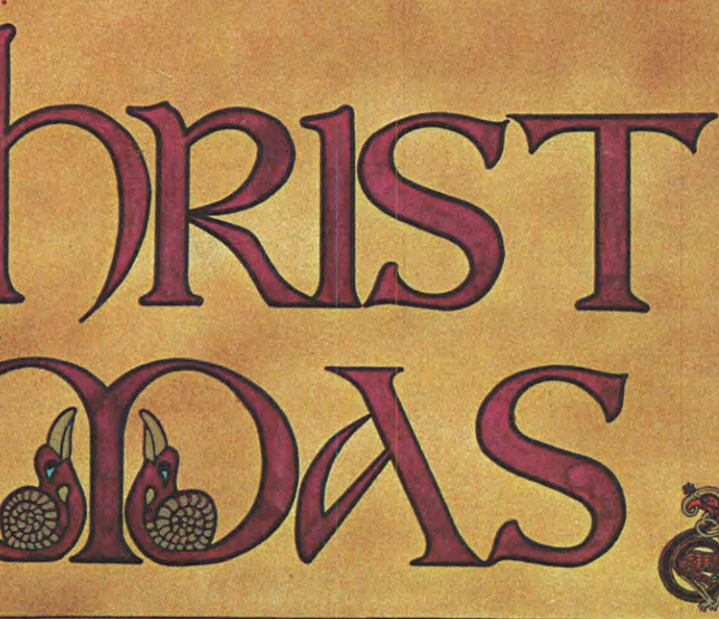


The hospital
Guardian
CHRISTMAS ISSUE
november-december 1978 vol. vx v-nº7

Hospital employees' union
local 180



MERRY
CHRISTMAS



"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:

W. D. BLACK **J. D. GEROW**
JOHN DARBY **JUNE BRADBURY**
GORDON MacPHERSON

This Editorial Committee is responsible to the Provincial Executive of the Union, which is — in turn — responsible to the Members. The members of the Provincial Executive are:

W. D. BLACK **J. D. GEROW**
President Secretary-Business Manager

JOHN DARBY **JUNE BRADBURY**
Financial Secretary First Vice-President

GORDON MEAGHER **CLIFF WEISNER**
Second Vice-President Third Vice-President

LARRY RICHARDS **MAURICE SMITH**
Fourth Vice-President Fifth Vice-President

GORDON MacPHERSON **STEVE POLAK**
Senior Trustee Trustee I

GWEN PARRISH **BILL McDONALD**
Trustee II Regional Vice-President Fraser Valley

SHEILA McMAHON **WANDA RICKETTS**
Regional Vice-President Kootenays Regional Vice-President Lower Mainland I

RENA GREENWOOD **ALBERTA DORVAL**
Regional Vice-President Lower Mainland II Regional Vice-President North

DENNIS JEFFERY **GARRY CARLSON**
Regional Vice-President Okanagan Regional Vice-President Vancouver Island

The Union maintains offices at:

Provincial Office
538 West Broadway
Vancouver V5Z 1E9
Telephone 876-2291
Telex 04-507666

Okanagan/Kootenay Office
No. 103, 2359 Highway 97 North
Kelowna V1X 4H9
Telephone 860-5115
Telex 048-5102

Vancouver Island Office
No. 303, 990 Market Street
Victoria V8T 2E9
Telephone 388-7304
Telex 049-7150

Northern Office
1584 Ogilvie Street South
Prince George V2N 1W9
Telephone 564-2102
Telex 047-8017

Certain portions of the magazine are copyrighted; no reproduction of any portion should be made without prior consent of

STEPHEN BREWER
Editor



BROADWAY PRINTERS LTD.

ORGANIZING

11 graduate and registered nurses vote unanimously to join HEU

For the first time in decades, Registered Nurses — three of them — are members of the HEU.

The three, along with eight Graduate Nurses, work at Coquitlam's Como Lake Private Hospital. (A Graduate Nurse is a nurse, usually from out-of-province, who has completed her RN training, but who has not been registered by the Registered Nurses' Association of British Columbia.)

They voted in late October to join the Union, in a poll conducted by the Labour Relations Board.

Until then, they did not belong to any bargaining group.

But, impressed by the Union's servicing and support for Como Lake Unit members during the August demonstration at the long-term care facility (Guardian, September-October), they approached Unit officers and asked to be included in the HEU Unit.

All signed membership cards; then some had second thoughts and signed membership cards with the RNABC's Labour Relations Division, which bargains for most RNs and GNs in the province.

To sort out the confusion, the LRB held the October poll, in which all 11 of the affected staff voted — and all 11 voted to retain their HEU membership.

Their inclusion in the HEU Unit will mean they will automatically be covered by the HEU contract with Como Lake, once the Dermott Owen-Flood arbitration tribunal hands down its award for a new contract.

In the meantime, negotiations with the hospital over current pay rates had already begun at press time.

Registered and Graduate Nurses belonged to HEU when the Union was first organized in 1944, dropping out to form the RNABC in the early 1950s.

While the Union has held bargaining authority for some GNs — primarily at other independent health care facilities — for a number of years, the inclusion of three RNs at Como Lake marks the first time since the forma-

tion of the RNABC that RNs have belonged to the Union.

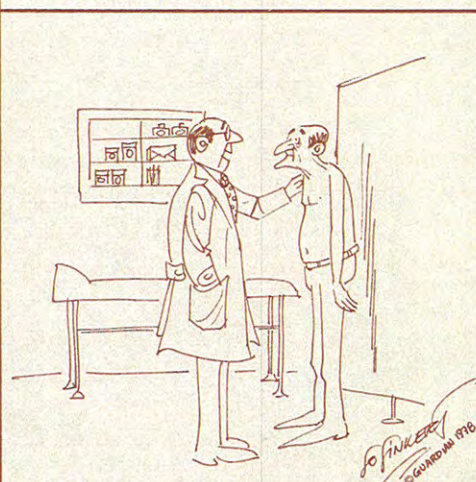
In other organizing, meanwhile, Staff Representative Gay Burdison told *The Guardian* she is currently conducting a drive at Vancouver's St. Vincent's Arbutus Extended Care Home, while two organizers — Sisters Joan Wright and Jean Bieker — have been brought on staff in an attempt to bring health care workers who now belong to the International Union of Operating Engineers into the HEU.

Sister Burdison said organizing at Arbutus is "difficult", because workers there now enjoy most of the benefits and wage rates they would get under the Union's master contract.

As in most instances where the employer "pays the going union rate," however, the employees at Arbutus do not enjoy the benefits of seniority, portability, job security or proper slotting.

Despite the uphill struggle the drive is facing, some Arbutus workers have signed Union membership cards, and others are following suit.

Sisters Wright and Bieker report they will be able to offer a comprehensive progress report on their efforts in time for the next *Guardian* edition, to be published in late January or early February.



Let's put it this way — Live it up! You'll never live to regret it.

BARGAINING

Inflation continues its upward spiral and the Union serves notice it wants to re-negotiate wage hikes

At press time, the Union was preparing to serve notice on the Health Labour Relations Association — bargaining agent for most of the province's public hospitals — that it wished to re-open negotiations on the issue of wage rates for HEU members for 1979.

As provided for by the H. Allan Hope arbitration tribunal award, HEU is seeking to re-open the negotiations in the expectation that the Vancouver Consumer Price Index will rise above 7 per cent in calendar 1978.

The award provided a minimum of a 7 per cent pay increase for 1979 (which all members will receive effective January 1, 1979), then added the re-opener clause if the CPI rose above 7 per cent this year.

At press time, the Vancouver office of Statistics Canada reported the Vancouver CPI had risen 5.4 per cent between the first of the year and September. While StatsCan would not predict the year-end rate, other economic experts have indicated they expect between a 10 and 11 per cent inflation rate for the year.

In other bargaining news, strike votes have been taken at two independent health care facilities, the Nelson Medical Associates Clinic and Burnaby's New Vista Personal and Intermediate Care Home.

No official, supervised vote had been taken in Nelson at press time, though a "straw vote" in mid-November showed all employees favouring strike action to force a first collective agreement from their employers, a group of doctors in the West Kootenays town.

A supervised strike vote, as required by recent amendments to the Labour Code, will be taken "in the near future", Union Secretary-Business Manager Jack Gerow has said.

At issue in the dispute in Nelson is the doctors' insistence on a right-to-work contract, one which does not guarantee a union shop.

"This is the first real right-to-work battle we have faced," Brother Gerow said, "and it is being treated with the utmost seriousness."

He added that a portion of the \$100,000 political education fund established by delegates to the

eleventh biennial convention could be spent to get a first contract in Nelson (see story, page four).

At the recently-certified New Vista Home, both a straw and official strike vote were taken in early November. Turnout for the official balloting was 86 per cent of those eligible to vote; of those 113 votes, 108 (95 per cent) were in favour of strike action.

It was uncertain, at press time, whether the Essential Services Dispute Act would cover the New Vista employees in the event of a strike.

In other bargaining with independent employers:

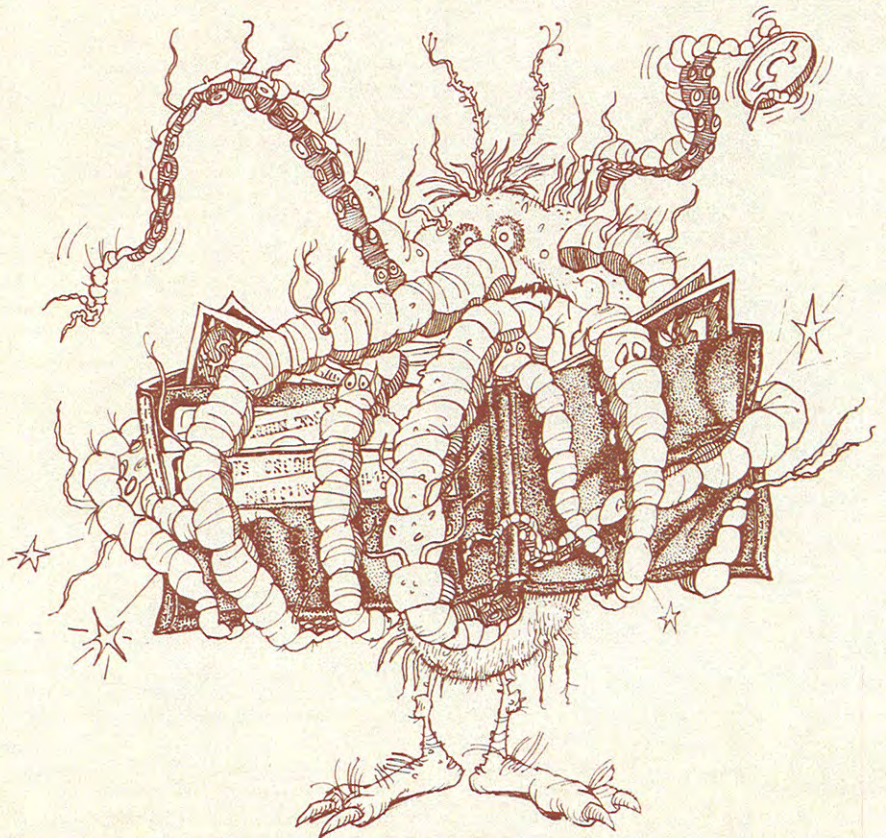
The Union was successful in arguing before a three-member arbitration board chaired by Duncan lawyer Richard Bird that workers at North Vancouver's Kiwanis Care Home should be close to, if not at, parity with workers in the public hospital field.

In the award, the Bird tribunal set

a 15-month contract, to expire March 31, 1979. The contract offers most of the protection of the provincial master agreement, and wage rates comparable to master agreement rates.

Contracts close to, or at, parity with the provincial master have also been signed with New Westminster's Queen's Park Hospital, Trail's Columbia View Lodge and Port Alberni's West Coast General Hospital.

Talks or arbitration hearings are continuing at Edith Cavell Private Hospital, Altamont Private Hospital, Como Lake Private Hospital, King George Private Hospital, Florence Nightingale Private Hospital, Ladner Private Hospital, Parkridge Private Hospital, Inglewood Private Hospital, Willowhaven Lodge, Rose Manor, Port Hardy Hospital, Noric Lodge, Olive Devaud Home and the Capital Region Association for the Mentally Handicapped.



CONVENTION

Delegates to the eleventh biennial convention set policy for the Union for the next two years; And did it with surprisingly little controversy or debate



PROVINCIAL NDP LEADER Dave Barrett was guest speaker at the convention. Among other things, he promised an NDP government would repeal the Essential Services Disputes Act.

One of the most controversial issues dealt with by the 300-plus delegates to the Union's eleventh biennial convention was Late Constitutional Amendment number three.

The debate on LCA3 — a proposal put forward by the provincial executive to take \$100,000 from the defence fund to "establish a political educational fund . . . for the purpose of supporting those politicians who support the aims and objectives of the . . . Union and for the purpose of fighting right to work campaigns" — was more heated and longer than on any other single item of business considered by the delegates.

Delegates didn't see the wording of the proposed constitutional amendment until the last day of the four-day convention, when copies were distributed as a part of a package containing several other late amendments.

The amendments committee scheduled debate on the question as the last order of the business they were to present to the convention, so that — in the words of one committee member — "people could have as much chance as possible to study the matter."

Study it they apparently did: When the committee placed its recommendation of concurrence on the floor, a steady stream of

speakers made their way to the microphones to discuss the issue.

Sister Pat Mansell (*Langley*) objected to the wording of the amendment, saying she had been under the impression the delegates were going to be asked to set aside \$100,000 to "fight right to work, not to support politicians. We're talking about two different things here."

She was echoed by Sister Betty Misfeldt (*Terrace*), who told delegates she felt HEU "needs money to fight right to work . . . but let's spend it on education, not on politics."

Both Sister Dana Worth (*Glen-garry*) and Secretary-Business Manager Jack Gerow disagreed.

"Let's support a party that's going to support us," Sister Worth challenged.

Brother Gerow said his thinking in recommending the wording of the amendment to the executive, in the form in which it was ultimately put to the convention, was that it was sometimes necessary to "reward your friends and punish your enemies."

The money, he added, "might not all be spent, might never be spent, though I suspect a considerable amount" will be. He said he believed assigned priorities for use of the money should be the education of the membership, then the educa-



DELEGATES TO ELEVENTH BIENNIAL CONVENTION filled Minoru Room at Richmond Inn.

ation of the public, then finally, to reward friends and punish enemies.

The wording of the amendment withstood three attempts to have it changed, the first a try to delete reference to \$100,000, leaving an unlimited amount; the second an attempt to tie at least part of the money set aside to the employment of a full-time staff member to fight right to work.

The third attempt was, on surface, simple: It sought to eliminate the word "and" from the amendment. The effect it would have had, if passed, would have been substantial, though.

The amendment would then have set aside the \$100,000 for use to support only politicians who endorsed the Union's stand on right to work, severely limiting the freedom of the executive to support parties or individuals running for office on other platforms.

The debate on LCA3 might have gone on longer, had not the question been called for from the floor, a move which — when endorsed by delegates — imposes closure on debate (only three other amendments were subjected to closure).

Despite the heated debate surrounding the proposal, virtually every delegate voted to pass it when Provincial President Bill Black put the question; regardless of differences over wording, most delegates apparently felt the issue was important enough to support.

The LCA3 debate was the most heated of an otherwise tranquil convention, during the course of which delegates dealt with a total of 74 constitutional amendment proposals and some 46 resolutions (some of the original resolutions and amendments proposed by Units were combined by the committees reporting on them; in addition, several late resolutions and amendments were considered).

As had been earlier predicted (*Guardian*, September-October), the eleventh biennial convention was one dedicated to hard work, and lots of it.

Delegates took "breathers" only to hear provincial NDP leader Dave Barrett denounce the current Social Credit government, and for meals. The press of business was such that an "emergency" evening session was held on Wednesday, so that the convention could wind up the next day, as scheduled (it still didn't: delegates weren't finished until well after 6 p.m. Thursday, though they were to have been finished at 3 p.m.)

Delegates heard reports from the Union's secretary-business manager, financial secretary, trustees and bargaining committee, as well as considering the crush of resolutions and amendment proposals.

In his report, delivered Monday, Brother Gerow told delegates he would be raising the question of a Council of Health Care Trade Unions with the new executive.

Such a council would see the HEU and the Registered Nurses' Association of British Columbia, as well as the Health Sciences Association, joined in a formal coalition for the purposes of bargaining contracts.

The question needed to be looked at, he said, because the informal council agreed to by all three unions in late 1977 had failed.

"(It) worked reasonably well until the RNABC surprised the HEU by declaring publically (last May 16) that it was prepared to sign an arbitration award providing a four per cent wage increase in 1978 and only a six per cent wage increase in 1979," Brother Gerow said.

"HEU's bargaining committee

knew the RNABC settlement would prejudice HEU's arbitration award, which was about to be tabled."

The RNABC action, he implied, did influence the Hope Tribunal's consideration of the new HEU master collective agreement, and was — in fact — one of the reasons why that tribunal had been forced to re-open its hearings in June of this year.

"There is at least one lesson to be learned here," Brother Gerow said: "HEU can never again allow itself to be put into a position where HLRA can attempt to force upon the HEU a quick and sub-standard agreement negotiated with another union."

He said he hoped HEU could persuade both the RNABC and HSA to join voluntarily in a formal council of unions, but added — if it could not — delegates to the twelfth biennial convention could be asked to endorse a



BROTHER JOHN DARBY, HEU Financial Secretary since 1968, was re-elected to that post by acclamation. He told delegates this two-year term, his sixth, would be his last. Brother Darby is the third person to hold the position of full-time Financial Secretary.



BROTHER BILL BLACK was re-elected to his sixth term as Provincial President, by acclamation. The first full-time president of the Union (he was elected to the post in 1976, when the full-time position was created), he, too, announced this term would be his last.



CONSTITUTIONAL AMENDMENTS COMMITTEE included (left to right) Sister Margaret Morgan (Princeton), Brother Bill McDonald (Chilliwack), Brother Merlin Gutensohn (Duncan), Brother Jim Fenney (Vancouver General), Sister Nancy Cardy (Royal Jubilee) and Chairperson June Bradbury (Trall). Provincial President Bill Black (background) conducted votes on all business considered by delegates.

bid to force both unions into a formal council.

Such a move would be made under Section 57(1) of the provincial Labour Code, which empowers the Labour Relations Board to order such councils.

After reports had been heard, delegates turned to the real business at hand, dealing with the proposed resolutions and amendments submitted by the Units.

Many of the items which came up for consideration were "housekeeping", that is, designed to clarify existing language or to delete language which no longer applied to the health care industry in 1978.

But many other items, not all of which were debated, did set courses for the new executive which could alter the policy of the Union in significant ways. Among them:

Late Resolution E, submitted by the Prince George Unit, which calls for the provincial executive to investigate the possibility of HEU affiliating itself with the Confederation of Canadian Unions, a grouping of independent, national unions organized some years ago as a potential rival to the Canadian Labour Congress.

HEU, of course, was ousted from the CLC after it broke from the Canadian Union of Public Employees in 1970; the Union's application for re-admission, submitted that same year, has yet to receive a formal reply, though negotiations have made it clear CUPE refuses to endorse re-admission unless HEU first re-affiliates with it.

Constitutional Amendment 24, submitted by the Royal Jubilee Unit, which would have instructed the executive to establish a women's committee, and called for local Units to do the same.

The committee recommended delegates reject CA24; Next to the debate on LCA 3, on this issue was probably the most heated of the convention, with one committee member — Sister Nancy Cardy (Jubilee) — breaking ranks with her committee's recommendation and arguing for the proposal.

"Delegates have not taken the time to consider this proposal seriously," Sister Cardy argued. "This is an important issue . . . it is high time we (women) are educated" about unions.

Sister Margaret Borshaw (Armstrong) summed up for the opposition, saying she felt it was "very important not to break (the HEU) into factions . . . we are one Union, and should act that way."

The proposed amendment was turned down by delegates, as was CA27, which would have seen the election of an executive member "to represent the interests of Union members employed in non-HLRA hospitals."

Submitted by the King George Unit, CA27 called for recognition of what it called the "low . . . priorities" set on independent hospitals by the executive.

Sister Wendy Perrault, whose Unit submitted the amendment, argued forcibly for it, saying members at independent hospitals were neglected by the executive and that they needed a permanent voice on it to fight that neglect.

Sister Dorothy Patton (Queen's Park) responded that independent hospitals "already have the opportunity to place someone on the executive," simply by placing the names of their candidates on the floor during election of officers.

Financial Secretary John Darby denied the executive gave low priority to the independents, telling dele-

gates from such hospitals: "You are not second-class members of this Union, you are first-class members . . . and there's no reason for (you to get) special treatment."

Also turned down by delegates was a Burnaby Unit amendment (CA36) which would have called on the convention to reconsider the question of a full-time president for HEU.

The position of full-time president was created two years ago, by the tenth biennial convention.

When the question on the amendment was called, only four delegates voted to support it.

EDITOR'S NOTE: Reports to the convention were also made by Hugh Wilkinson, chairman of the Joint Committee on Job Evaluation, and by Gordon Anderson, from the Municipal Superannuation Branch. Coverage of their reports will be included in the next *Guardian*.



VANCOUVER GENERAL UNIT delegate, Brother Tom Huby, at the microphone during debate.



SECRETARY-BUSINESS MANAGER JACK GEROW swears in new provincial executive on concluding day of the four-day convention. New executive was selected after almost one full day of balloting.

After accepting a unanimous 'vote of confidence' from delegates, two senior executive members announced their last terms; But for other seats on HEU's governing body, competition was fierce

The two senior elected members of the Union's executive — both first elected to their posts in 1968 — told delegates to the eleventh biennial convention they would be serving their last term of office in 1978-1980.

Both Provincial President W. D. (Bill) Black and Financial Secretary John Darby made the announcements after they had been returned to their posts by acclamation.

While the two senior elected positions were filled without opposition, the contest for the remaining 14 executive seats up for grabs at the eleventh biennial convention was fiercely competitive. (There were two seats on the 18-member executive not open to election: That of Secretary-Business Manager Jack Gerow, who is appointed by the rest of the executive, and that of Senior Trustee Gordon MacPherson (*Victoria General*), who was elected to a four-year term in 1976.)

The Union's constitution provides that, in order to be elected, a candidate must receive 51 per cent of the ballots cast; if no one candidate receives that majority on the first ballot, the three candidates who received the most votes in the first ballot move into a second poll; if no one of those three receives the required 51 per cent, the two who received the most votes move into a third, and final, ballot.

FIRST VICE-PRESIDENT

Four candidates were nominated for the first ballot, in which Sister

June Bradbury (*Trail*) was elected. Other candidates were Brother Gordon Meagher (*Vancouver General*), Brother Dennis Jeffery (*Penticton*), and Sister Penny Fulton (*MacKenzie*).

SECOND VICE-PRESIDENT

Again, four candidates were nominated for the first ballot: Brother Meagher, Sister Fulton, Brother Jim Amos (*Royal Jubilee*), and Brother Henry Theobald (*Kamloops*). Brother Meagher was elected.

THIRD VICE-PRESIDENT

Four of the nine candidates in the first ballot moved into the second round of voting, because two of them — Sister Rena Greenwood (*Surrey*) and Brother Larry Richards (*Vancouver General*) — each received 31 votes in the first. Brother Cliff Weisner (*Shaughnessy*) won the seat on the second ballot, followed by Sister Fulton, Sister Greenwood, and Brother Richards.

FOURTH VICE-PRESIDENT

Three candidates — Brother Richards, Sister Fulton and Brother Maurice Smith (*Surrey*) — moved into the second ballot, after eight others were eliminated on the first ballot. Sister Fulton received the most votes on the second ballot, followed by Brother Richards and Brother Smith. On the third ballot, Brother Richards was elected, followed by Sister Fulton.

FIFTH VICE-PRESIDENT

There were 11 candidates in the first ballot; in the second, Brother Smith topped the polls, followed by Sister Fulton and Brother Gary Carlson (*Gorge Road*). Brother Smith was elected on the third ballot, with Sister Fulton following.

SENIOR TRUSTEE-ELECT (Four-Year Term)

Brother Steve Polak (*MSA*) was elected on the second ballot. The two other candidates — of an initial slate of six — who moved into the second ballot were Sister Fulton and Sister Gwen Parrish (*Vancouver General*).

TRUSTEE (Two-Year Term)

Sister Parrish was elected on the first ballot followed by Sister Fulton, Sister Adele Woods (*Nanaimo*), and Brother Richard Hanrahan (*Victoria General*).

Regional vice-presidents (seven are elected) are selected by caucus of the six regions of the province. Each has two alternates, selected after they have been named by the same caucus meeting. Those elected: **FRASER VALLEY:** Brother Bill McDonald (*Chilliwack*); **NORTH-EAST:** Sister Alberta Dorval (*Fort St. John*); **OKANAGAN:** Brother Jeffery; **KOOTENAYS:** Sister Sheila McMahon (*Cranbrook*); **VANCOUVER ISLAND:** Brother Carlson; **LOWER MAINLAND I:** Sister Wanda Ricketts (*Vancouver General*); **LOWER MAINLAND II:** Sister Greenwood.

AWARDS

Union wins uniform allowance for members required to meet dress code; Hospital arguments are rejected

Union members whose employers do not supply them with uniforms — but who do require them to meet dress standards — are entitled to the uniform allowance guaranteed them by the master collective agreement, a three-man arbitration board has ruled in Victoria.

In an award signed in July, the majority of the board (the employer's nominee, Jack Fradley, dissented) ruled that about 18 employees at the Eric Martin Institute were entitled to the allowance.

The board was chaired by Stephen Gill; the Union's nominee was Secretary-Business Manager Jack Gerow.

The employees are not supplied with uniforms by the employer, which argued before the board that, because it did not require a uniform, it was not required to pay the allowance.

After hearing evidence that the EMI required the employees to wear street clothing, but limited it by a strict dress code, Gill found the employees "are required to supply and maintain specified clothing, namely, street clothing which is clean, neat and tidy.

"Further, I find that this is in place of a uniform ... which historically has been supplied and maintained by the hospital ..."

Because of those findings, Gill said the employees are entitled to the uniform allowance, and ordered it be paid retroactive to August 1, 1977.

Union, not employer, names representative

"It is not the role of management to decide who should be allowed to represent the Union at an arbitration hearing," a three-member arbitration board ruled in Vancouver in July.

Dealing with a grievance launched against Richmond General Hospital in May, 1977, the board ruled that hospitals must grant leave of absence, without loss of pay, to employees representing the Union.

Writing for the majority, Board Chairman Clive McKee summarized the dispute by noting the grievor was an employee of Richmond General Hospital, and that she served also (in 1977) as a Unit officer.

"On May 19, 1977, (she) attended an arbitration between her employer and the Union," McKee wrote. "She was not a witness at that arbitration."

Her application for paid leave — made under that section of the contract which compels employers to grant leave to a reasonable number of employees — had been denied by the Richmond hospital's assistant administrator.

Noting that another section of the contract provides for paid leave specifically for witnesses at arbitration hearings, McKee rejected the hospital contention that only employees with "an active role in the presentation of the Union's case" were entitled to paid leave.

"There does not appear to be any justification for interpreting the word 'representing' (contained in the con-

tract) in the narrow ... context suggested by the hospital," McKee wrote.

"It should also be clear," he continued, "that when a dispute proceeds to arbitration, it would be quite inconsistent with the adversarial process envisaged by the Labour Code if management were entitled to determine who, in fact, would be allowed to represent a trade union at the hearing."

Employer nominee Brian Bastien dissented from the majority award, which was also signed by Union nominee John Baigent.

Electrician awarded \$1,885 back salary

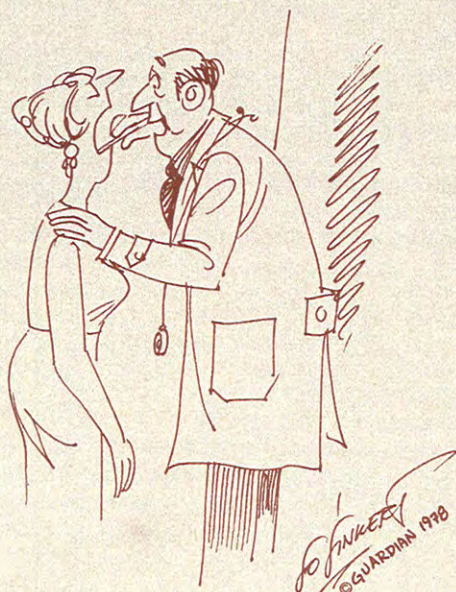
A St. Vincent's Hospital tradesman was awarded over \$1,885 in retroactive pay by a three-member arbitration board in a decision handed down in Vancouver in July.

The case — argued before a board chaired by Ray Herbert and including Union nominee Bob McCartney and employer nominee Walter Fraser — involved an electrician who discovered in November, 1977, that he had been underpaid \$50 a month for more than 33 months.

Both the Union and the Health Labour Relations Association agreed the employee had been underpaid; But the HLRA argued the employee was not entitled to any retroactivity because he had failed to notice it in February, 1975, when the underpayment began.

The board rejected the argument, saying it was only "just and reasonable" to award the retroactivity.

EDITOR'S NOTE: Delegates to the eleventh biennial convention of the HEU passed Resolution 10, submitted by the Priory Unit, which prohibits the publication of the name of Union members involved in arbitrations. In future, only the Unit and classification of members involved in arbitrations will be published, in keeping with this policy.



You'll have to adhere to your speed limit — only 15 words per second.

PEOPLE

A film actress comes to call in Penticton; The Union's bursary winners are chosen; Mission swears in 22

When the made-for-television film *The Orchard Children* is screened sometime next year, there will be no more avid audience than the staff and residents at the Penticton Extended Care Unit.

Everyone will be watching because that's where at least part of the movie — filmed recently in the Penticton-Summerland area — was shot.

Actress Shirley Jones (of *Partridge Family* fame) starred in the production, though most of the cast was Canadian.

Filming at the unit began at about 1100, when the cast and film crew showed up to take over a four-bed room which had been evacuated for them the night before.

"By the time they showed up, a very large welcoming crowd had gathered," Sisters Ea Volpert and Marion Herz told *The Guardian*.

"Shirley Jones stopped to answer questions and chat with her audience, but finally they had to start filming.

"They needed absolute silence, and — somehow — we managed it.

"At one point, a newborn baby was brought down from the maternity ward to appear in part of the movie.

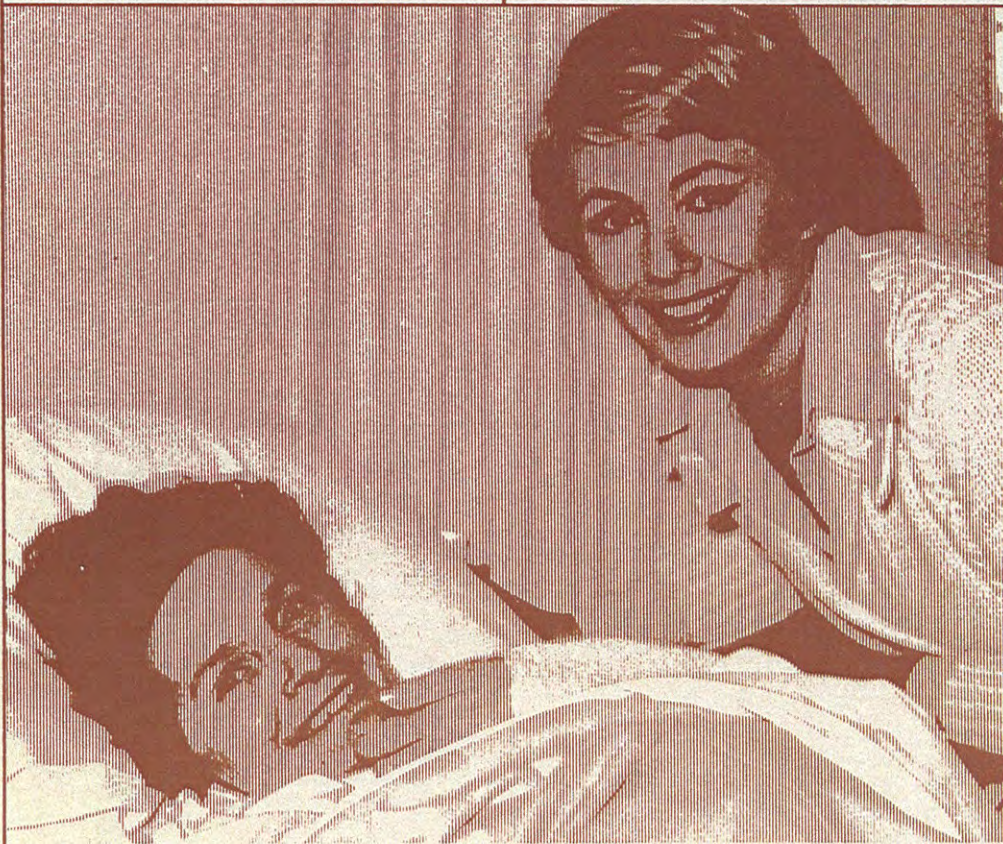
"All too soon, though, the filming was completed, and all the equipment carried away."

Not so Jones, however — she stayed behind to visit the residents and staff of the unit, receiving an impromptu gift from one.

Though none of the staff appeared in the actual film, they were all assured it wouldn't have been possible without them — so when they tune it in, they'll be watching "their" first movie.



CLARKE, GRANEK, PARKS and TURPIN.



ACTRESS SHIRLEY JONES with Penticton ECU patient.

—Unit photo

Winners of the HEU's 1978-1979 bursary program have been announced by the University of British Columbia, which selects the winners for each bursary according to criteria provided by the Union's bursary committee.

Six separate bursaries were awarded this year, including the new Edward James Ashmore Memorial Bursary, offered jointly by the Surrey Unit — where he was a member — and the provincial executive (*Guardian, January-February*).

Sister Sherry Lee Clarke, 18, of Kamloops, won that \$1,000 bursary, which she will use to help defray the costs of a four-year teaching course at the College of New Caledonia in Prince George. A 1978 graduate of Kamloops' Norkam Senior Secondary, she was a member of HEU when she worked at Royal Inland Hospital last summer. Her mother, Sister Jean Clarke, worked in the x-ray department of the Kamloops hospital for 12 years, prior to her death in July.

Sister Violetta Granek, 19, of Vancouver, won one of the two \$350 Vancouver General bursaries, which she will apply towards the cost of a three-year course in medi-

cal radiography at the British Columbia Institute of Technology in Vancouver. A member of the Union since 1975, she is the daughter of Grace Unit member Sister Roza Granek, a six-year Union member. Her aunt, Sister Regina Kocsis, has also been an HEU member for 10 years.

Keith Parks, 18, of Coquitlam, won the second \$350 VGH bursary, which he will use to help cover the cost of a four-year program leading

to an accounting degree from Simon Fraser University. A 1978 graduate of Port Moody Senior Secondary, he is the son of Sister Phyllis Parks, one of the founding members of the New Vista Unit in Burnaby.

Sister Lorrie Lynn Turpin, 19, of Victoria, won the \$350 Royal Jubilee bursary. A 1977 graduate of Belmont Secondary in Victoria, she is entering a two-year program at BCIT, where she will study nuclear medicine. A summer member of

the Gorge Road Unit, she is the daughter of Sister Shirley Turpin, also a member of the Gorge Road Unit.

Other winners included Decker Lee, awarded a \$500 provincial executive bursary; he is the son of Sister Amy Lee, a member of the St. Vincent's Unit; and Ashwanti Gopaul, winner of the \$350 Victoria General bursary; he is the son of Brother Dawon Gopaul, a member of the Shaughnessy Unit. ●



PROVINCIAL PRESIDENT W. D. (Bill) Black administers the oath to 22 new members of the Mission Unit at a special ceremony October 10. Most of the new members are employees at the hospital's new extended care unit, which recently opened. The Unit hosted a wine and cheese party to mark the occasion of its almost-doubled size, and to encourage new members to attend their first Unit meeting.

Retirements

—Sister Thelma Arminen, in Fort St. John, on September 30. A native of Finland, she worked there as a Practical Nurse for 10 years, before immigrating to Canada; she worked at the Montreal General Hospital for four years, before moving to Fort St. John in 1964. She worked for eight years in the hospital's operating room, then transferred to the Central Service Room, where she has worked for six years. Her retirement plans include a trip to Finland and more work on her self-built log cabin (*Guardian*, July-August).

—Sister Florentina Brown, in Penticton, on September 28. A Union member since 1971, she was a housekeeping aide. Presented with a clock radio and a corsage by her Unit, she is described as "a very busy lady who has retired at 61 to enjoy her family and friends."

—Brother Erickson Oskar, in Burnaby, on October 28. A member of the Holy Family Unit since 1975, when the Unit was certified, he has worked as a janitor at the hospital since November, 1961. He was given a farewell party by his Unit.

—Brother Eugene Westberg, in Chilliwack, on October 31. Formerly an engin-

eer at Chilliwack Canadian Forces Base, he joined the maintenance engineering staff in Chilliwack on May 1, 1962. Honoured at a coffee party in the hospital cafeteria, he was presented then with a cheque from his Unit, a pair of cowboy boots from his co-workers and a silver tray from the hospital's administration.

—Brother Joseph G. Schmit, in Victoria, on August 21. Head cook at the Queen Alexandria Solarium, he has been a Union member since February, 1951. A former Unit chairperson and secretary-treasurer, he rarely missed Unit meetings.

Sister Jessie Mullins, in Chilliwack, on October 31. She worked as a nurse aide at Valleyhaven from June, 1962, until the new extended care unit at the Chilliwack General Hospital opened in February, 1972. She was honoured at a party hosted by her co-workers on October 4.

Sister Jean Garis, in Surrey, on September 1. A dietary worker, she started work at the Surrey hospital in April, 1958.

Obituaries

BROTHER VALENTINE ERNEST SMITH, a member of the Chilliwack Unit.

He died October 7 in Chilliwack General Hospital, where he had previously worked in the maintenance department. He was 57. He started work at the hospital in September, 1972, and quit on June 1 because of his health. Brother Smith is survived by his wife, Gladys.

SISTER MARY WILTSE, a member of the Penticton Unit, died September 12, at the age of 60. Sister Wiltse started work at the Penticton hospital on March 16, 1962, in the dietary department, transferring to the laundry in September, 1965. She retired November 28, 1975. ●

A note about our cover

The cover of this issue of *The Guardian* was designed and drawn for the Union by artist Bob Partridge, art director at Broadway Printers in Vancouver.

Based on the medieval *Book of Kells*, it faithfully recreates the feeling of the hand-drawn illustrated letters used in religious works of the Middle Ages in Ireland.

The cover also forms the basis of the Union's Christmas cards.

In all, Partridge spent more than 100 hours designing and executing the work. ●

OTHER UNIONS

Labour relations at a Vancouver printing company have left the 'experts' shaking their heads in amazement

The company is Broadway Printers, Ltd.

Tucked away in an industrial section of Vancouver, it quietly goes about its business, turning out everything from business cards to letterheads, newspapers for a host of unions and companies to full-colour magazines for a similar range of customers, picket signs to advertising for "great deals" on a new line of widgets.

The people who work there think it's a nice place to work, something which company president Dick Blockberger tries hard to keep it — but neither Blockberger nor most of his "employees" really think they, or their company, are exceptional.

They are, according to just about anyone who has anything to do with the real world of strikes, lockouts and protracted grievances, more than just wrong: They are spectacularly wrong.

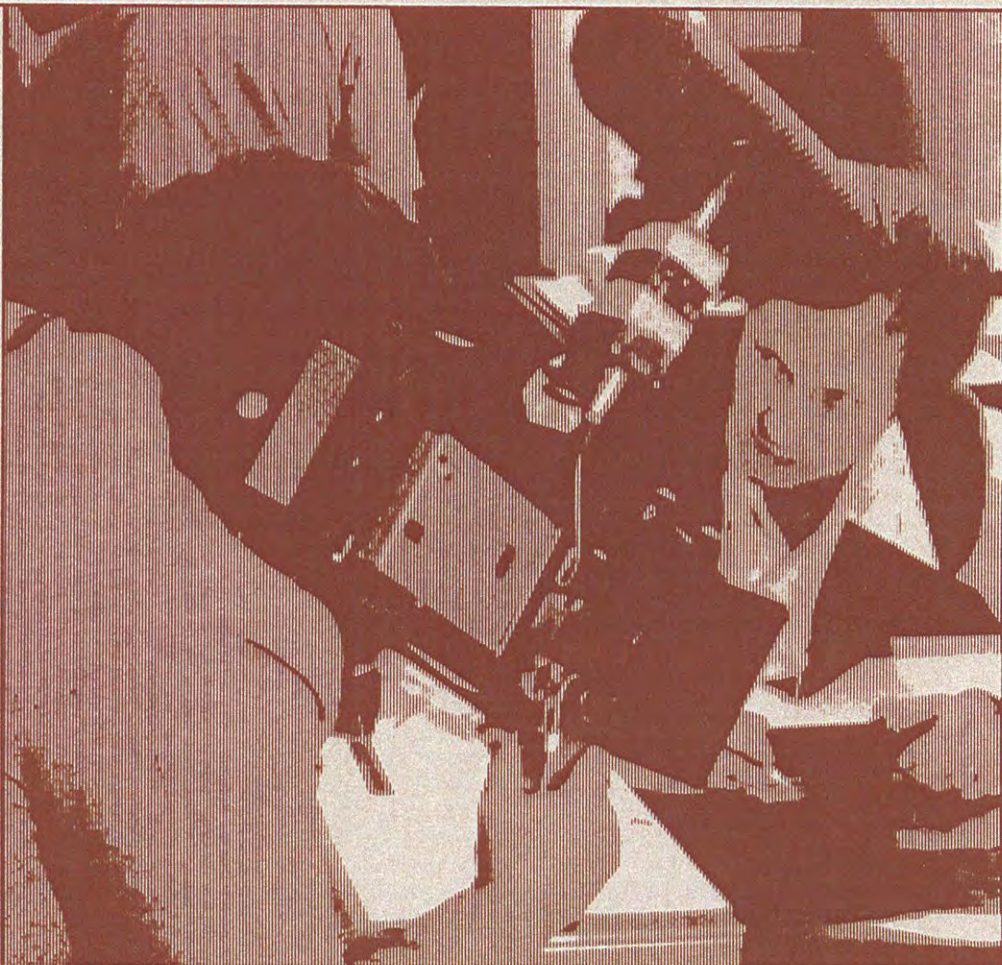
They are so wrong that when the Canadian Broadcasting Corporation's current events series, *Pacific Reports*, learned of what was happening at Broadway, it decided the subject of labour relations there rated coverage.

Researcher Liz Hughes and cameraman Bob Asgeirson showed up at Broadway one morning in early November to film the story, both unsure of what — if anything — they would get around which to build a report.

Both are veterans of British Columbia's labour wars, from the perspective of participants or of newspeople covering the battles as they unfolded between other unions and other managements; neither could really believe things at Broadway were quite as rosy as they had been reported.

What convinced them they were?

First, an interview with Blockberger, who told them he has always tried to base his relationship with his staff on mutual trust and respect, and a recognition by the company that the people it pays to work for it are human, with human needs and wants, human strengths and weaknesses.



ITU CHAPEL FATHER JACK MOLLER under the eye of the CBC cameras.

Before leaving Broadway, the CBC crew had heard some of the following stories:

- When Revenue Canada fouled up the income tax refund due to one Broadway worker, who had been counting on the money to pay property taxes, Blockberger personally loaned the man \$1,500 — interest free — "until the tax people get you your refund."

- When inflation first began to soar, the staff had just signed a new contract which left them, within six months, worse off than they had been before signing. The Blockbergers (father and son) called the staff together and announced the company was voluntarily altering the contract so that workers could at

least keep pace with inflation.

- In the 67 years since the company was founded, not one person has ever been laid off due to technological change; this in an industry which has seen more technological change in the last 20 years than it had in the 200 years before 1955.

When a job at Broadway became redundant, the company has searched until it could find another position for the worker doing that job, one which paid at least as much as the redundant position.

If the new job required the worker to be re-trained, the company paid him full salary while he went to school — and paid for the schooling, too.

- Three years ago, when the Inter-

national Typographical Union had negotiated a contract with a company labour relations group to which Broadway belongs — which the then-ITU president described as "the best in the union's history" — most of the employers reneged on the deal, saying their negotiator had exceeded his authority and had given the union "too much" (a four-

day work week, among other things).

Blockberger insisted a deal was a deal, and signed the new contract without a murmur of protest.

All of this — along with the other stories, both personal and company-wide — has left Broadway with the enviable reputation of never having

had a single hour lost to a strike, lockout or other labour dispute.

When almost every other printing company in Vancouver is shut down, Broadway keeps going (in many cases, bringing as many of the striking printers from other companies on staff as possible for the duration of the labour dispute which has cost them their paycheques).

Back-to-work law and charges against union leaders have angered the Canadian Union of Postal Workers

Angered by government back-to-work legislation and criminal charges laid against leaders of their union, members of the 23,000-strong Canadian Union of Postal Workers have launched a counter-offensive which they hope will see trade unionists across the country unite to battle repression.

Meetings at which Open Defense Committees were formed — with membership open to any trade union, professional association or community group — have already been held in both Vancouver and Victoria, as well as other centres across the country.

At press time, the Vancouver CUPW Local had held both a benefit dance and a mass rally to protest the government's handling of their 18-month old contract dispute, as well as its method of ending an early October nation-wide walk-out which paralyzed the Canadian postal system for several weeks.

The law passed ordering the CUPW members back to work — which they at first voted overwhelmingly to defy — denies them the right to strike until December 31, 1979, as well as providing for penalties ranging up to two years in

prison for union officials or members who refused to abide by its restrictive measures.

The CUPW members returned to work only after RCMP officers raided several union centres across the country and Justice Minister Otto Lang announced criminal charges

would be laid against more than 30 union leaders.

In a widely-ignored statement made at the same press conference, Lang also told reporters "even more strict laws" for dealing with public service unions were in the offing. He was not pressed for details.

Are public servants really overpaid? PSECC says 'No'

Many otherwise well-informed Canadians sincerely believe that a government job, any government job, is a lifetime guarantee of a job which requires little or no real work.

That myth is so widespread that it has, in some quarters, become almost an accepted, unquestioned (and unquestionable) "truth."

It's one of things which makes it so difficult for public service workers to bargain effectively: Time after time, their demands at the bargaining table are met with the flat statement: "Of course your wages are lower than those of people doing the same work in the private sector — but you're guaranteed a job, while they aren't."

Now, finally, some ammunition to argue the true facts has been provided, in the form of a booklet issued to delegates at HEU's Eleventh Biennial Convention by the Public Sector Employees' Coordinating Council (PSECC).

PSECC — founded in November, 1976, in Vancouver (*Guardian*, November-December, 1976) — is a loose coalition of public sector unions and professional associations (HEU, the B.C. Government Employees' Union, the Canadian Union of Public Employees and the Registered Nurses' Association of British Columbia, to name but a few) dedicated to fighting current government programs designed to destroy their right to represent their members.

"Public service employees, having spent years in the struggle to attain trade union rights and an

improved standard of living, will not sit back and watch those rights and that standard be diminished," PSECC announces in its founding statement.

That founding statement is among the things included in the booklet; another section provides the data and facts which show exactly how false the argument that public sector wages are the primary cause of escalating taxes is.

As the booklet makes clear, the real reason governmental demands on the purse of the individual taxpayer have increased — both in number and in size — is the decreasing share of taxes paid by corporations and business.

One chart, for example, shows that federal personal taxes increased by a whopping 42.6 per cent between 1961 and 1976, while corporate taxes in the same period dropped by 30.8 per cent.

On the provincial level, the facts are even more disturbing: While personal taxes rose by almost 150 per cent between 1961 and 1976, corporate taxes in the same period dropped by 41.5 per cent.

Those are the kinds of facts and figures needed to fight back, on a local level, when newspaper editors or chambers of commerce start up their old, familiar song and dance about how the unions and their "exorbitant wage demands" are crippling the economy and doubling the tax load.

Copies of the booklet are available from each Unit's convention delegates.



Cheer up! You're going to make medical history... if you live.

CONTRACT

Some of the things Union members will be receiving on January 1 won't be flashy — but they're worth a lot

There will be only a handful — if that many — of union members who don't know they will be getting a seven per cent pay hike January 1.

But it's at least possible that many HEU members won't realize that's not all they are to receive.

For starters, the new contract requires the employer to "make every effort" to schedule Union members who request it so they get either Christmas Day or New Year's Day off, as a statutory holiday.

Some of the other benefits which kick in after December 31 (all were excluded from the 1978 contract because they cost money, and would have reduced the four per cent pay increase awarded for that year under anti-inflation laws):

- For those who work on the first day of the New Year, one of the new benefits will become apparent almost immediately — they'll be getting time-and-a-half for all the work they do that day, **PLUS** another day off as their holiday (old contract language guaranteed them only straight time and another day off).

That provision will, of course, apply to *all* statutory holidays (there are eight of them) during the year.

In addition, the old super-statutory holidays (Good Friday, Labour Day and Christmas) have been retained in the new contract; the difference is that Union members who work those days in 1979 will be paid double-time-and-a-half, plus another day off.

- HEU members will be covered, starting the first day of 1979, by a new group life insurance program, which will provide for \$15,000 worth of coverage.

- Anyone planning to leave the province for holidays early in the New Year will be pleased to know they won't have to worry about any out-of-province medical bills they might run up.

Another new benefit is the implementation of an Extended Health Care Plan, which covers such costs, as well as the cost of most prescription drugs (after a small deductible amount), chiropractor's fees (up to

\$200) and rental or purchase of therapeutic equipment, such as wheelchairs or hospital beds, for convalescence at home.

- Members who use their own tools on the job — and who are facing having to replace them due to the federal government's metrification program — will find that they won't have to.

New language provides that, if an employer requires metric tools after January 1, 1979, the employer will have to supply them.

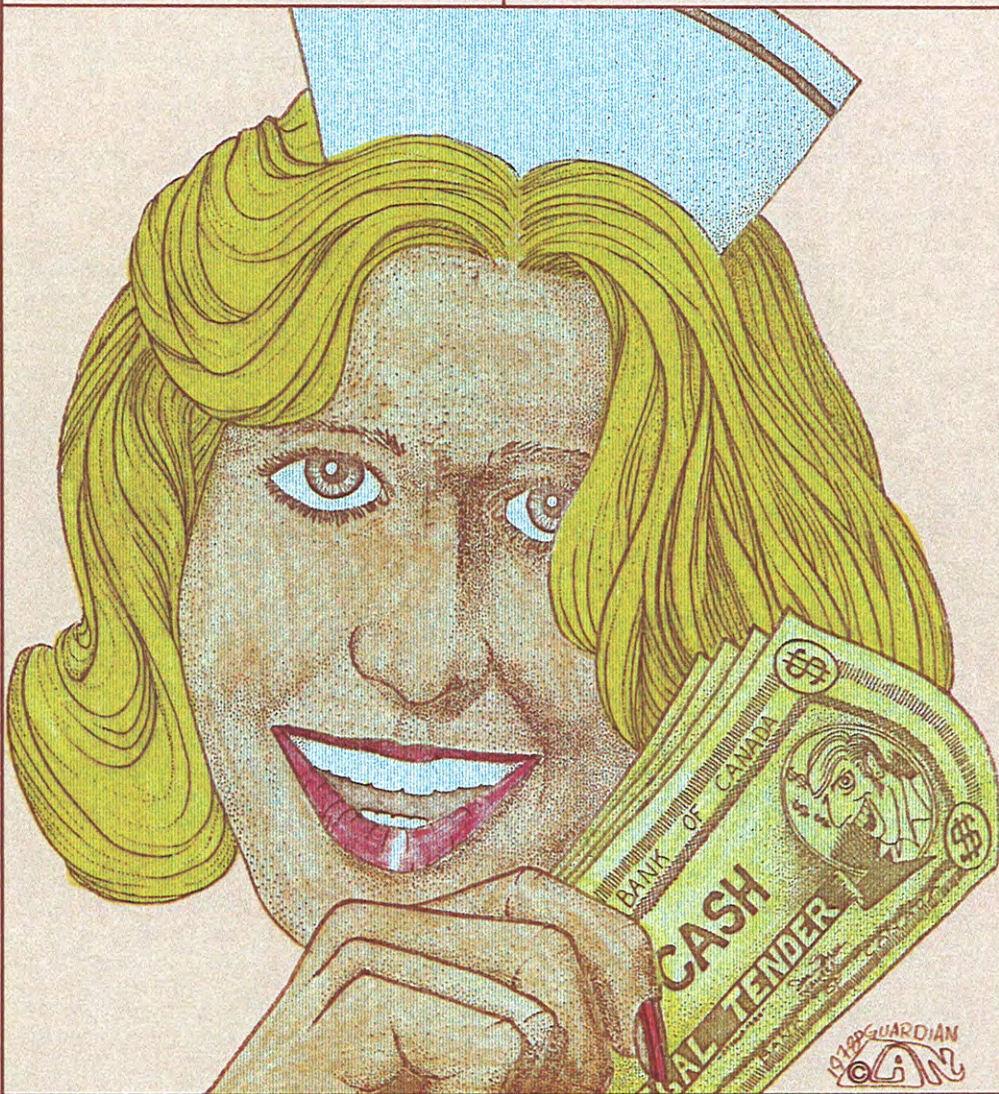
And employers who have been supplying tools to their tradespeople are prohibited from suddenly asking

those employees to start bringing their own.

Finally, employees whose personal tools are lost, damaged or stolen on the job will find, starting with the New Year, that their employer must repair or replace them.

- One of the things employers must begin doing in 1979 won't be evident immediately. In fact, Union members won't be reminded of it until tax time, when they get their T4 slips from their employers.

Next year, for the first time, the employer will be adding something new to that tax packet: a receipt for Union dues paid in 1978.



ROUNDUP



The rhetoric of the Socialist International meeting in Vancouver in November was not particularly inspiring, as far as we were concerned.

NDP MLA **Rosemary Brown** made the most heated report, condemning her fellow "socialists" as sexists.

What she didn't call them — and what no one else called them, either — was what they gave every indication of being: A group of self-serving politicians who proclaim themselves "socialists" in an all-too-often-successful attempt to get themselves elected as the "voice of labour," or the "protector of the workers."

Probably the best illustration of this hypocrisy was the site of the meeting of these leading "socialists" and "social democrats" from around the world: Vancouver's super-posh, oh-so-elegant **Hyatt Regency Hotel**, where rooms start at \$50 a night.

It was held there, not because the delegates thought the location would give them a good chance to meet with everyday Canadian workers, but because the people who run the hotel (part of an international chain owned and operated by an even larger and more international corporation) are personal friends of West

Germany's former chancellor, **Willy Brandt**.

Brandt, of course, was one of the stars of the "socialist" show, and his dictate that the meeting be held either at the Hyatt, with him, or elsewhere, without him, meant the quick collapse of plans to stage the show elsewhere.

Apparently not one "socialist" delegate was embarrassed enough to protest on the floor of the meeting.

We can't help wondering, though, what a "socialist" is doing with friends who run a multi-nationally-owned hotel (surely these people rate as the worst kind of "capitalists" and "economic imperialists", phrases Brandt has not hesitated to apply to other multi-nationals, presumably not run by his buddies)?

And we can't help wondering what conception of British Columbia workers the delegates to this conference took home with them.

★ ★ ★

Sign spotted on the bulletin board at **Mission Memorial Hospital**:

"ROOM TO LET to honest, quiet person, who does not smoke, drink or do up dope..."; to which someone added the scrawled reply: "God already has a home, dear."

The **Victoria General Unit** held a dance at the **Edelweiss Club** in the capital city in early November. Door prize at the event was won by **Sister Laura Kelly**.

★ ★ ★

A typist preparing a job posting for a Northern hospital may have been closer to the truth than she suspected when she stipulated that hours of work for the job would be "rotating shifts" ... but inadvertently dropped the "f" in the second word.

★ ★ ★

We heard recently of a personnel clerk in a small hospital who was wearily, but faithfully, filling out her forty-seventh federal form for 1978 when she came to this section: "Number of employees, broken down by sex." An honest person, she pondered this for some time before writing: "None, so far as I know. Our problem here seems to be alcohol."

★ ★ ★

A department Christmas party for dietary workers at the **Cranbrook hospital** is scheduled for December 18, at the home of **Nelda Symonds**.

Santa will be on hand to add to the festivities, to which all dietary workers have been invited.



We'll have to take some chest x-rays and just hope we don't have too much trouble with double exposures.

LETTERS

'I shall always remember seeing Alex in the tunnels at VGH, collecting the \$1.25 dues.'



The Editor, Sir:

I would like to take this opportunity to express the hearty appreciation of both my wife, Irene, and myself for your article concerning Brother Alex Paterson (*Guardian*, July-August).

The plan of the provincial executive to name the new board room after him is an appropriate gesture of appreciation and goodwill.

In those early days before Union check off was in vogue, members had to be coaxed and cajoled each month to pay their dues.

I shall always remember seeing Alex at different spots in the tunnels of Vancouver General Hospital, collecting the monthly \$1.25, each and every time laying his job on the line. All Union activity was forbidden then, either during working hours or on hospital property.

Local 180 can well be proud of its early beginnings, and of the dedication and unselfish interest of its members. They have built a Union embracing dignity, integrity and efficiency.

Hugh Duff
Halfmoon Bay

Editor's Note: Brother Duff was an orderly at Vancouver General when the Union was formed; when Brother Paterson retired in 1964, Brother Duff was elected to replace him as financial secretary of the Union. Brother Duff held the post until his retirement in 1968, when the current financial secretary, Brother John Darby, was elected.

Use money carefully — No Christmas parties

The Editor, Sir:

Copy of a letter mailed to B.C. Health Minister Bob McClelland:

We are writing on behalf of our members at Burnaby General Hospital to express concern over the way monies are spent.

At our regular September meeting, a motion was passed to ask that your ministry ensure that funds are not spent on Christmas parties and other festivities which do not contribute to patient care.

With the shortage of staff that we are already experiencing, we feel that our hospital, and other hospitals, should

carefully use their monies to improve patient care.

Please find enclosed a recent issue of *The Hospital Guardian*; we refer you especially to page 10, where similar concerns are expressed with regard to another hospital (*Guardian*, July-August letter to the editor: "Overlander Feast Draws Fire").

As you know, the Union contacted you earlier with regard to staffing in our Extended Care Unit, and no acceptable solution has been given for that problem as yet.

We trust that you will consider this matter seriously, with regard to Burnaby General Hospital and all other hospitals in the province.

Grace Berry
Secretary-Treasurer
Burnaby Unit

Government contract — 'Keep it in province'

The Editor, Sir:

The provincial government, through its minister of forestry, Tom Waterland, has recently awarded a contract for a 250-ton, 535-foot bridge on the Walker Creek Forest Road to a company that intends to do the steel fabrication in its Alberta plants.

This company underbid a British Columbia company by 1½ per cent, or \$6,752.

The past provincial governments gave British Columbia companies a 5 per cent preference on government work over out-of-province bidders. This government has reversed this policy.

In Alberta, the income taxes are much less; there is no sales tax; wages are much lower. What is more crucial, Alberta does not have a chronic unemployment problem, like British Columbia will experience this winter.

The work on this job would have been done during the months of November, December and January.

This action by the government is absolutely unacceptable when thousands of British Columbians are being forced onto welfare and UIC.

This is a perfect example of where the policies of the present provincial government are creating more unemployment, denying people who want to work a job,

or forcing them to leave the province to find employment.

It is after two months of writing unanswered personal letters and telegrams to Premier Bill Bennett that I have written this letter.

Frank Nolan
Financial Secretary-Treasurer
Ironworkers' Local Union 712
Burnaby

'Thanks' to HEU, officers, for 'fair and just deal'

The Editor, Sir:

I want to thank [the Union] from the bottom of my heart for the raise in salary that you people and your officers and shop stewards obtained for all of us hospital workers.

We really do appreciate all of the long, hard hours and the battling that all of you people put in to make this contract possible, and to make management accept it.

Also, a hearty thanks to the judge who saw things our way and helped us in our most deserving fight.

Again, let me express my sincere thanks to all of the heads of the Union and the officers... who did all within their power to right things for us and, as the old saying goes, "get us a fair and just deal".

In closing, may I also extend my gratitude to the officers and shop stewards at Lions Gate Hospital of North Vancouver, for all their tireless efforts and hard work...

John G. Gamache
Lions Gate Unit

LETTERS TO THE EDITOR on any subject related to the Union or the trade union movement are welcomed. They are subject to editing for legal or space requirements. All letters must bear the writer's name and address, though a pen-name will be used on request. Address letters to The Editor, *Hospital Guardian*, 538 West Broadway, Vancouver V5Z 1E9.

PARTING SHOT



"I got the milk and honey, but He held fast on the adultery clause."

SUPERANNUATION

Voluntary contributions to Plan can cut income taxes

Hospital workers can make voluntary contributions — in addition to the basic contributions already deducted from the paycheques — to the Municipal Superannuation Plan . . . and those contributions are tax deductible.

The voluntary contributions, which will earn interest for as long as the money they represent is held by the Plan, can be used to increase the amount of pension a retired worker receives, or can be refunded if the worker quits or leaves the industry before official retirement.

For pension purposes, voluntary contributions accrue interest at the average rate earned on securities held in the Superannuation Fund during each year (in 1976, for example, they earned 7.66 per cent).

Voluntary contributions, plus accrued interest, may be applied to increase the amount of pension payable upon retirement in any of three ways:

- They may be used to purchase an

annuity, payable each month in addition to the regular pension allowance for which the worker qualifies; or

- They may be refunded, upon application to the Superannuation Branch, provided that the request for a refund of voluntary contributions plus accrued interest is submitted in writing to the Branch before the regular pension allowance is established; or

- They may be transferred directly to a Registered Retirement Savings Plan (RRSP) of the worker's choice.

Workers who quit or are terminated prior to reaching retirement age will have their voluntary contributions refunded, plus accrued interest. Interest was paid, for voluntary contributions refunded in this manner, at the rate of 3 per cent for contributions received before December 31, 1974, and at 4 per cent for contributions received since that time.

Voluntary contributions (as well as regular contributions) are also deductible from taxable income at income tax time.

As far as Revenue Canada is concerned, the Municipal Superannuation Plan is really just another form of RRSP; in any given year, a hospital employee may contribute to the Superannuation Fund and any other RRSP a combined total of either 20 per cent of their earned income or \$3,500, whichever is less.

The Superannuation Branch provides receipts for this purpose, which are usually mailed automatically soon after the end of the taxation year.

The tax deductibility, of course, is not really a means of escaping paying taxes altogether, any more than any RRSP is.

If a refund is taken, a \$1,000 exemption is allowed, after which the Branch will deduct taxes from the total, on a sliding scale which can see as much as 30 per cent of the total going to the various governments (for amounts over \$15,000).

Similarly, pension allowances are taxable as income, after a \$1,000 a year exemption provision.