, he has been subjected to unfair criticism. His low profile is totally acceptable . . .

Actually, the world is unfolding the way it should, with or without Mr. Hooper.



that the Hope Award was a valid and legal collective agreement, and that the Association would have to reimburse the Union for

the Court costs it incurred in battling the Association petition.

The issue, after almost seven months of un-

certainty, was finally resolved; and as Dobie concluded, "... the world is unfolding the way it should, with or without Mr. Hooper".

## Precedent set for private hospitals

HEU has signed a precedent-setting contract with two private hospitals which will bring employees there within 10 per cent of parity with the provincial master agreement by 1980.

The contract — signed the same day with

Kensington and Normandy private hospitals, both managed by the same organization — provides for pay increases of up to 46 per cent over its 18-month term.

Negotiated by Normandy Chairperson Renu Lingam and Union Servicing Repre-

sentative Sharon Yandle, the new contract also provides for significant improvements in the workers' benefits package.

The signing — which came the day before arbitration hearings aimed at settling a contract dispute for eight Lower Mainland private hospitals were to begin — meant the Kensington management had dropped out of the bargaining group representing private hospital managements.

The seven remaining hospitals (Altamont, Como Lake, King George, Florence Nightingale, Ladner, Parkridge and Inglewood) are arguing before the arbitration board chaired by Victoria lawyer Dermott Owen-Flood against implementing a similar agreement at their facilities.

Sister Yandle said she expected those arbitration hearings to have ended, and a contract to have been awarded, by the end of September.

Talks aimed at getting a new agreement for workers at Edith Cavell Private Hospital continued at press time.



—Basil King/Columbian photo

COMO LAKE UNIT members picket hospital to protest conditions.

### Conditions protested

HEU members at Como Lake Private Hospital staged a demonstration at the Coquitlam long-term care facility in mid-August to protest the conditions faced by patients there.

Carrying placards reading "No recreation, no activities, no therapy," "We want our matron back," and "Patients suffer, we suffer," more than 20 of the members demanded a meeting with the hospital's owner, Dr. John Beecher of West Vancouver.

The complaints at the hospital centred around the lack of recreation and exercise for the patients, lack of supplies to carry out the workers' jobs, inadequate staff and the fact that the hospital had gone through five matrons in the preceding month.

Unit Chairperson Barbara Roberts told the press covering the demonstration that "the only exercise the patients get is being walked from their wheelchairs to the wash-room and back again ... there is no recreation or therapy whatever."

"We have patients reverting to the foetal position because they get no therapy."

As a result of the demonstration, hearings were held at the Labour Relations Board, which did not issue any order.

But, Staff Representative Gay Burdison reported, conditions at the hospital have improved remarkably since the demonstration.

"The hospital has hired more staff and has really cleaned up its act," Sister Burdison said.

"I met with the new matron in mid-September ... and the place even smells nice now ... further, it looks clean."

## Ruling sought

At press time, the Union was waiting word from the province's Labour Relations Board on the question of whether workers at Nelson's Medical Associate Clinic are covered by the Essential Services Disputes Act.

The LRB was asked to make the ruling before the employers at the clinic took the matter to the B.C. Supreme Court, which is expected to consider the issue at a hearing November 8.



He wants it x-rayed! He thinks he swallowed a gold filling.



PULL OUT & SAVE

# They're trying to sell your right to work.



The hucksters are on the loose. They say they'll sell you 'the right to work.'

It's a con.

You already have the right to work. In the same way you have the right to breathe.

The hucksters can only sell you the right to work if they can convince you, and the provincial government, to make it impossible for trade unions to operate.

Once that's done, these employer-hucksters will definitely be in a position to sell your right to work. To you.

If you're not willing to meet their terms, they'll sell the job to someone else. And there will be nothing you can do about it.

THEY CALL IT THE  
'RIGHT TO WORK'

## THE Ultimate CON



# The Background

**T**HE HUCKSTERS are on the loose. They say they'll sell you 'the right to work.' It's the ultimate con. You already have the right to work. In the same way you have the right to breathe. The hucksters can only sell you the right to work if they can convince you, and the British Columbia government, to make it impossible for trade unions to operate.

Once that's done, these employer-hucksters will definitely be in a position to sell your right to work. To you.

If you're not willing to meet their terms, they'll sell the job to someone else. And there will be nothing you can do about it.

The hucksters see 'big bucks' being made if workers' unions are torn apart by government legislation. That would leave each worker to deal with his/her employer separately — and vulnerably.

But this union-busting, stated outright, is illegal. So the hucksters say they are selling freedom.

"The very title 'right to work' is deceptive," says the Most Reverend Andrew J. MacDonald, Bishop of the Catholic Diocese of Little Rock, Arkansas.

The Bishop has seen the effects of right-to-work laws in his state and adds: "Such laws do not provide jobs nor fair wages; they merely prevent workers from building strong and stable unions."

"On that score we judge the right to work law morally reprehensible at its very core."

Early hucksters working the right-to-work con did not hide behind misleading slogans. They appealed directly to the courts that workers were unconstitutionally working under 'closed shop' agreements with employers.

In 1842, the United States courts found nothing inherently unlawful in a 'closed shop' agreement which protected workers and provided stability in the workplace.

The 'closed shop', the courts found, is based on the founding principle of democracy — majority rule. Following a free vote in any free society, the minority is compelled to submit to the decision of the majority.

Without such a principle being generally accepted, the pillars of every democratic society and institution would crumble.

Although in every other aspect of society 'majority rule' is the guiding principle, the right-to-work hucksters would rather see a minority given the 'freedom' to go its own way in the workplace.

These employer-hucksters want the right to hire small groups of employees in order to disrupt the legal bargaining process of the majority.

This employer-placed minority would be 'free' to continue working without joining the trade union determined by the majority in a free vote.

This minority would be allowed to vote on all matters relating to the workplace with no compulsion to abide by the results of that vote. This minority would receive all benefits bargained by the majority.

The trade union representing the majority of workers would be forced to represent the non-member in all matters that worker alleges against the employer — at no cost to the non-member.

All these benefits would accrue to the employer-placed non-member with none of the responsibilities and, of course, not a penny spent on union dues.

This situation is the same as a person who, having voted for a political party that did not win an election, decides he/she has no responsibility to respect the decisions of that government and pays no taxes to that government — but expects all the benefits received by the taxpayer.

When the right-to-work con is shaken down to its basics, the 'freedom' and 'democracy' it preaches is a hollow farce.

Cartoonist Finley Peter Dunne offers a simple characterization of the right-to-work, or 'open shop' con:

"What's all this talk that's in the paper about this open shop?" asked Mr. Hennesey.

"Why, don't you know?" said Mr. Dooley.

"Really, I'm surprised at yer ignorance, Hinnissy. What's the open shop?"

"Tis a shop where they kape the door open t'accomodate th' constant stream of min commin' in t' take jobs cheaper thin th' min that has th' jobs."

"Tis like this, Hinnissy. Suppose one av these free-born citizens is wurkin' in an open shop fer th' princely wage av wan large iron dollar a day fer tin hours."

"Along comes another free-born son-av-gun, and sez ta th' boss 'I think I kin handle th' job fer 90 cents'."

"Sure, sez th' boss. An' the wan-dollar man gets the merry jingling can an' goes out into the crool world t' exercise inalienable roights as a free-born citizen t' scab on some other poor devil. An' so it goes, Hinnissy."

"An' who gets th' benefit? True, it saves the boss money. But he don't care no more fer money thin he does fer his roight eye."

"It's all principle wid him, Hinnissy. He hates t' see th' min robbed of their indipindince. They must have their indipindince, regardless of anything else."

"But," said Mr. Hennesey, "these open shop min ye menshun say they are fer th' unions if properly conducted."

"Sure," said Mr. Dooley, "if properly conducted. An' there you are."

"An' how would they have thim conducted? No strikes, no rules, no contracts, no scales, hardly any wages, an' damn few mimbers."

The right-to-work con, which touts democracy but has as its sole intent the undermining of basic democratic principles, has been successfully worked in 20 U.S. states — most of them southern.

For the right-to-work con to be incorporated in British Columbia law, the hucksters must convince the workers and the government that the province's Labour Code — a model in North America — should be altered.

This requires more deception than your average con.

Workers are to be convinced it is in their best interest to accept a law which has depressed, dramatically, the quality of life for U.S. workers governed by it. Many have been tossed onto the poverty heap while employers' profits rise. The hucksters expect it to be the ultimate con.

Who are these guys?



# The Hucksters

**T**HE HUCKSTERS working the right-to-work con in British Columbia are employers with overblown dreams of being 'magnates of industry'. They are the few remaining true believers in 'freewheeling enterprise' who yearn for the day when workers of B.C. will come to them, tools in hand, begging for the right to work — at whatever wages the hucksters offer.

In 1975, the B.C. hucksters formed a new group whose constitution says "the employer must have concern for the general welfare of the employee . . ." which sounds suspiciously similar to the plantation owner/slave relationship of the deep south — the area which gave birth to right-to-work.

The new group is called the Independent Contractors and Businessmen's Association of British Columbia (ICBA) and is composed primarily of small and medium size contractors.

At the ICBA founding convention in Trail, two speakers were invited to make major ad-





dresses. One was a right-to-work activist from the United States.

The other was Phil Gaglardi. The former Social Credit Party Cabinet Minister turned hotelier, whose family has recently completed constructing a chain of hotels throughout the province using non-union labour, told the founding convention how to accomplish the same thing.

Shortly after the Trail gathering, the ICBA hired one Ralph Purdy as Executive Vice-President. Purdy is a full-time ICBA organizer and has acted as spokesman for the hucksters.

Before coming to head up ICBA, Purdy was chief operator of the Employers' Association of Saskatchewan. The primary purpose of the organization was to work the right-to-work con in that province.

Purdy is characterized by a former vice-president of the Saskatchewan Federation of Labour as "one of the most anti-labour, anti-worker, anti-union employer representatives that I have ever dealt with across a bargaining table. It does not surprise me that he is now in B.C. promoting the so-called right to work issue in that province."

Much of the material distributed by the right-to-work hucksters in B.C. originates in the National Right To Work Committee (NRTWC) headquartered in Fairfax, Virginia, a suburb of Washington, D.C. In 1976 the 'committee' employed 85 persons.

The NRTWC was founded from the offices of a right-wing public relations firm called Savage and Lee. The two men responsible for organizing the Committee were former Congressman Fred Hartley and a Virginia manufacturer, Edwin Dillard.

Hartley was co-sponsor of the Taft-Hartley Act which allowed states to outlaw all forms of

union security including the closed shop. Another section of the Taft-Hartley Act made it law for the union certified in a workplace to represent all workers equally, whether they were members of the certified union or not.

Dillard's credentials would eventually include his position as an endorser of the John Birch Society, a well-known U.S. right wing reactionary organization.

Ralph Purdy learned his right-to-work con from U.S. conferences sponsored by the National Right To Work Committee.

## The Con

**T**HE RIGHT-TO-WORK con has been publicly launched in British Columbia through full-page advertisements in the province's major newspapers. The only significant passage in the page of headlines, boxes, reverse burns, coupons and dribble is one line which reads: "Union and non-union employees should have the right and be allowed to work together."

The hucksters made this pitch for a law to prevent the democratic principle of majority rule in the workplace amid their clatter of 'dictatorship, coercion and intimidation' on the part of union leaders.

The democratically elected leaders of workers' unions are also accused of setting "bad examples for our young people".

The countless, and unfounded, innuendos are simply part of the set-up to bust apart the workers' unions.

During the war years, the right-to-work hucksters wrapped their con in the American flag, accused the workers of being unpatriotic, and proposed suspension of union security clauses and the closed shop. They termed the con 'The American Way'.

Statements by politicians, senior civil servants, the Chairman of the War Production Board — even President Roosevelt — that the closed shop had no relationship whatsoever with war production did not deter the right-to-work hucksters who knew a good con when they saw one.

In fact, the War Production Board Chairman said making the closed shop illegal, as was proposed by the hucksters, would most likely be the only way to affect war production — negatively. He said it "would very likely have a bad effect on labour morale and on labour relations and ultimately on war production itself."

Ignoring the official rebuke, the Junior Chamber of Commerce jumped in with the hucksters lobbying politicians to outlaw the closed shop.

The U.S. Chamber of Commerce also joined the con urging removal of all sanctions of the closed shop from the Labour Code as well as the repeal of the Wages and Hours Act.

This anti-labour effort, and the subsequent right-to-work con, was centred primarily in the southern states.

The hucksters were interested in union-bashing, employee exploitation and quick profits. War production simply provided an emotion-charged 'set up' for the con.

That same hypocrisy is being used in the ICBA newspaper advertisements which depict the right-to-work huckster pleading on behalf of the poor workers for 'responsible union leadership'.

The greedy fox wants the lock on the chicken shed changed — because it works.

## The Sting

**T**HE ULTIMATE CON'S 'Sting' comes immediately after the province's Labour Code is altered to allow employers the power to sell the right to work to the lowest bidding worker. In the southern United States, those who live and work with the 'sting' of the right-to-work con suffer an almost permanent state of depression — socially and economically.

Profits for employers selling the right to work have increased — but at the expense of tremendous suffering on the part of workers. A complete stagnation in income has meant a virtual freeze in the tax dollars which provide essential social services.

Among these services, education standards, health care services and delivery, and the standard of living can be judged as the most important to workers.

Here is an example of the right-to-work sting in one state.

Arkansas' right-to-work con was worked through to a constitutional amendment which came in 1944 amid the hype of 'patriotism' and 'unAmerican unionism'. The state of Arkansas is compared, in its 24th year of right-to-work, with the other 49 U.S. states.

**Education.** Arkansas workers rank 48th in average number of school years completed. This makes sense, for Arkansas ranks 44th in the number of higher education institutions available.

In the amount of money spent by the state government for education, Arkansas ranks 41st.

**Health.** Arkansas ranks 49th in the number of doctors per person. Workers in Arkansas, however, do not enjoy the socialized health care Canadians have grown to expect. In the United States, the health care delivery system is still based on the ability to pay rather than need.

**Income.** The workers of Arkansas, having been 'freed' from 'compulsory unionism' to buy the right to work from their huckster-employers, rank 49th in their average hourly wage.

Every hour an Arkansas worker toils, he/she makes an average of \$1.24 less than the average hourly wage for the U.S. — and the gap is widening.

More than one in every four Arkansas workers qualifies for federal government assistance because 27.8 per cent of the workers receive paycheques below the national poverty level.

Only two in every ten workers in Arkansas can afford to buy new houses.

With workers unable to purchase much more than the basic necessities, local community economies remain static and few new job opportunities result.

Put all these statistics together and a typical picture of a right-to-work state emerges.







Nevada is the only right-to-work state which has consistently performed above the national wage average.

Low incomes mean low taxes which places the government in a position where decent social services cannot be provided — even at the most basic level.

Such a situation perpetuates itself, especially in the area of education. Poor educational standards deny children the opportunity to do better than their parents through education and skill development.

As a result, the children are locked into the system of low wages and a poor standard of living. As long as right-to-work laws remain, the situation remains the same.

This is the 'sting' of the right-to-work con.

Although the ICBA has not yet made the claim, other hucksters working the con claim the eradication of unions brings new business and eliminates strikes.

Daniel H. Pollitt, Associate Professor of Law at the University of North Carolina, has studied the effects of right-to-work on the economy and concludes:

"All studies, however, indicate that right to work law states have not received more than their proportionate share of new industry and that enactment of right to work laws is in no way responsible for their increase in non-farm employment."

Pollitt also disproves the contention that right-to-work laws reduce the number of strikes using studies and government agency surveys. He writes:

"... the enactment of right to work laws did not curtail the number of strikes in the eleven original right to work states. Nebraska, whose spokesman told the senate that its (Nebraska's) right to work law decreased strikes, was the scene of twice as many of the nation's strikes in the years following the right to work law than in the years preceding the enactment."

When the increase in industry's growth is taken into consideration, the number of strikes in right-to-work states outstripped the increase in industrial expansion by a considerable margin.

There are no benefits. This is the sting.

They call it the 'right to work'.

It is the ultimate con.



# The Protection

**T**HERE ARE ONLY two ways of preventing the right-to-work hucksters from working their con successfully in British Columbia. The first is collective action — through workers' unions. Workers acting individually in a marketplace where there is an

abundance of willing workers and a scarcity of openings are leaving themselves wide open to employer exploitation.

Workers who are unsure of joining trade unions need only see the extent to which the right-to-work hucksters will extend themselves to prevent workers' unions as proof enough of the protection they offer.

The other aspect of worker protection from the right-to-work con is that of placing in government people who have the interests of workers as their first priority.

In British Columbia, and Canada, the official voice of workers in government is the New Democratic Party.

British Columbia's New Democrats voted overwhelmingly at their 1978 convention not only to re-iterate total opposition to right-to-work, but also to do everything in their power to fight the concept.

In contrast, the Social Credit Party convention, one year before, debated the merits of right-to-work and defeated the con by a frighteningly close majority — reported by the press as 13 votes.

Social Credit Economic Development Minister Don Phillips has publicly supported the ICBA and right-to-work. Other members

of the present government have also indicated they are behind the right-to-work con.

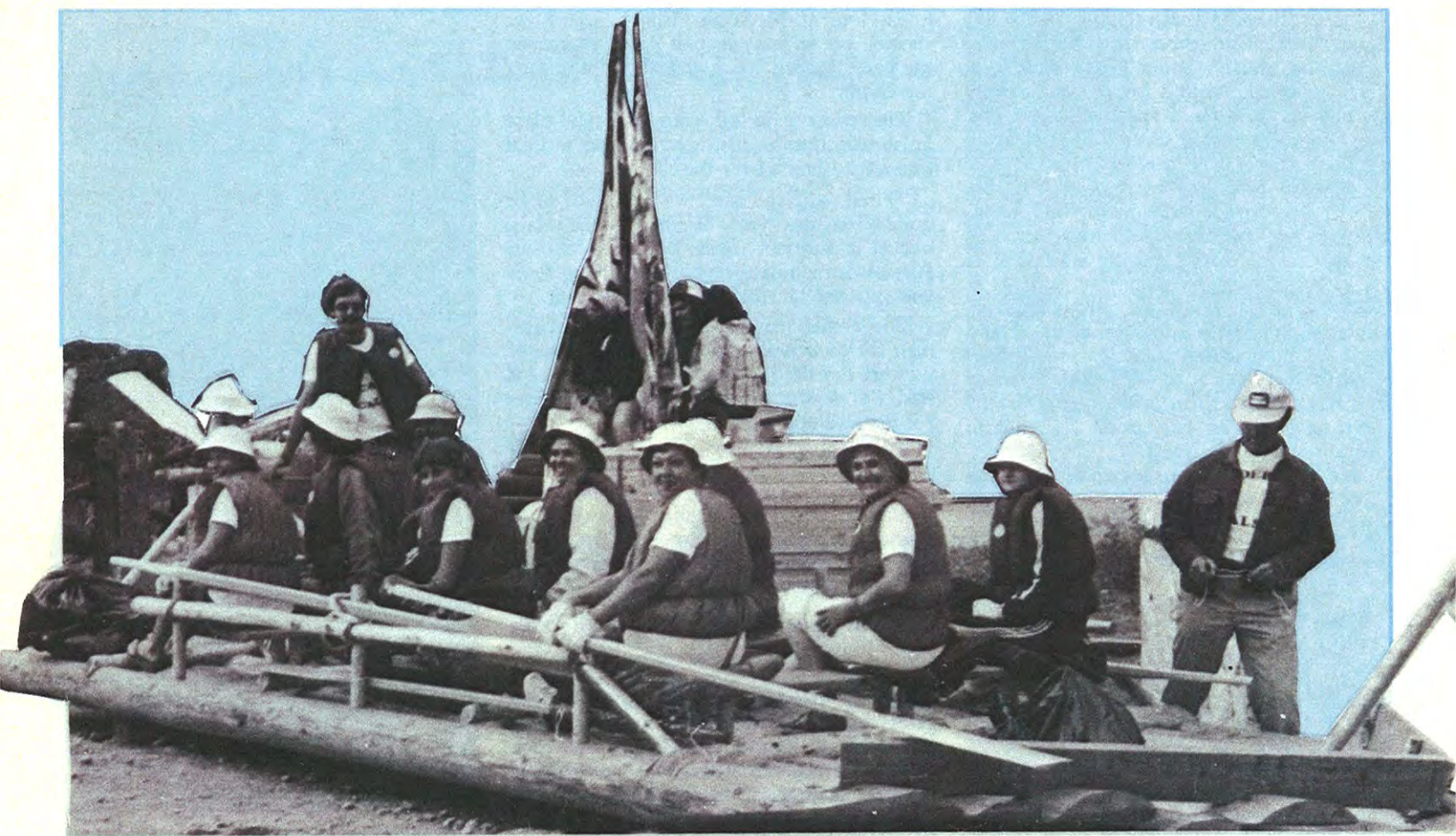
If the present Social Credit government is re-elected, their renewed arrogance will easily eradicate the few votes which defeated right-to-work at their 1977 convention.

And, overnight, right-to-work will be more than a con. It will be a reality.

## THE Ultimate CON

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—Unit photo

PONDEROSA LODGE'S "LOCAL YOCALS" — before the launch, which accounts for the smiles and the relaxed attitudes.

## PEOPLE

# 'Impossible feat' was possible

Two straight days of rowing a waterlogged raft down a river, wet, cold, shivering, with blisters forming on the blisters on the hands of the crew . . . this is a way to spend a July First weekend?

For nine women and their male helmsman — employees at Kamloops' Ponderosa Lodge — it was the *only* way.

Their raft consisted of 12 logs, bolted together. Both the craft and the crew were sponsored by the personal care home's HEU Unit in the annual Kamloops Junior Chamber of Commerce's Overlander Raft Race.

The "Local Yocals" weren't all HEU members: Sister Joan Leach, a dietary worker and crew member who reported on the adventure, told *The Guardian* the effort required — and got — "total participation" from all the Ponderosa's staff.

"The ones who couldn't go on the raft cooked and transported food, worked on our ground crew and fully supported all our fund-raising."

The race itself is a two-day event, which starts at Clearwater and ends at Kamloops, 130 kilometres down the Thompson River. The first day the rafts travel the 60 kilometres to Barriere, overnighing there before starting early the next morning on the second, and final, leg of their trip.

"It looked like an almost impossible feat

when, only six weeks before the race, our bark-covered logs were delivered," Sister Leach reported.

"But under the supervision of Brother Peter Milbers — Raft Builder Extraordinaire — we all pitched in and peeled logs, filled cracks, sawed, hammered and wielded paint brushes to coat our raft with 36 litres of sealer to make it seaworthy.

"To get ourselves into some sort of condition, we rowed twice a week, for two hours a night, on a practice raft loaned us by our rivals, the Mount Lolo crew. But even with

our practices, the July First weekend came all too soon."

After spending a sleepless night Friday in Clearwater, the crew rose to a voice from a soundtruck announcing the time as 0510 and calling: "It's time for all you rafters to get on the river."

"As we sat waiting for our turn, our stomachs were churning at the thought of the launching," Sister Leach said.

Watching those who preceded them on the "ways" did nothing to settle those stomachs: The race organizers have devised perhaps the most unique method in the world for launching rafts.

The whole raft, crew and all, is picked up by a forklift, taken to the river's edge (where the current is strongest) and then dumped unceremoniously onto two greased pipes, down which the raft slides sideways into the river.

Presumably, the crew starts rowing a fraction of a second after their craft touches the muddy surface of the river.

"But we were dumped *into* the river, not *onto* the river, and before our screams had subsided into gasps, the raft had made two complete spins in the strong current. We managed to compose ourselves and begin rowing, completing the first lap of the race in five hours, 30 minutes."

## Who went

The "Local Yocals" included:

|                   |           |                  |
|-------------------|-----------|------------------|
| Rob Tindall       | - - - - - | Cook             |
| Bobbi Fischer     | - - - - - | Laundry          |
| Edith Milbers     | - - - - - | Dietary          |
| Kathy Dalglish    | - - - - - | Dietary          |
| Joan Leach        | - - - - - | Dietary          |
| Sally Whitmore    | - - - - - | Social Services  |
| Dianne Shaw       | - - - - - | Nursing (R.I.H.) |
| Lynn Tamaki       | - - - - - |                  |
| Val Bruce         | - - - - - |                  |
| Heather McLaren   | - - - - - |                  |
| Safety Boat Crew: |           |                  |
| Glenn Chiver      | - - - - - | Housekeeping     |
| Ed Bailey         | - - - - - | Recreation       |



Sunday dawned much too early for the Local Yocals and their tired bodies, sore hands and bruised "other parts", but Sister Leach reported, "with a lovely morning and the officials giving us a special 'Good morning, Ponderosa,' at the starting line, we again gave our all for the cause."

"By the time we reached the Heffley Rapids, we considered ourselves old hands at this rafting business, and barely batted an eye as the waves occasionally washed over our raft."

The second day saw the intrepid adventurers put in eight hours, 30 minutes of hard rowing, "through slow water, cheerful banter — with lots of advice — from the many rafts as we passed them, and a special 'salute' barely given us by one group . . . not to mention a great weariness."

"No sight was more welcome than the

finish line at McArthur Island, where we showed off with a burst of speed to answer the cheers of the hundreds of people lining the shore."

The effort paid off with a second-place finish for the Yocals, who logged a total time of 14 hours over the course.

"Tired, stiff and sore, we all vowed to be number one next year. We may be the locals, but we're sure not yokels any more . . . our Ponderosa men have caught the rafting fever and will also be entering a raft next year."

The women may have to find a new helmsman for their next effort, though: "None of us were too tired at the finish," Sister Leach said, "to deposit our helmsman in the water for the traditional finish."

Which may, or may not, have cooled his enthusiasm for a return match.

## Two at Cuban youth fest

When — with a triumphant procession and the blare of marching bands — the World Festival of Youth and Students (WFYS) opened in Habana, Cuba, in July, two of the 240 Canadian delegates were HEU members.

Sister Wendy Dibblee, a Vancouver General Unit shop steward, and Sister Fatima Palmer, of the Burnaby General Unit, attended the festival at their own expense, travelling to the island republic from Montreal.

The eleventh such festival, the Cuban meeting brought together young trade unionists, student groups, ethnic, cultural and native organizations, political and solidarity committees and women's organization representatives from around the world.

Over 17,000 delegates attended, joining

to discuss topics relating to the WFYS focus: Anti-Imperialist Solidarity, Peace and Friendship.

During the course of the festival, delegates discussed such international problems as peace and detente, the national liberation movement in South Africa and international solidarity with the Chilean people, now suffering under the yoke of General Augusto Pinochet's brutal military dictatorship.

The trade union section of the WFYS focused its attention on the role of trade unions in Western capitalist countries, particularly as it relates to defending workers' living standards and growth of life in the face of the growing, deep-rooted economic crisis.

"We met first-hand with trade unionists



**BURNABY UNIT MEMBER** Fatima Palmer with Cuban Premier's brother, Ramon Castro, and a Canadian delegate from Duncan.

— in particular, with hospital workers — from around the world, including unionists from the socialist countries such as Cuba, Vietnam, the German Democratic Republic (East Germany) and the USSR," Sister Dibblee reported.

"I was amazed at the progress made by the Cuban people in developing universal health care for all the people in such a short period of time, while still being boycotted by the government of the United States (see an interview with Dr. José Gutiérrez-Muniz, Cuban health minister, *Guardian*, May-June, 1977, for details)."

"Because of this experience," Sister Palmer added, "I appreciate now the real need to develop greater co-operation, build trade, and seek peaceful co-existence with the peoples of socialist countries."

Both HEU members agreed the WFYS was a great help in promoting understanding among the delegates from all countries which attended.

"After meeting with young people and workers from many diverse lands, people who have similar problems and similar aspirations for the future, I got the real message of the WFYS," Sister Palmer said: "Peace and disarmament are top priorities for the youth of the world."

Along with the two HEU delegates, the British Columbia delegation included representatives from the United Fishermen and Allied Workers' Union, the Prince George, Campbell River and Vancouver labour councils, the B.C. Student Federation and the United Native Nations.



**GREETING ARCH, FEATURING FLAGS OF ALL NATIONS**, was built by patients at Cuban mental hospital. It spanned the main street leading into Habana from the Jose Marti airport.



# A sentimental journey

Brother Ron and Sister Jean Wallace returned to their native Scotland for a four-week holiday May 3.

But it was a visit with a difference — one which could be the first in a series of international exchange visits for the mentally handicapped.

The couple, members of the HEU Capital Region Unit, are group home parents in charge of the Capital Region Association for the Mentally Handicapped's McKenzie Street home in Victoria.

When they decided to make their "sentimental journey to the old country," they decided, too, to take their charges with them.

The idea for a holiday in Scotland first came as a result of exchanges between Brother Wallace and his cousin in Scotland, who is a member of the Scottish Association for the Mentally Handicapped.

The Scottish organization agreed to look after the Victoria group once it arrived, providing a bus for transportation, accommodation and a great deal of other assistance to ensure the trip was a success.

Because of the financial support from the Scots — and from various British Columbia groups — the Wallaces had enough cash when they arrived to take their wards for a sidetrip to London and other major tourist sites.

"The weather was beautiful," Sister Wallace reported on the group's return, "and we all had a beautiful time . . . we were treated, to say the least, royally everywhere we went."

But that's getting ahead of the story: Leaving for Scotland was an event that filled the air of the group home with excitement for weeks before the departure date.

The eight group home residents had their bags packed on Monday, though they didn't depart Victoria until Wednesday morning.

On that morning, they gathered purses and coats and were off on what was, for most of them, their first international trip.

At the airport, one resident confided to Brother Wallace that she was scared stiff at the prospect of an airplane flight . . . he told her that he, too, was terrified of flying and she gravely offered to walk him on the plane and sit with him for the entire flight to calm his fears.

Another of the residents, asked what she knew about Scotland, replied that it was the land of the "hagpipes", a word which could enter the language to identify the country from which come both bagpipes and haggis (for those who don't happen to like either, "Land of the Hagpipes" may, in fact, be the best description yet of the country which unloaded both on an unsuspecting world).

The trip marked the fourth time the Wallaces have taken their "family" on holiday: The first year they toured British Columbia in an association bus; the highlight of their second year's vacation was a stay in a Guide and Scout hall in Banff; last year they spent a week in a forestry camp in the Cariboo.

This year, Sister Wallace told a Victoria newspaper, "we really went for the big one."

The trip is believed to have been a first, not only for most of the group home residents but for any group of mentally handicapped people.

"We hope," Sister Wallace said, "that it won't be the last."

"In fact, we're hoping now for a return visit from Britain."

While it is unlikely the Wallaces will be able to organize such an ongoing program themselves, officials at the CRAMH told *The Guardian* an exchange program is now being given "very serious study, as a result of their experience".



THE WALLACES

—John McKay/Victoria Times photo



BRANDY

## Brandy 'joins' Penticton staff

After nearly a year of intermittent nagging by the Penticton Extended Care Unit's two activity aides, and two failures, the ECU now has a mascot — or, depending on who is asked, a new staff member.

The nagging was directed at the unit's head nurse, who finally gave in to repeated requests and approached the hospital's administrator. The approach was met with enthusiasm and was quickly approved by both the administrator and the hospital board, possibly because the submission included taped interviews with patients favouring the idea.

Once permission was granted, two different dogs were tried in the unit — both without success — before Brandy, an eight-month-old cross-breed, was brought onto the floor.

Found tied to a truck's steering wheel after

an accident, Brandy was rescued by the Naramata Fire Department, which nursed her back to health while she recovered from a fractured pelvis.

Once she had recovered, she was turned over to the ECU, where she quickly learned her duties: She is the official welcoming committee for staff coming on shift, makes rounds each night with the nurses, walks with residents to and from meals and turns up for report each day.

The dog has fitted so well into the ECU's routine she is now described by the head nurse as "an important member of our staff".

The only question now seems to be which union she should belong to: the HEU or the Registered Nurses' Association of British Columbia.



## ROUNDUP

When Brother *Phil Sevin* retires, he doesn't go about it in a half-hearted way: He prints up business cards announcing he is "retired", with "no business" and "no worries".

Mind you, he also announces he has "no money, no prospects, no phone (and) no address".

Brother Sevin retired three years ago (*Guardian*, May-June, 1975), after serving for 22 years on Local 180's provincial executive.

He also served on the Vancouver General Unit executive, and was a delegate representing Local 180 at the founding conventions of the B.C. Federation of Labour, the Canadian Labour Congress and the Canadian Union of Public Employees.

★ ★ ★

Two other HEU members — Sisters *Ann Roberts* and *Pat Halverson*, both members of the St. Paul's Unit — **do** have prospects, however.

The pair were "discovered" when they tried out for modelling jobs with Jardeck American Manufacturers (which make eyeglasses) in early July.

Both were sent to Seattle for "screen tests" later that same month and are now awaiting word from the company.

★ ★ ★

Most Canadians believe labour unions are necessary to protect the rights of the nation's workers, *Weekend Magazine* announced in its Labour Day edition.

The results of a poll conducted by the magazine showed 58 per cent of Canadians



felt unions were necessary, while only 23 per cent felt that "employers can be trusted not to take advantage of employees in the absence of collective bargaining and other union-related controls".

But, disturbingly, the same poll revealed that 44 per cent of those Canadians who didn't belong to unions (more than 70 per cent) said they didn't want to join one; another 32 per cent said they didn't care one way or another and only 18 per cent of non-union members said they would like to join a union.

The poll also revealed that 60 per cent of

union members felt their union does a good job on their behalf.

"Nevertheless," *Weekend* concluded its report, "most people, union members included, don't think that anyone should be forced to join a union. And even union members feel unions are too powerful. Only 8 per cent think unions have too little power, while 52 per cent think unions have too much power and management too little."

We suspect those figures might be altered drastically if the poll were conducted among HEU members.

★ ★ ★

The *Victoria General Unit* will host a dance at the Edelweiss Hall in the Vancouver Island city November 4.

All HEU members, their families and friends are invited to attend.

The Unit recently held its second annual barbecue on the site of the new hospital on Helmcken Road. The event was staged September 9.

## LUNDIE

A Union member at both Vancouver General Hospital and North Vancouver's Lions Gate Hospital, Brother William George Lundie died August 22.

A delegate several times, he represented both of those Units on the convention floor.

A picket captain at VGH during the Spring, 1976, strike, he also held various positions on the VGH Unit executive.

He was 51, and is survived by his wife,



## LETTERS

# Superannuation column

"Work longer, get more".

The article is misleading, not in what it says, but in what it does not say. A pension is calculated on the formula: Years of pensionable service *times* the highest average five-year salary *times* two per cent.

You are quite correct in assuming that a

person who continues in employment until attaining the age of 65 years would have a higher five-year salary, and a resulting larger pension.

However, you do not state that he would also have five years' additional service, which would have a greater effect on the pension

The Editor, Sir:

A copy of the July-August, 1978 *Guardian* has been given to me for comment. I refer you to the article on page 12:

## Time is ripe for 'third option' affiliation

The Editor, Sir:

It was reported in *The Guardian* (September-October, 1977) that the provincial executive did not "consider the question of affiliation with the BC Federation of Labour or the CLC to be a matter of urgency".

This decision places the HEU in the position of either going it alone or looking for an alternative to the CLC/BC Fed. This is a question which should be looked at seriously, for in the present climate labour finds itself being attacked on all sides.

We in the HEU are feeling the effects of the governments' attitude, through the federal AIB and, in BC, by the Essential Services Disputes Act.

In this day and age, a union without any affiliation leaves itself more open to attack by anti-labour governments and businesses. Strength in numbers is still the worker's greatest protection.

The BC Fed has shown itself unable, or unwilling, to allow us to affiliate with them.

To affiliate with the Teamsters in an alternative organization to the CLC would bring into question the democratic structure and honesty of the HEU.

But there **is** an alternative to the CLC/BC Fed or a Teamster counterpart, an organization not mentioned in *The Guardian* article.

This organization is the Confederation of Canadian Unions, the CCU. It was formed in 1969 by a dozen independent Canadian unions, which keep full control of their own affairs and operate with full autonomy.

The HEU is an independent Canadian union . . . now is the time to consider affiliation with the CCU, a progressive labour organization.

Allan Morrey  
Prince George Unit





**UNION MEMBERS WERE AMONG** the thousands of British Columbians who turned out to greet His Royal Highness, Prince Philip, and his son, Prince Andrew, when the pair officially opened the Royal Columbian Health Care Centre in New Westminster August 8. Construction on the new facility began under the former New Democratic Party government (*Guardian*, July-August, 1975), though present Health Minister Bob McClelland's name appears on the plaque unveiled by Prince Philip. The New Westminster hospital is the oldest on British Columbia's mainland.

## OBITUARIES

Georgina; one son, James, 10; his mother, Mrs. Margaret Lundie, Vancouver; and three sisters, Betty and Molly, both of Vancouver, and Alice, Scotland.

Funeral services were held August 25, at Forest Lawn Memorial Funeral Centre, followed by cremation.

## CURLE

A member of the Royal Columbian Unit, Brother Francis Henry Curle died July 1 in St. Mary's Hospital.

A former secretary-treasurer of his Unit, he also represented RCH at a number of conventions, as well as holding other Unit offices, including shop steward.

He was 59, and is survived by his wife, Joan; two brothers, George, Kamloops, and Bob, Surrey; and three sisters, Mrs. G. Gregg, Mrs. L. McInnes and Mrs. E. Atkinson, all of New Westminster.

Funeral services were held July 6, at St. Alban's Anglican Church, followed by cremation.

## OPPENSHAW

A member of the Grace Unit, Brother Bill Oppenshaw died August 26.

He joined the Union in December, 1962, when he began work at Grace. He served for some time as a shop steward for the Unit. He was 62.



Whatever my employees tell me always seems to go in one ear and out the other.

## GOING PLACES

### RETIRED

—*Sister Ellen Doonanco*, on July 15. A nurses' aide at Chilliwack for the last 15 years, she started at that hospital on July 12, 1960, working as a member of the house-keeping staff. After three years, she became an aide, spending the last 14 years on the maternity ward. She plans now to go to England to live.



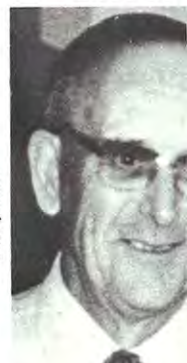
DOONANCO

—*Sister Helen Schmidt*, on June 30. A worker in the laundry department at the Chilliwack Hospital since July 1, 1955.



McCUAIG

—*Sister Patricia McCuaig*, on June 26. A cook's helper at Aberdeen Hospital in Victoria, she started work there in 1974, joining HEU when it was certified to represent workers in March, 1975. Aberdeen's first delegate to a biennial convention, she plans now to move to Sooke, where she and her husband have a cabin by the water.



LUNN

—*Brother Douglas Lunn*, on May 31. A charge painter working in the Shaughnessy maintenance department, he began work at the Vancouver hospital in December, 1961, transferring from the Public Service Alliance of Canada to HEU when the jurisdiction for employees there was transferred in 1974. He plans now to spend his time visiting with his three sons and seven grandchildren, as well as building a log cabin on Drury Lake in the Cariboo with his wife.

—*Sister Mary Hawthorn*, forced to retire due to staff cutbacks in July. A laundryworker-cleaner at Slokan Community Hospital since 1965, she joined the HEU in April, 1974. She was guest of honour at a party held at the home of Unit Secretary-Treasurer Ethel Ashby, where she received gifts from the hospital board and staff.

—*Brother Frank Dirksen*, on June 12. A cleaner at the Surrey Memorial Hospital since September, 1959, he served both as Unit vice-chairperson and as a shop steward.

**Your Help Works-  
The United Way.  
Please, say yes.**







## A

1. The Guardian is published six times a year. Do you receive a copy regularly?  
Yes **82.6** No **6.5** Sometimes **10.2**
2. Do you get The Guardian at:  
Unit meeting **8.5** Workplace **92.7** Other **2.7**
3. How much of The Guardian do you usually read?  
Cover to cover **72.0** Most of it **21.3**  
Some of it **64.1** Skim it **62.0** None **0.0**
4. How many other people read your Guardian?  
None **28.6** One or two **41.6** Three or four **7.7**  
More than four **11.6** Don't know **7.2**
5. Do you keep your copy for future reference?  
Always **29.5** Sometimes **58.2** Never **12.8**
6. In conversation, do you refer to, or hear others refer to, Guardian articles or stories?  
Yes **38.1** Sometimes **42.7** No **11.9**
7. What is your overall impression of The Guardian?  
Excellent **15.7** Very Good **37.8** Good **26.0**  
Fair **16.0** Poor **2.9** Very Poor **3.7**

## B

How would you rate The Guardian in terms of:

|   | EXCELLENT   | ADEQUATE    | NEEDS IMPROVEMENT |
|---|-------------|-------------|-------------------|
| 1. Appearance                             | <b>66.3</b> | <b>27.4</b> | <b>5.1</b>        |
| 2. Photographs                            | <b>32.2</b> | <b>41.1</b> | <b>4.5</b>        |
| 3. Cartoons                               | <b>56.4</b> | <b>33.9</b> | <b>4.9</b>        |
| 4. Frequency of publication               | <b>17.0</b> | <b>60.7</b> | <b>19.6</b>       |
| 5. Timeliness (are stories current?)      | <b>12.7</b> | <b>54.8</b> | <b>21.6</b>       |
| 6. Ease of reading                        | <b>59.4</b> | <b>37.2</b> | <b>2.8</b>        |
| 7. Providing provincial Union information | <b>36.9</b> | <b>37.1</b> | <b>24.9</b>       |
| 8. Providing local Unit information       | <b>16.1</b> | <b>37.9</b> | <b>42.2</b>       |
| 9. Honesty                                | <b>43.9</b> | <b>48.3</b> | <b>8.1</b>        |
| 10. Size and format                       | <b>48.0</b> | <b>42.1</b> | <b>7.8</b>        |

## C

How would you rate The Guardian's coverage of:

|   | EXCELLENT   | VERY GOOD   | GOOD        | FAIR        | POOR        |
|---|-------------|-------------|-------------|-------------|-------------|
| 1. Bargaining                             | <b>14.5</b> | <b>27.3</b> | <b>31.0</b> | <b>7.1</b>  | <b>18.2</b> |
| 2. Provincial Executive                   | <b>9.4</b>  | <b>17.9</b> | <b>35.6</b> | <b>11.0</b> | <b>11.0</b> |
| 3. Contract interpretation                | <b>13.0</b> | <b>16.7</b> | <b>32.0</b> | <b>17.5</b> | <b>10.4</b> |
| 4. Arbitration and other awards           | <b>14.1</b> | <b>25.2</b> | <b>33.1</b> | <b>10.4</b> | <b>11.4</b> |
| 5. Organizing                             | <b>12.9</b> | <b>19.7</b> | <b>31.4</b> | <b>15.7</b> | <b>7.4</b>  |
| 6. Other unions                           | <b>9.3</b>  | <b>14.9</b> | <b>26.8</b> | <b>21.3</b> | <b>10.6</b> |
| 7. Private hospitals                      | <b>12.5</b> | <b>16.2</b> | <b>32.1</b> | <b>23.2</b> | <b>8.7</b>  |
| 8. Superannuation                         | <b>9.3</b>  | <b>6.3</b>  | <b>26.0</b> | <b>26.6</b> | <b>16.1</b> |
| 9. Press and media treatment of HEU       | <b>7.3</b>  | <b>20.2</b> | <b>29.9</b> | <b>23.1</b> | <b>12.4</b> |
| 10. Boycotts and hot edicts               | <b>6.8</b>  | <b>16.9</b> | <b>30.1</b> | <b>25.9</b> | <b>9.5</b>  |
| 11. Job Evaluation                        | <b>6.2</b>  | <b>12.8</b> | <b>27.6</b> | <b>20.8</b> | <b>19.0</b> |
| 12. Safety                                | <b>8.7</b>  | <b>14.5</b> | <b>26.3</b> | <b>26.4</b> | <b>14.2</b> |
| 13. Retirements                           | <b>11.0</b> | <b>10.1</b> | <b>33.6</b> | <b>24.4</b> | <b>14.2</b> |
| 14. Unit news                             | <b>8.5</b>  | <b>18.0</b> | <b>26.2</b> | <b>21.0</b> | <b>12.7</b> |
| 15. News about members                    | <b>6.8</b>  | <b>18.3</b> | <b>27.8</b> | <b>22.1</b> | <b>13.3</b> |
| 16. Human rights                          | <b>10.8</b> | <b>13.5</b> | <b>31.0</b> | <b>22.0</b> | <b>12.5</b> |
| 17. Federal and provincial politics       | <b>6.7</b>  | <b>17.7</b> | <b>24.4</b> | <b>19.3</b> | <b>20.6</b> |
| 18. Federal and provincial legislation    | <b>10.9</b> | <b>14.0</b> | <b>28.9</b> | <b>22.0</b> | <b>16.1</b> |
| 19. Conventions, conferences and seminars | <b>17.0</b> | <b>23.2</b> | <b>35.4</b> | <b>15.7</b> | <b>5.9</b>  |
| 20. Trade union history                   | <b>6.5</b>  | <b>11.2</b> | <b>33.0</b> | <b>21.4</b> | <b>14.9</b> |
| 21. HEU history                           | <b>8.0</b>  | <b>12.5</b> | <b>32.7</b> | <b>23.3</b> | <b>13.4</b> |
| 22. Interviews with HEU members           | <b>4.1</b>  | <b>13.6</b> | <b>26.9</b> | <b>30.2</b> | <b>11.3</b> |
| 23. Interviews with non-HEU members       | <b>4.6</b>  | <b>7.4</b>  | <b>25.1</b> | <b>26.2</b> | <b>13.6</b> |
| 24. Labour law                            | <b>7.2</b>  | <b>11.3</b> | <b>25.1</b> | <b>19.6</b> | <b>19.0</b> |
| 25. Others: (Specify)                     |             |             |             |             |             |
| 26.                                       |             |             |             |             |             |

## D

There should be coverage

|   | More        | Same        | Less        |
|---|-------------|-------------|-------------|
| 1. Bargaining                             | <b>42.4</b> | <b>16.6</b> | <b>2.7</b>  |
| 2. Provincial Executive                   | <b>20.9</b> | <b>28.8</b> | <b>6.6</b>  |
| 3. Contract interpretation                | <b>46.4</b> | <b>11.7</b> | <b>7.4</b>  |
| 4. Arbitration and other awards           | <b>27.1</b> | <b>24.8</b> | <b>7.5</b>  |
| 5. Organizing                             | <b>15.0</b> | <b>37.0</b> | <b>5.8</b>  |
| 6. Other unions                           | <b>16.2</b> | <b>33.4</b> | <b>6.9</b>  |
| 7. Private hospitals                      | <b>14.3</b> | <b>31.8</b> | <b>4.6</b>  |
| 8. Superannuation                         | <b>48.1</b> | <b>12.6</b> | <b>3.3</b>  |
| 9. Press and media treatment of HEU       | <b>26.4</b> | <b>23.1</b> | <b>6.9</b>  |
| 10. Boycotts and hot edicts               | <b>27.9</b> | <b>21.6</b> | <b>6.6</b>  |
| 11. Job Evaluation                        | <b>32.8</b> | <b>17.9</b> | <b>4.4</b>  |
| 12. Safety                                | <b>26.5</b> | <b>23.9</b> | <b>5.4</b>  |
| 13. Retirements                           | <b>32.3</b> | <b>28.3</b> | <b>5.1</b>  |
| 14. Unit news                             | <b>43.7</b> | <b>17.6</b> | <b>5.0</b>  |
| 15. News about members                    | <b>30.0</b> | <b>25.8</b> | <b>1.5</b>  |
| 16. Human rights                          | <b>22.7</b> | <b>27.6</b> | <b>4.0</b>  |
| 17. Federal and provincial politics       | <b>23.5</b> | <b>29.2</b> | <b>10.0</b> |
| 18. Federal and provincial legislation    | <b>21.8</b> | <b>22.0</b> | <b>8.6</b>  |
| 19. Conventions, conferences and seminars | <b>18.0</b> | <b>30.7</b> | <b>7.2</b>  |
| 20. Trade union history                   | <b>24.2</b> | <b>23.8</b> | <b>29.7</b> |
| 21. HEU history                           | <b>34.1</b> | <b>20.5</b> | <b>5.8</b>  |
| 22. Interviews with HEU members           | <b>28.0</b> | <b>26.3</b> | <b>7.3</b>  |
| 23. Interviews with non-HEU members       | <b>16.2</b> | <b>25.7</b> | <b>13.8</b> |
| 24. Labour law                            | <b>32.0</b> | <b>17.3</b> | <b>5.3</b>  |
| 25. Others: (Specify)                     |             |             |             |
| 26.                                       |             |             |             |

## E

About yourself:

1. Age Group: Under 25 **5.7** 25 to 35 **36.8**  
36 to 45 **23.6** 46 to 55 **5.7** 56 and over **13.2**
2. Sex: Male **37.0** Female **63.0**
3. Years of Union membership: Less than one **4.7**  
one to 5 **41.5** 6 to 10 **14.2** 11 to 20 **17.9**  
21 to 30 **2.8** over 30 **3.8**
4. Have you belonged to a union other than HEU?  
Yes **61.3** No **17.9** For how long? \_\_\_\_\_
5. Where do you work? \_\_\_\_\_
6. In which department? \_\_\_\_\_
7. Do you attend Unit meetings? Always **23.6**  
Frequently **23.6** Sometimes **23.6** Rarely **12.3**  
Never **11.3**
8. What is your main source of information about the Union? Guardian **44.3** Unit meetings **50.0**  
Noticeboards **35.8** Shop Steward or Unit Officers **19.8**  
Newspapers or radio/TV **9.4** Conversation **20.8** Administration **3.8**  
None **1.9**
9. Would you read The Guardian more often, or more thoroughly, if it was mailed to you at home?  
Yes **56.6** No **32.1** Unsure **8.5**
10. If you could determine what went in a Guardian issue, what would you include? (Use other side if necessary.) \_\_\_\_\_
11. Has your name or picture ever appeared in The Guardian? Yes **22.6** No **78.3**
12. The name or picture of a friend or relative? Yes **46.2** No **46.2** Unsure **4.7**
13. Should The Guardian use more cartoons? Yes **21.7** No **48.1** Don't care **24.5**
14. More pictures? Yes **42.5** No **35.8** Don't care **18.9**



## Survey responses finally tabulated

After months of eye-straining labour, the results of *The Guardian* Reader Survey — circulated as a tear-out questionnaire in the January-February *Guardian* — are in.

Detailed above on a chart which shows what percentage of those who filled out the questionnaire felt about each area of interest, the survey results seem to indicate a general acceptance of the tone, format and design of the Union's magazine.

But the respondents also criticized freely those areas where they felt the magazine needed improvement.

The response itself was not as high as had been hoped for by *The Guardian* editor, Brother Stephen Brewer.

"A return of about 10 per cent is usually considered a little above average on this sort of survey," *The Guardian* editor said. "We received just over 500 responses, or a 4.7 per cent return on the 11,000 copies of the magazine we distribute each edition."

He added, however, that the 10 per cent figure is the one used by commercial publishers, who sell their maga-

zines on the news stands and through direct-to-the-home subscription lists.

"I believe we can accept the results of this survey as being generally indicative of what the HEU's membership as a whole wants done with their magazine," Brother Brewer said.

What the survey showed, above all, is that *Guardian* readers want more information on virtually every subject, and they want it faster.

The magazine was rated poorly on its coverage of local Unit affairs, with a full 48.2 per cent of the respondents saying they felt it needed improvement in that specific area. Similarly, 43.7 per cent said they wanted more Unit news.

Significant numbers said they also wanted more reporting on bargaining (42.4 per cent); on contract interpretation (46.4 per cent); on the municipal superannuation plan (48.1 per cent); on job evaluation (39.8 per cent); on HEU history (34.1 per cent); and on labour law (39 per cent).

The survey also revealed some disturbing statistics about members, in-

cluding the fact that almost 25 per cent of the respondents either never attend Unit meetings, or do so only rarely.

Almost half of the respondents indicated *The Guardian* was one of their main sources of information about the Union, with many of those who so indicated explaining they were unable — due to shift problems or personal circumstances — to attend Unit meetings on a regular basis.

Fully 56.6 per cent of the respondents seemed to favour mailing the magazine to members' homes, instead of relying on in-hospital distribution.

Brother Brewer said the results of the survey would be used to draw up a list of detailed proposals for improving the magazine, which will be submitted to the HEU's provincial executive before the convention this Fall.

EDITOR'S NOTE: The figures on the chart will rarely total 100 per cent when added together; many respondents did not answer all questions on the questionnaire, while — on some queries — more than one answer was given by some respondents. All answers, including double answers, have been tabulated and included in the totals shown above.

OUR SUPERANNUATION COLUMN RETURNS NEXT ISSUE