

# GUARDIAN



THE VOICE OF THE HOSPITAL EMPLOYEES' UNION • SUMMER 2006 • VOLUME 24 NUMBER 2



## MESSAGE SENT **page 3**

Compass workers in the PHSA backed their bargaining committee with an overwhelming strike mandate.



**page 7**

## P3s FEEL THE HEAT

Citizen groups are mounting resistance to long-term privatization schemes in health care.



**page 8**

## MAKING CHANGE

Two years of task force work goes to convention.



**page 12**

## MARY LOOKS BACK

Our tribute to HEU's financial secretary.



October 2004 - Convention strikes task force to review union structure

March 2005 heu hires Judy darcy

spring 2005 union launches provincial election campaign

winter 2005 sodexo & aramark workers achieve first contracts



fall 2005 members gather at first-ever occupational conferences

february 2006 canada's supreme court hears charter challenge

spring 2006 public sector agreements reached & ratified

## Delegates to tackle ambitious agenda

### HEU's October convention will build on two years of action with a focus on strengthening the union from the ground up

On October 2, more than 500 delegates to HEU's 25th biennial convention will begin a week of deliberations that could have a far-reaching impact on the future of the union.

In front of them will be hundreds of resolutions and constitutional amendments submitted by locals that cover everything from pensions to privatization – with an overwhelming focus on changes designed to strengthen the union.

It's the result of engaging members both in the lead up to 2006 bargaining, and in discussions centred on changing the way the union works – initiatives set out by convention delegates in 2004.

“Judging from the proposals coming to convention, it's clear that locals are determined to improve our ability to defend members' rights in the workplace,” says secretary-business manager Judy Darcy.

Coming out of a strategic planning session in

June, the Provincial Executive is also putting forward a series of resolutions that propose strategic priorities -- backed by action plans -- in three key areas: enforcing contract rights, protecting public health care and preparing for bargaining in 2008 with major foreign contractors employing more than 3,000 HEU members.

In terms of enforcing rights, the PE proposes a major initiative to rebuild the union on the ground by bolstering the shop steward network, tackling workload issues through

recently-negotiated regional workload committees, and expanding on the work begun at last year's occupational and sectoral conferences.

Another recommendation addresses the ongoing threat facing public health care and calls for a program of political action and education to take

on privatization in communities across B.C.

“HEU members feel a sense of stewardship and responsibility for defending and improving health care,” says Darcy. “But we must develop the tools members need to mount successful campaigns with allies in their communities.”

The PE is also proposing a comprehensive pre-bargaining effort that will seek support from community, cultural and faith-based organizations

to advance a living wage campaign prior to renegotiating contracts with Sodexo and Aramark in 2008.

Check out the Fall edition of the *Guardian* for full convention coverage.

**“JUDGING FROM the proposals coming to convention, it's clear that locals are determined to improve our ability to defend members' rights in the workplace.”**



JUDY DARCY

# Looking ahead and preparing for the next leg of our journey

Since our last convention in 2004, we've experienced two of the most eventful years in our six-decade history.

We launched a full-scale review of the union's structure and operations. We continued to successfully organize newly-privatized workers and achieved first contracts with two of the largest multinationals in health care – Sodexho and Aramark.

We put health care front and centre in the provincial, federal and municipal elections. In the lead up to public sector bargaining, teams of HEU members lobbied 50 B.C. MLAs.

For the first time ever, we held seven occupation- and sector-based conferences prior to our wage policy conference. And this spring, we negotiated solid collective agreements, covering the majority of our members, that we can build on in future negotiations.

**Now, with public sector bargaining behind us for the next four years, we have a much-needed opportunity to focus on rebuilding our strength on the ground, where it counts.**

Now, with public sector bargaining behind us for the next four years, we have a much-needed opportunity to focus on rebuilding our strength on the ground, where it counts.

That means putting more resources into member education and shop steward training, and

organizing in the workplace to enforce pre-existing and new collective agreement rights.

Our contracts with Sodexho and Aramark will be up for negotiation in 2008. One of our first tasks must be winning support through a broad-based campaign for a living wage.

We also must put forward the solutions needed to defend public medicare through our work with coalition partners and by targeting resources for locals involved in key community campaigns.

I continue to be amazed and impressed by the tenacity so many of you have shown over the last two years. As we head to convention, I want to acknowledge the hard work of our Provincial Executive, bargaining committees, local activists, the task force and other union committees, and our staff. Despite everything we've been through, your willingness to stick with it has kept this union moving forward in the face of all odds.

At our October convention, delegates will chart the path for the next leg of our journey. And as our convention theme proclaims, with "Strength. Unity. Action. On the Ground."

## voice.mail

### Bargaining structure should change

Now that bargaining is over and HEU will not have to enter into negotiations for another four years, it is time to look at some changes to the current structure.

Though this agreement was ratified by a record high margin, this number is deceiving. I have yet to hear from many people who were actually happy with what we got, but instead voted yes because they didn't want to lose the opportunity to get the signing bonus. Once that bonus money is gone though, we will all have to live with what I feel is a substandard agreement.

When one considers what happened to all of us two years ago and the fact that all the other unions and sectors who never took a 15 per cent rollback negotiated as good

or better agreements, the lustre quickly fades off this agreement.

I feel the present bargaining structure as it exists today is also part of the problem. The HEU is by far the most diverse and complex union I have ever seen or been a part of, but our present bargaining structure does not reflect that. In my mind all our wages have been kept artificially low when compared to other private and public sector agreements because of this structure, and the government and our employers know this. What I would like to see is something similar to what our Provincial Executive proposed at the 2004 convention. Their idea was to have five occupation bargaining conferences along the line of the conferences held last fall. At these conferences each group would elect two bargaining committee members and one alternate as well as bringing forward their demands. I don't know if

the Task Force is planning on bringing something similar forward, but I hope that many locals will in time for the 2006 convention. By giving each occupational group direct input and control over their issues, and

the opportunity to have their own representatives at the table – as well as the chance to directly decide who those people will be – will only serve to strengthen HEU as a union and maybe address the apathy and general feelings of disenfranchisement that is our biggest problem.

We have four years to fix this problem, but we can't afford to wait until it's too late. The time to start is now and at our next convention.

DAVID PELLERIN  
MSA Local

### Living on LTD is a daily struggle

First, I would like to say I was delighted to find out that members on LTD would be included in the signing bonus. I do not want to sound ungrateful, but living on LTD is a daily struggle – one that is rarely recognized by the government, the employer, the public or the membership.

Many members on LTD face financial burdens, as well as poor health, and get caught up in that cycle trying to survive. This bonus has offered some of us an opportunity to clothe our children, pay some bills, and still try desperately to make ends meet. But it barely even touches on the huge debts accumulated during an illness.

We have all heard that liv-

ing in British Columbia is a privilege, but shouldn't that be taken into consideration when our rate of pay is rolled back?

"Living" in B.C. is not the same as trying to "survive" in B.C. "Living" only applies to those who can afford to be here, feed their families and look forward to the future. Survival, however, is the tough one. About 12,000 single and lower-income families in the Greater Victoria area are on long waiting lists for affordable housing, and this doesn't include cooperative housing. Co-op housing does come with a price – up to \$7,500 for a share purchase – this share purchase has to be paid before you move in, and you have to make a base annual income between \$38,000 and \$50,000 to even qualify – way above the annual income of LTD members.

Your average person living their life – as we all have the right to do – is unaware of the issues facing those on LTD – until it affects them personally. Most doctors and psychiatrists are aware that when a person or family reaches a point in life when mere survival is their life, then there is no victory in survival alone.

In all, yes, the signing bonus has made a temporary difference in a few lives, but what we need is something far greater. We need respect for the jobs we do, the professionalism we strive for daily, and

after this collective agreement has expired, we need to earn a decent income that keeps up with the cost of living in B.C. – one that sustains our basic human needs of food, shelter, medical benefits, and education for our children.

Without this, it is guaranteed that our individual health will deteriorate, which in turn causes a far more serious problem – a never-ending drain on the health care dollars in British Columbia.

LESLIE BROWN  
Royal Jubilee Hospital, Victoria  
HEU's People with  
DisAbilities Committee

### WHAT DO YOU THINK?

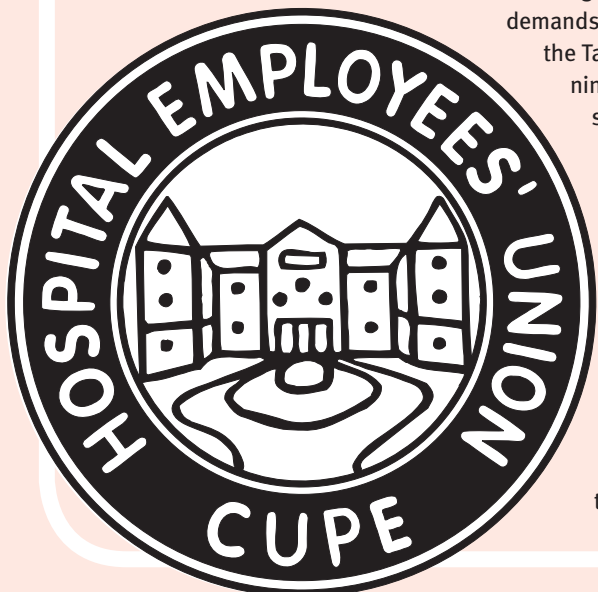
The *Guardian* regularly prints letters from union members on a variety of issues important to them.

Just drop us a line with your name, your local, your address and a phone number.

You can contact the *Guardian* via mail:  
**5000 North Fraser Way  
Burnaby, B.C.  
V5J 5M3**

fax: **604-739-1519**

or email: **editor@heu.org**





Contract implementation committees underway • 4

Thinking about becoming a union shop steward? • 5

Canadian labour movement campaigns for anti-scab legislation • 10

Global community confronts AIDS pandemic • 11

Klein's new film celebrates artists with disabilities • 14

## Compass health care workers stay the course

It's one of the largest corporate providers of hospitality, catering and support services in the world. It recently reported six-month operating profits of more than \$530 million.

But the Compass Group has steadfastly resisted its responsibility to negotiate a fair first contract for some of the lowest paid workers in B.C.'s

health care system.

At press time, about 1,000 HEU members who provide housekeeping, dietary and laundry services in the Provincial Health Services Authority (PHSA) and the Vancouver Island Health Authority (VIHA) were relying on the assistance of Labour Relations Board mediators to achieve a collective agreement.

In the PHSA, Compass workers backed their union with a 99 per cent strike mandate in early July. Days later, the union was successful in securing labour board mediation under Section 55 of the *B.C. Labour Code*.

And in VIHA, a mediator was appointed to meet with both parties at the end of July.

HEU members have good reason to question whether the British multinational will make a genuine effort to reach a conclusion to talks that began in January for the PHSA round – and in April for VIHA.

After all, the company spared no resources at the labour board trying

to block workers' choice of HEU as their union. Compass is still disputing HEU's certification in the courts.

And in early July, Compass walked away from its cleaning and food services contract at a Burnaby long-term care home after an arbitrator ordered a wage increase for its 25 employees.

The workers at Normanna Care Centre were told that the settlement – which brought most workers' wages from under \$10 an hour to about \$12 – put the global corporation in a “non-viable financial position.”

HEU secretary-business manager Judy Darcy said Compass' claim of poverty is not credible.

“This company should look beyond the bottom line and take its responsibilities to B.C. workers and patients more seriously.

“Our union has successfully negotiated with public health employers, the B.C. government and Compass' competitors – Aramark and Sodexo – to reach long-term collective agreements that bring stability to the workplace and improve the quality of care we deliver to the public,” Darcy said.

“Our Compass members have shown this company that they are absolutely determined to win a fair contract and get the respect they deserve from their employer.”

MIKE OLD

### UPDATE:

#### ARBITRATION WIN GOOD NEWS FOR INJURED WORKERS

A recent arbitration award regarding injury-on-duty/Workers' Compensation Board (WCB) payments is good news for some members covered by the facilities subsector agreement in the Fraser Health Authority (FHA).

The award – stemming from members' grievances – means that regular part-time employees who also pick up extra shifts as casuals are entitled to receive injury-on-duty compensation calculated on their part-time wages. And they will also receive money based on their casual earnings.

Citing Article 31.04 of the facilities contract, FHA employers have been processing injury-on-duty payments from WCB, giving workers the portion of the benefit calculated on their part-time wages only, and pocketing the amount based on casual shifts.

HEU argued that the misguided practice shortchanged workers and went against the article's intent.

Read more about the arbitration award on the union's website at <[www.heu.org](http://www.heu.org)>.



PATY GIBSON PHOTO

In July, PHSA Compass workers gave their union a 99 per cent strike mandate.

## Interior Health to keep laundry services in-house

What could have been a contracting-out scenario in the Interior Health Authority (IHA), has instead become a celebrated success for HEU laundry workers in the Kootenays and Okanagan.

Two years ago, the IHA board was planning to build a centralized laundry plant in Salmon Arm, and eliminate laundries in Penticton, Kelowna, Vernon and Kamloops. In March 2004, they had put out a “Request for Proposals” for an outside contractor to build the future Salmon Arm project.

But they didn't. Not only were projected costs for the Salmon Arm project higher than expected, but Nelson's laundry plant – which had been centralized in November 2004, with

the work remaining in-house on a trial basis – showed HEU members could meet and surpass the health authority's financial targets.

With that evidence in place, HEU and the health authority agreed to work together to try and keep the four Okanagan laundries up and running.

Laundry worker Jamie Friess, who had been pivotal in revamping operations at the Nelson plant, was made available to each of the four Okanagan sites to work with local staff and management to assess their needs and find ways to gain efficiencies with minimal job loss. Among the recommendations were varied start and stop times, new equipment, standardized linens, and rotations that included more full-

time jobs.

Now, a year later, the IHA has announced that all laundries have not only met but surpassed the health authority's financial targets, and the work will remain publicly-delivered by HEU members.

At a meeting on July 5, Chris Mazurkewich, a Chief Operating Officer for Interior Health, congratulated HEU members for proving that in-house operations could meet the financial needs of the health authority.

“Together we have achieved what I once thought was impossible,” he said. “This laundry project is proof that savings can be achieved by our unionized workers.”



## COFFEE BREAK

### Test your Canadian labour history savvy

**1** In 1881, children as young as nine worked a 12-hour day for 20 cents in Toronto. How much of the city's workforce did children comprise: three per cent? 11 per cent? 17 per cent?

**2** Between 1880 and 1882, 17,000 labourers were brought from China to build the Canadian Pacific Railway's passage through the Rockies. How many workers died during the building of this section: 500? 2,000? 4,000?



**3** In 1919, prices were rising much faster than wages. Workers in one of Canada's largest cities went on strike demanding higher wages, fewer working hours and union recognition. The city was shut down for six weeks and two strikers were killed during demonstrations. What was the strike's name?



**4** For black men in Canada, it was one of the only occupations that offered steady employment. For 50 years, the job was entirely filled by black men. It was not until Canada's *Fair Employment Practices Act* was passed in 1953 that they won the right to be promoted to other jobs and supervisory positions. Who were they?

**5** In 1988, the labour movement opposed a specific plan proposed by Prime Minister Brian Mulroney, saying that it would open the door to lower labour standards in wages and working conditions and reduce the rights to unionize and bargain collectively. The ensuing public debate went to the very core of Canadians' rights to decide their future. What was the government's proposal?



**6** Canada was the last Western industrialized nation to introduce unemployment insurance. When was it introduced?

Answers on page 15

(CALM/Toronto and York Region Labour Council)

## Union nursing team works to resolve care aide issues

In the midst of escalating workload and staffing pressures in seniors' residential care, HEU's nursing team is working through the joint policy process – established during this spring's contract negotiations – to get the complex care policy committee underway.

“Government promised to establish a multi-stakeholder committee

to look at the relationship between staffing and quality care,” says HEU director of research Marcy Cohen. “With the rising acuity of residents and short-staffing of care aides, workload issues are now paramount.”

Another top priority for the union's nursing team is the lack of common standards for care aide training programs delivered at public and private

educational institutions.

“For years, private training schools have taken short cuts that have disadvantaged their graduates when it comes to finding work in long-term care,” says Cohen.

“Finally, government has said it's willing to do what needs to be done to establish common educational standards in this field.”

## Contract implementation committees are up and running

In the wake of 2006 bargaining, the Facilities Bargaining Association (FBA) has several implementation committees up and running. Here's an overview of the work in progress.

### CLERICAL BENCHMARK REVIEW

The clerical benchmark review committee has developed an action plan – including surveys, regional meetings and educational materials – to begin the benchmark review process. Beginning in April 2007, \$3 million – secured in the last round of bargaining – will be distributed (over the life of the contract) to clerical classifications, based on the results of the review.

### EDUCATION ALLOWANCE FUND

The Education Allowance Fund committee is developing preliminary criteria for the distribution of the \$5 million fund negotiated in our new contract, and is hiring a coordinator to develop outreach materials, forms, and an application review process.

The fund will offer skills upgrading and career mobility opportunities in health care by providing all HEU members with access to training money.

### TRADES APPRENTICESHIP TRAINING

Health unions are working with the Vancouver Coastal Health Authority (VCHA) to address recruitment and retention challenges in the trades.

The FBA's Trades Apprenticeship Training committee met in early July to prepare for the fall launch of the apprenticeship training pilot program in that region.

The committee discussed the process for candidate selection, determined the number of apprentice positions, and identified priority trade areas for 2006/2007.

For more information, testing dates and application deadlines, check the VCHA website at <<http://www.vch.ca/careers/trades/apprentices.html>>.

### EARLY INTERVENTION PROGRAM

By customizing graduated return to work and duty-to-accommodate programs for workers on various medical leaves, the multi-union Early Intervention Program will assist members to get back on the job more quickly and with support.

The facilities and community health subsectors are working collaboratively to develop the terms of the program.

With the work underway, health care unions are cautiously optimistic that the program's target date – December 5, 2006 – will be met.



### PAY EQUITY

The pay equity adjustments that have been agreed to in the 2006-2010 collective agreement have been paid. The Pay Equity committee is continuing discussions with HEABC to determine other eligible classifications.

### SPECIAL LEAVE WORKING COMMITTEE

Health care unions and HEABC have each appointed two representatives to review Article 30.01 – Special Leave. They'll be assessing arbitrator decisions and industry troubleshooter recommendations to develop a set of principles for interpreting and applying special leave. Committee members – who held their first meeting July 19 – will present their findings to their individual parties by September 30, and issue a joint report if an agreement is reached.

Check HEU's website for updates at <[www.heu.org](http://www.heu.org)>.

## <<newsbites>>

### Campaign aims for toxins-free schools

The *Students' Environmental Bill of Rights* campaign – a groundbreaking joint initiative by the Labour Environmental Alliance Society (LEAS), B.C. Teachers' Federation (BCTF) and other unions – will raise awareness and make school officials more transparent about any potentially toxic materials used in and around schools.

LEAS Executive Director Mae Burrows says thousands of chemicals introduced over the past few decades – many of which are toxic to our health and the environment – may have contributed to the adverse health trends in today's youth,

including a rise in childhood cancer, asthma, allergies, and hormone and learning disorders.

While teachers and staff have the right to know about toxic exposures in their workplace, the *Students' Environmental Bill of Rights* advocates for students and parents to have a “right to know” as well.

The campaign focuses on three main areas: carcinogens (cancer-causing agents), reproductive toxins (compromising fertility), and endocrine disruptors (confusing natural hormones due to chemical exposures). Traces of these potentially harmful toxins have been found in paint, asbestos, pesticides, cleaning agents, and products

and supplies used in science, automotive and woodworking classes.

Although opponents claim that minimal exposure to toxins and proper handling of chemicals do not present serious or long-term health hazards, the Bill of Rights campaign – which began during the municipal elections last November – argues that any exposure is too much. Their goal is safer, “greener” alternative products.

Many school districts in British Columbia have since taken action to create toxins-free environments, and Burrows hopes the initiative spreads across the province. For more information, check the LEAS website at <[www.leas.ca](http://www.leas.ca)>.

# Shop stewards key to supporting members, defending contract rights

**T**hey're the eyes, the ears, and the voice of the union in their workplaces. They're usually the first people members go to when they have a problem. And they're the ones we all count on to make sure employers live up to their collective agreement responsibilities.

They're HEU shop stewards – the women and men who've stepped up to the plate to help their co-workers protect their rights.

As any shop steward will tell you, it's a role that carries a lot of responsibility, but it also has its fair share of rewards.

Kelly Smith, a staffing clerk at the Juan de Fuca local, became involved as a shop steward 14 years ago when he found himself in a situation requiring union representation.

"That's how a lot of members get involved in the union," says Smith. "They find themselves needing the services of a shop steward, and then want to learn more about it so that they can help other members too. The wanting 'to give back' is really big."

He also says he's received a lot of education from the union over the years "that I wouldn't normally get" which has given him "a chance to give back."

HEU's education department provides members who want to become shop stewards with the training and resources they need to take on a steward's responsibilities with confidence. Examples of available training opportunities include introductory and advanced shop steward workshops, summer school, and occupational health and safety courses.

"I'm always learning new things," says Smith. "Right now, I'm only doing disciplinary cases – for things like absenteeism or more serious issues like alcohol abuse."

Smith also takes prospective shop stewards to sit in on cases with him to observe the work of a steward in action. If the member expresses an interest in becoming a steward, he facilitates their entry into an HEU introductory shop steward course.

Carol Spicer, a community care aide/mental health worker at Garden Manor in Kamloops, became a shop steward about four years ago, shortly after relocating from Alberta. The Newfoundland native had worked for several years in acute care settings before finding work in the community. She says the change was a bit of a culture shock.

"By becoming a shop steward, I made a space for myself at work and became part of the group," says Spicer. "Being new to the work site, I felt like an outsider, the new girl on the block. But by going to the activism workshops – and whatever other workshops were there, I'd take – it helped me establish myself at work and I was able to help other people."

## A challenging role

Shop stewards are an invaluable resource to their co-workers, the union and employers. Equipped with knowledge and resources, they effectively advocate for members in disputes with management, and assist in diffusing issues before they become bigger problems.

Their basic duties include conflict resolution, handling grievances, interpreting and defending the collective agreement, reviewing employer policies, and responding to general membership questions.

It's a challenging and multi-layered role that requires strong people and relationship building skills.

Depending on the situation, a shop steward may be called upon to act as an advocate, educator, advisor, mentor or mediator and will often provide moral support to members dealing with stressful workplace problems.

"People come to you and tell you things they wouldn't tell other people," says Smith, "and you have to be able to work with them and work through



HEU shop steward Carol Spicer says there are a lot of personal rewards that come with supporting her union sisters and brothers.

their issues to give them the support and help they need – to steer them in the right direction or to the right resources that are available."

**"People come to you and tell you things they wouldn't tell other people, and you have to be able to work with them and work through their issues."**

By keeping members informed on union and workplace activities or policies, investigating problems, and advocating for solutions with management, shop stewards can make a concrete difference in the work environment.

"You get a thrill when you beat the employer at their own game or stop an employer from disciplining a member," says Smith, a former nurse's aide. "You also get to be more involved in the planning and implementation of programs at your facility, such as doing new rotations or bringing LPNs onto a unit."

Spicer says, "By studying the collective agreement and knowing my rights, I am more confident in standing up to management. I have faith that my union will stand up for me."

As for personal rewards, Spicer says being a steward has made a huge difference in her life.

"I love it," she says. "I feel honoured to represent my co-workers. And it's done a lot for me – it's built my confidence on a personal level and at work. Everyone wants to feel they belong somewhere. Get involved – there's open arms waiting and ears to listen."

Most locals have onsite shop stewards or access to shop stewards from a neighbouring facility in their region. They are part of a chain of resources available to members that's anchored at the local union office.

A shop steward, or local executive officer, is the union representative at labour-management meetings and in grievance proceedings. And every local has a provincial servicing representative, who works closely with local executives and represents members at the arbitration level.

Across the province, hundreds of HEU shop stewards are actively working on the ground to support their co-workers, defend collective agreement rights, and improve conditions in their workplaces.

You could be one of them. If you want to know more about how to become a union steward, just talk to a member of your local executive and check out available training opportunities in the education section of the union's website: <[www.heu.org](http://www.heu.org)>.

BRENDA WHITEHALL

## BC Liberals scrap privacy law amendments

Two controversial bills that would have further limited British Columbians' access to provincial government information were deferred indefinitely on May 10, 2006.

Bill 23, the *Public Inquiry Act*, would have allowed the cabinet to block access to final reports from public enquiries. And proposed amendments to B.C.'s *Freedom of Information Act* would have forced government to withhold information about any public-private business partnerships.

David Loukidelis, the government's own freedom of information commissioner, was among those who publicly

objected to the changes.

It is not clear whether the controversial legislation will be reintroduced at a future date in a different form.

## WCB investigates violations at Surrey Memorial Hospital

The Workers' Compensation Board has issued four orders to Surrey Memorial Hospital for violating health and safety regulations.

The June 28 inspection report stemmed from an inquiry into the hospital's accident investigation process, and the Joint Occupational Safety & Health (JOSH) committee.

Local chair Naomi Inglehart says the committee has undergone a high turn-

over of management representation with inexperienced OH&S members on board, and not enough time to effectively follow up on accident reports.

"The problem really started when FHA took away our clerical support," says Inglehart, a rehab assistant. "They used to send us a human resources assistant to take minutes, process safety inspections, and help things run smoothly. The three health unions decided to fight this together."

Subsequently, reps from WCB and B.C.'s Occupational Health and Safety Agency attended two JOSH committee meetings, and at a third meeting, issued the employer with the orders.

WCB found that the JOSH committee

produced inadequate minutes, lacked course of action, and had shoddy paperwork that made it difficult to track progress on an issue.

Inglehart notes it's a full-time job dealing with accident reports because many are incomplete, and do not always include cause of accident, corrective actions, or proper coding.

The report says, "It is the employer's responsibility to ensure that the JOSH committee is functioning effectively when carrying out its duties and functions as prescribed [by] the WCA Section 130."

The employer had until July 14 to file a WCB Notice of Compliance, outlining plans to rectify the problems.

# Pilot program supports LPN leadership role

In the increasingly complex and ever-evolving nursing field, leadership development for licensed practical nurses (LPNs) is becoming an important workplace necessity – both in residential and acute care settings.

During the union's spring contract negotiations, a joint policy committee (with representation from health unions, health authorities, HEABC, and the Ministry of Health) agreed to provide leadership training to LPNs as they shift to full-scope of practice and move into leadership roles.

Recently, six HEU members completed a leadership educational pilot program at Vancouver Community College (VCC) Continuing Studies, Health Programs.



Training graduates with instructor

"Employers in long-term care selected and paid for the LPNs to attend in recognition of their potential leadership abilities," says course instructor Shirley Nelson. "They recognized the changing role and skill development needs of LPNs."

The *Fundamental Leadership Skills for Licensed Practical Nurses* program was developed by VCC in collaboration with HEU. The entry-level course offers leadership knowledge and skill development through self-evaluation, coaching and role-playing.

"I wanted to become a more effective

team leader," says Nisha Shah, an LPN at Columbus Residence. "I started working there in 1990 as a care aide, and then I took the LPN upgrade course in 2001 that HEU funded. But with all the changes and LPNs working to full-scope and as team leaders, I wanted a greater understanding of different leadership styles and the qualities of effective leadership."

The course goals and objectives are to build confidence; improve communication techniques; enhance problem-solving and conflict resolution skills; analyze cultural, social and environmental influences; and teach participants how to effectively engage with other members of the health care team to provide quality patient and resident care.

LPNs who completed the training say they now recognize the difference between being a boss and being a leader. And that being a good leader involves modelling a collaborative, open approach in team communications.

"I'm more conscious of leadership styles and my abilities," says LPN Manolo Jardin of Rosewood Manor. "I've learned to be more effective in my problem-solving and communication skills. I can support the members at my workplace by facilitating team building."

Naty Buyuccan, an LPN at Yaletown House, says she learned more effective ways to deal with conflict at work, and that improved communication is the most important tool she acquired in the program.

As the joint policy committee's first concrete achievement, the Nursing Directorate has made \$80,000 available to support 160 LPNs to take the VCC program between September 2006 and March 2007. Eight courses are scheduled to run during this time, including three in the Lower Mainland and five others across the province.

The HEU website will post details when they become available.

**BRENDA WHITEHALL**



FRED MUZIN

PRESIDENT'S DESK

## Setting our future direction

As preparations for our 25th Biennial Convention rev into high gear, it is clear that members want greater direct involvement in running their union. Now that bargaining for the facilities, community and social services

collective agreements has concluded, we have a glorious opportunity, over the next four years, to reach out and involve members more, whether through regional caucuses, expanded educational programs and summer school, occupational conferences, political campaigns, and initiatives to highlight the tremendous contribution our members make in all sectors.

Members' input is critical to setting our future direction. The governance Task Force review developed excellent processes for reaching out to the mem-

**When we are in control of change, we can embrace it enthusiastically and with renewed hope.**

bership. The result is broad-ranging recommendations that challenge the way we operate. Change for change's sake is not productive, but it's important to adopt those changes that will strengthen us. When we are in control of change, we can embrace it enthusiastically and with renewed hope.

Knowing that demands on members' time have changed dramatically, we can use cost-effective technologies to enhance communication and reduce reliance on attendance at local monthly meetings. Examples include text messaging, video conferencing, blogs and our renewed website.

The number of private sector members in HEU has increased vastly in recent years. We need to be aware that many do not have previous union experience. For this reason we must ensure they have opportunities for training and other union involvement. The rest of our membership and the public need to learn about the exploitation these members face. And wherever possible, we must work with other unions, locally and internationally, to find the best way to succeed in defending these members against multinational goliaths.

While improving our understanding of and advocacy for professional development and responsibility issues in all sectors, we must become more sensitive to and support the struggles experienced by some of our most marginalized health sector workers – those in community health and community social services.

When progressive people are united, we all benefit. When we are divided, we fail. Our convention will set HEU's direction for the next two years. I encourage you to actively connect with and support your new Provincial Executive and be part of the solution for a better tomorrow.

In closing, I want to wish our financial secretary Mary LaPlante all the best in her retirement – it is well earned and we need to celebrate. It has been a rare privilege for me to have worked over a long period of time next to someone who is so energetic and committed to our members and to making a better world. Thank you, Sister!

## <<newsbites>>

### Take back the power

Efforts to stop the further privatization of B.C.'s electrical power supply, and return BC Hydro services to full public control, are gearing up on two fronts.

Having reached an out-of-court settlement in a class action suit filed against BC Hydro and the provincial government in 2002, BC Citizens for Public Power is shifting its organizing focus from the legal arena to "the court of public opinion."

Spokesperson Michelle Laurie says the broad-based advocacy coalition will continue to "oppose the BC Liberal government's plan that a full

40 per cent of our electrical power supply will come from private companies by 2020" and will continue to "argue against Bermuda-based Accenture running one-third of BC Hydro's operations."

On another front, COPE 378 – which represents workers employed by BC Hydro, Accenture and Teresan Gas – is poised to launch a three-year campaign to bring BC Hydro back into public hands.

Armed with polling data that shows 72 per cent of all voters would sup-

port any political party that returns BC Hydro services to full public control, COPE 378's "Take Back the Power" campaign will focus on building awareness and the capacity for political action across the union's 12,000 members.

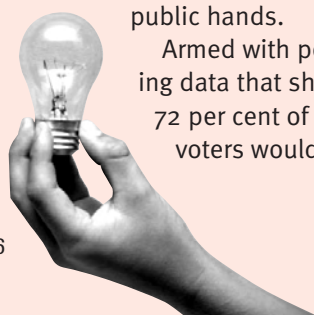
### New forms of workplace violence on the rise, says ILO

New forms of violence at work are on the rise across the globe, according to a new report by the International Labour Organization (ILO).

Violence ranges from bullying and mobbing, to threats by psychologically

unstable co-workers, sexual harassment and homicide, says the study. Women represent about 61 per cent of all victimized workers because they are concentrated in jobs considered high-risk for assault.

The study, entitled *Violence at Work (Third Edition)* by Vittorio Di Martino and Duncan Campbell, highlights a number of "best practice" examples from local and national governments, enterprises and trade unions from around the world that have implemented "zero tolerance" policies and violence prevention training programs.



# Citizen groups push back against P3s

Whether it's hospitals, seniors' care facilities, or emergency department expansions, Victoria's 'miracle cure' for health care infrastructure is public-private partnerships.

Since October 2001, when astute HEU members at Abbotsford's MSA Hospital sounded the alarm about possible private sector involvement in a desperately needed replacement hospital, to the recent and rapid outcry against a proposed new regional health centre somewhere in the Comox Valley/Campbell River corridor, concerns about the complexity, scope, cost and secrecy of P3s have grown.

Now, wary individuals and community-based organizations with their eyes on consequences for future generations are pushing back against P3s.

Consider how knowledge gained over the last five years has empowered the public to stand up for their interests.

Prolonged public opposition to, and intense local media coverage of the use of a public-private partnership for the Abbotsford Regional Hospital and Cancer Centre project yielded massive amounts of information. That's in stark contrast to the Ambulatory Care Centre at Vancouver Hospital, a P3 deal launched around the same time that went largely unchallenged and about which few details are known.

Thanks to the persistence of HEU members, their union and others, the government and its creation, Partnerships BC, were forced to hand over data – or admit there was none – regarding the country's first P3 hospital initiative in Abbotsford. Finally, even the Auditor General felt compelled to take a look at it, and released a report in 2005 that deftly sidestepped support for the P3 model.

And while health care workers and their unions continue to challenge decision-makers on the value and appropriateness of P3s, on-the-ground opposition looks different these days. Savvy citizens and groups are quick to mobilize around their public health services, and question the moves and motives of health authority bureaucrats and politicians at every level.

Take for example the situation in Vancouver's West End where, in 2005, Vancouver Coastal Health-affiliated Providence Health Care had tried unsuccessfully to fly under the community's radar and quietly instigate a redevelopment plan for St. Paul's Hospital without public consultation or disclosure.

As news of a bigger-and-better St. Paul's leaked out – through City of Vancouver-sponsored meetings on land use at False Creek Flats – West End residents and business people formed the Save St. Paul's coalition ([www.savestpauls.ca](http://www.savestpauls.ca)). The SSP's insistence on due process and public input, complemented by the B.C. Health Coalition's drive to access information about Providence's plans ([www.bchealthcoalition.ca](http://www.bchealthcoalition.ca)), have slowed the process for more than a year and put the redevelopment of St. Paul's under a microscope.

The same citizen-based response occurred in the Comox Valley and Campbell River area recently when the Vancouver Island Health Authority, under its five-year plan, unveiled alternatives to 'improve' acute care services on the North Island.

VIHA revealed two options – upgrade Comox's St. Joseph's Hospital and Campbell River General, or, preferably, build a regional health facility somewhere in between and downgrade the two existing hospitals to community health centres. Shortly after this revelation, Citizens for Quality Health Care was formed.

VIHA revealed two options – upgrade Comox's St. Joseph's Hospital and Campbell River General, or, preferably, build a regional health facility somewhere in between and downgrade the two existing hospitals to community health centres. Shortly after this revelation, Citizens for Quality Health Care was formed.



Former Campbell River Mayor Skip McDonald (right, at microphone) leads the audience in a show of hands from supporters of maintaining both the Campbell River and Comox Valley hospitals at a June 22 public meeting hosted by VIHA in the Campbell River Community Centre.

In June alone, the ad hoc citizens' group held a town hall meeting to inform the public about VIHA's plans; rallied crowds to two VIHA-sponsored meetings in Comox and Campbell River to challenge the health authority's 'preferred option' and the lack of public consultation on the issue; and put into circulation a petition calling for the suspension of "any plans for changes to acute hospital services until the completion of broad public hearings."

The petition also asks VIHA "to guarantee that any decision on acute hospital services for the North Island will enhance and not eliminate acute care services in both the Comox Valley and Campbell River; protect the natural and social environment; maintain public control and public delivery; and reflect the will of the citizens."

VIHA's board wants to announce its North Island solution in September. Citizens for Quality Health Care hopes the petition, along with ever-increasing public pressure, will postpone such an important decision and cause board members and area politicians to revisit a move that will impact more than 100,000 people today.

Other potential P3s are rolling out of health authorities at an alarming rate and include: the emergency department expansions at Nanaimo Regional General and Surrey Memorial hospitals; the development of a business case for the redevelopment of Children's and Women's Health Centre; and numerous seniors' multi-level care and assisted living accommodations across the province.

And everywhere, people are coming together, demanding explanations from officials and politicians, and resisting P3 projects. British Columbians are finding that when it comes to P3s, protecting the public interest means doing it for themselves.

MARGI BLAMEY



Organizers review petitions for presentation to VIHA.

## What they're saying about P3s

### ON PARTNERSHIPS BC'S MANDATE

"Our job is to drag government kicking and screaming into the marketplace—that's our mandate. Our corporate interests are aligned with the markets."

LARRY BLAIN  
CEO and president  
*Partnerships BC*  
Vancouver, 2003

"Partnerships BC, whose mandate is both to promote P3s and evaluate whether they are appropriate for use on specific projects, is unable to adequately protect the public interest due to its inherent conflict of interest."

STUART MURRAY  
Canadian Centre for Policy Alternatives – BC  
*Value for Money? Cautionary Lessons about P3s*  
from British Columbia  
June 2006

### ON THE AUDITOR GENERAL'S REVIEW PROCESS

"The Review Engagement Process employed by the Auditor General in reporting on P3 projects...does not provide assurances that there are going to be real cost savings for the public."

RON PARKS  
forensic accountant  
*Reporting on Public Private Partnership*  
Projects in B.C.  
May 2006



# what happened when?

**OCTOBER 2004** Delegates to HEU's 24<sup>th</sup> biennial convention establish a task force, by resolution, which is charged with reviewing the union's structure and reporting back to the 2006 biennial convention.

**FEBRUARY 2005** The *Task Force for a New Union* is formed. It includes five rank-and-file members, three Provincial Executive members, as well as three ex-officio members. Two staff people from Provincial Office are assigned to support the work of the task force.

**APRIL – MAY 2005** A work plan and time frame are developed. A discussion guide is drafted to help facilitate member input.

**JUNE – AUGUST 2005** The draft discussion guide is tested and a questionnaire is developed.

**SEPT. – NOV. 2005** The discussion guide is mailed to members. The task force holds face-to-face meetings with members around the province and collects ideas through questionnaires, phone calls and emails.

**DEC. 2005 – APRIL 2006** All the ideas and suggestions gathered by the task force are reviewed.

Recommendations are drafted and an interim report to members is produced.

**MAY 2006** Interim recommendations are sent out to locals and discussed with members at a series of delegated regional meetings.

## Rising to the challenge

HEU's *Task Force for a New Union* wraps up its two-year mandate with recommendations that point the way to a stronger, revitalized union. The **Guardian** looks at the highlights as convention delegates prepare to make decisions about the union's future.

**FOR** more than six decades, HEU has been a force for positive change – in our workplaces, our communities and society as a whole.

As a leading advocate for decent jobs and strong public health care, HEU has tackled numerous challenges facing members in their day-to-day work and the services they deliver.

Now, as delegates get ready to head into the union's 25<sup>th</sup> biennial convention in October, they will be preparing to make decisions about the kind of internal changes needed to strengthen HEU at all levels – locally, regionally and provincially.

Those discussions will be the final outcome of a two-year process that has put all areas of the union's operations under a microscope.

It all began at the last biennial convention in 2004, where delegates voted to create a task force to review HEU's structure. Its goal was to carry out a broad consultation with union members and bring recommendations for change to HEU's 2006 convention.

Between then and now, the eight-member *Task Force for a New Union* – comprised of five union activists, three Provincial Executive members, and supported by three ex-officio members and two staff – has used every means at its disposal to reach out to HEU's membership and provide concrete ways for individuals to make their concerns and suggestions known.

That's involved distributing a questionnaire and a discussion guide setting out key areas for consideration; facilitating workshops; holding two rounds of face-to-face discussions in communities across the province; producing an interim report detailing the types of changes members said they were looking for; and



preparing a final report for convention.

Prior to the production of the interim report this spring, the task force had consulted more than 1,000 HEU members and visited 94 communities across B.C. After reviewing all the comments and suggestions received from members, the

task force drafted 86 recommendations, many of which will find their way to the convention in the form of resolutions and constitutional amendments, submitted by locals.

Those recommendations propose everything from creating a strong regional structure within HEU, to relaxing some of the union's constitutional requirements in order to give locals greater flexibility in conducting their operations.

In May, the task force hit the road again, this time to meet with members in delegated regional conferences where they presented their interim findings and received feedback before putting the finishing touches on the final report.

Current task force co-chair Janice Varga, a nurse/activity aide with the Juan de Fuca local on Vancouver Island, acknowledges



that the task force has been involved, both on the road and

“Lots of personal time has been worth it,” she says. “People are talking about the union and its future in different communities the way we always, ‘You really did come to

Varga says members arrive with different points of view, making it clear they've done a lot of thinking,” she says. “They're looking forward to a lot of changes that will make the union

Sue Flanagan, an OR board member at Kamloops Hospital in Kamloops, is one of the time delegates to the 2006 convention. She's learned a lot about the union during the time she's attended both rounds of talks at the occupational conference for delegates. Flanagan believes positive change is

“The task force was an excellent opportunity for members, because we feel like change is very important. If we don't change in the future, we have to make changes. We have to fix them, or at least

Flanagan says she was glad to be able to formally come to union meetings and participate in discussions in her region.

“We're a big union. We're a big union. Members are not aware of how HEU works. Or they don't understand what's going on. This is a great opportunity to speak up freely and to be heard.”

For herself, Flanagan says she participated in discussions, as well as attending the occupational conference last fall, all made possible by the union.

“It made me feel like I really had a voice in the union being something out there.”

Now that the task force has completed its work, convention delegates – who will meet on October 2-6, 2006 – to decide

“We're a big union. We're a lot of people. So many members are not aware of how HEU works. Or they don't understand what's going on. These discussions gave people an opportunity to speak up and say what they were thinking, and to be heard.”

# key recommendations



**JUNE – JULY 2006** Minor changes are made to the interim report and recommendations. Members send resolutions and constitutional amendments, through their locals, to October's biennial convention.

**AUGUST 2006** The final report is produced and distributed.

**OCTOBER 2006** HEU delegates gather at the 25th biennial convention in Richmond to discuss and vote on resolutions and constitutional amendments flowing from the work of the task force. Read the fall issue of the *Guardian* for full coverage.



## of change

...a lot of work for everyone and in meetings.

...s gone into this, but it's been really needed a way to think re. When we'd go out into the reaction from members was o us."

...ed at meetings with many dif- for good discussions. "People she told the *Guardian*. "Now healthy debate in October and union stronger."

...oking clerk at Royal Inland of those members. As a first- convention, Flanagan feels like union over the last year. Having task force discussions, and the or clerical workers last fall, ange is in the air.

...cellent thing to bring to the listened to," she says. "Creating we're going to move into the ges. Where there are problems, t make them better."

...to see people "who don't nor- gs" come out to the task force

...a lot of people. So many mem- U works. Or they don't under- e discussions gave people an y, to say what they were think-

...taking part in the task force ding the clerical occupational ner feel like she was part of the

...y was the union, instead of the here."

...s completed its work, it's up to ill gather at the Richmond Inn de which structural or opera-



tional changes the union will adopt. Resolutions and constitutional amendments up for debate are contained in a convention package that will be in local union offices by late August. Members who are interested in reviewing the package should contact a member of their local executive.

At the time of the final report active task force members included Cathy Hamilton, Vicki Poburn, Iris Reamsbottom, Carolyn Unsworth, Janice Varga, Harold Burns and Becky Jacobson.

Doris Gripich, Joanne Foote and Sheila Rowswell also contributed to the task force while they were members. Fred Muzin, Mary LaPlante and Judy Darcy served as ex-officio members. And Joey Hartman and Maire Kirwin, two staff members from Provincial Office, supported the work of the task force.

**PATTY GIBSON** • HEU COMMUNICATIONS OFFICER



**any members  
d what's going  
k up freely, to**

The final report from HEU's *Task Force for a New Union* contains more than 80 recommendations for constitutional and policy change. Here are some highlights:

- **Relaxing some of the union's constitutional requirements to give locals greater flexibility in conducting their operations;**
- **Creating a strong regional structure for the union, with clear purpose and accountability, where regional vice-presidents are elected directly from regional caucuses and are assigned specific responsibilities;**
- **Supporting local activists with additional training and educational opportunities;**
- **Opening up the Provincial Executive election process by sending advance information to voting delegates and secretary-treasurers so members know something about candidates prior to convention and can provide direction to their delegates;**
- **Putting forward a strategic plan at the convention, to be discussed and voted on by delegates, that sets priorities and guides HEU's leadership, and committee work, between conventions;**
- **Piloting a new servicing model;**
- **Developing ways to ensure greater participation at all levels of the union for equity-seeking groups;**
- **Investing in HEU locals through more education that provides members with the tools and skills needed to defend our collective agreements and advance workplace campaigns.**

Want to know more? View the task force reports online at [www.heu.org](http://www.heu.org). If you want to review the package of constitutional amendments and resolutions that are going forward to convention, speak to one of your local executive officers. The convention package will be arriving at your local in late August. Let them know you are interested in any pre-convention discussions that may be happening in your local.



## Labour protests John Howard's Ottawa visit

Visiting Australian Prime Minister John Howard received a less than warm welcome from Canadian trade unionists who gathered on Parliament Hill in mid-May to protest against his government's recent enactment of extreme anti-worker labour laws. It was the first visit from a foreign head of government to be invited by Canadian Prime Minister Stephen Harper.

Among other things, the new laws allow employers to put workers on individual contracts that cut pay and reduce employment standards.

## How much *do* they earn?

A recent research report by a Washington-based think tank says American CEOs are now earning more in one work-day than the typical worker takes home in an entire year.

The Economic Policy Institute reports that the average CEO was paid an annual salary of \$10,982,000 in 2005. That's 262 times more than the average worker, who earns \$41,861.

But when you compare the average CEO salary, including bonuses and other incentives, to a minimum wage worker's pay, the comparison reaches a staggering ratio of 821-1.

# CLC rallies support across country for federal anti-scab legislation

**T**he Canadian Labour Congress (CLC) is asking union members across the country to get in touch with their Members of Parliament and urge them to vote for Bill C-257 – proposed federal labour reform legislation that would put an end to using “scabs” (replacement workers) during strikes and lockouts in workplaces that are covered by the *Canada Labour Code*.

“It’s a matter of fairness and balance,” says CLC President Ken Georgetti. “The prohibition on using scabs protects the interests of working Canadians and their families against the might of large, often global, employers with no roots in the community.”

Both the NDP and Bloc Québécois have introduced private members’ bills and are working together to secure the passage of Bill C-257: *An Act to amend the Canada Labour Code*.

The CLC has launched a national campaign with the objective of contacting every single Liberal and Conservative MP to educate them on the legislation and convince them to support it.

“The use of scab labour breeds anger on picket lines that can lead to violence as scabs are bussed through picket lines, often with police escorts,” says Georgetti. “Many times, union members are injured when struck by vehicles.”

Quebec and British Columbia passed similar anti-scab laws in 1977

and 1993 respectively.

“If it’s good for B.C. and Quebec, it’s good for all of Canada,” says Georgetti. “It is well documented that employers that hire scabs during strikes or lockouts are given an unfair advantage to drag their heels in bargaining, reaping profits from unpaid salaries (scabs are often paid less) and compromising any hope for a fair settlement.”

Previous attempts to reform federal laws in 2003 and 2005 failed, but Georgetti is hopeful that the “third time’s the charm.”

The CLC, the national voice of Canada’s labour movement, represents three million Canadian workers across the country.

For more information, check out <[www.canadianlabour.ca](http://www.canadianlabour.ca)>.



## Worker-to-worker connections are the key to building peace internationally

HEU’s Judy Darcy told participants at the Labour Peace Forum held June 25 in Vancouver that the key to building a movement for peace among union members is to find common ground with workers in global conflict zones like Iraq.

Darcy said the basis for making these global connections is the work Canadian unions have already done on issues like water privatization, health care and labour standards.

The Labour Peace Forum was held as part of the World Peace Forum which attracted 5,000 participants in late June.

## >>notebook>>



## Public solutions to our health care problems don't seem to fit Victoria's privatization agenda.

# Negative medicare messages hide the real successes

It’s innovative. It’s cost-effective. It’s successful. And it’s public.

The impressive hip and knee joint surgery program at UBC Hospital, implemented in April by Vancouver Coastal Health, has already reduced wait times for these in-demand operations and relieved the suffering of several hundred patients.

So why isn’t the B.C. government trumpeting these results from the hilltops? Why aren’t there glowing, front-page articles about it in the daily newspapers?

And given this outstanding example, why are health authorities continuing to contract out day surgeries to private clinics?

The answer may be because this is a public solution to a health care problem – and doesn’t fit Victoria’s privatization agenda.

Think about it. Negative medicare messages are relentlessly repeated to British Columbians – wait lists are out of control; the public system is failing; medicare is unsustainable; it’s had its day.

And the constant chant of the private sector – we can deliver services better and faster; private investment will save public health care; we’re already here, resistance is futile...

No wonder there’s no place to herald solid public sector solutions.

But wait a minute. There is a place.

In February’s Throne Speech, the B.C. government promised to “initiate a province-wide conversation” so that we, the electorate, can answer this question: “What are the fundamental changes we must make to improve our health and to protect our precious public health-care system for the long term?”

Let’s help the Premier keep this promise. Contact your MLA. Let her or him know that you want to talk about health care.

Ask when the extensive “province-wide conversation” will start.

Tell your elected representatives there are sound public solutions – including specialty surgical clinics like the one at UBC; inter-disciplinary health teams in community health centres; and visionary home support and residential care models – that will sustain medicare for generations to come.

In other words, let the “conversation” begin!

MARGI BLAMEY • HEU COMMUNICATIONS OFFICER

# Ekati diamond mine workers win first collective agreement

It was a tough, months-long fight under difficult and adversarial conditions, and they didn't get everything they wanted – but the workers at the Ekati diamond mine in the Northwest Territories now have a first collective agreement they can build on.

Three hundred and eighty-five members of the Union of Northern Workers (UNW), a component of the Public Service Alliance of Canada, ratified the pact by 66 per cent in early July, ending a grueling job action that began April 7, 2006. In doing so, the workers, many of whom are aboriginal, achieved a measure of security in the world's largest mining company, one that has been in several fights with trade unions and communities around the globe.

"This is a victory in that we have established ourselves as the union that represents the bargaining unit and that a union is representative of the membership," said UNW president Todd Parsons.

The Ekati Mine lies 300 kilometres north of Yellowknife. It is Canada's first diamond mine and is owned by Australia-based BHP Billiton, a company linked to the vicious anti-labour legislation imposed by that country's right-wing government.

The workers were seeking wage improvements, job security, seniority provisions and an end to contracting out. "This contract wasn't everything

we hoped for," said Parsons. "What we did achieve was a guarantee of protection for the workers by way of a legal, enforceable grievance-arbitration process. Hopefully, that will end many of the arbitrary practices and treatments from the employer."

Winning the agreement proved a challenge because of the mine's isolation and the fact that no one lives permanently at the site (the company flies workers in and out on a two-week rotation basis). Instead, the union mounted pickets at the mine's corporate offices and the Yellowknife airport, to prevent the company flying in strike-breakers to the mine. Information pickets were staged at jewelry stores.

Most effective, said Parsons, was the "Dirty Diamonds" international campaign. The union launched a series of ads in major publications such as the *New York Times* urging consumers to boycott the company's brands, Aurias and CanadaMark. "What we highlighted was the fact that these were

diamonds that were being produced during a labour dispute and that in itself is the production of conflict diamonds," said Parsons. (There are ongoing boycotts of so-called "blood diamonds" mined in places with terrible human rights' violations such as Sierra Leone.)

The campaign received a lot of support from consumers and retailers, Parsons said. "There was a specific



**"There was a specific retailer in Newfoundland who pulled both diamond brands off its shelf until there was a resolution."**



**Demonstrators, dressed in wedding attire, visited jewelry stores in several Canadian cities on June 17. They urged customers to boycott diamonds produced by strike breakers at the Ekati Mine.**

retailer in Newfoundland who pulled both diamond brands off its shelf until there was a resolution." An accompanying email campaign conducted through the website LabourStart was also effective, he said.

The fight was bolstered when the union won a bad-faith bargaining charge at the Canada Industrial Relations Board.

Union websites detail BHP Billiton's record in other countries. In Australia, five unions successfully defeated the company's efforts to impose individual contracts, facilitated by the Conservative government's recent anti-union legislation, on workers at its Pilbara operation. The site also carries news of other conflicts with the

company in the Philippines, Colombia, Indonesia, Papua New Guinea and the United States.

The new collective agreement, which expires on August 31, 2007, achieved an average annual wage hike of four per cent and a formalized pay grid system. Parsons says the grid is an important step forward, although the employer can still decide who receives what economic increases.

And while the union did not achieve a ban on contracting out, it did manage to wring a collective agreement from a notoriously anti-union transnational. For now, members have something to build on. And they're determined to get a better deal in the next round of negotiations.

DAN KEETON

## >>voices>>



**It's time to realize HIV/AIDS is present in every community. But the spread of this disease can and must be stopped.**

## Global community confronts HIV/AIDS pandemic

The most recent statistics available show that more than 40 million people worldwide have HIV/AIDS. Of those, 17.5 million are women and 2.3 million are children under the age of 15. Ninety-six per cent live in developing countries.

In 2005, 3.1 million people died of HIV/AIDS-related causes.

As if these statistics are not alarming enough, it is estimated that only one of every 10 people infected with HIV has been tested and knows their HIV status.

In the midst of this growing global pandemic, Toronto will be welcoming scientists, government leaders, grassroots activists, academics, youth and many others to the 16th international AIDS conference in mid-August. Its theme – *Time to Deliver* – underscores the growing sense of urgency and frustration that delegates will be bringing to this conference.

This frustration stems from the failure to build the unified, international commitment needed to deal with the largest public health challenge facing the global community.

Despite the existence of life-saving drug treatments, millions

of people living with HIV/AIDS have no access to them. And regardless of the knowledge we have gained over more than two decades – about how to prevent and treat HIV/AIDS – this disease continues to ravage entire populations, particularly in the south, and is emerging in a dramatic fashion in China, India, Russia and the Caribbean.

In Canada, HIV/AIDS is taking a huge toll on the aboriginal community and among IV drug-users, sex-trade workers and other vulnerable populations. Women and girls, here and throughout the world, are at greater risk than ever before.

All of which points to the responsibility every one of us has to do whatever we can to stop the transmission of HIV and to make treatment available for people who have been infected.

It's time to realize HIV/AIDS is never really very far away. It's present in every community. But the spread of this disease can and must be stopped. It's time to deliver. Check out our website at <[www.aids2006.ca](http://www.aids2006.ca)>.

GENE LONG • COMMUNICATIONS MANAGER – AIDS 2006

## Strengthen needlestick injury regs says HEU

WorkSafe BC's proposed new *Biohazardous Material Regulation* does not go far enough to protect health care workers from needlestick and medical sharps injuries.

In a written submission to WorkSafe BC (the Workers' Compensation Board of British Columbia), HEU urged the board not to exclude high-risk medical sharps devices from the proposed regulation.

Last September, HEU – along with other health care unions – launched a needlestick injury campaign requesting amendments to B.C.'s *Occupational Health & Safety Regulation* that would require the use of safety

engineered medical devices (SEMDs) for the prevention of medical sharps and needlestick injuries.

In response, WorkSafe BC agreed to make limited amendments specifically to hollow bore needlesticks used during vascular access procedures, but did not include protections from other medical sharps (such as scalpels, suture needles and lancets).

During four public hearings on the proposed regulation, the union advocated to include all medical sharps procedures; have medical sharps injury logs tracked by employers; put a joint consultation process in place for safety engineered devices; and to move the regulation's

phase-in period to nine months earlier – April 2007.

Speakers at the May hearings included HEU members Harold Burns (Kelowna), Eddie McMullen (Prince George), Doreen Johnson and Sherry White (Nanaimo) and Joanne Dickie (Vancouver).

## Union commits to community social services campaign

After a difficult round of negotiations, where HEU's community social services members did not achieve their top bargaining priorities, the union's Provincial Executive is encouraging the multi-union bargaining association to initiate a campaign publicizing the serious problems still plaguing workers in

this sector.

The decision to dedicate resources to a public awareness campaign reflects growing concerns about outstanding recruitment and retention issues throughout the sector.

Although HEU members working in community social services voted 57 per cent against the tentative settlement reached by the Union Bargaining Association (which includes 13 different unions), the majority of workers in the sector voted to ratify the agreement. Of the 15,000 workers covered by the new contract, 1,300 are HEU members.

The settlement provides compounded wage increases of 8.56 per cent over the four-year contract, a \$4,200

signing bonus, improvements in bumping and promotion language, stat pay for casual workers, and a pension that will come into effect in the final year of the agreement.

Other priorities identified by HEU members going into bargaining however, were not achieved. The four-step increment on the wage grid remains in place, as does the 20 per cent reduction on sick pay. Improvements to LTD, special leave and prescription drug coverage were also not achieved.

HEU secretary-business manager Judy Darcy says the provincial government simply has not grasped the scale of the crisis pervading the entire community social services sector.

Whether she's on the picket line or busy balancing the books, HEU's financial secretary **Mary LaPlante** is passionate about defending members' rights and making sure the union's future is on solid ground. Now she's ready to embark on a well-deserved retirement.



# THERE'S SOMETHING ABOUT MARY

For more than two decades, Mary LaPlante has been at the helm of her union: supporting members, walking picket lines, negotiating contracts, rallying the troops, and yes, balancing the books.

But after 24 years on HEU's Provincial Executive (PE) – 22 as financial secretary – Mary will be leaving her position at the close of this October's biennial convention.

"People are going to miss Mary," says former PE member Nancy MacDonald. "Her friendliness, her enthusiasm, her commitment and her dedication to her job. No matter what she was doing, Mary always gave it her best."

Mary's first involvement with the trade union movement came while she was a university student, working summers at a Prince Rupert fish plant.

"I was a member of the United Fisherman and Allied Workers Union," recalls Mary. "I was young and green, but I could see how the employers were screwing everyone around. So I spoke up about it and that's how I ended up becoming a shop steward."

After two seasons in the fish plant, Mary went

on to work in a chartered accountant's office, and then the local hospital where she found a job in the finance department.

**"First and foremost, Mary is committed to the members. It's her root. It's what she's dedicated to, and it's never changed over time. She's a true union soul."**

"That was in the 70s, when our group of workers wasn't part of the union. So we had to organize in order to become members of HEU," says Mary.

"It was quite an organizing drive," she says. "I remember standing on toilet seats in the women's washroom, signing people up. It was the only place where you could get away from management and organize without getting fired."

The drive was successful in 1980. Two years later, as a proud HEU member, Mary was elected to the union's Provincial Executive as a vice-president for the North. In May 1984, she was appointed acting financial secretary, and then successfully ran for the position at the following convention.

"Right from the beginning, that little woman was gungho," remembers long-time former PE member Alberta Dorval. "She shone in finances, but she was interested in everything."

"The thing about Mary," adds Dorval, "was she

always did her homework. There's not very much gets by her. And when she's got a cause, nothing daunts her."

Another former member of HEU's PE is Colleen Fitzpatrick, who first met and worked with Mary in Prince Rupert in the late 70s. When asked about Mary's strongest qualities, there's no hesitation.

"First and foremost, Mary is committed to the members," says Fitzpatrick. "Over the years, she's never wavered from that priority. It's her root, it's what she's dedicated to, and it's never changed over time. She's a true union soul."

MacDonald agrees. "In all her years on the PE, Mary never forgot what it was like to work in the health care field."

Mary herself credits HEU members as being her greatest inspiration, especially in tough times. "Members always give me a burst of energy. They give me my strength and my purpose. When I feel bogged down at the office, I always say: 'What I really need is a dose of the membership.' They make a huge difference. Contact with the members almost always puts a smile back on my face."

As HEU's financial secretary, Mary spends long hours in her office, busy at her computer, taking calls from members, signing cheques, preparing budgets and performing a host of other duties that

## HEU sponsors community award

Local activist and lawyer Tarel Quandt posthumously received an HEU-sponsored award for Social, Political & Community Action at the AccolAIDS 2006 awards gala in May, honouring heroes in B.C.'s AIDS movement.

As director of the Treatment Information and Advocacy Department at the British Columbia Persons with AIDS Society (BCPWA), she advocated for people with AIDS to access income assistance and better health care, including proper nutrition.

"Activists – like Tarel Quandt – have been front and centre in the fight for the human rights of people living with HIV and AIDS," says

HEU's president Fred Muzin.

"HEU is committed to social activism and community alliance building to advance progressive change," he says.

Quandt died in February at age 40 after a three-year battle with cancer.

## Community health members ratify new contract

HEU's 1,500 members in the community health sector ratified a new contract in late April that includes compound wage increases totaling 11.4 per cent with additional adjustments for targeted classifications, a \$4,200 signing bonus, stronger protection against contracting out, and improved health and safety

provisions. And starting April 1, 2006, community health members will finally be covered by a pension plan.

The four-year agreement covers 13,000 health care workers who provide home support services for the elderly and infirm, care givers in mental health group homes, drug and alcohol counsellors, and health authority administrative staff.

Workers voted 97 per cent in favour of the new contract.

"Our members went into this round of bargaining, with our union partners, looking to recover lost ground, increase wages, protect jobs and win greater respect for their work," says HEU secretary-business manager Judy Darcy.

"Gains were made on all

these fronts. Now our members can turn their attention to strengthening the delivery of community-based health care services across the province."

## CUPE's National Women's Task Force

CUPE's national women's task force (NWTF) – whose purpose is to make the union stronger by increasing women's participation and representation – will be in full swing this fall. HEU members, as part of CUPE's family, are encouraged to get involved with the exercise.

The NWTF was mandated at CUPE's 2005 national convention and the 16-person task force has met twice this year to develop its consul-

tation process. G.F. Strong activist and former Provincial Executive member Sheila Rowswell is HEU's representative on the task force.

While two-thirds of CUPE's members, and 80 per cent of HEU's members, are women, their numbers in leadership throughout the union have declined over the last decade. CUPE, through this task force, is hoping to turn that around.

NWTF co-chair Barb Moore, a member of CUPE 3912 in Halifax, said that the task force is about working from the bottom up to get results.

"The barriers that women face in their day-to-day lives need to be identified and transformed if women are to enjoy full equality in their liv-

continued on page 14



keep the union in sound financial shape.

But when it comes to a rally or a picket line, Mary is usually at the forefront, boosting the situation with her vocal, feisty presence.

"On a picket line, Mary talks to everyone," says MacDonald. "She lifts morale, she makes it fun. And she's never afraid to speak out."

Dorval agrees. "Out on the picket line, she's an absolute force to be reckoned with. But then she's like that everywhere. She says I'm her mentor, but the truth is I'm a wuss compared to Mary."

When asked to identify one moment that stands out for her among all others, Mary's immediate response is, "Getting arrested on the K-bro laundry blockade in 2003. It was one of my proudest moments, being able to stand up for our members' rights when government was contracting laundry out to Alberta."

When asked about her achievements, however, it's all about the nuts and bolts of her financial responsibilities. "I've put firm financial policies and audit controls in place, good cash flow procedures. And I've created a huge policy manual – five big binders – for my successor to follow."

**"Out on the picket line, she's an absolute force to be reckoned with. But then she's like that everywhere."**

Mary says she's a strong believer in putting resources back into the membership, which is the key to keeping the union strong. "Dollars come in and they go back out...through rebates to locals, education, training, research, legal services for arbitrations, and campaigns."

She readily admits that leaving HEU is going to be hard, despite having given the union a year's notice.

And she's not entirely sure what's next.

She'll have more time to spend with her partner Butch, her son Stephen, and her birth family, which she found six years ago. Adopted as a baby, Mary didn't know she had two sisters and two brothers until she started looking for information about her mother. She also says she'll have more time for biking and golf.

"It'll be hard going from a 14-hour day to zero," says Mary. "But I'm look-

ing forward to getting back to my involvement with the Women's Resource Centre in Richmond, my strata council, and I'll remain on the board of Pacific Blue Cross," she says.

"I've loved being part of HEU and I'll always be there for the union. But now it's time to turn the keys over to someone else."

# >> factfile

Here are a few interesting facts and figures from Mary LaPlante's 22 years as HEU's financial secretary.

Number of strike pay cheques she signed in 2004:  
More than 40,000

Number of presidents she served with:  
Two

Number of secretary-business managers:  
Four

HEU's annual operating budget when elected financial secretary in 1984:  
\$5.3 million

Today's operating budget:  
\$27 million

Number of finance staff at HEU in 1984:  
Four

Number of finance staff in 2006:  
Seven

Number of HEU conventions attended as financial secretary:  
11

Number of annual budgets prepared:  
22

Number of bargaining committees:  
Eight

Number of times arrested:  
One

(for blockading the shipment of hospital laundry to Alberta)

Size of her union lapel pin collection:  
119

continued from page 13

ing and working conditions.

"We're going out to the members to find out about the issues and come up with solutions, small and large, that will make a difference for women."

## HEU's election efforts win awards

HEU's 2005 pre-election ad – the one featuring a rolling list of hospitals affected by government cuts – has won another international award.

The Summit International Awards recognized "Closed" as the best in its category of political broadcast advertising with a gold award. Earlier in the year, the ad received honourable mention from the American Association of Political Consultants.

On the same theme, the Canadian Association of Labour Media (CALM) selected HEU for its "Best Website Award" for [www.deceivebc.ca](http://www.deceivebc.ca) – the union's 2005 election website listing promises made and promises broken during the first term of the B.C. Liberal government. The CALM awards were presented at its annual meeting held in Winnipeg in May.

## Iraqi resident visits HEU Provincial Office

Members and staff at HEU's Provincial Office had the rare opportunity in early July to hear from a Baghdad resident about the struggle to survive in war-ravaged Iraq.

Veteran journalist and co-founder of the Occupation

Watch Center, Nermeen al-Mufti, who was in B.C. by invitation of the World Peace Forum, spoke about daily life under the U.S.-led occupation and the health care crisis now facing the Iraqi people.

"Iraqis knew the U.S.A. would not bring freedom," said al-Mufti.

Between 1991 and 2003, economic sanctions against Iraq killed over one million Iraqis, she explained, and since the occupation began in 2003, she estimates that at least 75 civilians are killed daily, although their deaths continue to be invisible.

Before the sanctions and the occupation, Iraqis



Nermeen al-Mufti

enjoyed high quality health care. The infant mortality rate was about 20

deaths for every 100,000 live births. Since the sanctions were imposed in 1991, this rate has skyrocketed to 10,000 deaths for every 100,000 births.

Although health care providers are vulnerable to kidnapping and violence, al-Mufti said the occupying forces do nothing to protect them – a situation that has led to a critical shortage of trained health care workers. Drug treatments are either unavailable or prohibitively expensive due to the privatization of Iraqi health care.

And after three years of

occupation, Iraqi patients are regularly denied necessary care because there are not enough rooms in the hospitals.

As for the Iraqi economy, al-Mufti said it has been largely decimated. Unemployment now stands at 66 per cent. Iraqi public services are being privatized to foreign companies at a "very high rate" and since May 2003, the U.S. has appropriated about \$20 billion worth of oil from the war-ravaged nation.

The withdrawal of foreign troops is the first step toward achieving stability, justice and peace in Iraq, she said.

"If the Americans left tomorrow, we would be very happy. We are mature enough to look after ourselves."

JULY

AUGUST

SEPTEMBER

OCTOBER

### JULY 17 - 20

Provincial Executive meeting, Burnaby

### AUGUST 6

Vancouver Gay Pride Parade

### AUGUST 7

BC Day, HEU offices closed

### AUGUST 11

HEU scholarships and bursary deadline

### SEPTEMBER 4

Labour Day, HEU offices closed

### SEPTEMBER 8

International Literacy Day

### SEPTEMBER 11 - 14

HEU Provincial Executive meeting, Burnaby

### OCTOBER

Women's History Month

### OCTOBER 2 - 6

HEU's 25th Biennial Convention

### OCTOBER 17

International Day for the Eradication of Poverty

## Klein's film paints 'picture of the possible' for people with disabilities

**B**onnie Sherr Klein describes her latest film – *SHAMELESS: The ART of Disability* – as "a picture of the possible." She also calls it "a film with heart." Released by the National Film Board of Canada (NFB) earlier this year, *SHAMELESS* is an intimate portrait of five artists with disabilities: Persimmon Blackbridge, Catherine Frazee, Geoff McMurchy, David Roche, and Klein herself. It is funny, irreverent, and yes, full of heart.

When the five artists sit down together and talk about the absurdities in images of people with disabilities, the laughter spills out. When they and their partners describe their relationships, the love is palpable. The art fills the film (which is art, too) with the power of poetry, sculpture, spoken word and dance.

*SHAMELESS* premiered at the DOXA Film Festival in Vancouver, to a packed house. The screening was a celebration and a statement, a reminder of how

### FILM

**SHAMELESS: The ART of Disability.** National FilmBoard, 2006. (71 min 22 sec)

Director Bonnie Sherr Klein.  
Producer Tracey Friesen.  
Exec. producer Rina Fraticelli.

previewed by Emma Kivisild

All of the artists Klein chose to focus on are worthy of their own individual films. Blackbridge is a multiple award-winning sculptor and writer. Frazee, a poet and scholar, has a list of accomplishments a mile long, including heading the Ontario Human Rights Commission, and spearheading KickstART!, Canada's first disability arts festival. McMurchy is Director of the Society for Disability Arts and Culture, a choreographer and dancer. Humourist Roche has performed his one-man shows around the world. Klein is a pioneer of women's cinema, known for such films as *Not a Love Story* and *Speaking Our Peace*, making her first film since a catastrophic stroke in 1987.

The achievements are impressive, but the real impact of the film is in how well we come to know the characters. We see them at home, even in the hospital, and get a window on their creative

rarely people with disabilities see our authentic selves on screen. And how excited we are when we do.

We are an invisible community, restricted by many societal barriers. We often don't even know each other, so the visibility of these five active, creative, dynamic individuals was thrilling.



Pictured above are (from left): Geoff McMurchy, David Roche, Bonnie Sherr Klein, Persimmon Blackbridge and Catherine Frazee

processes. Roche prepares for his off-Broadway debut with all the intensity that characterizes theatre work. McMurchy watches his dance choreography being performed. Blackbridge takes 'meaningful junk' and makes moving 3D portraits. Frazee shares the story of a poem in the making. Klein discusses the meaning of this film for her.

The strength of the film comes from how honest they are about their lives, their creative challenges, and the adjustments they make to deal with the 'able' world.

*SHAMELESS* is not a survey of artists with disabilities, or a picture of the diversity within the disability community, or documentation of the hardships disability can engender. Those are different films. In this one, as Klein says, we see what might be, what is possible, when possibilities are opened by disability activism, loving and supportive families or friends or both, a measure of financial stability, and the transformative power of art.

*SHAMELESS* is currently being shown at film festivals across North America. It will be available to be booked for screenings soon. For more information, visit the National Film Board website: <http://www.nfb.ca> and search for *SHAMELESS*. Or call the NFB: 1-800-267-7710.

Emma Kivisild is a Vancouver writer living with multiple sclerosis.

**Retired after 21 years**  
**Gail Mitchel**, a nurse's aide at Cumberland Lodge in Comox, B.C., is retired from her job after 21 years of service. Mitchel's retirement plans include spending lots of time with her grandson, going to the gym, and signing up for a few courses.



**ANNE CARROLL**

Carroll as "a fun loving gal who stood up for her union brothers and sisters as well as the residents."

Carroll, a care aide and activity worker, was a shop steward and member of the Orca Shores local executive. "She had a wonderful spirit of justice and was a friend to so many," says Hickling.

"I count myself blessed for having known her. She played a huge role instilling confidence and pride at the local level and worked hard to promote fairness in the workplace."

### New servicing assignments

Kelowna-based servicing representative

### Memorial bench honours local activist

HEU member **Anne Carroll**, who lost her battle with cancer two years ago, will be permanently remembered at her former work site, thanks to the efforts of her co-workers, management, and family who have established a memorial bench in her honour.

The granite bench, with Celtic calligraphy, reflects Carroll's Irish heritage. It is now a permanent fixture in front of the Chemainus Health Centre.

Local activist and co-worker Peggy Hickling describes

**Heather Arnold** will be moving to Vancouver Island to become part of HEU's team in the Victoria office. And **Sonja Turcotte** (*nee Damani*) will be moving from the Prince George office to Kelowna.

### Labour college grad

HEU activist **Elizabeth Ziebart** is still abuzz after her June graduation from Labour College in Ottawa.

The Canadian Labour Congress-sponsored program – designed to educate union members on labour history and activism, and enhance leadership development – has a rigorous, nationwide selection process, including an essay writing and scholarship competition.

"I felt honoured," says Ziebart, a buyer at the Prince George local, who received a full scholarship and an invitation to St. Paul's University to take the four-week course. "It was amazing to be accepted."

"The experience was intense and emotional. The class consisted of 49 powerful activists with strong personalities, and we had to learn how to work together as a group, and remember that everybody had a common goal – the importance of solidarity."

### Answers from Coffee Break

- 11 per cent
- 4,000
- Winnipeg General Strike
- Brotherhood of Sleeping Car Porters
- Free trade agreement
- 1940

## Talk to us Toll-Free!

You can call any HEU office toll-free to deal with a problem or get information. It's fast, easy and free.

### PROVINCIAL OFFICE

• Burnaby  
 1-800-663-5813

### REGIONAL OFFICES

**Northern Office**  
 • Prince George  
 1-800-663-6539

**Okanagan Office**  
 • Kelowna  
 1-800-219-9699

### Vancouver Island Offices

• Victoria Site  
 1-800-742-8001  
 • Comox Site  
 1-800-624-9940

**Kootenay Office**  
 • Nelson  
 1-800-437-9877

## HEU's WOMEN'S COMMITTEE IS BACK

### Our focus in 2006:

- empowering women in the workplace
- involving women in bargaining issues
- promoting the value of our work
- strengthening women's participation at the local level

### We want to hear from you.

Contact Margie Anderson,  
 Chair, HEU's Women's Committee

By fax: 604-739-1510

By email: manderson@heu.org



## EQUITY PHONE LINE

1.800.663.5813, ext. 7192  
 Lower Mainland 604.456.7192

### PRESS 1

### Ethnic Diversity

One union, many colours! Working across our differences! To participate, please call and leave us your name!



### PRESS 2

### First Nations

First Nations members would like to hear from you! Please call if you would like to help educate our union sisters and brothers on issues that affect First Nations People.



### PRESS 3

### Lesbians and Gays

For support: afraid of being identified, feeling isolated, want to know your rights? Call for information on same sex benefits, fighting homophobia and discrimination.

[www.pridepages.org](http://www.pridepages.org)



### PRESS 4

### People with disabilities

If you are on WCB, LTD, or if invisibly or visibly disabled in the workplace, let us know how the union can better meet your needs.

[www.alberni.net/PeopleWithDisAbilities](http://www.alberni.net/PeopleWithDisAbilities)



ALL CALLS ARE CONFIDENTIAL

## You can

1. save HEU money
2. save trees
3. get your *Guardian* quickly

by notifying us promptly of any change of address. Just clip this coupon, which has your mailing label on the back, fill in your new address below and mail to the *Guardian*, 5000 North Fraser Way, Burnaby V5J 5M3.

Name \_\_\_\_\_

Address \_\_\_\_\_

Postal Code \_\_\_\_\_

Telephone \_\_\_\_\_ E-mail \_\_\_\_\_

Facility \_\_\_\_\_

# GUARDIAN

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

EDITOR  
**Mike Old**

MANAGING EDITOR  
**Patty Gibson**

ASSOCIATE EDITOR  
**Margi Blamey**

DESKTOP PRODUCTION  
**Elaine Happer**

DESIGN CONSULTATION  
**Kris Klaasen,  
 Working Design**

PRODUCTION & PRINTING  
**Broadway Printers**

The *Guardian* is published on behalf of the Provincial Executive of the Hospital Employees' Union, under the direction of the following editorial committee:

**Fred Muzin, Judy Darcy, Mary LaPlante, Barb Burke, Ken Robinson, John Evans and Kelly Knox**

### PROVINCIAL EXECUTIVE

**Fred Muzin**  
 President  
**Mary LaPlante**  
 Financial Secretary  
**Judy Darcy**  
 Secretary-Business Manager

**Barb Burke**  
 1st Vice-President

**Ken Robinson**  
 2nd Vice-President

**John Evans**  
 3rd Vice-President

**Doreen Plouffe**  
 4th Vice-President

**Dan Hingley**  
 5th Vice-President

**Kelly Knox**  
 Senior Trustee

**Donisa Bernardo**  
 Senior Trustee Elect

**Harold Burns**  
 Trustee

**Jacqueline Zilkie**  
 Member-at-Large 1

**Louella Vincent**  
 Member-at-Large 2

**Joanne Foote**  
 Regional Vice-President  
 Fraser Valley

**Margie Anderson**  
 Regional Vice-President  
 Kootenays

**Cathy Pinsent**  
 Regional Vice-President  
 Lower Mainland – Coastal

**Tilly Hiscock**  
 Regional Vice-President  
 Lower Mainland – Centennial

**Boni Barcia**  
 Regional Vice-President  
 Lower Mainland – Central

**Becky Jacobson**  
 Regional Vice-President  
 North

**Georgia Miller**  
 Regional Vice-President  
 Okanagan

**Jesse Winfrey**  
 Regional Vice-President  
 Vancouver Island

**Victor Elkins**  
 First Alternate  
 Provincial Executive

### UNION OFFICES

**Provincial Office**  
 5000 North Fraser Way  
 Burnaby V5J 5M3  
 (604) 438-5000  
 E-MAIL [heu@heu.org](mailto:heu@heu.org)  
 INTERNET [www.heu.org](http://www.heu.org)

### Regional Offices

**VANCOUVER ISLAND**  
**Victoria Site**  
 201-415 Gorge Road East  
 Victoria V8T 2W1  
 (250) 480-0533

**Comox Site**  
 205-156 Manor Drive  
 Comox V9M 1C7  
 (250) 339-3698

**OKANAGAN**  
 100-160 Dougall Rd. S.  
 Kelowna V1X 3J4  
 (250) 765-8838

**KOOTENAY**  
 745 Baker St.  
 Nelson V1L 4J5  
 (250) 354-4466

**NORTHERN**  
 1197 Third Ave.  
 Prince George V2L 3E4  
 (250) 564-2102





# GET UP.

Every one of us depends on public health care.



# STAND UP.

For decades, it's been our most precious asset.



# DON'T GIVE UP THE FIGHT.

Together we *can* keep health care public.



# Public health care's greatest ally is you!

[www.heu.org](http://www.heu.org)



AGREEMENT NUMBER 4007486

RETURN TO  
The Guardian  
5000 North Fraser Way  
Burnaby, BC  
V5J 5M3