

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION 180

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No. 5



Organizing can be a beautiful thing — (like Kathy Bakker on a house call).

—See "Continuing Story" (Page 8)

**BARGAINING:
ONE-MAN
COMMISSION
APPOINTED**
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Lee Whyte, H.E.U. Secretary-Business Manager Ray McCready, Assistant Business Manager Jack Gerow go over some of research material prepared for bargaining.

LEE GETS NOD

LADY OF STATISTICS STEPPING UP

It may not be bending the truth too much to say that Lee Whyte has the fastest draw in the West. Sneak up on her with a tricky question about inflation and she'll hit you between the eyes with a stream of accurate statistics before you can get the question out of the holster.

This ability, which marked her success as a research specialist with H.E.U., is expected to prove valuable in her new role as the Union's Director of Technical Services.

The soft-spoken Lee has been named successful applicant for the job vacated by Bill Rolfe when he went to B.C.H.A. (See story on Rolfe.)

Like Rolfe, Lee has a university background. She became a staff member of H.E.U. Feb. 1, 1971, after spending some time with the federal Department of Industry, Trade and Commerce in Ottawa, where she was training to become a Trade Commissioner.

Return Home

The Union job brought her back home to Vancouver. Her versatility was soon apparent to the Union.

"I was hired as a Job Analyst," she says, "but I was converted into a Staff Representative."

Actually, she was called upon to apply her talents in various fields. She has been Servicing Rep for a number of Units, handled research chores and played a key role in the successful moves the Union has made toward ridding the Hospital Industry of discrimination against the woman employee.

The challenges she faces in her new job are many. It is a position calling for someone qualified to represent the

Union's interests in Job Evaluation and Employee Inventory Programs, in addition to assisting and directing Staff Representatives and taking part in the vital day-to-day business of the Union.

Research has been a major part of Lee's job in the past and she expects it is an area she will continue to oversee as Director of Technical Services — at least for the time being.

Busy Lady

Until now, her office has been an eye-opener for the casual visitor. It is a place where you find a slight, cordial young woman behind a desk covered with mounds of facts and figures, charts, booklets and notes — lots of notes. Some of the material is in neat printed form. But some has been hastily scribbled during telephone interviews that are necessary to keep the statistics as current as possible.

You might find Lee scanning the latest Consumers' Report, or preparing a report of her own. Or, for that matter, applying her artistic talents to a statistical diagram for *The Guardian*.

Much of her research material has shown up in the thorough-going briefs the Union publishes from time to time for presentation to government. It is also the type of work that makes demands on her time when contract negotiations roll around. So much so that her involvement with current Master Agreement bargaining has made it necessary for her to cut back on her Unit servicing duties. She restricts herself now to the Maple Ridge Unit. Bernice Gehring has taken over for her at the other hospitals.

MUCH TO OFFER

ROLPH LEAVES JOB FOR B.C.H.A. ROLE

Bill Rolfe is stickhandling in a different home arena these days.

After four years as a valued member of the H.E.U. team, Rolfe left his post as Director of Technical Services to take a key position with the B.C. Hospitals' Association.

If you're a sports fan you might look on his departure as being a little like a player move from the N.H.L. to the opposition camp of the upstart W.H.A. — same game, but more in need of talent.

There is little doubt that the talents of the thorough-going, efficient Rolfe were recognized some time ago by the B.C.H.A. Scouts. Their studies would have shown them they were getting a man who could stickhandle smoothly in



BILL ROLFE
... in New League

the strange world of complex legal and business matters.

Rolfe spent some time studying law at U.B.C., then switched to business administration. He worked with Canada Manpower before joining the Provincial Staff of the Union.

In addition to his many other duties with the Union, he has served as H.E.U. appointee on Arbitration Boards, taken part in contract negotiations and argued the cases of numerous H.E.U. members before Unemployment Insurance Commission and Workmen's Compensation Boards. His legal and business training proved valuable at such times.

Although Rolfe now sits across the table from his old teammates, Union officials believe his knowledge and experience could be used to the benefit of the hospital industry.

As one put it: "Bill is an expert in the needs of employees, in all the big and little problems of labor relations and B.C.H.A. should certainly now take advantage of this special knowledge and ability to bring improvement to the overall situation. They are crazy if they don't."

HEAVY *on the* LIGHT SIDE

You will no doubt be glad to learn that Professor Q. Nathan Bodwinkle of the University of Urban Ucluelet (U.U.U.) has at last completed his study of the sex life of the sea worm. He has a novel plan for his report. He hopes to bring it forth in the form of an X-rated movie. At this point the story line remains secret, but the title is *The Warm World of Wendy Worm* — or — *Once-A-Prawn-A-Time*. Music for the theme song — *I Misbehave Just for the Halibut* — is still to be written.

The professor is a pretty good man with titles. Pops them off just like machine gun bullets. There is one unfortunate drawback, however. He seldom gets past the title stage. A trunk in the basement of his home contains 1,834 titles that are just sitting there waiting for someone to attach the appropriate book or play. Since he is far too busy these days to get around to it himself, he offers the readers the opportunity to complete the job. Simply take any title that suits you and write a book in 400 pages or more.

The offering — first from Vancouver Island:

MANY ARE CALLED BUT FEW ARE METCHOSIN — (*A sordid love story which has the unorganized area of Metchosin-Colwood-Langford as its setting.*)

A NANAIMO BY ANY OTHER NA -- NAME — (*Jittery tales of a spooky town.*)

CHEEK TO CHEEK AT FANNY BAY — (*A modern Mother Goose story.*)

... and from the Mainland:

EATING HARVARD BEETS AT YALE — (*Integration in the cabbage patch.*)

SERVING DRINKS AT BOSTON BAR — (*Confession of Olive Martini.*)

SHE SELLS SECHLT BY THE SHE SHARE — (*729 ways to sin in your spare time.*)

If you haven't written a novel before you might find it a little difficult to get started. Professor Bodwinkle has asked me to provide an example for you. Let's, then, look at a possible opening for that sordid love tale from the wilds of Metchosin.

Example:

Margo watched in silence as the brute of a man slowly choked the life out of George. Since poor, dear George was her husband, and she had known him for 15 years, she felt she really should speak up. But how would she put it? This was very important. A woman of her station just couldn't say something dumb like: "Hey, cut it out, Bert, you're killing him." Something like that would damage her image. She was known for her cool sophistication, her articulate speech. George was close to death and she would be the first to admit he needed help. But she had her reputation to think about.

Finally, she had it. There was a sparkle in her very large blue eyes. First she would try the words silently on herself. She liked how it sounded: Bert, dear, I am flattered to know to what ends you will go on my behalf, but let me assure you, you can prove your point without killing poor George. Please, now, release him — let him live.

That was it — just right. She would do it. But first she had to strike the proper pose. That, too, was vital. Oh, hell, wouldn't you know it? It was too late. Bert dropped George to the floor. George was very dead. And Margo — sweet Margo — would never get to speak her big line. Died just like he lived, she thought. Spoiling things for me right to the very end.

Then it was over, forgotten. Margo's eyes found Bert's and held them. She threw her arms about his neck and kissed him hard. He was a tall man. It was necessary for her to stand on the chest of her fallen husband.

AT GORGE

Pact Removes Strike Threat

Gorge Road Hospital employees have slipped out of the shadow of a threatened strike with acceptance of their first Collective Agreement.

Negotiators for H.E.U. and B.C.H.A. brought matters to the tentative agreement level Oct. 15 and all that remained was ratification by the Gorge Unit. This came November 19 in Victoria.

The Union was certified as Bargaining Agent at the hospital last July 10 and attempts to hammer out an initial contract proved frustrating.

H.E.U. Negotiators sought to avoid the question of a strike by proposing binding arbitration, but this idea was rejected.

When direct meetings and sessions with Government Mediator Charles Stewart failed to resolve a number of vital issues, the new Unit's members let their feelings be known in the strongest way possible: they conducted two strike votes which showed them favoring strike action by overwhelming majorities of 98.2 and 98.5 per cent.

It was just prior to the second vote that B.C.H.A. indicated it was ready to change its position. The three-and-a-half days of talks that followed in Vancouver produced a memorandum of understanding.

A number of issues were in dispute when the last round of talks began. These included wage rates, job discrimination against women, Union security, seniority, initiation of an apprenticeship program and the Union's proposal for the right to opt for binding arbitration through a tribunal.

New ground was broken with elimination of the discriminatory wage gap between Practical Nurses, other nursing personnel, and their male counterparts.

For the women it meant another \$144 a month, bringing them up to \$707.

Also negotiated was the \$37.50 a month settlement set out in the H.E.U.-Provincial Government anti-discrimination agreement for those earning less than the \$669.50 Male Cleaner rate.

This is retroactive to last January 1. Other money items are retroactive to July 10.

In other areas the contract complies with the Master Agreement. This provides an upward trend in wages — almost \$100 a month in one case.

H.E.U. officials were happy about the fact that the Union's non-strike record remained untarnished. No strike has been called against a hospital in the near 30-year history of the Union.

"I think it can be said that we have proved once again what a responsible Union we have," said H.E.U. Assistant Business Manager Jack Gerow.

MEDICAL CENTRE:

A New Deal For Employees

The child who has never left his mother's side enters hospital with the understanding that she will still be with him.

Or perhaps he can remain out of hospital most of the time and with his parents in motel-like accommodations right on the grounds.

The hospital employee has new and better facilities, such as lockers and lounge, and this time she has had a part to play in the planning.

The many special avenues of medicine are merging at this point. Ideally, the medical students are right there in the midst of it all.

Patient . . . Relative . . . Employee . . . Student . . . all would be expected to benefit greatly in such circumstances. And, as things now stand, just such circumstances as these are getting prime consideration in the planning of one of the province's bright hopes for the future — the B.C. Medical Centre.

The decision to create such a modernistic centre on the rambling grounds of Shaughnessy Hospital was announced earlier by Provincial Health Minister Dennis Cocke. The multi-million-dollar project is to provide for educational facilities, referral beds and integration of services through a link with some other hospitals and institutions. It gets away from the idea of enlarging existing standard hospitals in the core of the city.

New Concept

"I think we're all very excited," says Vancouver General Hospital Administrator Kenneth Weaver in his new role as first President of the B.C. Medical Centre.

"It does provide the opportunity for something unique in British Columbia."

He is enthusiastic about the teaching and referral plans.

"The whole emphasis is on being innovative — doing things that are not traditional."

Even at this early stage, a top administrative priority is the welfare of employees, something which Hospital Employees' Union officials describe as a marked departure from the normal attitude of the hospital industry in this province.

The framework for the Centre is one for which the H.E.U. would be ideally suited.

It is the only Union now playing a major role in the B.C. hospital industry,

with bargaining rights for general employees at 78 hospitals. Even more important is the fact it is the only Union with agreements providing such a wide range of employees with portability of seniority and benefits.

In other words, the H.E.U. member wanting to move from one hospital to another does so without suffering any kind of loss. And the figure of 78 means this applies to nearly all major B.C. Hospitals.

If employees of any one section of the Medical Centre belonged to some other Union with shallow roots in the industry, they would be handicapped in this regard.

Up to Date

In addition, H.E.U. is recognized as the pace-setter — the Union that sets the wage rates and establishes new frontiers where working conditions are concerned. Its up-to-date attitude is described by many as another reason why it would fit in so well with the modern approach of the Centre.

The best guess now is that the Centre will eventually employ 4,000 to 5,000, as compared to the present 1,200 at Shaughnessy. Those at Shaughnessy now are federal employees who will leave that field once the province has taken the responsibility for Shaughnessy off Ottawa's hands.

The Centre's new President says he sees no reason for employees to worry about losing benefits, such as their federal pension, in the switch-over. Details for protecting the rights and benefits of the employees are to be worked out by federal and provincial authorities prior to the change in jurisdiction.

"It is not only the intention that the employees not lose, but there could even be an increase in benefits," Weaver says.

Besides, there are already successful examples to go by. For instance, he points out that employees encountered no difficulties when Sunnybrook Military Hospital in the Toronto suburb of Leaside left the federal fold to become a university teaching hospital.

During a special interview with *The Guardian*, he outlined some of the initial plans for the Centre and emphasized the importance being attached to employee welfare.

"Right at the outset an Employee Relations Committee was established," he explained.

Better Deal

The emphasis, he says, has been placed on creating a better relationship with the employees and, in turn, a better labor relations climate.

To begin with, the employees are to have an "in-put" in the planning of those facilities which are to be theirs in the buildings.

"This would apply to such things as lounges, lockers and other facilities," Weaver says. "It was something initiated

by the government and readily accepted by the Board."

He agrees that current employee facilities in some hospitals leave much to be desired.

The legislation necessary to establish the Centre also provides for on-site training for employees. This is something long advocated by H.E.U.

The Board to which Weaver refers is the interim B.C. Medical Centre Board, set up on a four-month basis. Individual hospitals and institutions linked with the Centre would maintain their own Boards.

With Shaughnessy at the core, the Centre would be tied in with Vancouver General, the B.C. Cancer Institute, G.F. Strong, Children's Hospital, and the Psychiatric Unit of the University of B.C.

Vancouver General and St. Paul's Hospital have the option of becoming a full-fledged part of the Centre.

One of the desired goals is gradual integration of some services.

Various Boards

Order of the main chain of command would be Provincial Government, Minister of Health, B.C. Medical Centre, Board of Directors. Beneath this, and on an even level, would be the various hospitals and institutes concerned and their own Boards.

A major priority is a Children's Hospital. Eventually a decision has to be made on whether to maintain present facilities, or build an entirely new Children's Hospital on the Centre's site. If a new building is put up for this purpose the present Children's Hospital and facilities for children at Vancouver General would be phased out, Weaver explains.

Most of the training of doctors for clinical work would also be done at the Centre.

There would also be a "de-emphasis" on in-patient beds.

This, says Weaver, would mean the construction of "some motel or hotel arrangement" on the grounds. Children, for instance, could be treated as ambulatory care patients.

"This is something that cuts down on the high cost of in-patient care," he says.

In addition, he points out, it comforts the child to be able to stay with his or her parents in less hospital-like surroundings.

There is a possibility that the government will assume some of the costs, something which would mean a reduced daily rate for the family of the patient.

An additional plan calls for hospital room accommodations so that a mother or father could remain with a child. It would be something along the line of a chair that converts into a bed.

The idea, of course, is to reduce as much as possible the trauma attached to a child's admission to hospital.

This is something which has been tried for the past year at McMaster University in Hamilton.

GROUP LOSES, WAGES**COMPASSION PROVES COSTLY AT TERRACE**

The "Good Samaritans" of Mills Memorial Hospital at Terrace have to pay a financial penalty for the concern they showed a fellow worker.

Arbitrator D. R. Blair has ruled H.E.U. Terrace Unit members are not entitled to wages for time spent in a "sit-in" at the hospital last June. The sit-in was a move on the part of members to rally around handicapped worker Douglas Pigeau whose dismissal they considered completely unfair.

Pigeau, a deaf-mute Janitor, was reinstated as the result of a hearing that followed the dismissal and sit-in. He was also compensated for financial loss. The reinstatement and compensation were strongly recommended by Mr. Blair.

Regardless of this outcome, the employees who supported him end up with a pay loss for the period of the sit-in — June 13 to June 15. The return to the normal work pattern came with assurance of an arbitration hearing into the dismissal.

The Union, arguing that the Unit members had been willing to risk personal loss to help an unfortunate individual, made a strong bid to save them from such loss.

In an official submission to Mr. Blair, H.E.U. asked:

"How does one sit in judgment of people who, while acting as 'Good Samaritans,' commit a transgression that is infinitely less consequential than the transgression of abandoning a fellow human being in need of assistance and who cannot provide that assistance himself?"

The case was likened to that of the citizen who knowingly breaks the speed

law to rush someone to hospital. Because of the importance of the mission a penalty is never considered.

The Union argued that the sit-in was a "voluntary and spontaneous expression of concern" by certain employees over the hospital's "arbitrary" dismissal of Mr. Pigeau. It also came on the heels of other disputes which have occurred during the term of Tony Wagemakers as Administrator at Mills Memorial.

The sit-in, the Union further submitted, was a "dramatisation of cumulative frustrations" experienced by employees.

"It should be noted," the Union said, "that this atmosphere has been acknowledged by the Board of Trustees of the Mills Memorial Hospital with the recent appointment of employee representatives to the Board of Trustees for the purpose of communicating directly the frustrations and expectations of the work force."

An important part of the H.E.U. submission was that the sit-in was not a strike — that the employees did not attempt to shut down the hospital.

Because of circumstances, the Union contended that the Employer should bear the financial burden and pay wages for the period of the sit-in. To withhold such money would be tantamount to the hospital making a profit on a "very unfortunate situation," it said.

Mills Memorial, through its lawyers, contended that the work stoppage was a strike within the meaning of the B.C. Labor Relations Act. An award ordering payment to employees for the time loss would be without precedent, it said.

In handing down his ruling, Mr. Blair said he had come to his decision after

considering all the evidence put forward by both parties.

The Union has voiced surprise with one particular comment made by Hospital lawyer Irwin G. Nathanson. In his submission to Mr. Blair, Mr. Nathanson said it was interesting to note "the Good Samaritan neither sought nor received, in this life, any reward for his actions. That is in contrast to those employees for whom Mr. McCready (H.E.U. Secretary-Business Manager Ray McCready) makes his submission."

In the Union's view, there has been no such attempt to gain a reward for the employees — just an honest effort to see that they wouldn't lose what was already due them.

**IT'S HO, HO, HO
AND UP YOU GO**

As with most legends, we can't vouch for the authenticity of this one, but it's the best explanation we've heard for the origin of the custom of putting an angel on top of the Christmas tree.

It seems Santa Claus was having a particularly bad Christmas. He was suffering from a pre-Yuletide hangover, the sleigh was in for repairs and the estimate was outrageously high. Mrs. Claus was throwing a nagging fit, Rudolph was flat out in the wine cellar and the elves had just gone out on strike, when an angel came in with a Christmas tree and said: "Where should I put it"



It was a case of coming home for native Victorian Bill Muir (right) when he accepted job as Vancouver Island Region Servicing Rep for H.E.U. The long-time Trade Unionist, who had been living in Kelowna, was greeted by Island Unit officers at special Regional Conference in Victoria. Among gathering, in picture above, were Duncan Unit Chairman Merlin Gutensohn, Duncan Secretary Doreen Boyes, and Gorge Unit Secretary Gail Knox.

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EDITORIAL

A SURPRISING REACTION

It had been a long bellyache. During the years of Socred rule the acute ills of industrial relations in B.C. remained largely untreated, or wrongly treated. And now, at least, someone cared. In this exciting new era of change in government and attitudes and procedures someone had come along with the promised remedy.

The immediate response was disappointing. The moaning continued. Just as loudly as before. Many of those who might have been expected to show gratitude, sandwiched Thanksgiving Weekend between bursts of criticism. It was aimed at those who had set out to help them. The medicine was at hand all right, in the form of Labor Minister William King's proposed Labor Code. But the critics said it didn't have the sweet taste they had ordered.

It would seem fair to say the B.C. Federation of Labor either reacted too quickly to the newly designed code, or simply over-reacted. It might also be fair to say — as the Labor Minister has said — that Labor and the public can be expected to be apprehensive when faced with such daring change.

As daring as that change might be, however, it appears in its overall context to be the kind of change that should bring cheers from long-suffering unionists. Much of what they wanted, but were deprived of in the past, is now there. Organizing has been made easier, as has the achievement of a first contract. And matters have been largely removed from the courts, a time-saving factor that will serve both labor and management well.

The Federation has spoken out against such things as picketing limitations, the power of the proposed 10-man Labor Relations Board to force a first contract on the parties if one isn't achieved through bargaining, and the composition of the board itself. The Board will have solid labor representation even if it doesn't include some of the Union people favored by retiring Federation Secretary-Treasurer Ray Haynes. It will also, of course, include some of the "egg-heads" Mr. Haynes has complained about. Altogether, there will be the kind of expertise in labor matters that isn't to be found in the courts.

Probably one of the most surprising complaints is that concerning the machinery for a first contract. The Federation has talked about it being another threat of compulsion. The power to enforce a first contract if one isn't achieved in the normal manner clearly indicates the NDP Government's intention to protect the rights of the working men and women. It is something which obviously grew out of the three-year-old strike at Sandringham Private Hospital in Victoria — a strike which has been without an end because the employer has refused to bargain in good faith.

The Hospital Employee's Union is already on record as supporting the legislation, as for that matter, are some other large and influential unions. The H.E.U. is particularly pleased with the right of the Union to opt for binding arbitration if all else fails. Since it is an option, it preserves the right to strike.

It has been suggested that we are happy simply because we got what we wanted in the proposed code. Our real reason for supporting the code, of course, is by no means such a selfish one. We consider ourselves responsible unionists and we believe the legislation, as a whole, will not only improve the lot of the working people, but will make for better labor relations in this province.

Like others, we have reservations about some points in the code. But we feel it should be given a chance. After all, despite the fears that have been voiced, it is in the hands of a well-intentioned government and experts are already describing it as possibly the most progressive legislation in North America.

It does seem a little sad in such circumstances that Labor Minister King should venture into No-Man's Land on a Mission of Mercy, only to have those in need of help turning on him.



"Look, if I can't stand up for equal rights yet, I'll wave for them. As long as the Nurses in this place are going to get them, I demand some of the same. Now, bring me a pink blanket . . . quickly."

Poet's Corner

OH, SUCH AG-ON-EWY

There once was a man named Spiro
Who thought of himself as Nero;
While fiddling for fame
He got close to the flame,
And now he's a great big zero.

—Horatio T. Snortengruber

MUSIC FOR MOURNERS

Hear the Sacred Socreds Sing
of evils that befall us;
The obvious song of a Ding-a-Ling,
The thinking of a walrus.

See the faces long and sad
At word of social gain;
Just, they say, a passing fad
'Til Bagmen rise again.

—W. A. C. Bandit

LOSTS IN THE COSTS

Since you ask me, Sir, about inflation,
Likened my wages to a railway station:
— Going nowhere.

Only the train heads down the track,
A train named inflation, it won't come
back.

And here I sit in this stationary station,
An economic prisoner in my own damned
nation.

— Going nowhere.

—I. M. Broke

QUOTE . . .

"Venereal disease is like peanut butter — it spreads so easily."

—Trudi Ruiterman, senior nurse, main VD Diagnostic and Treatment Clinic, adjacent to Vancouver General Hospital, as reported in *Affairs, B.C. Business*.

EDITOR'S NOTE: This gets our nod as the most colorful health care quote of the month. Do you suppose there is a message there? Will we be better off if we get sex out of the alley and into the kitchen?

MASTER AGREEMENT

BLAIR ENTERS CRUCIAL CONTRACT TALKS

Talks concerning the 1974-'75 Master Agreement resumed Nov. 12 — this time with a brand new twist.

Huddling with Union and B.C.H.A. negotiators in the latest attempt to work out a settlement is D. R. Blair, who has been given the power to bring in recommendations.

Labor Minister William King appointed Blair a one-man Industrial Inquiry Commission in the dispute after both sides made it clear he was their choice as a Third-Party.

Blair, recognized as a leading labor relations expert in B.C., has gained respect in the hospital industry where he has served in the role of Arbitrator for some time.

Under terms of this appointment, talks were to last at least two weeks, with Blair having the right to make recommendations for settlement if agreement isn't reached by the Dec. 31 expiry date of the current contract.

Such recommendations would be just that — they would not be binding.

But this added feature is seen as a move in the right direction.

More Promise

"What this means is that our membership would have something to vote on by the beginning of January," explained H.E.U. Secretary-Business Manager Ray McCready. "And that's more than they could ever have been guaranteed under the normal procedure."

If the parties had chosen the usual route and applied for one of the regular Provincial Government Mediation Officers, they would have had to do without the right to proposed settlement from an outside source. The Mediation Officers



D. R. BLAIR
... Special Powers

do not have the power to make recommendations.

There have been past instances where this power has been given to men specially appointed to help resolve disputes — as in the case of Judge Nathan Nemetz in a forest industry standoff.

But the Blair appointment established a first in that he can recommend a settlement by the contract expiry date and even before the taking of a strike vote. In other cases, the move was a last-ditch effort — born out of desperation.

McCready looks on the Labor Minister's act as a demonstration of the present government's desire to make definite improvements in the field of industrial relations.

"Mr. King has shown he is responsive to the needs in such a sensitive industry as ours," he said.

Both the Union and B.C.H.A. saw the need this time for the use of a Third Party to help overcome the animosity that had built up during the last four or five years of Social Credit Government. Those were years when management negotiators were given no real power of decision, something which had frustrating results for the Union.

Despite the frustration, H.E.U. has never been involved in an official strike in its near 30-year history. Nevertheless, there has been a strong determination this time to go as far as necessary to make up for the 6.25 per cent ceiling placed on wage increases two years ago by the now-defunct Mediation Commission.

Main Demand

The major money demand of H.E.U. is for a wage hike of \$1 an hour or 25 per cent in a two-year agreement — whichever is greater. Also high on the list of objectives is a full Apprenticeship Program for those seeking to become Practical Nurses and Orderlies, and an end to discrimination against the woman employee in the hospital industry.

The Apprenticeship Program would have a three-fold purpose; to put an end to the practice of working Students at hospitals without pay, to remedy the province's acute nursing shortage, and provide career opportunities through training present hospital staff.

Not long ago the Union and the Provincial Government signed an historic agreement to rid the industry of job discrimination by the beginning of 1976. Employee training was included in this agreement. What the Union is now doing is carrying out the intent of the agreement by endeavoring to negotiate both features into the next Master Contract.

Also high on the Union's list of priority items is a 36-hour work week that would provide for alternating four and five-day weeks; three weeks of annual vacation with pay after one year, six weeks after five years and an extra three weeks at intervals for the employee who has put in at least 25 years on the job; an extended Health Benefits Program; adoption of a Training and Skill Upgrading Program as protection for employees affected by technological change.

Little headway had been made in the ill-fated talks that preceded the current meetings with Blair. Negotiations began officially in September and broke off after 19 sessions.

The situation, prior to the present talks, was sized up this way by McCready:

"There has been significant progress on insignificant items."



"Ah yes, the Grievance Committee."

WHERE THE NORTH WIND BLOWS



There was a time . . . remember? . . . when the little old railway station stood as one of the only real links between the North and the heavily populated world to the South. But, with today's demands for quick action, H.E.U. Staff Officers have found that servicing of Northern Units means taking to the sky in anything from a small pontoon plane to a gleaming jet. However, when time permits, you might just find someone like H.E.U.'s Jack Gerow down by the tracks recording a little of history on film.

IN THIS VITAL LAND THE UNION

The big thing is the voice.

It's yours, and now that you're a member of the Hospital Employees' Union it's going to be heard.

Or, as Owen Adams puts it:

"They should remember they now have a voice and a vote in their own affairs."

Owen, a Staff Representative who services the sprawling North Country for the Union, is more than a little familiar with the advantages of belonging to H.E.U. In a vital land where the lonely little railway station and the telegraph key once stood as major links with the "outside" world, important things have been happening, and the Union has been very much a part of it all.

Hospital workers who once had no security or real freedom on the job are now able to stand up for their rights without fear — and win. That is, those who toil in hospitals where H.E.U. is represented. Sadly, those who remain without union protection, still face the nagging uncertainties of a dark past.

Owen Adams, like the Union's representatives in other regions, has played a part in the progress that pertains only to the H.E.U. membership. The evidence of such progress is impressive.

Let's look at some of it:

- Job security.
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They are there — like so many gems strewn over a magnificent, uneven table — those lakes of the North. Just part of the beauty that gives this vast country its beguiling ways — ways that can make you forget momentarily that up here, like elsewhere, there is no such thing as eternal peace. It is something the Union keeps ever in mind when it comes to servicing the growing number of Units in the North. Of course, one cannot deny the beauty of places like Babine Lake. One would not want to.

S ONLY A PHONE CALL AWAY

benefits which would be prized by the non-union hospital worker, if only he or she could come into possession of them.

Owen Adams' territory is used as an example in this article to demonstrate what has been achieved, to hold out hope for the unorganized who may be grasping for help.

The story is the same elsewhere. But somehow the progress of the union in the north serves to show, that for the hospital worker, the province is a single arena; there are no posted signs that say: Civilization and the benefits of civilization end here. The north of today is as close as the phone; or the big jet aircraft; or the professional Union man who uses both, or either, to answer the needs and see that the lifeline is always secure.

When there is a pressing need Owen will fly directly from Vancouver, as will other Union officials if their help is also required. Generally though, he covers most of his massive route (1,000 miles from Vancouver to Fort Nelson) by car, using a variety of small aircraft to link some centres. When you consider the doubling back that must be done over

this widely spread region, he can find himself travelling as much as 3,000 miles.

It is a matter of servicing H.E.U. Units which, in turn, draw on the experience of their own leaders to see that the various hospitals abide by the terms of the Collective Agreement.

Not too long ago, Chetwynd General Hospital was organized. Certification, awaited at the moment, will add this hospital to other H.E.U. northern Units at Dawson Creek, Fort Nelson, Fort St. John, Kitimat, Ocean Falls, Prince George, Quesnel, Smithers, Terrace and Williams Lake.

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Owen Adams is aware that the wage rates negotiated by the Union are paid in some non-union hospitals, but he points out that beyond this there is really little certainty of anything. There are some vital questions he believes employees of the non-union hospitals should ask themselves.

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"Are they sure that the employer is going to honor any agreement he has made?"

"Are they sure that they are going to get portability of seniority and portability of benefits?"

He knows the answer has to be no — that only within the Union can there be any such assurance.

He adds these points for anyone who might be wondering:

- "Once a Union has been established and a Collective Agreement reached, the Union represents a new source of responsibility within the plant."
- "When the Union is on a sound footing a smooth and effective operation can be achieved."
- "Responsible and fruitful collective bargaining depends on relatively equal bargaining power between the Employer and his workers and the ability of both parties to fulfill the terms of the contract."
- "This means strong, effective and responsible Unions."

WHERE THE NORTH WIND BLOWS



There was a time . . . remember? . . . when the little old railway station stood as one of the only real links between the North and the heavily populated world to the South. But with today's demands for quick action, H.E.U. Staff Officers have found that servicing of Northern Units means taking to the sky in anything from a small porton plane to a gleaming jet. However, when time permits, you might just find someone like H.E.U.'s Jack Gerow down by the tracks recording a little of history on film.

The big thing is the voice. It's yours, and now that you're a member of the Hospital Employees' Union it's going to be heard.

Or, as Owen Adams puts it:

"They should remember they now have voice and a vote in their own affairs." Owen, a Staff Representative who serves the sprawling North Country for the Union, is more than a little familiar with the advantages of belonging to H.E.U. In a vital land where the lonely railway station and the telegraph pole stand as major links with the outside world, important things have been happening, and the Union has been much a part of it all.

Hospital workers who once had no security or real freedom on the job are now able to stand up for their rights without fear — and win. That is, those who in hospitals where H.E.U. is represented. Sadly, those who remain without protection, still face the nagging uncertainties of a dark past.

Owen Adams, like the Union's representatives in other regions, has played part in the progress that pertains only the H.E.U. membership. The evidence such progress is impressive.

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IN THIS VITAL LAND THE UNION IS ONLY A PHONE CALL AWAY

MEMORIES OF A NORTHERN TOUR

(Made by Business Manager Ray McCready and Assistant Business Manager Jack Gerow).



*After the Unit meeting:
Hospitality and informality,
Kaslo style, two of the
traits that serve this
enchanting country so well.*



*There was much to be
talked about at Terrace,
for, after all, the Terrace
Unit has had a number of
fights on its hands in an
effort to protect the rights
of various members.*



*At Kitimat, as elsewhere,
there are people willing to
work hard to see that the
business of the Unit is
carried out efficiently.*



*Life in Smithers is like life
anywhere else when it
comes to providing the
proper safeguards for
hospital employees. The
Unit keeps on top of things.*

KING "KEPT FAITH"

NEW LABOR CODE DEFENDED BY H.E.U.

The dust settled on B.C.'s unpredictable labor front last month, bringing into focus for the first time a vision of hope.

"I assume this is the first time in the history of the House that a labor bill has passed unanimously," said Premier Dave Barrett.

His remark was made in the Legislature following approval in principle of Labor Minister William King's new Labor Code.

While there had been argument and would be more during clause-by-clause debate, the solid approval showed that even the Opposition realized an honest and worthwhile attempt was being made to heal the province's very sick labor relations.

Surprisingly, the province's main labor body hadn't responded as well. The B.C. Federation of Labor touched off a bit of a stampede with expressions of fear and outrage. But it soon became clear the Federation's officers were guilty of premature judgment and over-reaction, and the stampede took on a look of confusion. The troops were running in different directions.

Some unions put Bill 11 in the hands of experts for careful study before commenting. The comment, when it came, generally favored the bill. One major union was split, with its national body supporting the proposed Code and its B.C. wing falling in step with the Federation.

Lend Support

The independent H.E.U. and Teamsters also saw reason to support the Code.

"Labor Minister King has kept the faith," said Ray McCready, Secretary-Business Manager of H.E.U. "In the beginning he said: 'Give me time, I want to hear from everyone.' And as it turns out he has listened — and listened well to what the people of this province said was needed in the way of new legislation."

The Union, he said, has reservations about some parts of the Code. But overall it is looked on as good legislation — legislation that should be given a chance to work.

There had been an insinuation that some unions such as H.E.U. were happy simply because they got those things they asked for in the Code. The Federation's Ray Haynes described it as an "I'm okay, Jack" attitude.

Haynes, who has since resigned as Secretary of the big, influential labor body, slipped the dig in during a special convention in Victoria to protest the proposed legislation.

H.E.U. has agreed that some of its numerous proposals have found acceptance, as, undoubtedly, have those made by other bodies consulted by King's

Special Advisors. The Union is especially happy about the inclusion in the Code of one particular proposal it made — the right, at the option of the Union, to take a dispute to a tribunal for binding arbitration.

"The Union is always cast in the role of the aggressor," explained McCready. "Sometimes it is confronted by a situation where it has to do one of two things — abandon its stand, or go on strike."

"Now, with the tribunal to turn to, there's an option — a very good option."

Whole Package

But he and other officers of H.E.U. point out that this is not the reason for ready support of the Code. It's the forward look of the whole Code that has caught the blessings of the Union — not some remote self-serving aspect.

"Mr. King has the chance here to create a new climate in industrial relations in this province," says McCready. "Let's not throw petty little obstacles in his way."

Senator Ed Lawson, the Teamsters' top man in Canada, thinks the Code could be "the most progressive Labor Act in North America." This, he says, will depend on having it administered by sincerely motivated people.

At the time of this writing only the top officers had been appointed to the new Labor Relations Board, which is to have 10 members. The Chairman is Dr. Paul Weiler from Osgoode Hall Law School in Toronto, with former management negotiator Ed Peck and recently-resigned I.W.A. Regional President Jack Moore as Vice-Chairmen. A third Vice-Chairman and three nominees each from labor and management were expected to be appointed.

Independent unions such as H.E.U. and the Teamsters point out that the B.C. Federation of Labor is by no means the sole voice for organized labor. As a result, the Federation should not be able to nominate all three labor representatives to the Board, they say.

At the time of approval in principle of his Code, the Labor Minister said he could appreciate the apprehension voiced by some. Changes were being proposed — big changes — and people were a little afraid.

"But we have to be a bit daring — someone has to take a chance," King said.

Vital Points

He had this to say about some of the supposedly controversial parts of the Code:

• Research will be carried out to see if some agricultural workers can be in-

cluded in the coverage of the Code. Fishermen were not included because they fall under federal labor law. But they can be included if the Federal Government agrees.

• The power of the LRB to impose a first contract where collective bargaining has failed is intended as a protection for employees who are now at the mercy of unfair employers. Certification may be there, but present law allows an employer to take advantage of a small group by simply refusing to reach an agreement, thus leaving them without the union rights they have voted for.

Sandringham Private Hospital in Victoria is used as an example. King says there has been a straight refusal from the employer to reach an agreement with women who have been on strike for more than three years. This, he says, is "shameful."

• A clause permitting the Board to force unions and management to bargain in groups or councils is meant only to encourage the parties to negotiate in appropriate groupings. There is no intention to use this power unless absolutely necessary.

• The clause prohibiting strike breakers is intended to prevent the kind of chaos in B.C. that has occurred elsewhere. In some cases organizations have been set up to operate with such accessories as guard dogs, strictly for the purpose of interfering with strikers and defeating the effect of picket lines.

• There is good reason for allowing a union to picket the ally of a struck firm, at the same time putting the onus of non-ally proof on the struck employer. "We take the position very strongly that if someone wishes to intervene in a dispute, they should pay the consequences of being picketed for their interference."

• The clause requiring only a 35 per cent majority to apply for a union certification vote (also an H.E.U. proposal) is to affect only new units. It will not be used where there are jurisdictional disputes between unions.

• It is only fair to allow someone to opt out of union membership because of religious convictions, but it is also only fair to make them prove their case and pay dues to the union involved. For, it is through this same union that they are deriving the same benefits as the others working for the same employer.

• The new LRB should not be considered all-powerful like a court since it does not have powers of a court to impose penalties. There are also many safeguards against possibility of abuse by the Board — such safeguards as the scrutiny of a Labor Ombudsman and the power of the Legislature to correct any wrongs.

LESS TO SPEND

INFLATION MONSTER'S BITE
HURTING MORE THAN EVER

All aboard the good ship Inflation.
Well, not quite.

Figures now show that the average Canadian has missed the boat. He is being dragged along by a tow line that is made of elastic, one that keeps stretching and leaving him farther and farther behind.

Wage gains were more than wiped out by a summer of painful cost of living increases, according to statistics released by the Federal Government.

For instance, in July this year the aver-

age industrial weekly wage was \$161.36, up \$11.64 from the year before, but more than offset by a 7.7 per cent rise in living costs that reduced purchasing power by \$12.42 a week. The net loss over the year for the average Canadian worker was 78 cents a week.

August saw the steepest monthly living cost climb in 22 years, something which is expected to enlarge the deficit.

Food prices have been given a large share of the blame for the worsening situation. The food index for August was 3.2 per cent above that for July. Where longer range comparisons are concerned, it was up 15.8 per cent from the year before and 24.1 per cent from August, 1971.

Wholesale prices are used as one of the main explanations for increases in living costs. Such prices, according to Statistics Canada, rose 6.9 per cent in August. This was the largest monthly increase of this kind in 34 years.

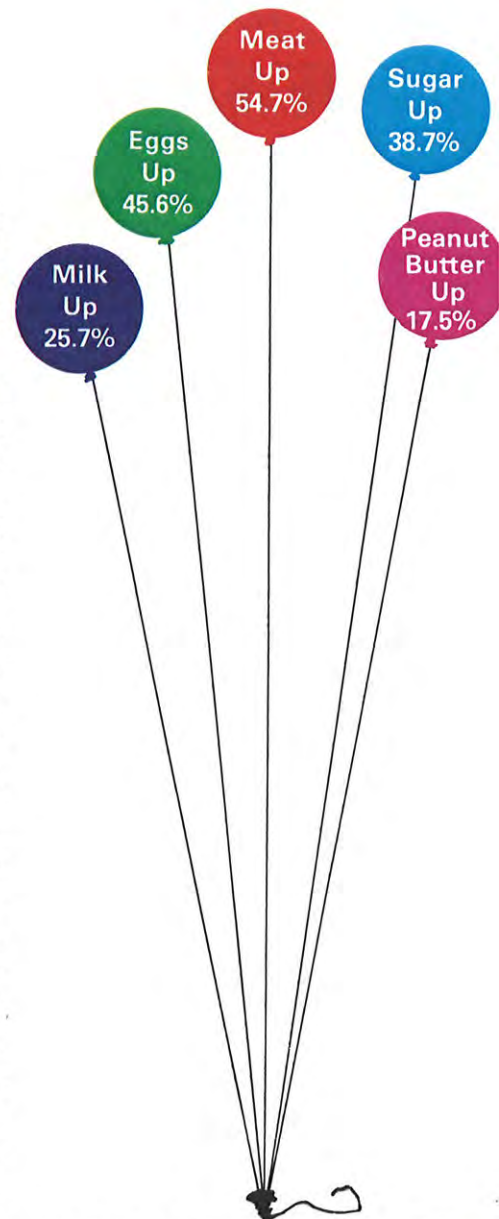
The wholesale price index over-all was 28.9 per cent above that for the year before and up 37 per cent from August, 1971.

While the frightening increase in food prices has been a major concern, housing, of course, has presented anything but a happy picture. Using figures from its Multiple Listing Service, the Greater Vancouver Real Estate Board reveals that the average sales price for a house moved from \$24,239 in 1970 to \$26,471 in 1971, \$31,465 in 1972 and \$38,561 for the period of January to June of this year.

Over the three years, the increase works out to 22.6 per cent.



"Crunch."



THE (NOT SO) BEAUTIFUL BALLOON

HOW ABOUT GOING RATE FOR TRADESMEN?

The Provincial Government is taking the necessary steps to ensure that workmen on hospital construction projects are paid the current construction trade rates.

An amendment to the Hospital Act would require that workmen receive fair wages and fair working conditions in connection with all contracts relating to "construction, alteration, maintenance or demolition" of a hospital.

While Hospital Employees' Union officials agree that this is exactly as it should be, they are quick to point out that the move underlines the existence of an ugly double standard—separate wage rates for the outside Tradesman and his hospital counterpart.

The Tradesman employed by the hospital doesn't fare nearly as well and the Union has insisted that something be done to remedy the situation. Parity with outside Tradesmen is among the H.E.U.'s 1974-75 contract demands.

As things now stand, hospital Tradesmen earn from 72 cents to \$1.49 an hour less than regular construction Tradesmen. (See chart.)

"If people who build hospitals receive the going rate, then certainly people who work in these hospitals should get the

going rate," explains H.E.U. Secretary-Business Manager Ray McCready.

"When does a Carpenter stop being a Carpenter? The answer, of course, is that he doesn't. However, the fact he is still a Carpenter once he enters the hospital industry is something which isn't recognized by the industry."

(Hourly rate comparison for hospital Tradesmen and those in outside construction):

	HOSPITAL	CONSTRUCTION	DIFFERENCE
Air Condition Mechanic	\$6.47½	\$7.20	.72½
Electrician	\$6.46.3	\$7.77½	\$1.31.2
Machinist	\$6.25	\$7.25	\$1.00
Refrigeration Mechanic	\$6.25	\$7.20	.95
Plumber	\$6.25	\$7.49	\$1.24
Plasterer	\$6.00	\$7.21	\$1.21
Carpenter	\$5.98	\$7.00	\$1.02
Charge Carpenter	\$6.44	\$7.93	\$1.49
Painter	\$5.62	\$6.70	\$1.08



Cheer up. Attending a Trail Unit meeting can't really be that painful — can it? Just think, things could be worse. Someone could forget to put the coffee on.

CASUAL TO REGULAR

VICTORY IN SNOW CASE COULD BE BREAKTHROUGH

No matter how you look at her, Linda Snow is just one person.

Yet, in a sense, she would appear to carry the strength of a great many as the result of a recent award. For the Union sees that award as a very important precedent in the field of job classification.

Arbitrator D. R. Blair has directed Vancouver General Hospital to re-classify Ms. Snow as a Regular Part-time employee for a period of time when she was shunted from job to job and held to casual employee classification.

At the time of this writing the Hospital had tentatively agreed to apply the ruling to all other employees trapped as Ms. Snow had been — possibly as many as 300.

The next step is to have the same interpretation apply at various other hospitals where employees have been unfairly held to casual rating.

In reporting the outcome to the H.E.U. Provincial Executive Committee and staff officers, Secretary-Business Manager Ray McCready said the story had its beginning about a year and a half ago when Vancouver General "arbitrarily reclassified employees working more than two shifts, but less than full-time shifts as casual employees."

An important term of the Snow award is that she is to receive retroactive payment of fringe benefits lost as a result of her improper classification. This is to include a period from Nov. 9, 1972, until April, 1973, when she moved from the capacity of Kitchen Maid to that of Kitchen Maid Relief Supervisor."

The Union moved on the Linda Snow case because it is one that typifies the many others which exist in VGH. It was

seen as a good example of how employees have been put to work on a regular basis, but confined to a classification depriving them of benefits to which they should have been entitled.

Ms. Snow was employed in the VGH Food Services Department where she assumed a number of roles as someone capable of relieving in various jobs. The Employer argued that she was actually working on an "on call" basis because of an agreement made when she first reported for work. The argument was also advanced that only positions covered by the hospital's annual budget were filled by employees on regularly scheduled shifts. Ms. Snow was not in a budgeted position.

The Arbitrator noted that the Collective Agreement contained no reference whatever to budgeted jobs.

The Union presented uncontradicted evidence that Ms. Snow worked an average of roughly 35 hours a week in 1972, as opposed to the 37½-hour standard for the Full-Time employee. It also submitted time cards showing her work shifts had been scheduled well in advance. The Employer contended that the schedules were posted to eliminate the need of phoning her on each of the days listed.

Mr. Blair found there was an inference on the part of the Hospital that the variety of jobs assigned Ms. Snow meant she had not been able to accumulate the necessary three-months probationary period in any one job.

He said that to accept the interpretation offered for Temporary Employee by the Employer would be the same as agreeing that the employee could be shifted constantly from job to job to pre-

ADJUSTMENTS

Many to Benefit By Blair Awards

Pay cheques will be a little healthier in a number of cases as the result of the latest Pay Adjustment Awards handed down by Arbitrator D. R. Blair.

The largest individual adjustment will mean another \$62.25 per month on a "B" Ticket for Engineer W. Llewellyn at Baker Memorial Hospital in Quesnel. This was in excess of the \$30.75 sought by H.E.U. However, it is balanced by Blair's decision to make no adjustment in the wage rate of Engineer G. Sweder (4th) at the same hospital. The Union requested another \$44.25 in this case, but the Arbitrator ruled the two should earn the same flat \$823.25.

Other Awards:

Royal Inland Hospital, Kamloops

Maintenance II (Fillekes), \$31.50; Maintenance Clerk (Phelan), \$29.75, retroactive to Jan. 1, 1972.

Bulkley Valley District Hospital, Smithers

Laundry Washerman (J. Brouwer), \$16.

St. Mary's Hospital, New Westminster

\$17.25 adjustment for two of three N.S.A. Operating Room incumbents.

Surrey Memorial Hospital

Utility Man III, \$14.75, retroactive to Jan. 1, 1973.

The necessity to establish material change in job content was waived by the employer in dealing with the Maintenance II category at Royal Inland.

No adjustments were ordered for Nursing Unit Clerk, Prince George Regional Hospital; Orderlies, Baker Memorial Hospital; Operating Engineer (4th) and Housekeeping Maid, Maple Ridge Hospital; N.S.A. — C.S.R. (six incumbents), Orderly (eight incumbents), Cooks, St. Mary's Hospital, New Westminster.

The Union's proposal to up-grade a Carpenter at Lion's Gate Hospital in North Vancouver was rejected.

vent her from completing her probationary period "and ever becoming classified as a Regular Part-time or Regular Full-time employee, entitled to the perquisites of the Collective Agreement."

By the same token, he said acceptance of the Employer's "budgeted employees" argument would be to agree that the employee could be scheduled to work full shifts seven days a week, 52 weeks a year without fringe benefits.

"Clearly, this would be most inequitable treatment for the Grievor," Mr. Blair ruled. "And it could scarcely have been the intent of those who negotiated the parties' Collective Agreement that they wished to place in their agreement a provision which could produce such an inequitable result."

THEIR FOLLIES ARE OUR JOLLIES

Comedy, like sunshine and vitamins, is essential to our well-being. It punches holes in the wall of boredom and provides a sort of safeguard against the all too common threat of depression.

There are some who can get the required dosage of chuckles these days by flipping on the TV set and watching the antics of Archie Bunker or Richard Nixon. Others among us prefer something just a little different. Like that popular current attraction, which, for want of a better name, might be called the B.C.H.A. Follies.

This splendid show is supported by your friendly neighborhood hospital, if your friendly neighborhood hospital happens to be one of the many allowing B.C.H.A. to speak for it. B.C.H.A. writes its own script and the finished product is sometimes very funny indeed.

In a recent episode we had B.C.H.A. President-elect Colin Elliott unwittingly lending support to his opposition — the Hospital Employees' Union. He did so simply by getting up at the B.C.H.A. convention and bringing considerable welcome attention to this publication.

As it turns out, the Hospital Guardian had carried an editorial likening B.C.H.A. negotiators to wind-up dolls that could do everything but think for themselves. Mr. Elliott, according to the Vancouver Sun, became incensed and read part of that editorial into the records. The Sun quoted Mr. Elliott quoting the editorial. The result, of course, was that the massive circulation of the Sun gave our point of view prominence exceeding our fondest dreams.

Mr. Elliott scored another point for the Union. Or, as the Guardian Editor explained in a press release:

"His timing is delightful. Here we are in the midst of Master Contract negotiations that were going nowhere and he is up there on the platform doing our job for us . . ."

All of which seemed to fall into place with the Editor's other conclusion that "Mr. Elliott's attack and timing are just added proof that B.C.H.A. is a confused team of amateurs floundering in the major leagues."

According to the Sun report, Mr. Elliott also accused the Guardian of spreading "insidious propaganda" and of being "unfair" and "undemocratic" in attacks upon individual hospital administrators. Guardian articles are based on fact and reports from the convention would indicate that Mr. Elliott made no attempt to prove otherwise.



The nature of the attack and its timing caused more than a little laughter in the Union's Provincial Office. It also prompted the Editor to comment:

"Here you have someone who has been silly enough to sit on a porcupine and then blame others for the fact he has a rump full of quills."



Proof at last that you, too, can find happiness at a Unit meeting. If you're a member of the gregarious Grace group, (top), you stand for amusement. But with Children's, (bottom), you can't get up for laughing. (With proper apologies to the folks from Grace and Children's Secretary, Kathy Bakker, and Chairman, Ron Valliers.)



IN VICTORIA**HOSPITAL MERGER
URGED BY FOULKES**

The advisability of merging hospital administrations in Greater Victoria came up for serious study in October. Some of the conflicting views were interesting.

Dr. Richard Foulkes, the Consultant the B.C. Government hired for a year-long study on health care delivery, told a seminar he considers merger "the only way to go" if there is to be a systematic approach to the Capital Region's problems.

"If my studies in the past year have taught me anything," said Foulkes, "it is that the major changes required in hospitals, and in some other areas, are changes in the way we think."

Less duplication and more centralization of common services are mentioned as major reasons for merger of administrations.

Among those strongly supporting the concept was Dr. Jack Twelves, Chief of General Practices at two Hamilton hospitals where merger has already taken place.

However, if anything, the seminar proved the winds of change don't blow without interruption.

Fiery Dr. Scott Wallace, Oak Bay MLA and interim B.C. Tory leader, went gunning for Foulkes in an interview, afterward.

The trouble was, Foulkes had said the alternatives facing the Capital Region were: beginning from scratch, using one of the general hospitals (Victoria General or Royal Jubilee) and scrapping the other, or using the best of both.

He qualified this by saying he assumed the last course had been chosen. Otherwise, there wouldn't have been a seminar to deal with merger.

Wallace described as "irresponsible" and "incredible," Foulkes' reference to scrapping one of the hospitals.

Some doubted Foulkes was serious about this. They believe he was using it as an extreme alternative to administration merger.

Wallace, however, doesn't believe the consultant was joking. He asked Health Minister Dennis Cocke in the Legislature to hang a "cease and desist" order on Foulkes, but Cocke said he had no intention of "gagging" him.

DEPARTURE DELAYED

Guardian editor Don Collins has postponed his departure.

Collins, who will be taking a new job in the near future, had originally planned to leave his H.E.U. post at the end of September. But he has remained on to put out this edition of the *Guardian* and help prepare the next.

Job Posting No. 24**LOCAL 180****SPECIAL OPPORTUNITY
(UNION CAREER)**

Ever thought of turning your interest in your Union into a full-time job with the Union?

Well, even if you haven't your Union has. Acting on the theory that it is often best to look within when in search of help, the Hospital Employees' Union, Local 180, is conducting a talent hunt through its own membership.

What this adds up to is an opportunity for qualified rank-and-file Union members to become career trade unionists — in any one of a number of fields. As Research, Organizing, Servicing and Clerical vacancies occur they will hopefully be filled by successful applicants from within the Union's membership.

If you are interested — and you think you have what it takes — you should submit a résumé detailing personal, educational and work background. You must be free to travel, spend periods of time away from home and work evenings and weekends as required. Where education is concerned, you should have Senior Matriculation or the equivalent.

The positions offered will be covered by a Collective Agreement. However, because of the nature of the job, hours of work coverage does not strictly apply — except to clerical positions.

The Union's stand on discrimination means that sex and age will have absolutely nothing to do with selection of successful applicants.

This is the only posting that will be made this year. Those interested should indicate the type of work preferred when submitting résumés to:

**R. S. McCREADY, Secretary-Business Manager,
Hospital Employees' Union, Local 180,
538 West Broadway, Vancouver 9, B.C.**

JOB POSTING No. 24 CLOSING ON DECEMBER 14th, 1973.

Mark your envelope "CONFIDENTIAL."

Issued by the
Hospital Employees' Union, Local 180.

EXPLOITATION OPPOSED**BATTLE ROYAL SHAPING UP OVER STUDENTS**

The Union has dug in for what it now realizes is a major battle on behalf of the Practical Nurse Students of the province.

It faces strong opposition — from community colleges and hospitals — in its drive to see that Students are paid for actual work done in hospitals.

"Students are being exploited as a form of cheap labor — actually unpaid labor — and this is something which will not be tolerated by this Union," declares H.E.U. Secretary-Business Manager Ray McCready.

The argument from the other side is that the Union is organizing Students and in so doing is encroaching on an educational function. Spokesmen for some colleges have said the ability to teach the Students is weakened once they have been cast in the role of paid workers.

McCready and other H.E.U. officers involved dismiss this as entirely untrue. They say it is simply an attempt to maintain a status quo where a large number of Students work without payment.

Program Sought

The Union's main objective now is establishment of a modernistic apprenticeship scheme. The purpose would be twofold — to provide adequate financial assistance for those learning, and to make up for what it describes as "the sad lack of proper training that is responsible for the acute nursing shortage in B.C."

In the meantime, H.E.U. is turning to arbitration in an attempt to establish wage rates for certain groups of Students. It is a necessary follow-up to an initial victory which saw the Labor Relations Board rule several months ago that Practical Nurse Students in the Okanagan were performing the function of employees at hospitals and fell within the Units represented by the Union.

The ruling made it necessary for the hospitals to pay the Students only the \$2 an hour minimum wage. The Union is seeking through arbitration to bring about rates it feels would be more in keeping with the work done.

Under the old system, there was a stipend of \$22 a week. But this was wiped out last spring as the result of an order made while the former Social Credit Government was still in office. Since then, some Practical Nurse Students have had to find their own means of support, while others have had some assistance from Canada Manpower.

The LRB ruling obviously doesn't sit too well with some hospitals. Hospitals at Vernon and Kelowna have indicated they will discontinue the practice of using Student Practical Nurses.

The decision was described as "irresponsible" by the Union last month with the first reports that Vernon Jubilee Hospital was headed in this direction.

One H.E.U. official described the move as a "vindictive act," adding:

"It is also irresponsible in terms of providing the health care field with trained personnel."

McCready has wasted no time in describing as a "red herring," the claim that the Union has launched a Student organizing campaign. The Union, he said, had not set out to organize the Students but is simply answering a call for help.

Answered Plea

"They came to us for help in the first place," he said. "And we readily supplied it even though they weren't dues-paying members and couldn't be expected to be for some time. We have done the same

SPECIAL HEARINGS

Vernon became the target early in November as the Union sought to win proper pay for working students.

Evidence and argument put forward occupied two days of Arbitration Hearings under D. R. Blair. No ruling had been made by the time the Guardian was hitting the presses.

thing before in the case of Technicians who weren't members of our Union. We saw a social need and acted. And we'll do the same again whenever we find victims of an injustice in need of our assistance.

He said an investigation conducted by the Union disclosed that Nursing Students were very definitely fulfilling job roles at hospitals without pay — some for as much as 32 hours a week.

Those responsible for this, he said, were "sitting there in their ivory towers trying to impress the rest of us with their 18th century thinking. There just is no room in an enlightened society for a system that would have people working without pay."

At the present time, the Students get classroom training at community colleges and vocational schools, then move on to hospitals for practical training. McCready said he felt the colleges were afraid of losing the students because of the Union's action. There should be no such fear, he said, since an apprenticeship

program would make use of the same facilities.

Under the apprenticeship program the Students would spend six months at the same colleges, then a year at the hospitals. While at the colleges they would receive their tuition fees and a living allowance. The training period on the job would be compensated with wages based on a percentage of the rate paid qualified Practical Nurses.

An advanced training program for nursing personnel is included in the recent historic agreement between the Provincial Government and Union to rid the health care field of the job discrimination that is being practised against women employees.

Modern View

The intention now is to negotiate the terms of such a program as part of a Master Contract.

There have been claims from some quarters that an apprenticeship program is of benefit only to tradesmen — that it would be a step backward in the field of Practical Nursing.

The Union has replied that those making such statements are out of touch with the times. Apprenticeship programs, it says, have been made to work very effectively for all in some countries.

According to the Union's own research, the best example may be found in such an updated society as West Germany, where everyone goes through an apprenticeship program before gaining special occupational classification. It has proven so successful there, as a matter of fact, that the whole concept has been picked up by Yugoslavia and applied without change.

DISCRIMINATION

Charges of sex discrimination resulted recently when a young woman was ordered off a San Francisco job site by a union official.

"She's really working and hasn't been babied at all," said a job supervisor of Anita Baird, a plumber's daughter who joined the Plumbers and Pipe Fitters Union a week earlier. She was hired as an apprentice by a construction company, along with a male apprentice.

But an official of Local 467 of the Union showed up at the site and ordered her off on the grounds that Miss Baird had not taken a job examination — despite protests from co-workers that the male apprentice, who had not taken the examination either, was allowed to stay.

The girl's father is taking the local to court on a sex discrimination charge.